

Good people  
Good jobs

# Queensland Workforce Strategy 2022–2032

IMPLEMENTATION UPDATE

MAY 2024





# QUEENSLAND'S CURRENT LABOUR MARKET CONTEXT

*May 2024 vs March 2020*

## A strong economic recovery ...



State domestic economy larger by **14.7%\***



**382,000** more people employed – a **14.9%** increase



**67.1%** labour force participation – up from **65.5%**

## ... leading to low unemployment...



Unemployment rate **4.1%** - down from 5.6% pre-pandemic



Workforce participation for women and people from non-English speaking backgrounds remains near record highs

Youth unemployment remains well below pre-pandemic levels

## ... and creating workforce opportunities for Queenslanders.



Job vacancies remain elevated – up **81.0%^**



Strong workforce demand in many areas, in particular:

- 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

\* March quarter 2024 vs March quarter 2020

^ February 2024 vs February 2020



***Good people. Good jobs: Queensland Workforce Strategy 2022-2032*** is focused on unleashing Queensland's greatest asset – our people – to support growth, strengthen our communities, and capitalise on new economic opportunities.



Queensland's first Whole-of-Government workforce strategy  
Only Whole-of-Government workforce strategy in Australia



Focus on partnerships and shared responsibility  
Driving workforce approaches that are industry-led, community-centred and government-enabled



Framework coordinating workforce-related activity across Queensland Government



Underpins advocacy to the Australian Government on workforce priorities

## Action Plan 2022-2025

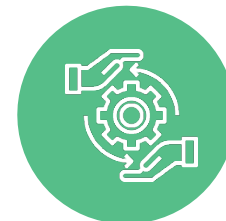
Delivering positive workforce outcomes for employers, workers, jobseekers, industries, and communities across Queensland.



**\$70 million+** investment



**33 actions** – all underway or complete



**9 QLD Government** delivery agencies



**100+** industry and community partner organisations\*



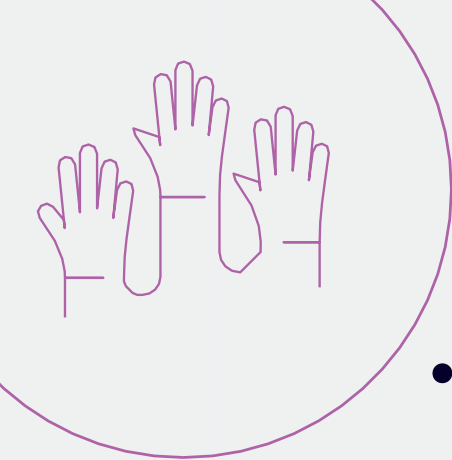
**13,000+** employers to benefit\*



**40,000+** jobseekers and workers to receive support\*

\*as at 31 Mar 2024. These numbers will continue to grow as implementation progresses.



