

Skills for Queensland

Great training for quality jobs



Cover features students and employers recognised through the Queensland Training Awards:

Levi Van Rooy, 2018 School-based Apprentice or Trainee of the Year Metropolitan regional finalist.

Siobhan Hayter, 2017 Bob Marshman Trainee of the Year state finalist.

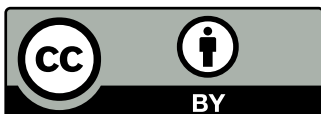
Sandra Entermann, 2017 Harry Hauenschild Apprentice of the Year state finalist. Sandra has also completed the master glazier program, becoming the world's first female certified glazier.

Tracey and Nathan from Queensland Alumina Limited, 2018 Large Employer of the Year state finalist.

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Foreword

The Palaszczuk Government is focused on *Our Future State: Advancing Queensland's Priorities* and growing a strong economy that can create jobs, increase private sector investment and engage more young Queenslanders in education, training and work.

We want to assist workers and job seekers to be highly capable, adaptable and productive throughout their working lives.

We know that a range of external factors including technology shifts, globalisation and the ageing population are already reshaping the economic landscape for business, government and communities across the state. This directly impacts upon jobs and the skills workers need.

Last year, we started the conversation through the *Skills for Queensland* discussion paper and the *Future of Work – Industry and Skills Summit*, where we were joined by more than 200 participants from industry, small businesses, universities, the training sector, unions and government agencies. Feedback highlighted a clear commitment from all stakeholders to ensure that Queensland benefits from future opportunities.

We know Queensland has a strong and stable vocational education and training (VET) sector that has consistently performed above the national average. More Queenslanders enrol in VET, and graduates have higher than average job outcomes. Nearly one in four apprentices start in Queensland, and completions continue to rise.

Skills development must align with job opportunities and support individuals to adapt, reskill and upskill as industries, technologies and jobs evolve. Investment in quality skills pathways must be informed by advice from industry and businesses.

We must begin in our schools – teaching more young people about the importance of skills and the value of vocational pathways. There must be clearer options, better connections between schools and employers, career advice that is accurate, current and easy to navigate.

Skills for Queensland – Great training for quality jobs builds on the strong foundations of Queensland's robust skills and training sector and existing initiatives under the Annual VET Investment Plan. TAFE Queensland will continue to play an important role in the Queensland training system, particularly in technical and trades training. We are investing in public training infrastructure across Queensland to ensure that TAFE remains the state's premier public VET provider.

The partnership between industry and government is more important now than ever. Stronger partnerships, particularly at the regional level, must be a focus if we are to be prepared for the next wave of change and to continue to actively support regional job creation.

We want all Queenslanders to have access to the skills and training they need to get a job and share in Queensland's economic prosperity.

The Honourable Anastacia Palaszczuk MP
Premier of Queensland and Minister for Trade

The Honourable Shannon Fentiman MP
Minister for Employment and Small Business
Minister for Training and Skills Development



Skills for Queensland

Great training for quality jobs

Queensland's future economic prosperity depends on having a skilled workforce.

The Queensland economy is rapidly diversifying, jobs are being transformed and the **nature of work is changing**. There is extensive research into the future of work and the potential impacts for jobs and skills.

Jobs Queensland's *Future of Work* research highlights the potential impacts and opportunities for employment and skills as jobs continue to change. Through its work with industry and regions, Jobs Queensland has identified how new technologies, innovation, emerging industries, and a range of demographic shifts, such as the ageing of the population, are changing the labour market landscape and impacting industries and occupations across the state.

Jobs Queensland estimates that over the five years to 2022 employment in Queensland will increase by a total of 7.6 to 9.3 per cent. Over 50 per cent of new workers are estimated to be employed in just three industry and occupational areas – health care and social assistance; professional, scientific, and technical services; and education and training.¹

This is changing the mix and level of skills that current workers and new entrants will need in the future. There is a **growing need for higher level skills, different skills and a knowledge-based economy**.

Deloitte Access Economics recently released a report into the future of work – *The path to prosperity: Why the future of work is human*, which highlights the need for different approaches to skills and training to meet future job needs.

Trends in job markets show that health care and social assistance, retail trade and construction are the largest employing industries and occupations in Queensland, and employment has been growing – in roles that are knowledge-based, soft-skill intensive, and roles that require professional level skills such as business services, health, education and engineering.

Everyone will have opportunities. All working-aged Queenslanders will need to be able to update their skills. School leavers, career changers, employers and new entrants to the labour market should be confident that Queensland's skills and training system is focused on future prosperity. And we need fairer national settings so that young people can take the most suitable pathway.

We need to take action today to develop the skills for the workforce of tomorrow. To do this, employers and workers need to know where the employment opportunities will be and what skills will be required. In the future, all jobs will require a combination of skills – both technical skills and an even greater emphasis on inherently human skills – to add value to a range of tasks, occupations and industries.

