



Year in review

Annual Report for 2016-17



**Jobs
Queensland**

Message from the Chair

As Chair of the Jobs Queensland Board, I am pleased to present the inaugural Jobs Queensland Year in Review: Annual Report 2016-17.

Over the past 12 months, Jobs Queensland has delivered on its commitment to connect Queenslanders with the right skills for the future. I am proud of what we have achieved working in collaboration with industry, key stakeholders, regions, employers, unions and the community.

Our work has brought together these key participants to advise government on the skills needed for Queenslanders to get into the workforce; build a career; and provide for their families. As an independent voice to government, Jobs Queensland has undertaken engagement, initiated conversations and been a conduit for communication and a vehicle for change.

During the 2016-17 financial year, we have delivered projects and activities as well as supported industry and government through the provision of strategic advice. In this regard, key components of the Positive Futures: Apprenticeships and Traineeships program were delivered; our comprehensive review of the apprenticeship and traineeship system in Queensland.

In June, Jobs Queensland also delivered the Queensland Tourism Workforce Plan 2017-20 in full to the Minister for Training and Skills and the Minister for Tourism, Major Events and the Commonwealth Games. This followed extensive consultation with industry and communities around Queensland.

As part of our commitment under *Advancing Tourism 2016-20: Growing Queensland Jobs*, the Plan provides an industry-endorsed strategic framework to build on the tourism industry's strengths, while providing clear, achievable and measurable goals that government and industry can implement together.

Our future-focused work continued to support a skills-driven economy, ensuring the right skills are in the right place at the right time. Jobs Queensland commenced the piloting of place-based approaches to anticipate skills needs and develop workforce plans in three locations.

Work on the Regional Workforce Development Plan for the Fraser Coast commenced in early 2017. This collaboration between Jobs Queensland, TAFE Queensland and the CSIRO will provide research to inform and develop a Workforce Development Plan for the Fraser Coast Region due at the end of 2017.

Jobs Queensland also commenced work in partnership with Ipswich City Council to support skills and employment opportunities in the Ipswich region. A workforce development plan for Townsville, as part of the Townsville City Deal, is also underway and will be developed by June 2018.

On behalf of the Board, I would like to thank the Jobs Queensland Secretariat staff, our partners and stakeholder groups for their ongoing support and advice on projects and key activities during 2016-17. Your hard work, collaboration and ongoing commitment has ensured the strategic advice provided by Jobs Queensland on the jobs of the future, and the skills needed across Queensland's regions, industries and occupations, was genuinely reflective of local, community and industry needs.

I look forward to working together and the achievements we will accomplish in the year ahead.

Rachel Hunter
Chair, Jobs Queensland Board



Contents

Message from the Chair	2
About Jobs Queensland	4
Legislation and jurisdiction	5
Governance activities	5
The Jobs Queensland Board	6
Jobs Queensland Board Members	6
Projects, activities and strategic advice	8
Engagement	11
Publications	14
Glossary	14



**Jobs Queensland
strives to shape a
better future for
the social and
economic
prosperity of
Queensland**

About Jobs Queensland

Our vision

Support the development of a highly skilled Queensland workforce that aligns global opportunities, meets employer needs and individual aspirations, and strengthens the economy and communities.

Our purpose

Provide independent expert advice to the Minister for Training and Skills on skills needs, workforce development and planning, and the apprenticeship and traineeship system.

