



Annual Report

2018-19

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TTY: 07 3896 3471

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2018-19 HIGHLIGHTS

We are living at a time of significant change in the workforce. That change involves both opportunity and disruption. Jobs Queensland's focus is on how we develop a highly skilled and adaptable workforce so that all Queenslanders can participate in the future opportunities.

Over the past twelve months, we have examined key issues driving future workforce composition and skills requirements across our industries, regions and communities. We have also continued to submit evidence-based advice to Government on transformational issues around Queensland's future workforce.

Importantly, our work is having an impact across government and the broader community. Our research, data and resources have informed key policy forums, including the Future of Work Skills and Industry Summit in November 2018, and has underpinned a range of economic and workforce development activities.

We look forward to continuing to work with our partners and networks to further shape the social and economic prosperity of Queensland in 2019-20 and beyond.

Professor Peter Coaldrake

Jobs Queensland Chair



43
recommendations supported by government



10 reports released



1700+
stakeholders engaged

IMPACTING CHANGE

Shaping employment and skills policy



Supporting regional and industry economic development

Informing skills investment

Building workforce planning capability





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Sunset at Beachmere

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Farm, Scenic Rim

Jobs Queensland provides evidenced-based research and industry-relevant strategic advice to ensure Queensland is developing the skills and workforce capabilities it needs for its modern economy. Jobs Queensland is helping to position Queensland to respond to the significant and increasingly rapid changes to employment and skills driven by technological change and demographic shifts. Its work is supporting regions and industries across the state to capitalise on new and emerging opportunities and to manage change.

LEGISLATION

The *Jobs Queensland Act 2015* (the Act) outlines Jobs Queensland's functions and responsibilities. Its core function is to deliver independent advice to the Queensland Government regarding future skills needs, workforce planning and development, and the apprenticeship and traineeship system in Queensland.



Future skills needs



Workforce planning & development



Apprenticeship & Traineeship system

This advice is provided to the Minister for Employment and Small Business and Minister for Training and Skills Development, the Honourable Shannon Fentiman MP.

Jobs Queensland undertakes research to support this work and consults industry, regional, community and government stakeholders to inform the advice delivered to the Minister and to increase awareness among Queenslanders of Jobs Queensland's work.

STATEMENT OF EXPECTATIONS

Under the Act, the Minister may issue Jobs Queensland with a Statement of Expectations. On 3 May 2018, the Minister issued a Statement of Expectations applying until 30 June 2020. This has guided Jobs Queensland's work in 2018-19.

JOBS QUEENSLAND BOARD

Section 10 of the Act details the composition of Jobs Queensland to ensure it has a broad mix of skills, experience and capabilities. The Board comprises employer and employee representatives and experts in the education, training or employment sectors. The Board met 10 times throughout 2018-19.

BOARD AS AT 30 JUNE 2019



Professor Peter Coaldrake AO,
Chair*



Donna Bonney*



Tamilyn Brennan



Heidi Cooper*



Daniel Gschwind



Peter Henneken AM



Brett Schimming*



Tracey Sharpe



Kristine Skippington



Jennifer Thomas



Rohan Webb

PREVIOUS MEMBERS

Other members of Jobs Queensland during 2018-19 were:

- Professor Paul Boreham - term concluded on 31 October 2018
- Dr Scott Davis - term concluded on 31 October 2018
- Mr Alan Sparks - term concluded on 31 October 2018
- Mr David Norris - resigned on 13 March 2019.

JOBS QUEENSLAND SECRETARIAT

Jobs Queensland is a statutory entity. The Department of Employment, Small Business and Training (DESBT) is responsible for providing budget, financial management and business support to Jobs Queensland. The Jobs Queensland Secretariat, which is a business unit within DESBT, provides dedicated support to allow Jobs Queensland to undertake its functions. The Board and Secretariat are based in Ipswich.

For more information on the composition of Jobs Queensland, visit www.jobsqueensland.qld.gov.au/about-us.

**Mr Peter Henneken acted as Interim Chair until 31 October 2018. Professor Peter Coaldrake was appointed Chair on 1 November 2018. The appointments of Ms Donna Bonney, Ms Heidi Cooper and Mr Brett Schimming commenced on 29 November 2018.*

This year, Jobs Queensland focused on key projects across its legislated functions and aligned to its strategic goals of:

- Fostering a skilled and productive workforce for the changing economy, inclusive growth and jobs of the future.
- Strengthening the state's vocational education and training system
- Enabling Queensland industries and communities to strengthen skills, capabilities and resilience
- Positioning Jobs Queensland as an authoritative and trusted advisor.