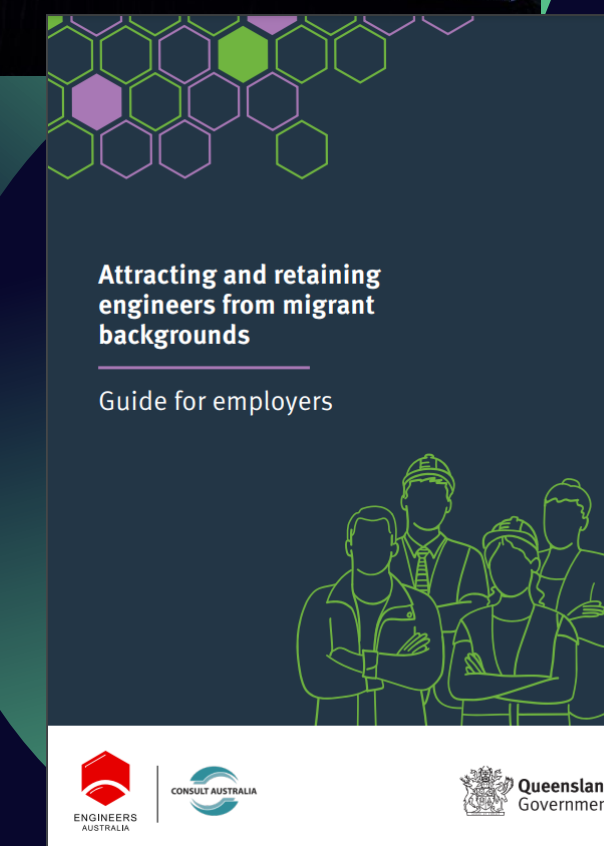
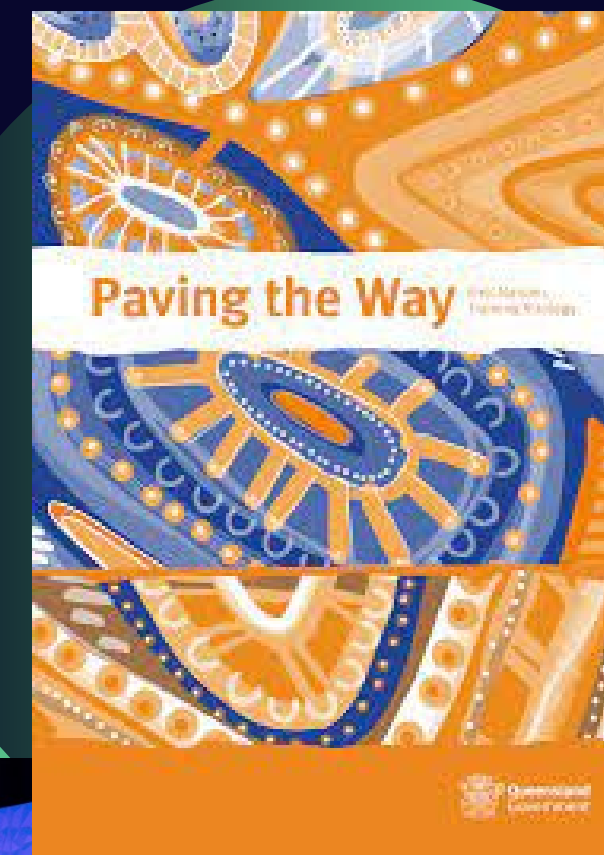


## FOCUS AREA: WORKFORCE PARTICIPATION

- Enable all Queenslanders to participate in the workforce
- Support employers to rethink employment practices and diversify workforces

### KEY DELIVERY HIGHLIGHTS TO DATE

- **Paving the Way: the First Nations Training Strategy** delivered - \$8.6 million committed towards 24 projects, assisting approximately 1,950 First Nations peoples and over 330 Indigenous businesses.
- New network of **Industry Workforce Advisors** established - Eleven industry-based advisors have supported 900+ businesses across Queensland to date with 530+ workforce plans developed to address workforce challenges and diversify workforces.
- The **Reimagining Workforce Event** held in May 2023 supported employers to rethink their employment practices and grow a more diverse workforce. more than 500 people registered to attend face-to-face and via livestream. Two regional **Workforce Now** events have also connected local industry and community stakeholders to support workforce outcomes.
- Expansion of the **Diverse Queensland Workforce** program has supported 1,780+ work-ready migrants, refugees and international students to build a rewarding career. As at 31 March 2024, 1,340 have exited and 1,112 (83%) have gained jobs.
- Delivery of the **Social Enterprise Jobs Fund** to support 89 profit-for-purpose businesses and increase the participation of Queenslanders currently underrepresented in our workforce.
- **Multicultural Affairs Settlement team** established within Multicultural Affairs Queensland to advocate and improve workforce outcomes for migrants and refugees in Queensland.
- Partnership between Engineers Australia, Consult Australia and the Queensland Government to improve workforce opportunities for onshore **migrant engineers** in Queensland, including through the release of an employer guide.
- Delivery of the **Women in Manufacturing Strategy** to support the attraction and retention of more women in the Queensland manufacturing industry.