Our values

Jobs Queensland's values are shaped by our culture and belief in collaborating with our stakeholders to ensure the advice we provide is reflective of community and industry needs. We value:

Active engagement and impact	Diversity and inclusivity	Independence and integrity	Creativity and innovation
Committing to our goals, being accountable for real outcomes, and surpassing expectations	Inclusively engaging with, and encouraging, industry and community representatives	Providing evidence-based advice, based on high quality research, analysis and labour market intelligence	Applying new and different thinking, together with ongoing curiosity and persistence

Our role

Jobs Queensland engages and listens to industry associations and peak bodies, regions, communities, employers and unions to:

- provide strategic advice on future skills needs, helping government to prioritise its investment in vocational education and training (VET)
- offer strategic advice on apprenticeships and traineeships to build on their role as a key pathway to employment and a skilled workforce
- undertake workforce planning and development initiatives to advise on actions to achieve future skills and workforce needs
- be a source of quality, reliable data that can be used by all stakeholders
- be accessible to regions and communities, and be responsive to critical concerns and opportunities
- proactively work across all levels of government to shape advice and priorities that will facilitate a cohesive and capable workforce for the future
- commission research into future industry needs to ensure Queensland's workforce is skilled to meet the challenges ahead.

Legislation and jurisdiction

The *Jobs Queensland Act 2015* (the Act) commenced on 4 January 2016 establishing Jobs Queensland as an independent statutory entity to provide expert advice to the Minister for Training and Skills on matters relating to future skills needs, workforce development and planning, and the apprenticeship and traineeship system.

A *Statement of Expectations* to the Jobs Queensland Board was issued by the Minister for Training and Skills on 15 November 2016 providing additional direction for the Jobs Queensland Board as to key priorities. These included the Advance Queensland Priority Roadmap workforce planning and advice regarding legacy workforce planning for the Gold Coast 2018 Commonwealth Games™.

As affirmed in the *Statement of Expectations*, the role of the training and skills system will continue to be critical in growing the Queensland economy and creating job opportunities for Queenslanders. This supports the role of Jobs Queensland in providing independent strategic advice on anticipated skills needs, workforce planning and development, and the apprenticeship and traineeship system.

Governance activities

The Jobs Queensland Board is supported by the Jobs Queensland Secretariat, comprising 17 departmental officer positions established within the Training and Skills division of the Department of Education and Training (DET). Dr Caroline Smith was appointed to the position of Executive Director, Jobs Queensland Secretariat, in May 2016. The Jobs Queensland Secretariat is located in Ipswich.

The Minister for Training and Skills and DET retain accountability for the VET system in Queensland, including establishing the level of funding available for VET investment, ensuring that government priorities are achieved, and representing the State's interests at national skills councils and forums. Queensland Treasury retains responsibility for employment policy.

Jobs Queensland is an independent statutory entity. The Department of Education and Training is the responsible administrative unit that provides budget, financial management and operational requirements.

The Jobs Queensland Board

Members of the Jobs Queensland Board demonstrate a strong and diverse representation of areas, expertise and backgrounds in relation to Queensland industry, regions and the general community. Under the *Jobs Queensland Act 2015* (the Act), the Jobs Queensland Board consists of at least seven, but no more than 12 members. Appointed by the Governor in Council and under section 10 of the Act, members must include at least one person the Minister considers represents employers; and at least one person the Minister considers represents employees, with an equal number of both required.

As at 30 June 2017, the Board comprised 12 members, Chaired by Ms Rachel Hunter. Ms Hunter's appointment was approved by the Governor in Council for a three-year term until 17 July 2019.

Other Board members

- Professor Paul Boreham
- Ms Tamilyn Brennan
- Dr Scott Davis
- Mr Daniel Gschwind
- Mr Peter Henneken
- Ms Charis Mullen*
- Mr David Norris
- Ms Kristine Skippington
- Mr Alan Sparks
- Ms Jennifer Thomas
- Mr Rohan Webb

Jobs Queensland Board Members



Rachel Hunter, Chair

Ms Rachel Hunter has extensive experience with the Queensland Government particularly in the vocational, educational and training (VET) sector. Rachel was Director-General of the Department of Justice and Attorney-General and the (then) Department of Education, Training and the Arts, and has also served as Queensland's Public Service Commissioner.



Professor Paul Boreham

Emeritus Professor Paul Boreham, PhD, BEcon (Hons), worked at the University of Queensland as Research Director, Institute for Social Science Research; Director, Social Research Centre; and Foundation Head, School of Political Science and International Studies. Paul contributed to strategies as a member of various boards, committees and authorities, and was a consultant to various Royal Commissions.