Already, Advance Queensland focuses on priority industries that are rapidly growing including advanced manufacturing, aerospace, agriculture, the screen industry, Biofutures and mining equipment, technology and services (METS). These and other key industries will present opportunities for new workforce entrants and existing workers to develop **higher level skills to improve productivity**, leading to quality, sustainable and well paid jobs.

For Queenslanders to participate in the labour market, we must provide pathways to rapidly **address skills shortages**, optimise participation for all working aged individuals, and adapt the way we plan and invest in workforce needs.

Anticipating future skill needs will require a continuous effort by Government, industry and stakeholders to plan ahead and translate modern thinking about skills and workforce needs into market settings.

Effective investment in training that prioritises these skills will support improved workforce productivity and innovation and **increase economic growth**. And improved partnerships between employers and unions will help manage labour market changes over the longer term.

¹ Jobs Queensland, *Anticipating Future Skills: Jobs Growth and alternate future for Queensland to 2022* (2018).

Driving new job creation, particularly in regional Queensland, will require **a more responsive, flexible and adaptable training system**. Workers need to take pathways that will help them skill, up-skill and re-skill to remain agile and responsive throughout their careers as industries, technologies and jobs change.

Better skills development and improved workforce participation also enhances social inclusion, particularly for those who experience barriers to labour market participation. All Queenslanders must be supported to participate in economic prosperity through **improved access to training and support**.

A strong partnership and shared commitment between government, industry and other skills

sector stakeholders will create an enduring skilling and learning culture that will support individuals throughout their working lives and **lead to improved job outcomes**.

Queensland welcomes the recent focus from the federal government on the VET sector through the *Strengthening skills: Expert review of Australia's vocational education and training system*.

Queensland supports changes that will provide future funding certainty, revise VET Student Loans to create equitable access to post-school pathways, and improve system responsiveness in qualification endorsement. We will continue to work with the federal government and other states and territories on these issues.



What we have already achieved

Skills for Queensland – Great training for quality jobs builds on the strong foundations of Queensland’s skills and training system and the Annual VET Investment Plan.

In 2019–20 the Queensland Government will invest \$978 million in skills and training to meet immediate demands and emerging needs so that Queenslanders are skilled for the jobs of today and the future.

Support for priority industries and sectors

- Growing the manufacturing sector through investment of over \$60 million annually in a wide variety of qualifications from certificate I to advanced diploma.
- Investing over \$70 million to support the skill requirements of the Community Services sector, including the National Disability Insurance Scheme.
- Improving skills to bolster the tourism industry through a three-year, \$120 million investment in qualifications and pathways, including increasing digital uptake amongst industry members.

- The free tafe initiative supports Year 12 graduates by covering the full cost of training in one of 160 high priority qualifications to ensure they get the skills to start their career for free. Since the free tafe initiative launched in August 2018, more than 6,000 students have engaged in training across the available 160 high priority qualifications.

Support for regional communities

- Supporting selected regional communities to identify current and emerging jobs in key industries and ensure sufficient supply of skilled local people to meet this demand through the \$9 million Regional Skills Investment Strategy.
- Investing a further \$5 million under the Regional Skills Adjustment Strategy so that TAFE Queensland can continue to support regional workforces to navigate change, including workers that are at risk of being displaced from traditional industries, and providing a regional response to workers retrenched as a result of significant company closure.

Culinary partnership through Star



The Star Culinary Institute is a shining example of industry partnerships ensuring skilled workers in Queensland’s growing tourism sector, with TAFE Queensland delivering training to more than 50 culinary apprentices.

The Star Entertainment Group Managing Director and CEO Matt Bekier said the

partnership is helping to ensure skilled workers for the future.

“Along with our consortium partners, we’re growing and we will need hundreds more chefs in the future to support the Queen’s Wharf Brisbane development; and proposed \$2-billion-plus expansion of The Star Gold Coast, which includes recently announced plans to fast-track development on a fourth hotel on Broadbeach Island.”

One inspired apprentice chef is Star Gold Coast 17 year old second-year apprentice Lizette Marr who said studying and working at The Star Culinary Institute is incredible.

“We participate in so many unique learning opportunities like signature masterclasses run by the chefs, competitions and site visits.” she said.

Strengthening the public provider

- Renewing and refurbishing training infrastructure right across the state so that trainers and students have access to contemporary fit-for-purpose training facilities and equipment, including \$105.8 million in 2019–20.

Addressing the needs of disadvantaged students

- Our successful \$420 million Skilling Queenslanders for Work initiative has assisted 37,000 Queenslanders to gain the job ready skills they need for a bright career – with more than 28,000 participants going on to get a job or further training.

