

## Good people Good jobs

QUEENSLAND WORKFORCE STRATEGY 2022-2032



## Consultation and engagement

#### Queensland Workforce Summit

- Full-day event
- 350+ attendees
- 2 plenary sessions and 4 workshops
- **12** industry and community **roundtables**

#### Queensland Government Regional Community Forums

- Dedicated Workforce Strategy session at 7 concurrent Forums across rural and regional locations
- A focus on locally led workforce opportunities and place-based solutions



## Future workforce drivers

Summary of analysis

Workforce solutions need to consider global megatrends...



More jobs in more industries

Supporting a growing, ageing population



Encouraging technology adoption



Transitioning to a net zero emissions economy

...and identified workforce pressures...

 Increases in total workforce demand and specific sector needs

- Greater demand for higher level, flexible skills, especially in key STEM areas, advanced trade skills, health, and in education to support this skilling
- Changing skill needs in regions, with regional areas experiencing locally specific growth
- Changing skill needs in industries
  undergoing adaptation

### ...to meet demand for workers and skills across sectors and regions.

- Degree-qualified and experienced health, social and education workforce
- Entry-level and VET-qualified workforce in health care and social assistance
- VET- and degree-qualified engineering, technical and digital workforce
- Entry-level workers in consumer-facing service sectors
- VET-qualified workforce in skilled trades, traditional industry and utilities.



## • A shared vision for Queensland

A strong and diverse workforce ready to seize today's jobs and adapt to future opportunities



**33 actions** delivered in partnership with industries, regions and communities



**Connect** industry, community and government to more Queenslanders



**Educate** the workforce through upskilling and reskilling



Attract and retain a skilled workforce







Workforce Participation



Local Solutions



School-to-Work Transitions



Workforce Attraction and Retention



Skilling Queenslanders Now and Into the Future

Shared responsibility

Outcomes

Government | Employers | Industry | Individuals | Education and training providers | Communities

 More workers with the right skills to fill roles critical for economic growth and quality service delivery

 A resilient workforce able to respond and adapt to challenges  Barriers to participation removed so all Queenslanders can access job opportunities

- Attracting new workers and increasing investment in our regions
- Create a workforce with the skills and capability that industry needs now and in the future



# • \$70 million investment 2022-2025 Action Plan

### Supporting new initiatives including:

- \$20 million Workforce Connect Fund
- A network of **Industry Workforce Advisors** to work directly with employers
- Expand the Gateway to Industry Schools Program and Diverse Queensland Workforce Program
- Increased support for Micro-credentials and Pre-apprenticeships
- Partnerships to strengthen **rural and remote** workforces
- Support for **apprentices and trainees** to complete their training
- Regional School Industry Partnership Managers in education regions
- Multicultural Affairs Settlement Team to improve workforce outcomes for migrants and refugees

These new initiatives build on a suite of existing programs focussed on job creation and workforce development.

In 2022-2023 alone, the Queensland Government will invest more than \$1.2 billion in skills and training for Queenslanders.



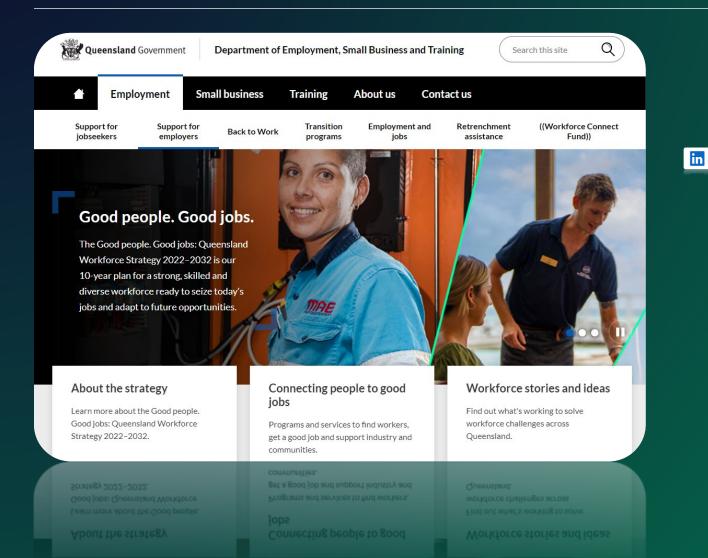
### Delivering the strategy 2022-2032



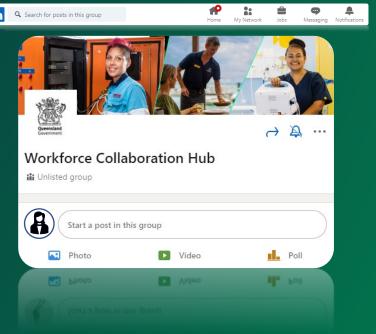
- 3 multi-year Action Plans over the life of the Strategy
- DESBT to lead whole-of-government implementation, monitoring, reporting and evaluation
- Implementation guided by industry roundtable
- Strong focus on working collaboratively with other levels of government
- Digital workforce collaboration hub to support ongoing engagement and sharing of innovative solutions



# Supporting the Strategy Workforce Collaboration Hub



## Access the hub at qld.gov.au/workforcestrategy





### qld.gov.au/workforcestrategy



Department of Employment, Small Business and Training