Tamilyn Brennan

Ms Tamilyn Brennan has Queensland Government experience working in regional locations with a focus on employment and training, workplace relations and Indigenous initiatives. Tamilyn operates a consultancy in Far North Queensland delivering youth employment strategies and is also Company Secretary to the Gurriny Yealamucka Health Service Aboriginal Corporation Board.



Dr Scott Davis

Dr Scott Davis is a senior executive and professional director with more than 18 years' experience within education, health and community services sectors. Scott has extensive experience on a range of boards, committees and ministerial advisory groups as well as stakeholder engagement across government, industry and community, and has extensive experience in shaping strategic policy.

*Resignation effective 12 July 2017.



Daniel Gschwind

Mr Daniel Gschwind was nominated as an employer representative by the Queensland Tourism Industry Council (QTIC) and is the CEO of QTIC. Daniel is a Director of the National Tourism Alliance and represents QTIC on various committees and advisory boards, including the Tourism Research Advisory Board and the University of Queensland Industry Advisory Board.



Peter Henneken

Mr Peter Henneken, AM has 40 years' experience in public service at both state and federal levels including nine years as a CEO. Peter has extensive board experience (dating back to 1981) and extensive experience relating to economic and financial drivers as they apply to labour market and industry skilling issues in the broader economy.



Charis Mullen

Ms Charis Mullen was nominated as an employee representative by the Australian Workers' Union (AWU) and is Campaign Co-ordinator in the AWU's Queensland Branch. With more than 20 years' experience in both government and corporate sectors, Charis has provided strategic support in government affairs, public policy, advocacy, stakeholder engagement and communication strategy.



David Norris

Mr David Norris was nominated as an employer representative by the Chamber of Commerce and Industry Queensland (CCIQ). David is a trained occupational therapist who has worked in the public and private hospital, community and rehabilitation sectors. David is currently the Chair of the CCIQ Workforce, Skills and Productivity Committee.



Kristine Skippington

Ms Kristine Skippington was nominated as an employer representative by the National Retail Association. Kristine is a Director of the National Retail Association and is highly experienced in the VET sector. Kristine is a Director at Accelerate Training and Consulting, has worked at TAFE and was a member of the executive team at the (then) Bremer Institute of TAFE.



Alan Sparks

Mr Alan Sparks was nominated as an expert in the VET sector. Alan served in the Australian Defence Force for 27 years before taking up his current appointment as CEO of East Coast Apprenticeships. Alan was made a Member of the Order of Australia for his leadership and contribution to defence training, and has provided VET advice to governments and companies internationally.



Jennifer Thomas

Ms Jennifer Thomas was nominated as an employee representative by the Queensland Council of Unions. Jennifer is currently the Executive President of The Services Union and has worked with the organisation for more than 16 years. Jennifer is also the Vice President of the Queensland Council of Unions.



Rohan Webb

Mr Rohan Webb was nominated as an employee representative by the Queensland Council of Unions. He is State Secretary of the Australian Manufacturing Workers Union (AMWU) Queensland and Northern Territory Branch, and has worked with the AMWU for more than 25 years. Rohan is a Director of the Queensland Building and Construction Industry (Portable Long Service Leave) Authority.

Projects, activities and strategic advice

Completed

In 2016-17, Jobs Queensland developed a number of critical projects that have provided invaluable input into the training and skills system in Queensland.

Apprenticeships and traineeships

Jobs Queensland has undertaken a project, Positive Futures: Apprenticeships and Traineeships in Queensland, to highlight what is working well within the system; provide advice to build on these positives across the system; and identify opportunities to support workforce needs.

Over the past five years, many of the reports and reviews released have examined and discussed issues and problems within the apprenticeship and traineeship system.

