



Re-examining future work

The place of lifelong learning and preparing small business

Webinar - 25 November 2021

Jobs Queensland



**Future skills
needs**



**Workforce
planning &
development**



**Apprenticeship
& Traineeship
system**

Our work brings together industry, regions, employers and the community to advise Government on the skills that will be needed into the future.

The only constant is CHANGE

“Changes to industry have been and continue to be profound and far-reaching.

New machines and new processes in industry are radically changing whole areas of employment, wiping out old jobs and **creating many new ones.**”

November 1937

The Vocational Guidance of Youth by J.H. Bentley

Evolution of Workforce Change



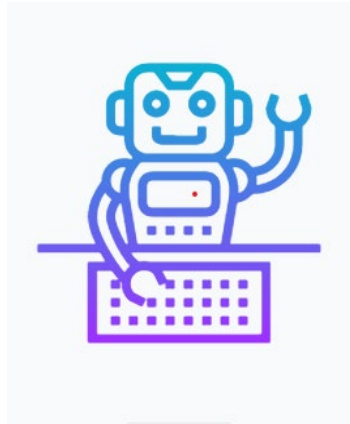
2012-2015
The robots are coming!

2016-2018
People are central to jobs of the future

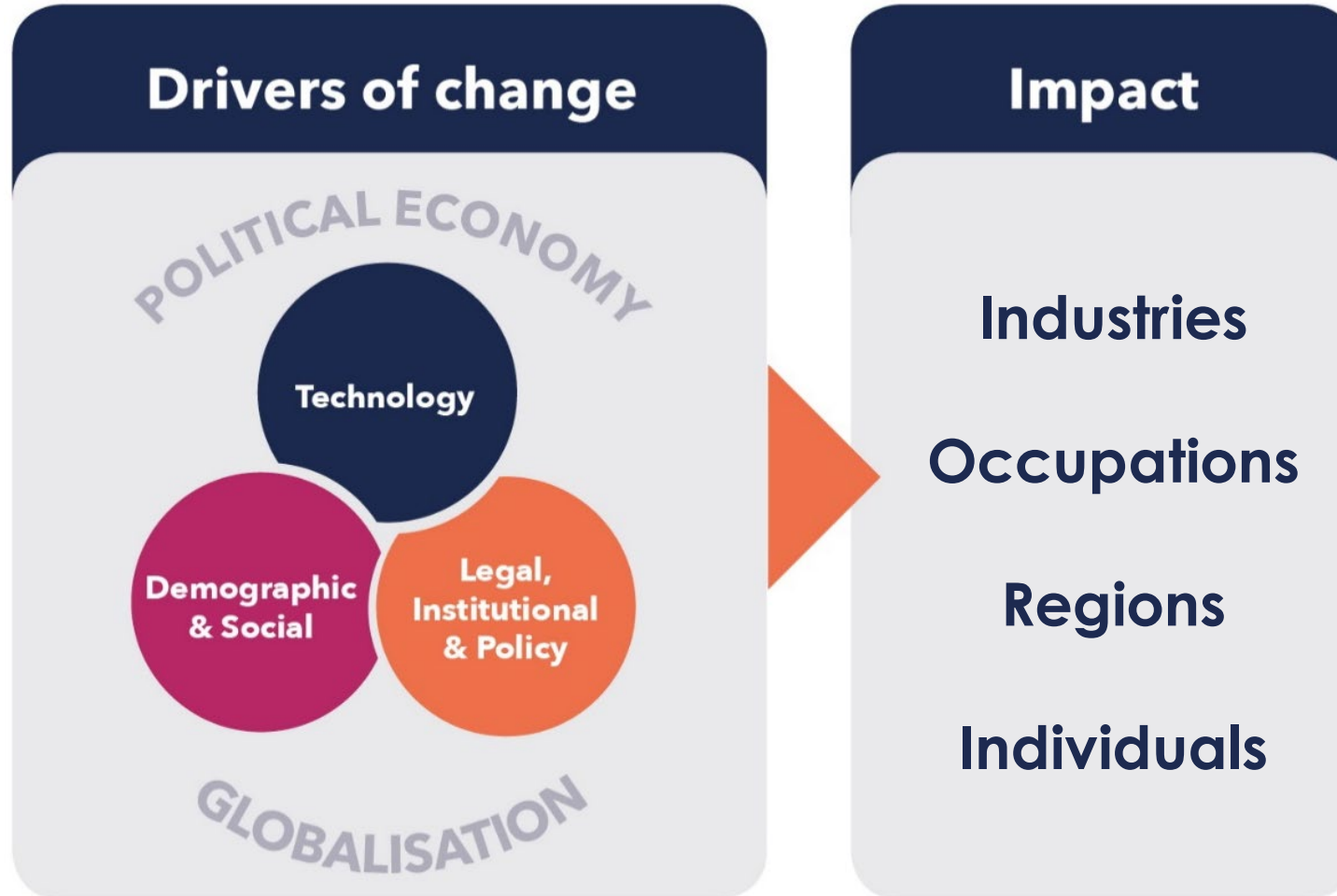
2019-current
Harnessing the opportunity

2020
COVID-19

2021
The Recovery



Factors influencing future work



Future work, future jobs