FUTURE SKILLS PROJECTS

Anticipating Future Skills

Jobs Queensland released the Anticipating Future Skills report and supporting data tools on 5 November 2018.

The project developed three plausible future scenarios to anticipate skills demand at industry, occupational, regional and qualification levels throughout Queensland from 2017 to 2022, along with a baseline scenario. Economic modelling of these scenarios was tested and validated with business and industry stakeholders.

The Anticipating Future Skills research and data is driving strategic thinking associated with employment, skills and workforce development in Queensland. This included providing critical information used at the Queensland Government Future of Work Skills and Industry Summit in November 2018. It is also supporting industries and regions across the state with local workforce and skills planning.

www.jobsqueensland.qld.gov.au/afs

Supporting workforces during industry transition

Jobs Queensland delivered the *Supporting workforces during industry transition: Key elements for success* report to better understand the variety of economic and social impacts that industry transitions can have on enterprises and their workforce.

Eight key elements for success were identified to provide guidance on how to best respond to future

industry transitions and promote positive long-term outcomes for those affected.

The project was undertaken in two phases, producing a literature review and final report. The final report was delivered to government in September 2018.

www.jobsqueensland.qld.gov.au/industrytransition

Future Work

Jobs Queensland completed the first two phases of its project on future work in Queensland and the possible implications for employment and skills policy.

Following the launch of an extensive literature review and discussion paper in February 2019, widespread consultation was conducted across Queensland to inform the development of a status report. Phase two of the project also includes a social research project into how work is changing.

www.jobsqueensland.qld.gov.au/futurework

WORKFORCE PLANNING PROJECTS

Fraser Coast Workforce Blueprint

The *Fraser Coast Workforce Blueprint 2018* was launched in October 2018 in Maryborough. The project exemplifies Jobs Queensland's approach to collaborative, place-based regional workforce planning and development.

The blueprint was developed following extensive research and local consultation. It has specific consideration of the Fraser Coast's economic and labour market profile. The actions in the blueprint provide a platform for local industries and employers to develop and grow the Fraser Coast's workforce.

The project was guided by a local steering group that transitioned itself into Jobs Fraser Coast – a local committee to oversee the implementation of actions from the blueprint. Jobs Queensland has continued to work with Jobs Fraser Coast throughout 2018-19.

The Queensland Government identified Jobs Queensland's work in the Fraser Coast as a successful place-based regional workforce planning model that can be delivered in other regions.

www.jobsqueensland.qld.gov.au/frasercoast



Brisbane City

Ipswich manufacturing workforce project

Engaging with the manufacturing industry and other relevant stakeholders in the Ipswich SA4 region, Jobs Queensland coordinated a strategy to strengthen the relationships between supply and demand for skills in the region.

Jobs Queensland undertook the Ipswich Manufacturing Workforce Project in two phases, delivering an environmental scan and *A workforce report and action plan for the manufacturing industry in Ipswich*.

This project aimed to identify local solutions to maximise the long-term prosperity of the manufacturing industry in Ipswich.

www.jobsqueensland.qld.gov.au/ipswichmanufacturing

Townsville Workforce Development Plan

Jobs Queensland is developing a Townsville Workforce Development Plan, which was identified as an opportunity under the Townsville City Deal.

The plan will have a five-year focus (2019-24) to align and respond to the Townsville City Council's Economic Development Plan and demand for higher skills. Four focus industries will underpin the Townsville Workforce Development Plan - Manufacturing; Health Care and Social Assistance; Transport, Postal and Warehousing; and Professional, Scientific and Technical Services.

Jobs Queensland conducted a range of stakeholder consultations during 2018-19. The final workforce plan will be submitted to government in late 2019.

www.jobsqueensland.qld.gov.au/townsville

National Disability Insurance Scheme workforce needs

Jobs Queensland is working with key National Disability Insurance Scheme (NDIS) and community services stakeholders to assess and respond to skills demand and supply issues resulting from the rollout of the NDIS across Queensland.