Focus on quality

- Queensland’s robust state-based quality measures include a strengthened approach to quality through the VET Quality Framework, a network of pre-qualified suppliers for the delivery

of government-subsidised training and assessment; and a strong independent umpire that protects VET consumers.

VET in schools

- Queensland leads the nation in the delivery of VET for school students, with more than 34.8 per cent of the national total, and 56.6 per cent of all school based apprenticeships and traineeships.

National comparison

- The Queensland VET sector compared favourably against other jurisdictions in 2018 across a range of measures. Nationally, Queensland remains the leader in the delivery of school-based apprenticeships and traineeships, ranks second for apprenticeship and traineeship commencements, and completes almost one in four of the national total of apprentices and trainees.



Great training for quality jobs

Skills for Queensland – Great training for quality jobs will address the growing imperative to prepare all Queenslanders to meet industry and employer needs in the labour market, and to provide opportunities for individuals to continue to skill, re-skill and up-skill throughout their working lives.

To ensure individuals are ready for the jobs of the future and confidently able to participate in the labour market, we must create skilling pathways to match the diversity of the jobs of the future, optimise participation for all working aged individuals, and adapt the way we plan and invest in workforce needs.

Industry and small business

A stronger collaboration between government, industry, employers, and other training sector stakeholders will be developed in recognition that there is a shared responsibility to plan for and invest in future skill needs and ensure support for

the unique needs of Queensland’s regions. This includes new ways to engage with small business, to ensure government better understands the state’s skills needs and can prioritise its skills investment in industries and occupations that will drive job creation.

We will support businesses to plan and invest in their future workforce and incentivise small business to invest in apprenticeships and traineeships.

Future skills through an adaptive system

We will respond to industry demands for speedier, more targeted skills through a \$5.5 million, three year micro-credentialing pilot that will deliver focused training to improve specific skills to enable business to adopt innovations and improve productivity.

We will support students, workers and new entrants to skill, up-skill and re-skill to remain



agile and responsive throughout their careers as industries, technologies and jobs change, and address the growing need for higher-level skills and more innovative pathways to maximise job opportunities across the state.

Jobs for regional Queensland

The Queensland Government will implement new placed-based approaches to address local skills challenges and capitalise on regions' and communities' unique opportunities to support regional job creation.

The creation of Regional Jobs Committees will bring together local industry groups, training providers, local and major employers, and councils to help plan local training investment so that it matches local skill needs.

These local partnerships with key skills sector stakeholders will drive input into planning for the skills needed to support employment in a region. This will enable prioritisation of skills development at a regional level through targeted subsidies and qualifications.

Through improved regional coordination across government and industry, we will enhance advice to employers, particularly small businesses, to make better connections between local employers, job seekers and government initiatives.

Inclusivity and the public provider

The Queensland Government is committed to supporting and strengthening public providers to continue to innovate and partner with industry to deliver the skills needed by employers.

As Queensland's largest and premier training provider, TAFE Queensland will be supported to provide innovative and flexible responses to meet the needs of communities, employers and industries across Queensland, and provide access and training opportunities for a broad range of students.

Queensland's diverse communities will continue to be provided with skills and jobs pathways, including wrap-around services that improve the retention of students in training and provide better opportunities for successful completion of courses.

Quality

While the federal government regulates the quality of VET providers nationally, the Queensland Government is ensuring the skills system is responding to the needs of students, employers and business and producing quality outcomes. Quality training delivery and assessment ensures industry and employers can have confidence in the training outcomes and qualifications gained by VET graduates, which supports improved job outcomes for students.

To make an informed choice, students and employers must be able to compare training options and easily identify registered training organisations that have been endorsed as quality providers. Clearer public endorsement of training providers through Skills Assure will help VET students, parents and employers to find a quality training provider through the Queensland Skills Gateway, and have confidence that the training delivered will lead to skills outcomes that are valued by industry and the labour market.

The Queensland Training Ombudsman will work to identify systemic issues about training delivery and make recommendations to positively impact the provision of quality VET in Queensland.

Better pathways

We will provide school students with the advice, information and support to make the best training and career choices to prepare them for future jobs. This includes influencing career choices in high priority skills and training that will lead to real jobs and instil a culture of life-long learning.

By better informing young people about the future job market and the jobs that are in high demand now and in the future, we can better prepare school students and young people to make the right training choices that leads to sustainable employment.

Partnering arrangements between schools, industry and employers will also be strengthened to ensure school students have exposure to practical work experience that gives them the right skills to be work ready.

Industry and small business

Anticipating future skill needs and enabling Queenslanders to access training that links to current and future jobs will require a continuous effort by Government, industry and business to work together, and plan ahead and collectively invest in training.