Change is inevitable, however we can manage transitions



Place-based leadership creates stronger regions



Skills drive economic and social prosperity



Lifelong learning and skills attainment underpin Queensland's future



Access to quality work is essential



Recommendations

18

recommendations
focussed on



Empowering employers and individuals to navigate change and take advantage of opportunities.



Driving job creation through forward looking economic development strategies underpinned by workforce planning and development.



Balancing opportunities provided by the changing nature of work with protecting the most vulnerable.

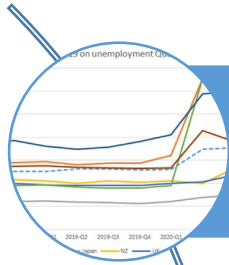


Supporting regions to strengthen their economies and promote inclusive growth.



Emphasising the critical importance of lifelong learning.

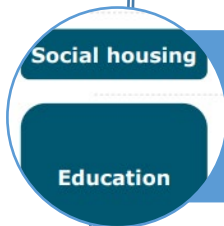
Impact of COVID-19 on work



Australia's economy and society has been significantly disrupted



Accelerated drivers of change



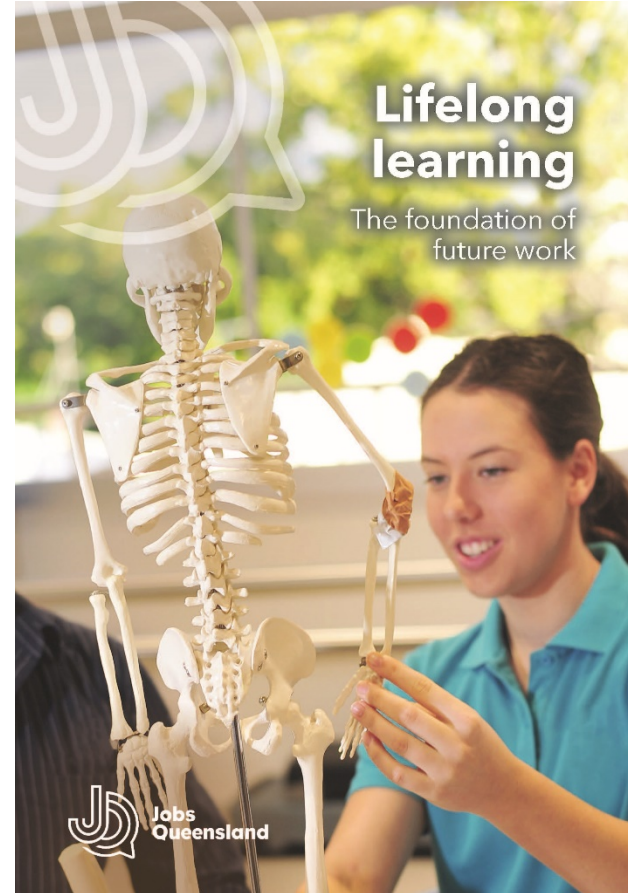
Provides an opportunity to rebuild better