This project included the establishment of an Industry Advisory Group, a state-wide consultation process and the release of the Positive Futures: Apprenticeships and Traineeships in Queensland Discussion Paper (November 2016), and the delivery of critical pieces of research.

The final report, Positive Futures: Apprenticeships and Traineeships in Queensland – Building on the Strength of the Apprenticeship and Traineeship System provides advice on building on system strengths.

Queensland Tourism Workforce Plan 2017-20 development

As part of our commitment under *Advancing Tourism 2016-20: Growing Queensland Jobs*, Jobs Queensland has worked extensively with industry stakeholders to develop a state-wide Queensland Tourism Workforce Plan 2017-20 (the Plan).

Providing an industry-endorsed strategic framework to build on the tourism industry's strengths, the Plan provides clear achievable and measurable goals that government and industry can implement together.

The Plan was provided to the Minister for Training and Skills on 30 June 2017.* Jobs Queensland will lead the development of 13 Regional Tourism Workforce Development Plans to be completed by the end of 2017 to support the state-wide plan.

Delivery of the Jobs Queensland website

A dedicated Jobs Queensland website was also launched in 2016-17. This is the first step to establishing an online presence to accommodate a hub for best practice workforce planning and development.

'RJSA members, like Jobs Queensland, are interested in knowing what is working well within the Apprenticeship and Traineeships (A&T) system and what could be done to increase industries' use of it within the rural sector.'

From the Rural Jobs and Skills Alliance's (RJSA) Positive Futures submission

*The Plan was released on 20 July 2017.

Strategic advice

Throughout 2016-17 Jobs Queensland also provided strategic advice on a number of key projects and initiatives as outlined below.

Training in Emerging and Innovative Industries Fund

Jobs Queensland provided advice on the implementation of the \$4 million Training in Emerging and Innovative Industries Fund to enable industries impacted by digital disruption to upskill existing workers and give them the skills to adapt to new technology and practices.

2017-18 Annual VET Investment Plan

This activity included advice from Jobs Queensland arising from the state-wide Positive Futures consultations, and consultations undertaken to develop the Queensland Tourism Workforce Plan 2017-20 and other Jobs Queensland activity.

Queensland VET Quality Framework

Jobs Queensland provided industry advice as an input into the delivery of the Queensland VET Quality Framework released in May 2017.

Draft Advancing Skills strategy

A written submission was provided on the consultation draft *Advancing skills for the future: a strategy for vocational education and training in Queensland*.



Underway

Townsville City Deal

As part of the Townsville City Deal implementation plan, Jobs Queensland will deliver a workforce development plan for Townsville by June 2018. Work to finalise the scope of the plan is currently underway in consultation with Townsville City Council and the Department of Local Government, Infrastructure and Planning.

Place-based workforce planning - Fraser Coast and Ipswich workforce planning pilots

Jobs Queensland is piloting place-based approaches to anticipating skills needs and workforce planning and development. In the Fraser Coast Region, a partnership project with TAFE Queensland and the CSIRO will deliver a regional workforce plan for the Fraser Coast by late 2017. A partnership project with Ipswich City Council is also being developed to support skills and employment opportunities in the Ipswich region.

Anticipated skills needs

Jobs Queensland will continue to progress a substantive body of work on anticipating skills needs, with a particular focus on industries and regions. This work will inform vocational education and training investment planning for 2018-19 and beyond. Progressing the work of an Expert Forum held in 2016 and led by Jobs Queensland, a Board Working Group will continue to oversee research that will deliver a number of plausible scenarios and a model for forecasting future skills demand.

Advancing manufacturing

Jobs Queensland is in consultation with industry to develop a Skills, Training and Workforce Development Strategy for the Advanced Manufacturing industry. The project will support the Department of State Development's *Advanced Manufacturing 10-Year Roadmap and Action Plan* and is due by the end of 2017.