Better supporting skills and workforce development, and managing economic change, will require:

- better matching the supply of skills to current and emerging local demand,
- helping workers and businesses adapt to changes at the local and state levels,
- understanding the needs of the future labour market, and
- driving innovation and productivity improvements.

Skills for Queensland – Great training for quality jobs will strengthen collaboration between Government, industry, employers, and other training sector stakeholders. This approach recognises the shared responsibility to plan for and invest in future skill needs, while supporting the diverse needs of Queensland’s regions.

This includes new ways to engage with small business, so that Government better understands skills needs and can align its VET investment to encourage participation in priority training that is in demand and linked to job creation.

New industry engagement arrangements will help industry to more effectively contribute to government priority setting, target regional skills priorities and foster a better understanding of the skills opportunities. Better engagement

Industry Engagement Framework



with employers of all sizes, particularly small businesses, will improve information sharing and create transparent approaches to shape government decision making, including regional investment decisions, program design, and training product review and development processes.

Strategic skills and workforce development advice will be brought together through a **ministerial skills roundtable**. Broad, **strategic advice from Jobs Queensland** about future skills will complement industry input to skills investment priorities. Local advice, through regional job summits and other regional insights, will ensure government decisions translate into skills for jobs in local economies.

Formal advice will be complemented by local input from small and medium enterprises, as well as peak industry bodies to provide better connections between government, industry, employers and regions.

Local planning approaches will address local skills challenges and capitalise on regions and communities' unique opportunities.

Localised workforce development advice will help small and larger employers, social enterprises and entrepreneurs to make better use of government initiatives to create jobs and better link with jobseekers and training providers through targeted connections and information.

Supporting the apprenticeship pathway by continuing to highlight successes through the annual Queensland Training Awards will help raise awareness and grow apprenticeships. We will support businesses of all sizes to plan for the needs of their future workforce. Small business will be incentivised to increase take-up of apprenticeships and be supported through our Skilling Queenslanders for Work and Back to Work employment programs.

Blast-off for Queensland

The countdown is on for Gold Coast rocket factory, Gilmour Space Technologies who are skilling their workforce ready to launch into the small satellite payload market.



With \$42,500 from the Queensland Government's Business Growth Fund, purchasing a new turret milling machine and a centre lathe is now a reality.

The purchase will allow for increased production and in-house capabilities to support the development of a hybrid rocket launch vehicle.

James Gilmour, Business Development Director said that this funding will provide staff with opportunities to boost their skills in this significant industry as well as employ additional technical staff.

“With the increase in the precision and functionality of our current equipment, the sky is the limit for our dedicated staff.”

“We plan to be the leading launch provider in Australia and also be competitive on the world stage and this project is a critical step in reaching that goal.” Mr Gilmour said.

Future skills through an adaptive system

Jobs Queensland research indicates that most of the new jobs in the future labour market will require different skills and higher level skills, mostly influenced by rapid advances in technology.²

But these are not the only drivers of change that will affect the future of work. Demographic factors such as the ageing of the workforce will also increase the need for particular services, such as Health Care and Social Assistance, and significantly impact on the demand for our future labour supply, and the types of skills needed in the future. These sectors represent key areas where VET will be critical in replacing older workers retiring from the labour market, and where there is an increasing demand for inherently human skills, such as knowledge-based, soft-skill intensive, and roles that require professional level skills.

Further to this, students, workers and new workforce entrants are supported to not just undertake their first post-school subsidised qualification, but can also retrain or upskill in priority industry areas most likely to lead to a job outcome. Second chance training opportunities through public providers are essential to providing Queenslanders with subsidised training to help reduce barriers to accessing priority skills as part of lifelong learning pathways.

Planning for, and adapting, our skill and workforce development approaches will help industry and

businesses of all sizes create job opportunities by instilling confidence that employees will have the right skills to meet their needs.

A broader range of pathways and better tailoring of programs is needed to cater for a labour market that is constantly changing, with a shift in focus to new and emerging skills and capabilities, in addition to current needs.

New initiatives will build on our strong foundations and extend Queensland's skilling pathways to be more responsive and adaptable.

New initiatives under *Skills for Queensland – Great training for quality jobs* will support students, workers and new entrants to adopt a life-long learning approach. Queensland workers will be able to up-skill and re-skill to remain agile and responsive throughout their careers as industries, technologies and jobs change.

Additional funding of \$5 million in 2019-20 for higher-level skills and more innovative pathways will help maximise job creation and employment opportunities across the Queensland economy that will drive productivity outcomes for industry and employers.

We will broaden our approach to training in recognition that skills development extends beyond formal qualifications and must cater to the needs of a more dynamic and diverse labour market and economy.



² Jobs Queensland, *Anticipating Future Skills: Jobs growth and alternate future for Queensland to 2022, and the Future of Work in Queensland to 2030 – Evolution or revolution*, discussion paper.