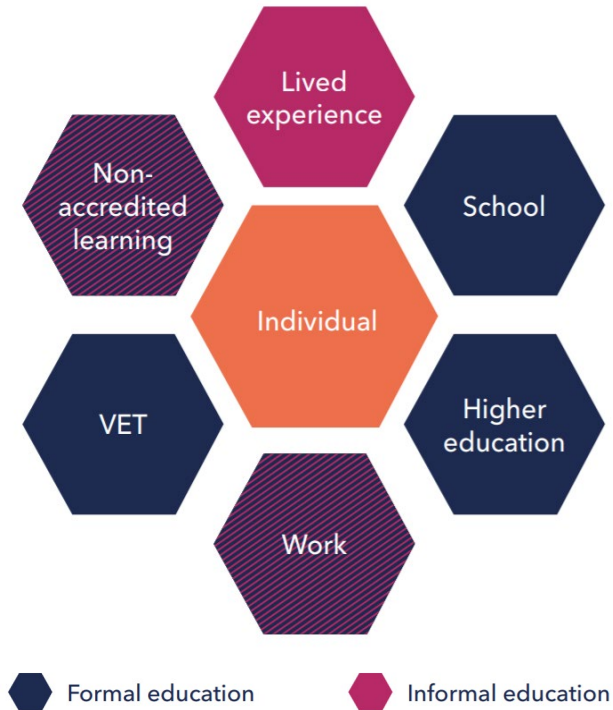
Recovery will be uneven

Why lifelong learning?

- The changing nature of work will require people to frequently upskill or reskill.
- Doesn't necessarily mean university qualifications – VET, short courses, seminars, on-the-job training, etc.



A foundation for future work



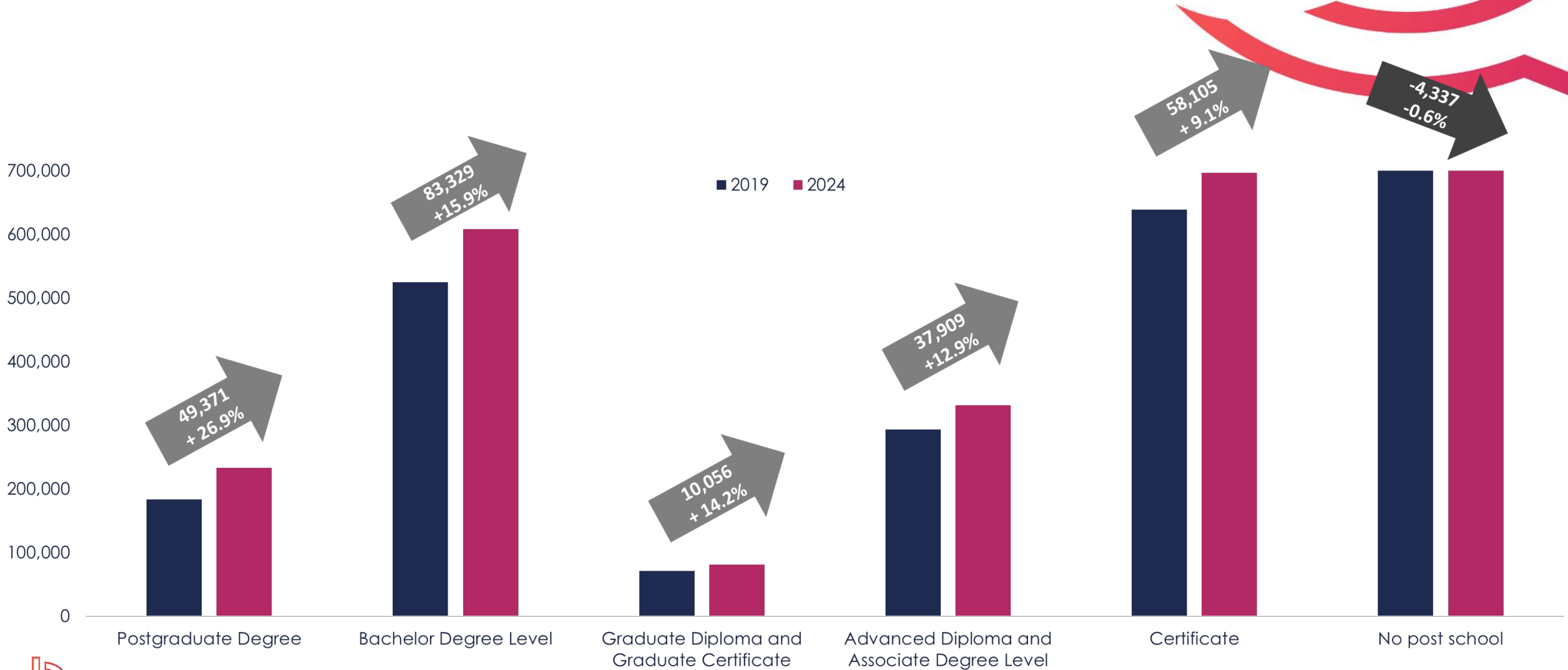
Everyone accepts that education and training in the early years of life is a vital part of that system.