Commonwealth Games Workforce Strategy

In February 2017, Jobs Queensland held a workshop with the Office of the Commonwealth Games, Gold Coast 2018 Commonwealth Games Corporation (GOLDOC) and other key stakeholders to confirm the body of work needed to deliver a plan to leverage legacy employment opportunities and outcomes from the Gold Coast 2018 Commonwealth Games™. Jobs Queensland will continue to work with GOLDOC to have this legacy workforce plan in place by 2018.



Image of the Gold Coast. Photo courtesy of 2017 Getty Images.

Engagement

Jobs Queensland has a strong focus on engagement with the community, employers, unions, industry associations and peak bodies.

The Jobs Queensland Board includes representation of employer and employee groups, industry and regions which is key in assisting and enabling Jobs Queensland to consult widely with industry around Queensland.

Throughout the year, regular engagement with a large number of peak industry bodies, key stakeholders and relevant organisations was undertaken around the State ensuring the strategic involvement of parties critical to the delivery of Jobs Queensland's program of work.

Industry Advisory Groups

Industry Advisory Groups help guide and inform the delivery of Jobs Queensland priority projects and their membership is chosen from a cross-section of stakeholder groups depending on the nature of the project. In 2016-17, Jobs Queensland undertook the following:

- An Industry Advisory Group was established to inform the development of the Positive Futures review of the apprenticeship and traineeship system.
- A Tourism Industry Advisory Group (TIAG) was established to inform the development of the Queensland Tourism Workforce Plan 2017-20.
- The Jobs Queensland Advanced Manufacturing Committee was established to advise on the development of the Advancing Manufacturing Skills, Training and Workforce Development Strategy.

Project-specific engagement

In the development of project-specific plans and work, Jobs Queensland undertook the following:

Positive Futures involved consultation via 26 regional forums with more than 400 stakeholders across Queensland. In addition to these regional forums, Jobs Queensland received 292 survey responses and a further 29 written responses. A number of targeted focus groups were also held.

The Queensland Tourism Workforce Plan 2017-20 involved 29 consultation sessions held around Queensland between November 2016 and March 2017 with key industry stakeholders and representatives.



Photo courtesy of Tourism and Events Queensland/Andrew Watson.

Events

Jobs Queensland led a number of events throughout the year.

Expert Forum – November 2016

In progressing a significant body of work to assist government to better anticipate skills needs across the State, an Expert Forum was held on 9 November 2016. The forum brought together 46 attendees including academics, practitioners and industry representatives from around Australia to co-design principles for a place-based approach for anticipating skills needs in Queensland.

The six co-design principles identified were:

1. *Beyond markets and regulations: the 'collaboration' principle*

Recognising that neither the 'market' nor 'government' have all the answers and that a diverse and comprehensive set of stakeholders must be engaged to develop solutions to complex problems. Importantly stakeholders are not just elite high level 'representatives', but rather operate at all levels of society.

2. *Beyond workforce planning: the 'planning for workforce development' principle*

Moving beyond simple workforce planning towards capacity building of individuals, industry and regions to adapt to rapid change. Adaptive capacity needs to exist at the most basic levels of the labour market and by definition these operate in specific localities – not as isolated entities in abstract markets or state/national structures.

3. *Beyond Canberra and Brisbane: a 'place-based approach'*

Queensland's population is dispersed across the State and consists of many defined remote, regional and metropolitan labour markets. Solutions in one location may not succeed in another. However, in taking regions and local labour markets seriously, Jobs Queensland deals with regions in context.

4. *Beyond ad hoc decision-making: 'the centrality of data, analysis and review'*

Jobs Queensland has a commitment to high quality research, analysis and labour market intelligence gathered and tested via inclusive engagement with industries and community representatives. Quantitative and qualitative data are combined to produce rigorous analysis and advice.

5. *Beyond a 'flavour of the month' mindset: supporting necessary changes that build on the best of what we already have*

Jobs Queensland is committed to careful formulation of new initiatives while ensuring they make use of positive legacies and previous accomplishments.

