



Lifelong Learning: The Foundation of Future Work

Lifelong learning is the foundation of future work.

The impact of COVID-19 on the Queensland economy has been unprecedented. The rate of change has been accelerated and the challenges facing our economy amplified. It has highlighted the importance of lifelong learning to support the Queensland labour force to engage, re-engage or remain engaged in work.

The skills and capabilities of our workforce can underpin and differentiate Queensland's economy in future years. A focus on lifelong learning across our entire community can be a critical source of competitive advantage for Queensland.

The benefits are not only economic. Lifelong learning is also a key enabler of social inclusion. It can assist Queenslanders to fully participate in our economy and society and provide a pathway into, or back into, the labour market for those experiencing disadvantage.

In this environment of complexity and rapid change, all Queenslanders need a mindset that views learning as an everyday part of their working lives. This needs to be supported with a culture that values and encourages continual learning.

What is lifelong learning?

It is the willingness and ability of a person to continuously engage with learning throughout their life. It is underpinned by a positive mindset towards learning and supported by a culture that values and encourages continual learning. Developing this mindset and culture is a shared responsibility of the individual, the employer, industry, community and government.

LIFELONG LEARNING VALUE PROPOSITION



INDIVIDUALS

- Gain new employment in the same or different industry
- Maintain employment
- Improve employability
- Grow personally
- Pursue interest or passion
- Build self-esteem and social status
- Develop mental wellbeing
- Improve or maintain social connectedness



INDUSTRY/ENTERPRISES

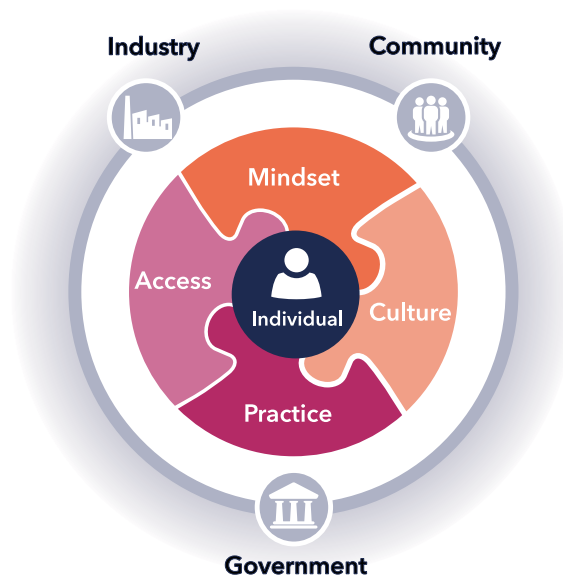
- Increase workforce capacity and ability to realise innovation through design
- Enhance technology adoption
- Improve productivity
- Meet professional or industry standards
- Improve organisational capacity and capability
- Access new markets



GOVERNMENT/COMMUNITY

- Enable Queenslanders to participate in work and more broadly society
- Increase workforce resilience
- Assure prosperity for:
 - individuals
 - enterprises
 - supply chains
 - the Queensland economy

Model of lifelong learning

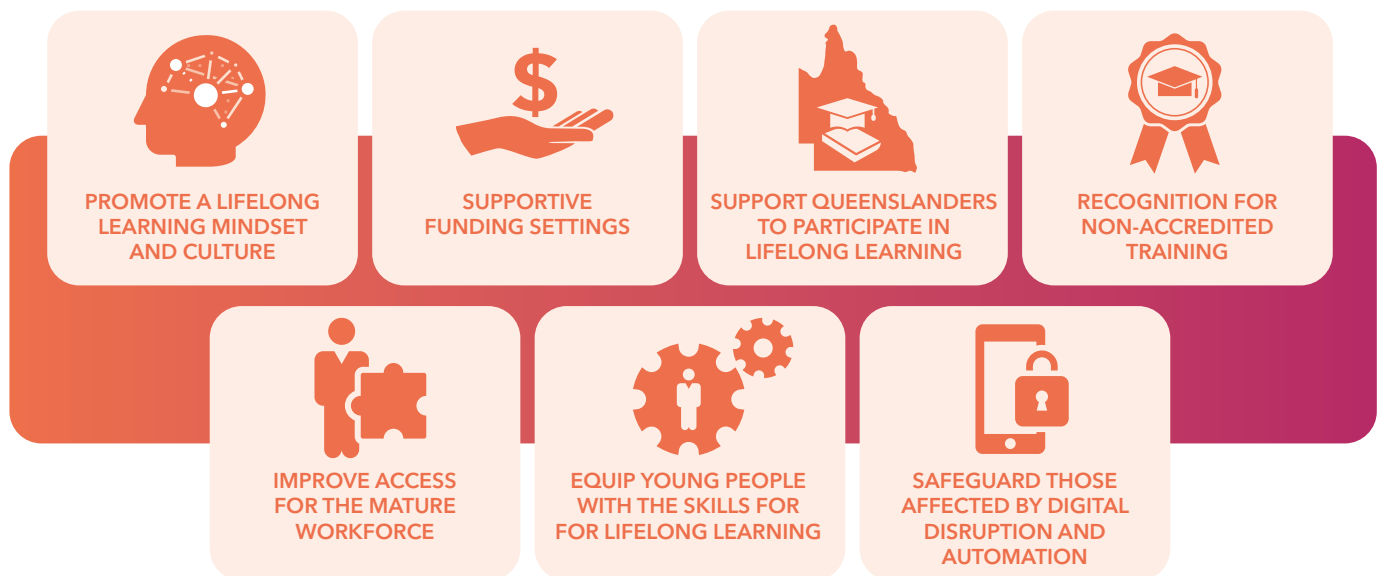


The individual is at the core of the model, emphasising the importance of a growth mindset, an enabling learning culture, supportive practices and accessibility of opportunities. Enabling and encouraging lifelong learning is a responsibility that is shared amongst a broad group of stakeholders.

The way forward

Engaging in lifelong learning is a responsibility shared by government, enterprises, employers, unions, communities and, critically, individuals. No single solution in isolation will be enough.

Seven areas for action



Development of a lifelong learning mindset and culture in Queensland needs to be supported by an appropriate level of English language, literacy, numeracy and digital (LLND) skills as well as access to timely and relevant career advice.