But increasingly, so too is a serious commitment to ongoing education and training, including work-based training, in a labour market that is likely to increasingly involve major changes in tasks and occupations, and sometimes even abrupt career shifts.

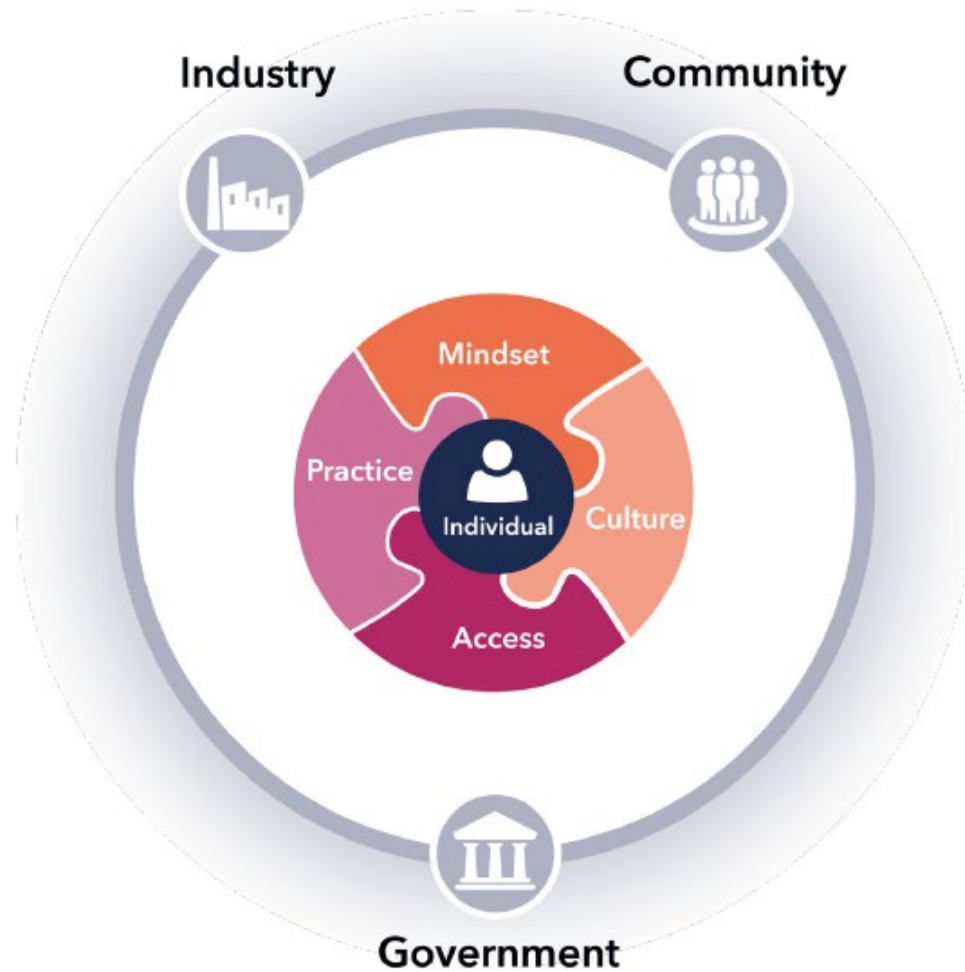
Productivity Commission, Shifting the Dial (2017)

A more educated workforce

(Baseline scenario, Queensland, 2019-2024)



A shared responsibility



Lifelong learning is underpinned by:

- ✓ a growth **mindset**
- ✓ A **culture** that supports and celebrates learning
- ✓ Proactive policies and **practices**
- ✓ **Access** to opportunities.