The **\$5.5 million, three year micro-credentialing pilot** will provide focused training for new or transitioning employees who need to improve specific skills to enable businesses to be innovative and improve their productivity levels. The pilot will extend into the design and delivery of non-accredited, industry-led skills sets that address the immediate need for workforce skills. Micro-credentials will be piloted in targeted locations and industries to inform future approaches.

We will also encourage greater take up of **higher-level apprenticeships** with a pilot to support students and industry to connect workplace learning with higher level qualifications, such as diplomas and associate diplomas, where vocational learning is the preferred pathway. Higher-level apprenticeships offer an on-the-job training experience at a higher level of skill and expertise.

The higher-level apprenticeship pilot will combine specialised skills and knowledge with the traditional apprenticeship model. Government will work with industry stakeholders to identify target industries for delivery from 2019 to 2021.



Energex apprentices securing future workforce

One-time psychology student from Germany, Gesine recently landed her dream job as a substation technician with Energex after successfully completing her apprenticeship also with the leading Queensland energy company.



Energex has a strong commitment to developing their workforce through apprenticeships, currently employing 214 apprentices across South-East Queensland.

Looking back on her time, Gesine said she couldn't think of a better way to progress her career than learning on the job.

"I came to Australia and worked in a lot of different jobs but the aspects I enjoyed most were invariably connected to electrical systems," Gesine said.

The adventurous Queenslanders completed a Certificate II in Electrotechnology at TAFE Queensland which helped to secure her apprenticeship.

"No day is the same — I absolutely love what I do," Gesine said.

Jobs for regional Queensland

Queensland's economic strength will be driven by the availability of a skilled workforce that meets the needs of industry and employers and supports job creation right across the state.

The **creation of Regional Jobs Committees** will enhance avenues for informing local skills priorities, including improving two-way flow of information between local industry, employers and government, to match local jobs needs.

Queensland's regions are unique, each characterised by distinct demographics, economic and social structures, industry profiles and levels of economic development.

Developing skills that match labour market demand requires a local approach to integrate regional-specific and industry-specific needs and connect local people with local jobs.

Targeted engagement with regional employers, small businesses and other industry stakeholders will ensure our training and employment solutions are more accurately aligned with local skill needs and economic activity to **support regional jobs growth**.

We are focused on **delivering placed-based responses** through new strategic partnership approaches and ongoing relationships with employers and business of all sizes.

The **\$9 million Regional Skills Investment Strategy** is already supporting regional Queensland communities to identify current and emerging jobs in priority industries and designing

tailored solutions to ensure the supply of skilled local people to meet this demand.

We will invest a **further \$5 million under the Regional Skills Adjustment Strategy** so that TAFE Queensland can continue to support regional workforces to navigate change, including workers that are at risk of being displaced from traditional industries, and providing a regional response to workers retrenched as a result of company closures.

Workers and regional workforces will benefit from training support that is assisting with upskilling and reskilling to drive successful transitions to the jobs of the future.

We will **foster regional leadership** on skills and workforce development to increase participation in local labour markets and provide accurate and reliable input into Government's skills and planning priorities. Coordinated workforce development at the local level is key to driving **sustainable economic development** in regions.

Through **Regional Jobs Committees**, regional industry advice will identify trends and opportunities in the local area and provide training and employment solutions that link individuals with **real job opportunities**. The *Jobs Fraser Coast* model brings together key local stakeholders working to connect regional skills and workforce development with local industry and employer needs, to shape future regional workforce development and investment.

The Queensland Government will respond to economic change by ensuring its workforce is ever adapting and enhancing its skills and capabilities to meet the state's service delivery needs of the future. Research is underway to map the future skills needs of the public sector to create the best employment and training pathways for employment in the public sector, including through apprenticeships and traineeships.

The Public Service Commission is working with Queensland Government agencies to develop additional web-based resources for launch in late June 2019 that promote the Queensland public sector as an employer of choice and showcase stories from young Queenslanders across the state who have taken up apprenticeships and traineeships in government.





North Queensland farmers embracing digital solutions

From Cape York to Charters Towers primary producers across far north Queensland have been learning how they can respond to technological advancements in the agriculture industry.

The program is delivered thanks to the Queensland Government's Training in Emerging and Innovative Industries Fund that supports industries impacted by digital disruption and helps workers to learn new skills for their industry.

Thanks to \$250,000 in support through this program, the FNQ Growers (Mareeba District Fruit and Vegetable Growers Association Incorporated) have been able to deliver training to primary producers.

Queensland Agriculture Workforce Network Manager (FNQ), Leanne Kruss, said the training aimed to enhance practical business skills, especially the importance of strategic planning.

"Funding through this program has been essential to help farmers identify areas for innovation and improvement," Ms Kruss said.

"Running a successful farm enterprise myself helps me to build trust with participants and this is important to increase digital capacity". she said.