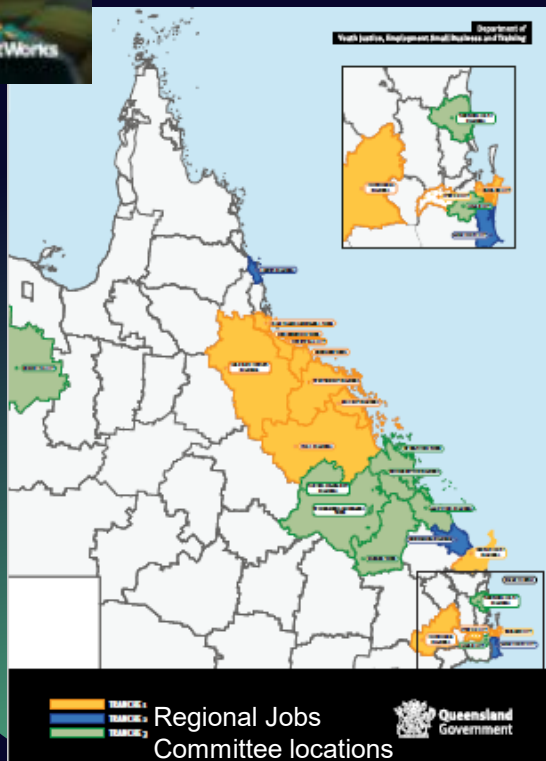


# FOCUS AREA: LOCAL SOLUTIONS

- Locally focused and led workforce planning and initiatives
- Coordinate efforts across industry, community and government to focus on local and regional priorities

## KEY DELIVERY HIGHLIGHTS TO DATE

- Jobs Queensland is partnering with regions to develop ‘**Grow Your Own**’ workforce plans and initiatives. Projects are underway in Cairns (maritime, marine and aviation), Wide Bay (forestry), Bundaberg (food and beverage manufacturing) and Far North Queensland (water). Further projects are under development.
- Partnering with the Local Government Association of Queensland to help address workforce challenges in rural and remote areas. To date, over 728 participants from 17 different councils had completed training through the **Rural and Remote Capacity Building** project.
- Extending the **Rural Jobs Initiatives** for the Queensland agricultural sector (Queensland Agriculture Workforce Network and Rural Jobs and Skills Alliance) to continue efforts to attract, train and retain a skilled and high performing workforce – to date 2760 employers and 964 jobs have been supported.
- **Increased subsidies available to eligible regional apprentices and trainees** to offset their travel and accommodation costs when attending training offsite.
- Embedding a **place-based approach** within the design and delivery of numerous initiatives under the Queensland Workforce Strategy and broader workforce-related activity across the Queensland Government.
- Expansion of the **Regional Jobs Committee** program to develop region-specific solutions to skilling and workforce needs in communities across Queensland, including implementation of a new operating framework to maximise alignment with the Queensland Workforce Strategy.







# FOCUS AREA: SCHOOL TO WORK TRANSITIONS

- Strong and effective school-industry partnerships across Queensland
- Improve access to high-quality career information for school students

## KEY DELIVERY HIGHLIGHTS TO DATE

- Expansion of **Gateway to Industry Schools** Program (GISP) to include the hydrogen and renewable energy industries. The hydrogen GISP will support up to 2,000 students from over 30 schools until January 2026. As at March 2024, 1,270 students, 259 teachers, 38 school and 12 industry partners were participating. The renewable energy GISP was established in February 2024.
- Creation of the **School to Work Transitions** (S2WT) program to support students who are at risk of not transitioning successfully from school to further education, training, or employment through providing tailored solutions to improve post-school outcomes. As at 31 March 2024, 13 projects are approved through the 2022-23 and 2023-24 rounds, with applications for the 2024-25 round currently under assessment. The program has supported over 1,160 students to date.
- Appointment of a **Regional School Industry Partnership** (RSIP) state manager and 8 RSIP regional managers within the Department of Education to support a coordinated approach to building and strengthening school-industry partnerships in Queensland schools. State and regional reference groups have been established and reciprocal relationships established with a range of stakeholders, such as schools, Regional Jobs Committees, key industry and further education and training partners, employers, and Chambers of Commerce.
- Through the Workforce Connect Fund, Regional Development Australia Darling Downs and South West launched the **Youth Employment Success** (YES) website. The YES project provides an employment opportunity matching service, connecting young locals with work experiences that build career pathways and lead to jobs.
- DESBT is working across all regions of Queensland to deliver plans to support local **school-based apprenticeships and traineeships**.



### START YOUR JOURNEY TO A CAREER IN THE MOTOR TRADE

MTA Queensland's Transit Lane School to Work Project aims to provide students and their support networks with the information and any other support mechanisms to prepare them for a fulfilling career in the automotive industry!

Today's rapidly evolving automotive industry encompasses over 40 different career pathways, covering everything from internal combustion engines, paint and panel repairs, and car sales, to the electrification, computerisation and automation of vehicles. With so many career pathways requiring a range of skills the automotive industry really does have something for everyone!

The Transit Lane School to Work Project will:

- Identify career options that align with students skills, preferences and aptitudes through an online careers tool.