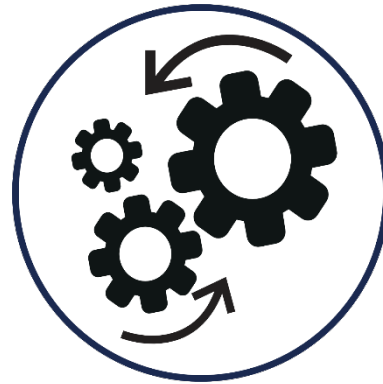
Encouraging and enabling



Language,
Literacy,
Numeracy and
Digital skills



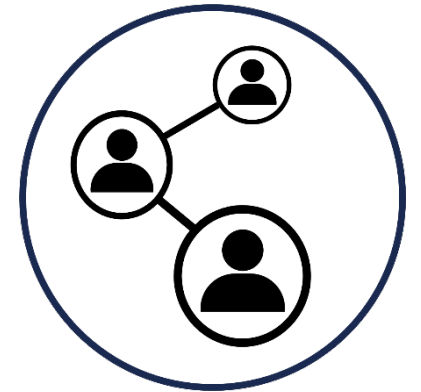
Information and
advice to inform
career pathway
decisions



Policy settings
that promote
and support
iterative lifelong
learning



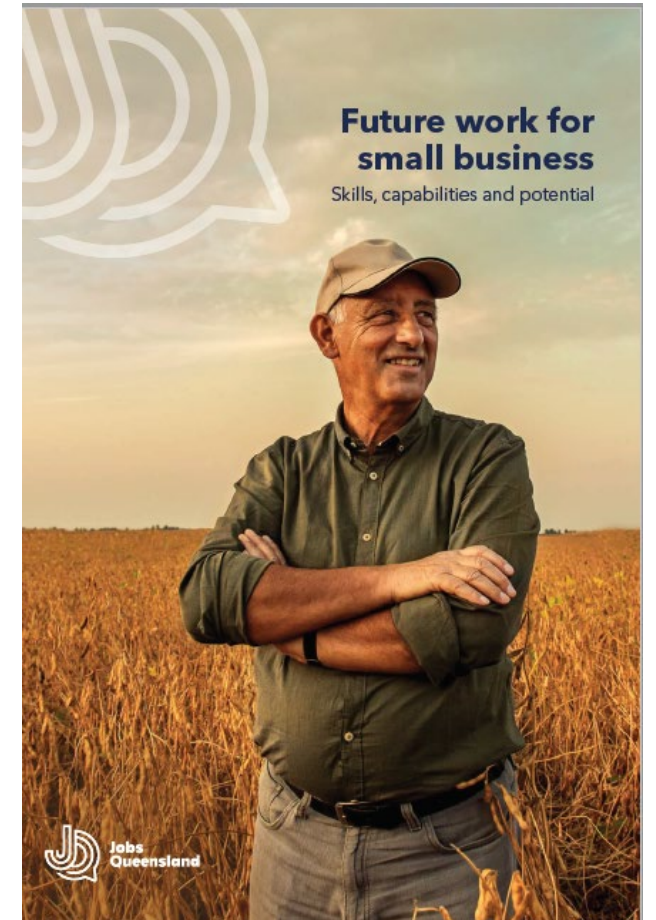
Valuing and
recognising
vocational
education in all
its forms



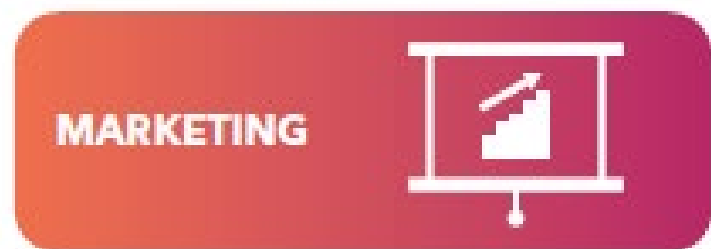
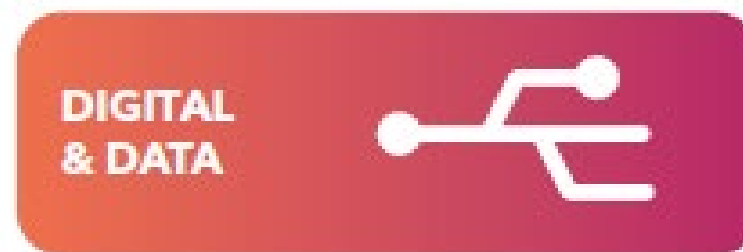
Partnership
between
government,
industry, unions,
employers and
individuals