Inclusivity and the public provider

Queenslanders want a strong system of quality providers, offering choice and flexibility, and focused on the needs of students, employers and industry.

Some Queenslanders need extra support to be able to take advantage of economic opportunities and create inclusive growth. By increasing access to training opportunities and **providing additional support** for priority groups and students with higher needs, including people with disability, migrants and refugees, Aboriginal peoples and Torres Strait Islander peoples, culturally and linguistically diverse groups, mature age workers and women, we will help every Queenslanders to thrive socially and economically.

Public providers are an essential component of a healthy VET system and a strong economy, particularly for regional areas. Public providers must be supported to meet the complex and dynamic needs and expectations of Queenslanders and communities, right across the state from foundation to higher level skills.

In regional centres, TAFE Queensland is critical to supporting job creation and economic development through education and training services, industry support and partnership approaches, community engagement and reliable infrastructure.

As Queensland workplaces change, employees, business and employers will need to be more flexible and adaptive across careers and occupations. Employer needs and expectations are changing quickly, and training providers and the VET workforce must continually adapt and innovate to ensure that student and employer needs are met.

The sustainability of Queensland's public provider network relies on its ability to meet the demand for quality skills across the whole state and tailor training solutions and services for contemporary workplaces. **Public providers will be supported to be more innovative** in their service provision, pilot new ideas and specialist projects and partner with industry to deliver customised training solutions for enterprises across the state.

Future investments in the public provider will recognise that **public provider infrastructure is social infrastructure**, and consideration of community and place-based responses are at the forefront of the planning processes. A more integrated approach to operational and strategic planning by public providers, based on enhanced data insights will be implemented. This will include longer planning horizons over five to 10 years to guide initiatives and investment.

Free tafe kick starts early childhood career



TAFE Queensland student Jessica is on track for a rewarding career in early childhood, after discovering she could study a Certificate III in Early Childhood Education and Care through the free tafe initiative.

Under this Queensland Government initiative, Year 12 graduates who enrol in a high priority qualification within 12 months of leaving school are eligible to receive their course free, enabling school leavers to pursue their dream careers without incurring any fees.

“The funding has made it a lot easier for me to study, and the course has been great. I’ve been able to get work placement as part of my studies, so it has given me the experience I need to secure a job in the future,” Jessica said.



raffie
Cassidy

Quality

Skills for Queensland – Great training for quality jobs will drive a new approach to quality provision of training delivery and assessment, and choice of provider.

Training providers that offer government subsidised training in Queensland are required to meet additional quality arrangements beyond the national regulation standards. We will make it quicker and easier for students, employers, business and industry to identify these providers through **Skills Assure** which will provide a clearer public endorsement of the Department's prequalified suppliers.

Lifting quality in VET delivery and assessment through a clearer public endorsement of the Department's pre-qualified suppliers will enable VET consumers to compare services and choose quality training options, encourage uptake and reinforce VET as a quality brand.

The *VET Quality Framework* will underpin the network of **Skills Assure** providers through oversight of publicly-funded VET and will highlight the important measures that work to build confidence in the VET system.

VET teachers and trainers are at the heart of a quality VET system. Their capacity to use innovative delivery and assessment methods to

support new work practices, and customising training that meets the needs of industry and employers is key to delivery of quality skills for the future. We will work with providers to support their investment in their workforces.

The Queensland Government will continue to partner with the Australian Skills Quality Authority to lift the quality of all providers. More broadly, the Queensland Government will work with other states and territories, and the federal government, to create a vision for post-school pathways. We will work together to achieve fairer funding, parity of access to VET as well as university pathways, and develop timely, relevant qualifications and credentials that industry needs.

We are **driving quality in skills and training** through the Queensland Training Ombudsman, by giving Queenslanders free, confidential and independent advice and services supporting students, apprentices and employers through the complexities of the training system. By helping with navigation, advice and complaints resolution, the Ombudsman improves the quality of outcomes for Queenslanders, and helps create improvements in training arrangements.