- Deliver guidance and information to prepare students for working in the automotive industry through an online micro-credential course.

- Give students a hands-on introduction of the automotive industry through the range of short courses.

- Provide resources and support guides for parents and teachers to support students in pursuing a School Based Apprenticeship or Traineeship.

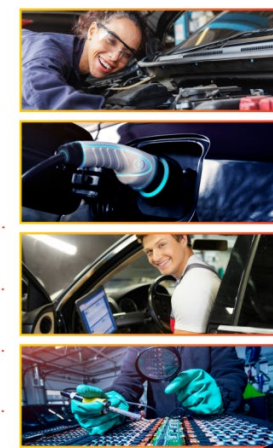
- Support students into securing a School Based Apprenticeship or Traineeship in the motor trade!

#### WANT TO LEARN MORE?

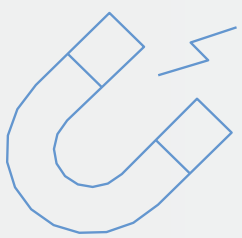
0499 255 052  
s2w@mtaq.com.au  
autoschoolconnect.com.au



This School to Work Transition project is part of the Good people. Good jobs. Queensland.







## FOCUS AREA: WORKFORCE ATTRACTION AND RETENTION

- Partner with industries and communities to attract and retain workers
- Support industry-led initiatives to work differently to increase workforce capability and capacity
- Leverage migration to address critical workforce gaps

### KEY DELIVERY HIGHLIGHTS TO DATE

- Establishment of the \$25 million **Workforce Connect Fund** to support industry and community-led projects that address workforce shortages. To date 16 large-scale projects have been approved, to benefit almost 4,400 employers and over 20,000 employees and jobseekers. A second round is under assessment. In addition, 393 small businesses have been approved to receive funding for a HR Support Grant
- Delivered the **Clean Energy Workforce Roadmap** which provides direction to develop the highly skilled workforce needed for the growth of the state's clean energy industry. The **Future Energy Jobs Guide** assists school leavers and existing skilled workers explore career opportunities and training pathways in the clean energy sector.
- Implemented the **Train and Retain** initiatives focused on supporting apprentices and trainees to complete their training – including the successful 'Let's Protect Respect' campaign and the new 'Apprenticeships work for everyone' campaign launched in March 2024 and the new Women in Trade Apprenticeships Mentoring Program.
- Jobs Queensland established the **Queensland Care Consortium** to support the **health and community services** sectors in developing workforce attraction and retention strategies - seven sector-led projects are underway.
- A **Skilled Workforce Attraction Office** has been established within Trade and Investment Queensland to strengthen delivery of the state nominated migration program, including enhanced industry engagement activities.
- Enhanced the **Mentoring for Growth** program to provide one-on-one support to employers to help them address workforce challenges through dedicated workforce management content.
- Delivered **Trade to Teach**, an internship program pilot for a supported pathway for people with a trade qualification to become qualified teachers, including a subsequent \$10 million expansion to offer additional places.