Jobs Queensland has already provided support for two projects to complement the workforce planning activity to support the NDIS in Queensland. In 2018-19, Jobs Queensland published the *Building the NDIS workforce through traineeships report*, which found that a number of opportunities exist to support the uptake of traineeships in the sector, primarily through the Certificate III in Individual Support traineeship.

Jobs Queensland continues to support a multi-year qualitative and quantitative research project examining how regions across the state can best meet the projected jobs growth and skills needs resulting from the rollout of the NDIS. This project is scheduled to conclude in June 2020.

www.jobsqueensland.qld.gov.au/ndisworkforce

Workforce Planning Connect

In May 2019, Jobs Queensland, in partnership with the Chamber of Commerce and Industry Queensland, launched a suite of resources to help build the workforce planning capacity of small and medium-sized enterprises (SMEs) in Queensland.

The Workforce Planning Connect resources include a comprehensive toolkit, an introductory guide and a microsite, all of which have been developed to support SMEs to undertake workforce planning within their own businesses.

A coordinated communication and marketing campaign has been undertaken to increase public awareness of the Workforce Planning Connect resources.

www.jobsqueensland.qld.gov.au/wpc



Sugar cane harvesting

STRATEGIC ADVICE

Jobs Queensland continued to provide strategic advice to the Queensland Government in 2018-19 around its vocational education and training (VET) policies and programs, as well as other government priorities.

Advice included:

Social enterprise

Jobs Queensland undertook research to understand appropriate roles for government to help support social enterprise activity and deliver economic and social outcomes for Queensland.

Training infrastructure investment

Jobs Queensland has supported the development of training infrastructure regional plans, through the application of findings from Jobs Queensland's Anticipating Future Skills data.

Apprenticeships and traineeships

Jobs Queensland has investigated apprenticeship and traineeship employment in the Queensland Government. This has included considering how the government can lead by example as an employer in creating and supporting apprenticeship and traineeship employment opportunities for Queenslanders.

Future of Work Skills and Industry Summit

Jobs Queensland provided advice and supporting evidence to inform the Future of Work Skills and Industry Summit and Industry Roundtable hosted by the Premier of Queensland on 28 November 2018.

Advice on VET investment

Jobs Queensland continues to develop research and provide advice to support and inform VET investment. In addition, Jobs Queensland provided a submission to DESBT in response to the Skills for Queensland discussion paper.

Coordinated projects

Jobs Queensland has engaged with the Coordinator-General around support for workforce planning and development for coordinated projects. It has remained engaged with key stakeholders delivering the Queens Wharf development, providing expertise and advice as required.