Future work for small business

- Small business a cornerstone of the Queensland economy
- Small business skills and capability needs are diverse
- Being digitally savvy is essential
- Skills and capability development - timely, affordable and fit-for-purpose



Skills and capability development areas



Skills and capability development



- Time, price and purpose are key considerations
- Prefer just-in-time skills development
- Value information and vocational education from trusted sources
- A culture of lifelong learning is required

Being digitally savvy is essential

• Opportunities

- Improving business operations
- Connecting with new and existing customers



Performing tasks
to a higher standard



Better use of data
to inform strategy



Improved
communication



10 hrs saved each
week on average
by using digital tools such as quotation
and invoice generation software



77%
provide
information
to customers



69%
to advertise



47%
communicate to
customers organically
(e.g. a blog)



27% revenue boost per
year on average
by using social media and websites to
reach more customers in new markets

Challenges



ACQUISITION AND IMPLEMENTATION



Small
Employers

#3
Selecting
the right
technology

#1
Cost of
technology

#2
Staff
training

The way forward



A strong
evidence
base



Respond to
diversity of
needs



Business
sustainability



Support
growth



Program
integration



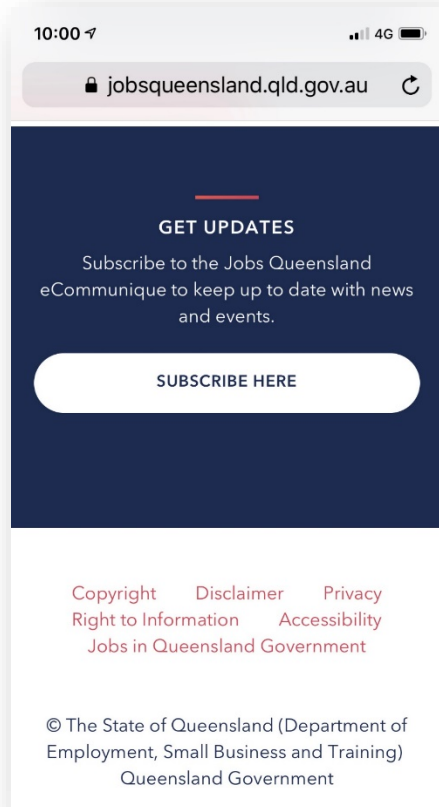
Digitally
savvy

Q&As

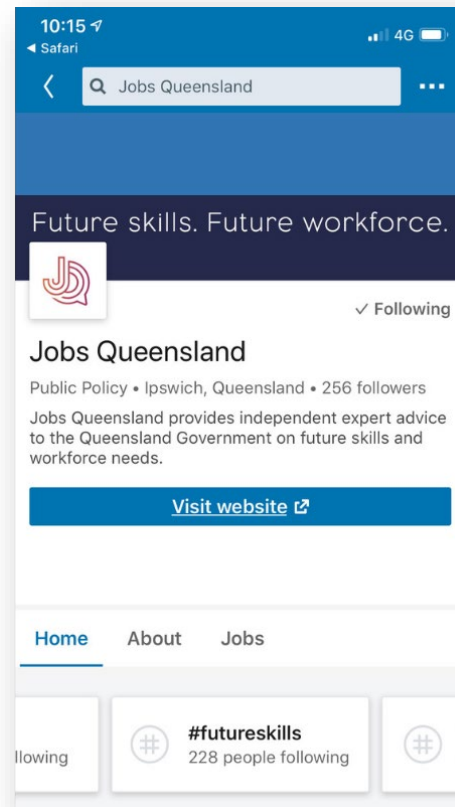
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