

# Queensland Security Workforce Development Plan 2020-2025

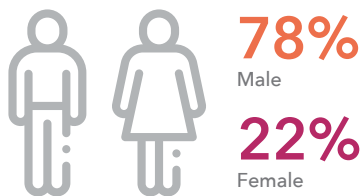
Queensland's security industry is a significant contributor to the effective functioning of Queensland's businesses and economy. The supply of services is diverse and provides for the protection and preservation of individuals, property and information.

The *Queensland Security Industry Workforce Development Plan 2020-2025* highlights the need for a collaborative workforce response to address rapid changes in the skills and workforce needs of the industry resulting from transformative technology and the changing needs of clients.

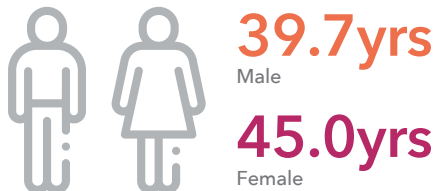
The plan takes a long-term approach to workforce planning and development to support industry's evolution and future growth.

## The Queensland security workforce at a glance

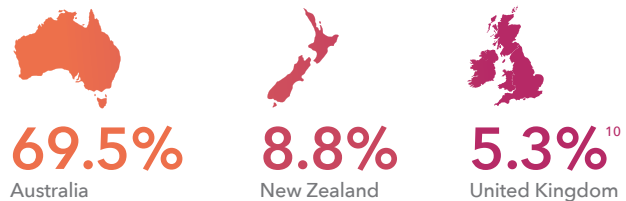
### Gender



### Median age



### Top three countries of birth



## The security industry's future workforce aspiration

The security industry is highly respected within the community and is comprised of skilled and long-serving individuals who are proud of the role they perform in providing security for the Queensland community.



## Key findings and recommendations

Four themes were consistently identified by industry as crucial to the development of Queensland's security workforce:

- The security industry must continue to come together to define desired outcomes and respond to opportunities and challenges as the workforce continues to evolve
- Collaboration and active participation between key stakeholders are the crucial core enablers that will drive and progress workforce development activities
- To attract and retain the right people, it is important that the industry builds a profile as one providing meaningful career opportunities and addresses historical negative perceptions
- Building the industry's profile and addressing these perceptions will bring awareness and understanding about the diversity of roles and experiences possible.

The 17 recommendations in the report weaves together industry's intent to drive positive, practical change through collaboration with all levels of government, regional communities and local employers. The recommendations fall into the following areas:

**1**

### **Increase attraction**

The security industry's value and importance to community safety is recognised, providing an attractive career path for its current and potential workforce.

**2**

### **Build capability**

The security industry embraces a culture of professional development and lifelong learning by investing in workforce capability building.

**3**

### **Improve retention**

The Queensland security workforce is provided with access to support programs and career opportunities, fostering retention of skilled workers.

**4**

### **Enhance collaboration**

Queensland security industry stakeholders readily discuss and collaborate on issues relevant to workforce development.

## Impacts of COVID-19

While the COVID-19 pandemic has had implications for the security industry, it does not diminish the need for improvement in workforce development. Conversely, in many cases it strengthens the case for action and shows the need for collaborative strategic planning within the industry. In consideration of these broader impacts and changes, two short-term recommendations have also been made to support a recovery response within the plan.

## More information

For more information and to access the Queensland Security Industry Workforce Development Plan 2020–2025, visit [www.jobsqueensland.qld.gov.au/security](http://www.jobsqueensland.qld.gov.au/security)