Future of Work Skills and Industry Summit



2019 Gold Coast Employability Symposium

ENGAGEMENT

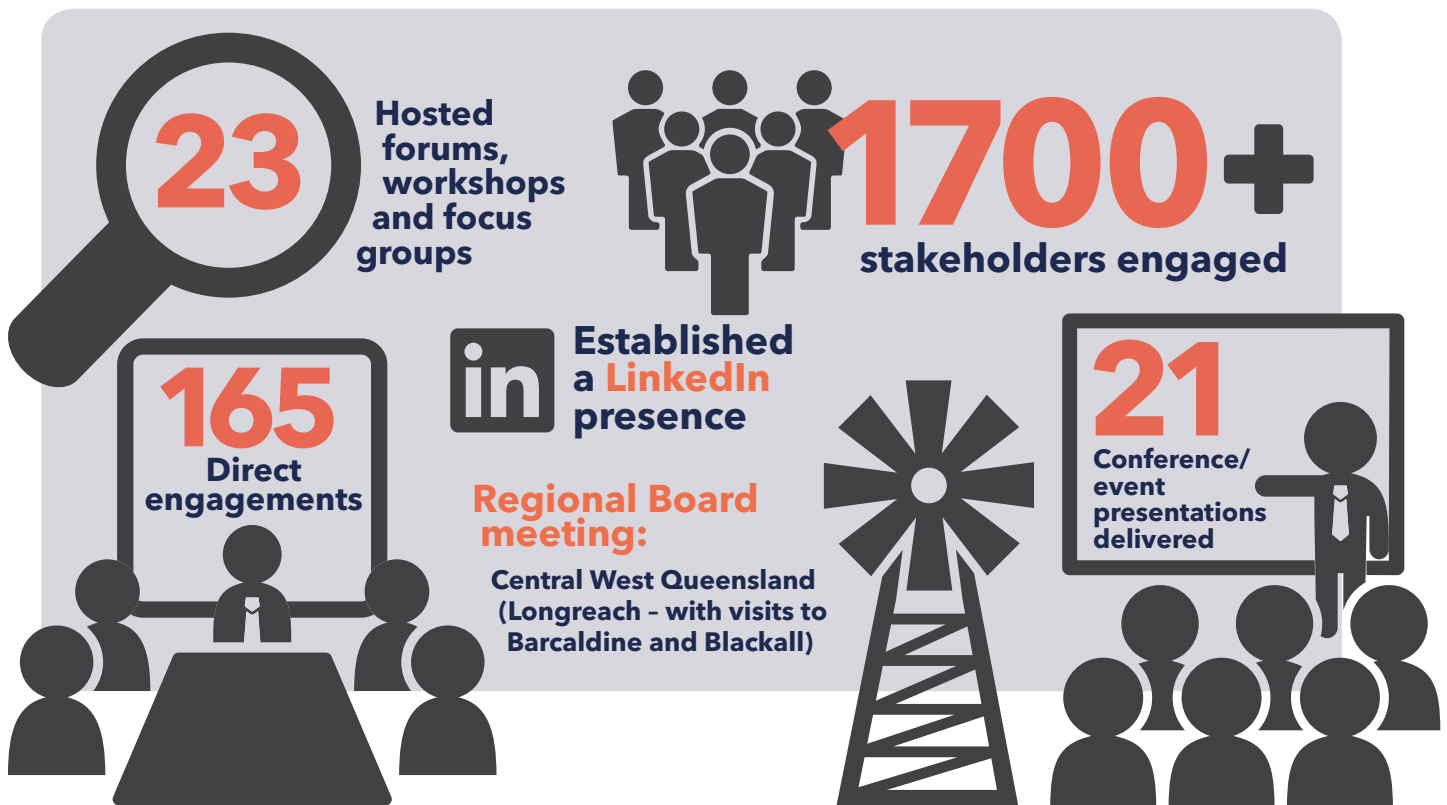
Throughout 2018-19, Jobs Queensland conducted extensive stakeholder consultation and engagement to support projects and strengthen strategic relationships.

There was engagement in metropolitan and regional centres with a diverse range of employers as well as peak bodies, industry associations, community organisations, local governments, employee representatives and regional economic development bodies. Webinars also complemented face-to-face engagement for stakeholders in regional and remote areas.

SPONSORSHIP

Jobs Queensland sponsors activities aligned to its legislative functions and strategic goals. In 2018-19, it sponsored:

- Queensland Training Awards—The awards provide significant exposure to key stakeholders across the state and positively associates Jobs Queensland with one of the state’s long-standing and reputable community-based award programs.
- Queensland Overseas Foundation—The Foundation is a voluntary, non-profit organisation, which provides Queensland VET graduates and trainers the opportunity to work overseas to further their careers and experience.





Workforce Planning Connect launch



Queensland Training Awards sponsorship



WHAT OUR STAKEHOLDERS ARE SAYING

The **Australian Industry Group** has worked closely with Jobs Queensland on a variety of activities and commented:

'Australian Industry Group highly values its interactions with Jobs Queensland. While there is a lot of good work happening in the short-term employment and training space in various government departments, Jobs Queensland keeps a focus on the medium to long-term skills and occupational needs. This is vital in a world of constant disruption where systems and structures need to be agile and change is a constant in every organisational landscape. The Ai Group/Jobs Queensland relationship provides a direct link between the state's vital industry sector and high level planning to support the business and employment ecosystem. We find Jobs Queensland to be a very professional organisation that genuinely listens to industry.'

The **Chamber of Commerce and Industry Queensland** (CCIQ) has also worked closely with Jobs Queensland on Workforce Planning Connect and commented:

'The collaboration between Jobs Queensland and CCIQ resulted in the successful launch of the Workforce Planning Connect online resource that builds the capability of small and medium businesses to plan for future workforce requirements in an interactive and easy to follow way. Workforce planning is essential to ensuring businesses are able to employ the right people, at the right time, with the right skills. It is partnerships like this that will continue to ensure industry and the wider business community are equipped to develop a skilled workforce that meets the needs of Queensland's economy now and for the future.'