A passion for design ignites a bright future

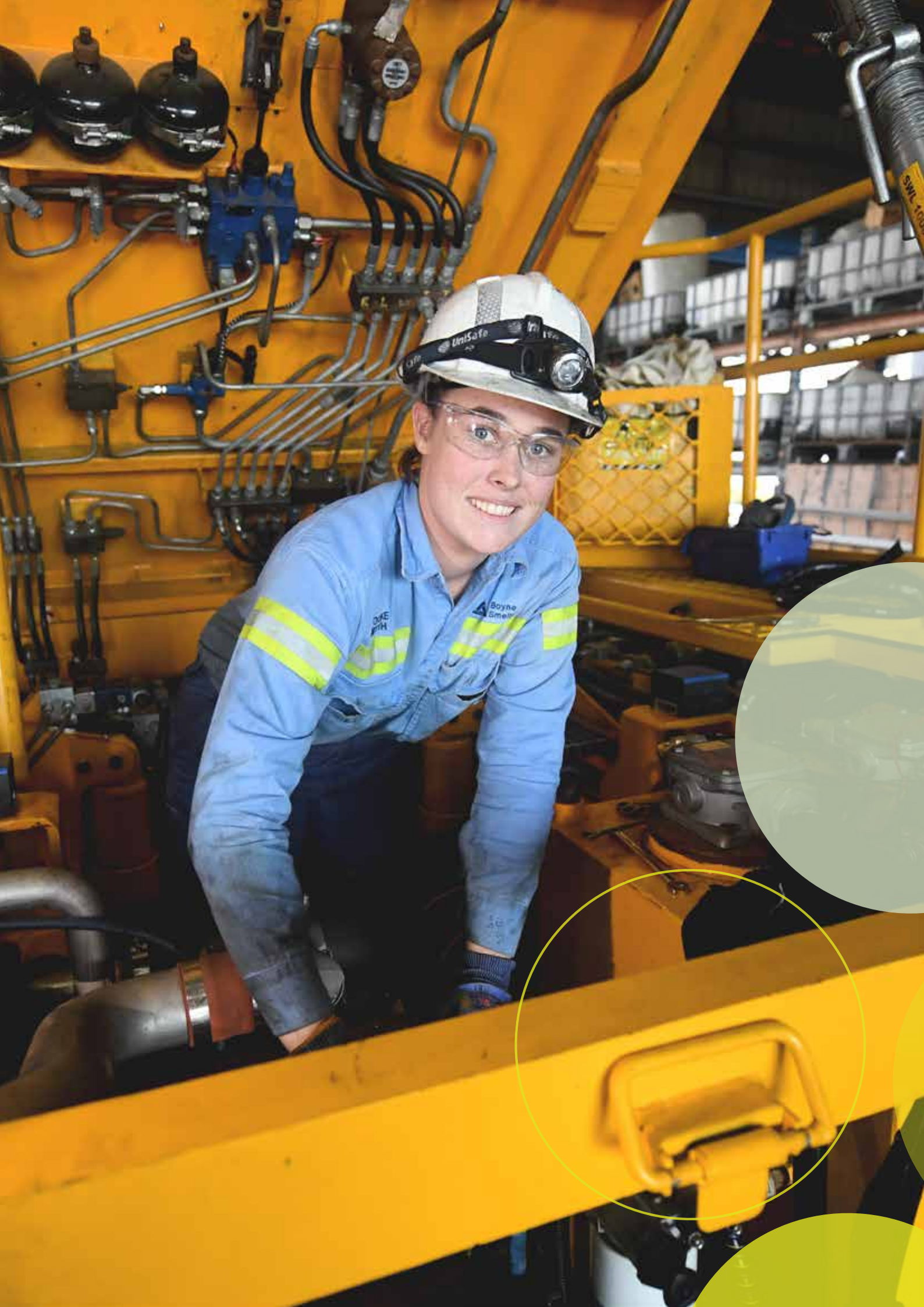


With a love of design and creativity, Odin aspired to progress his education faster than the traditional pathway. He looked to VET at TAFE Queensland for the answers, and has not looked back.

Odin's passion and determination saw him recognised as national runner up for the 2018 Vocational Student of the Year award in the Queensland Training Awards. He is now vocal about the value of VET.

"If you know what you want to do and you're willing to work hard at it and challenge yourself, you can achieve amazing things." Odin said.

Using his VET qualification as a stepping stone, he was accepted to study a dual degree at Griffith University at just 16.



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Better pathways

The skills young people require to participate in the workforce are changing rapidly. Early engagement with school aged students about current and future employment opportunities, and the skills needed for these jobs, will set them up for successful careers.

VET remains an important choice for many senior secondary students so they have the skills and capabilities needed to successfully transition into the workforce. It is important young people are aware that practical, on-the-job skills will help them to get the job they want after school, close to home, or further afield.

This is because the future of work will require an increase in, and improvements to, on-the-job learning and skills that relate to core functions in all workplaces – time management and organisational skills, customer service skills and communication skills. It will be critical for young people to have the right job skills for modern workplaces.

We will continue to work with the federal government to reduce barriers to VET participation for school leavers and career changers and enable better access to lifelong learning opportunities through changes to the VET Student Loan program to make training more affordable.

Skills for Queensland – Great training for quality jobs will support **improved VET for school student arrangements**. These strategies will link information support, professional development and career advice, and industry and regional engagement activities. This will ensure that school students are participating in priority VET qualifications that are linked to the needs of industry and employers and lead to a job.