6. *Beyond 'knowing best': ongoing consultation is integral to our operations*

Jobs Queensland consults regularly and widely and is especially committed to engaging with people in particular sectors and particular regions in recognition that there is not a standard 'skills' or 'jobs' problem.

Launch of the Positive Futures discussion paper

The Positive Futures: Apprenticeships and Traineeships in Queensland Discussion Paper was launched on 15 November 2016 by the Minister for Training and Skills, the Honourable Yvette D'Ath, and Jobs Queensland Chair, Ms Rachel Hunter. The event was a huge success, with employers, apprentices and trainees from various industries and many other key stakeholders attending. It included a walk-through of the state-of-the-art training facility at WesTEC Trade Training Centre.

The discussion paper informed advice to the Minister, building on what is working well within the apprenticeship and traineeship system in Queensland, with outcomes helping to chart the course for developing the workforce of tomorrow.

Small Business Week Event – May 2017

Jobs Queensland and Ipswich City Council co-hosted a Small Business Week event on 16 May 2017 in Ipswich. This provided local business community leaders with information on programs for small businesses in the region and included an update on all Jobs Queensland-led projects.

Other stakeholder events

Jobs Queensland engaged extensively with industry to support and inform its broader program of work promoting public awareness of its roles and functions.

In 2016-17, more than 60 individual stakeholder meeting engagements between Jobs Queensland and industry stakeholders were held. Furthermore, Jobs Queensland participated in a wide range of forums, events and workshops held by industry and key stakeholders to seek and provide relevant input.

This included delivering presentations and keynote speeches at industry events, including the:

- VET Quality Framework – Industry Feedback (22 August 2016)
- Health and Community Workforce Council Forum, Townsville (25 August 2016)
- Energy Skills Queensland Conference 2016 (7-13 September 2016)
- Australia Awards South and West Asia – Short Course Awards, Supporting the Strengthening of TVET Policy and Management, Brisbane (19 October 2016)
- ACPET Forum event (8 December 2016)
- Motor Trades Association of Queensland event 'Carmageddon' (7 March 2017).



Minister for Training and Skills, the Honourable Yvette D'Ath and Ms Jennifer Howard MP, Assistant Minister of State Assisting the Premier, with Jobs Queensland Board members at the Positive Futures launch.

Publications

Queensland Tourism Workforce Plan 2017-20

Jobs Queensland provided the Queensland Tourism Workforce Plan 2017-20 to the Minister for Training and Skills, the Honourable Yvette D'Ath, and the Minister for Tourism, Major Events and the Commonwealth Games, the Honourable Kate Jones, on 30 June 2017 and is under consideration. It complements the *Advancing Tourism Strategy 2016-20: Growing Queensland Jobs*.

Once the Plan is released, 13 Regional Tourism Workforce Plans will be developed to support the state-wide plan before the end of 2017, after further consultation with industry and stakeholders.

Positive Futures: Apprentices and Traineeships in Queensland Discussion Paper (November 2016)

The Discussion Paper was jointly launched by the Minister for Training and Skills and Ms Rachel Hunter, Chair of the Jobs Queensland Board, on 15 November 2016.

'I must congratulate you for producing a discussion paper which is historically valid and informative. It sets up a positive mindset with its no-nonsense analyses, and this is a perfect fit with the Queensland VET system, which stands out with its dual system of Apprentices and Trainees.'

Roger Cater, Association Secretary, Queensland Plastics Industry Training Committee

Glossary

ACPET - Australian Council for Private Education and Training

CSIRO - Commonwealth Scientific and Industrial Research Organisation

DET - Department of Education and Training (Queensland)

GC2018 - Gold Coast 2018 Commonwealth Games™

GOLDOC - Gold Coast 2018 Commonwealth Games Corporation

NDIS - National Disability Insurance Scheme

TEIIF - Training in Emerging and Innovative Industries Fund

TIAG - Tourism Industry Advisory Group

VET - Vocational education and training

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A copy of this publication is available on our website at www.jobsqueensland.qld.gov.au and printed copies are available upon request.

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