The **Community Services Industry Alliance** has worked extensively with Jobs Queensland around workforce planning and commented:

'Jobs Queensland's focus on future jobs and skills has been invaluable for the community services industry. The range of research projects and regional planning initiatives have helped to guide workforce planning in our industry and have firmly positioned community services as a significant part of Queensland's future workforce and regional economies.'

The **Star Entertainment Group** has also worked closely with Jobs Queensland around workforce planning in the tourism industry and commented:

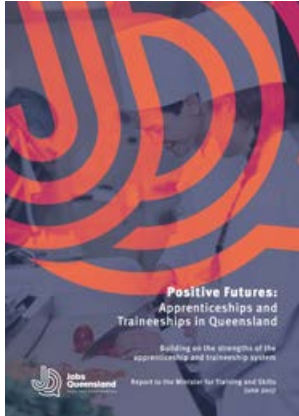
'In individual and group interactions, Jobs Queensland listened, questioned and probed to understand stakeholders and their workforce priorities. The Star Entertainment Group was pleased to participate in this process, and thanks Jobs Queensland for its commitment to work with industry on ways to grow Queensland's tourism workforce.'

The **Qantas Founders Museum** also worked with Jobs Queensland around workforce planning in the tourism industry and commented:

'Jobs Queensland has visited Longreach on a few occasions to understand the unique workforce needs of our region, from Agriculture to Tourism and everything in between. The Qantas Founders Museum is proud to have participated in the development of The Outback Regional Tourism Workforce Plan. The report is well prepared and provides the advice we need to grow our skilled workforce locally.'

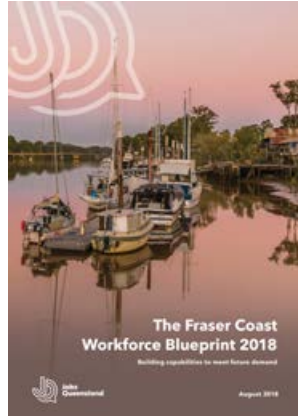
OUR WORK AND ITS IMPACTS

Jobs Queensland’s body of work continues to grow – supporting industries and regions across the state and informing government policy and investment decisions. The following Jobs Queensland reports were released in 2018–19:



IMPACT / OUTCOMES

- 22 recommendations from the report supported by the Queensland Government
- Through the \$1 million Advancing Apprentices Fund, 10 projects delivering campaign activities across priority industries



IMPACT / OUTCOMES

- Jobs Fraser Coast established to oversee the implementation of the action plan
- Jobs Fraser Coast represents a successful model to build on for future placed-based approaches
- Findings and identified actions are informing the delivery of the Regional Skills Investment Strategy in the Fraser Coast



IMPACT / OUTCOMES

- Influential in driving the strategic thinking associated with the Future of Work Skills and Industry Summit
- Providing evidence to underpin a range of policy initiatives, including the Skills for Queensland strategy
- Underpinning industry and regional workforce planning activity

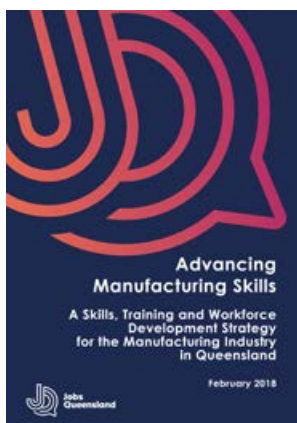
2018

JULY

AUGUST

OCTOBER

NOVEMBER



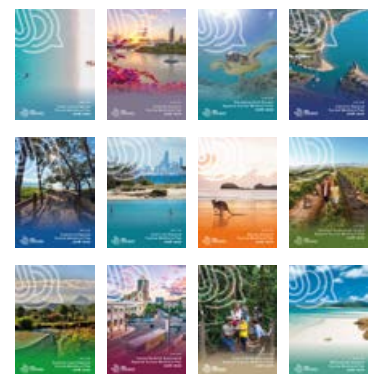
IMPACT / OUTCOMES

- All 10 priority actions supported in principle by the Queensland Government
- Manufacturing Skills Working Group established to oversee the implementation



IMPACT / OUTCOMES

- Tourism Working Steering Committee established to support the implementation of recommendations
- \$3.6 million over three years for tourism training and support initiatives, in addition to the \$40 million under the Annual VET Investment Plan to develop tourism and hospitality skills
- Extension of the Young Tourism Leaders initiative
- Under the Skilling Queenslanders for Work initiative, \$25.8 million invested to create over 6000 training places for participants in the tourism, travel and hospitality industry





