

SUPPORTING WORKFORCES DURING INDUSTRY TRANSITION

Key elements for success

Jobs Queensland has undertaken research to better understand the impacts on the workforce in industries undergoing transition and the strategies needed to support them.

This report highlights the key elements required for successful industry transition assistance programs that support individuals, communities and workforces impacted by a transition to promote positive long-term outcomes for them. It is underpinned by a review of contemporary literature and informed by a series of industry case studies.

Transition is a continual event

Queensland industries, enterprises, individuals and regions are all being affected by industry transition – a continual event in an industry’s lifecycle.

While there are times when industry transitions may be considered negatively, they can bring benefits:

- reskilling or upskilling opportunities and broader employment options for individuals;
- productivity efficiencies for employers; and
- economic growth for regions.

As each transition event is unique, there is ultimately no set framework that can lead to success in responding to industry transition.

The eight key elements for success



TIME



ANTICIPATORY PLANNING



GOVERNANCE AND INFORMATION DISSEMINATION



FOCUS ON THE AFFECTED REGION



HUMAN CAPITAL



ECONOMIC DIVERSIFICATION



LOCAL COORDINATION AND CASE MANAGEMENT



EVALUATION

The eight key elements for success identified by this project:

- provide guidance on how to best respond to future industry transitions;
- are considerations for the development of a tailored response to an industry transition event; and
- promote positive long-term outcomes for the workforce affected.

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How to support workforces through industry transition

Learnings from the underpinning literature review for this report inform a set of overarching mechanisms for effective industry transition assistance strategies:



Understand and assess the risks and opportunities of economic change.



Make decisions based on objective information.



Establish and resource clear and measurable objectives and action plans.



Ensure access to relevant training and skills development.



Implement a framework for evaluation.



Track the destinations of displaced workers.

A well thought out plan to support the workforce transition – complete with measurable objectives, deliverables, timelines and an evaluative framework – can provide a strategic approach in responding to industry transition.

To read the full report, visit www.jobsqueensland.qld.gov.au/industrytransition