Partnering arrangements between schools, industry and employers will give school students access and exposure to **practical work experience and placements** and ensure students completing VET courses are appropriately job-ready. This will include a focus on encouraging more under 25 year olds to consider an apprenticeship or traineeship pathway, and to support employers to build their future workforce by taking on a young apprentice or trainee.

The successful **Gateway to Industry Schools Program** will be refreshed and expanded, and implemented in collaboration with the Department of Education to better support school students to participate in VET programs that industry has identified are current and emerging priority qualifications. The program provides opportunities for industry and the education sector to work together to deliver outcomes for students, local communities and businesses.

Student opportunities in advanced manufacturing



Photo courtesy of QMI solutions

Students from Kelvin Grove State College are getting inspired about their future careers after visiting with audio expert Audeara to see how doctors, engineers and musicians are using technology to help those with hearing difficulties.

The Manufacturing Gateway to Industry Schools project allowed the students to gain first-hand experience of how individualised headsets with build-in hearing tests are being developed through advanced manufacturing.

The visit has provided inspiration for the future career opportunities available through advanced manufacturing.

Students participating in the program are exposed to a range of learning experiences, including exposure to quality practical on-the-job learning, to assist them in their career choices and pathways to employment.

The expansion is focused on the general growth of all existing projects, with new projects expanding into industry and occupations that are rapidly growing, including screen and media; information and communication technology; health; and community services.

In addition, the expansion supports and aligns with a number of key Advancing Queensland initiatives, including: Jobs Queensland's Advancing Manufacturing Skills, and Queensland's Tourism Workforce Plan; Advance Queensland's Screen Industry 10 Year Roadmap and Action Plan; Advance Queensland's priorities – Keeping Queenslanders Healthy; and Partnering for the Future – Advancing Queensland's community services industry 2017-25.

Feedback from industry is critical in setting priorities for future investment in VET for school students and to ensure training is linked to sustainable employment. Through our Regional Jobs Committees, **stronger links between schools, parents, industry and employers, and registered training organisations** will be created to better ensure students' skills and training choices lead to real jobs.

We will develop an **industry engagement framework for schools** that guides and promotes better integration between education, training and employment, and supports better partnering arrangements between schools, industry and employers to ensure school students have exposure to practical work experience so they are work ready.

Industry, employers, schools and parents will be supported to provide better career advice, information, practical work experience and placements, and stronger links to local job opportunities.

A new approach for industry and schools will build beneficial relationships, supporting an increase in work placement arrangements, improving information about the local job market, and providing better career advice that helps prepare students for the workforce.

Quality career advice and clear information about job opportunities, particularly in their region, is vital to support and inform young people to make the right training choices and be ready for the future. The VET pathways program will continue to support Queensland secondary school staff involved in providing career advice about VET.

To continue to support our young people build the right foundations for a successful career, we need to coordinate and guide their participation in further education, training and employment opportunities post year 12.

The **Link and Launch pilot initiative** is a partnership approach with the Department of Education that will help connect and leverage social, job and practical support to help young people (17 to 24 years) navigate skills and employment pathways to support participation and prevent long term disengagement. It will be delivered by trusted and experienced organisations, such as community based organisations.

In 2019–20, we will pilot two Link and Launch sites supporting around 400 young people in regional areas and communities experiencing high youth unemployment and disengagement. The Department of Education will also pilot Link and Launch at four school sites across Queensland. Link and Launch will promote seamless transitions to programs such as free tafe, Skilling Queenslanders for Work and Back to Work, and will respond to local priorities and individual need. Link and Launch will be complemented by digital resources that will help young people, families and school career advisors, all over Queensland to have access to career guidance and other support.

Digital resources will provide tailored information on possible career pathways to empower young people to make decisions about the right career for them. By supporting school students and young people to understand the future job landscape, and how their skills can be used to transition better roles and stages of their career, we can better meet industry future workforce demand.

Next steps

Skills for Queensland – Great training for quality jobs will be implemented in 2019–20 and rolled out to deliver real benefits at local and state levels.

Our focus is on providing the skilled workforce needed to support job creation and economic growth, particularly in our regions.

All Queenslanders need access to skills and workforce development opportunities that will enable them to actively participate in the labour market and assist them to secure employment.

Responding to the skills and workforce development needs of Queensland will require an ongoing and collective commitment from Government, industry, employers and regions.

Continuous engagement with industry and key stakeholders will occur to support the implementation of new actions and to drive ongoing improvements.

Our next steps include developing and publishing an implementation plan focused on:

- implementing new industry engagement arrangements;
- leading workforce development and planning through placed-based responses;
- delivering skills for future jobs; and
- better career advice and information to school students.

Skills and jobs will continue to be fundamental to Queensland's success both economically and socially.

For more information about *Skills for Queensland – Great training for quality jobs* visit:

desbt.qld.gov.au





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