IMPACT / OUTCOMES

- Advanced Manufacturing Ipswich Roundtable established to support implementation of actions
- Findings and identified actions are informing the delivery of the Regional Skills Investment Strategy in Ipswich



IMPACT / OUTCOMES

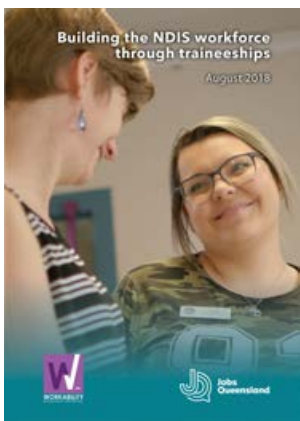
- Informing a number of Queensland Government policies and programs such as Just Transition, implementation of the Queensland Climate Transition Strategy and ongoing climate transition policy development



IMPACT / OUTCOMES

- Helping to build the workforce planning capability of Queensland businesses

DECEMBER 2019 FEBRUARY MAY



IMPACT / OUTCOMES

- Findings and recommendations are informing Queensland Government strategies such as the NDIS Training and Skills Support Strategy and VET investment



IMPACT / OUTCOMES

- Research from this work has provided an evidence base for skills and employment policy, including the Skills for Queensland strategy



LOOKING AHEAD

Jobs Queensland has an extensive program of work scheduled for 2019–20 and beyond.

CONTINUING PROJECTS

Anticipating Future Skills update

Jobs Queensland will update its highly regarded Anticipating Future Skills report and data. This will involve reproduction of the economic modelling that underpinned *Anticipating Future Skills: Jobs growth and alternative futures for Queensland to 2022*, published in November 2018. It is anticipated the updated data will be available in early 2020.

Jobs Queensland is also exploring opportunities to further build on and enhance the methodology that underpins this project to deliver further insights into the future.

Future Work

The third and final phase of Jobs Queensland's Future Work project will be further research in two key areas identified through the research and consultation undertaken in 2018–19. Phase three will examine the role of government policy in supporting engagement in lifelong learning for work and in developing business skills and capabilities, including leadership and management. A final report is due to government by the end of 2019.

Townsville Workforce Development Plan

Jobs Queensland will continue its work to develop a Townsville Workforce Development Plan, with the final plan due to government in late 2019.

NDIS workforce skills

An overarching data framework has been developed to inform quantitative and qualitative data collection throughout 2019 to 2021 and initial mapping of available funding and support programs is nearing completion.

Initial research and regional forums occurred in August 2019, with an annual state-wide workforce intelligence report to be delivered each year for three years, commencing in 2019–20.

NEW WORKFORCE PLANNING AND DEVELOPMENT PROJECTS

Screen and digital games industry

Jobs Queensland is working with Screen Queensland to coordinate a long-term workforce planning and development response for the screen and digital games industry in Queensland. This follows a recommendation as part of the *Advance Queensland screen industry 10-year roadmap and action plan*. Jobs Queensland will complete this project by June 2020.

Security industry

The Office of the Queensland Training Ombudsman reviewed the training and assessment for Queensland's security industry. The Ombudsman's 2018 report, *Review of training and assessment for Queensland's security industry*, recommended Jobs Queensland engage with key stakeholders to coordinate a long-term workforce planning and development response for the industry. Jobs Queensland will work with security industry stakeholders to complete this project by June 2020.

Workforce planning capability building

Expanding on its work to build the workforce planning capacity of SMEs through Workforce Planning Connect, Jobs Queensland will focus on supporting capacity building at the region and industry level. Central to this will be the development of a practical guide that unpacks Jobs Queensland's processes and experiences in developing workforce plans for regions and industries. Industry groups, regional economic development organisations, local governments and other similar organisations will be the focus for the guide.

STRATEGIC ADVICE AND ENGAGEMENT

Jobs Queensland will continue to provide independent research and strategic advice to government to inform its priorities and its employment and skills policies and programs.

Increasing public awareness of Jobs Queensland's work will be a significant focus in 2019–20. This will include greater emphasis on assisting stakeholders to access and use Jobs Queensland research and data in ways that help industries and regions across Queensland to foster skills development and support employment and jobs.



**Jobs
Queensland**

Future skills. Future workforce.

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