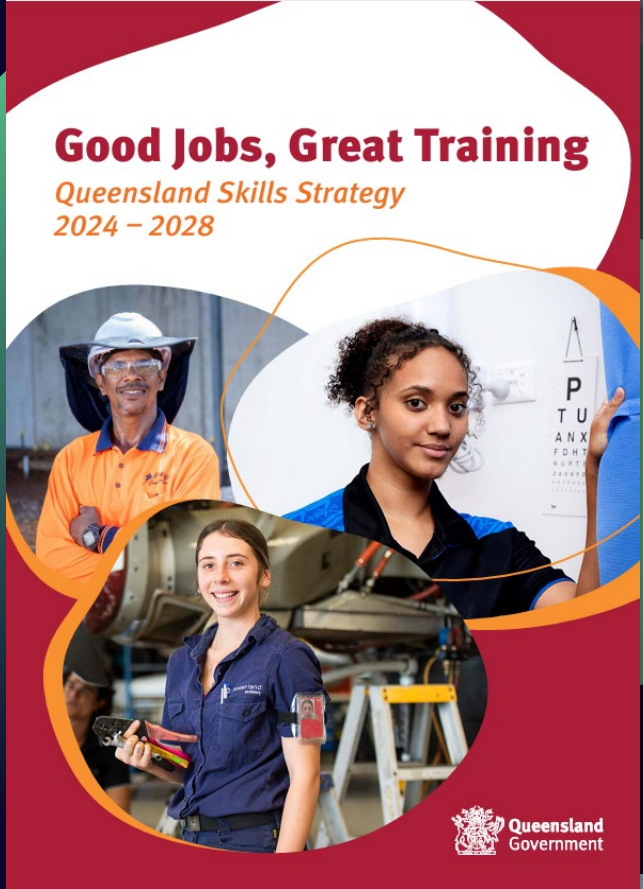


# FOCUS AREA: SKILLING QUEENSLANDERS NOW AND INTO THE FUTURE

- Develop an innovative, modern and flexible training system that delivers for traditional and emerging industries
- Increase collaboration between government, industry and the education system at all levels

## KEY DELIVERY HIGHLIGHTS TO DATE

- **Good Jobs, Great Training: Queensland Skills Strategy 2024–2028** released May 2024, providing pathways into good jobs for Queenslanders while delivering priority skills in traditional and emerging industries so our communities, industries and economy can thrive. More than 8,000 Queenslanders participated in the consultation process.
- Extended the **Micro-credentialling Program** which assists employers in a range of industry sectors to provide training focused on adopting innovations and improving productivity, including a range of approaches to micro-credentials in technical, digital, or other emerging areas not addressed through existing VET products. Through the first funding round, 17 projects were supported to upskill more than 7,500 Queenslanders. A second funding round is underway.
- Extended the **Group Training Organisation Pre-Apprenticeships Program** which provides a head start into a trade career in construction, engineering, and hospitality for underrepresented groups.
- Increased **collaboration and engagement with universities**, the Queensland Government and industry, including through the QWS Roundtable, engagement with Ministers and Directors-General and through advocacy on the Universities Accord.
- Developed pathways into higher education courses for those interested in pursuing a career in automation and support upskilling and reskilling in autonomous technology fields through an additional investment of \$3.3 million in the **Queensland Future Skills Partnership**. The Queensland Future Skills Partnership is implementing the delivery of automated technology pathways into Queensland's resources industry and supporting sectors.





# LEVERAGING THE GOVERNMENT’S \$1.3 BILLION INVESTMENT IN SKILLS AND TRAINING

The Queensland Workforce Strategy 2022-2025 Action Plan is building upon a suite of existing programs focused on job creation and workforce development.

In 2023-24 alone, the Queensland Government will invest more than \$1.3 billion in delivering high quality training and creating exciting career pathways for Queenslanders.

## Queensland’s VET system

- 11% increase in government-funded VET students in the last year
- Approx. 55,000 apprentices in training – amongst the highest in a decade
- More trainee completions than at any time since 2015
- Queensland Skills Strategy released May 2024

## Free TAFE

- Making VET more accessible and affordable for Queenslanders and changing lives, providing opportunities for individuals to upskill, reskill or start their career in high-demand industries
- In 2024, more than 21,000 Queenslanders have commenced a Free TAFE qualification

## Free Apprenticeships for under 25s

- Supporting young people up to 25 years of age to undertake fee-free apprenticeships and/or traineeships in a priority qualification
- Since 2018, over 79,000 apprentices and trainees supported through this initiative
- More than 130 priority qualifications are eligible

## Skilling Queenslanders for Work

- Assisting vulnerable Queenslanders to gain skills, qualifications, and experience to enter and stay in the workforce
- Since 2015 the program has helped more than 56,600 Queenslanders into jobs

## Back to Work

- Providing eligible businesses the confidence to employ Queenslanders who have experienced a period of unemployment and helping workers facing disadvantage in the labour market

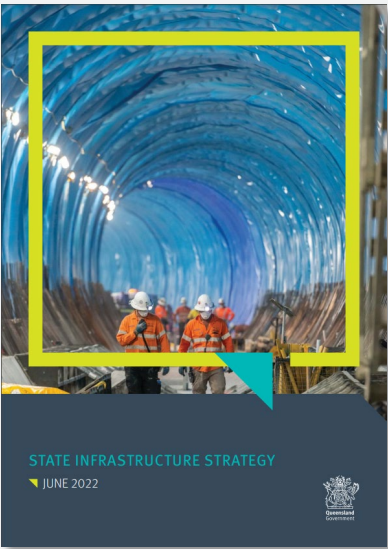


# SUPPORTING A WHOLE-OF-GOVERNMENT WORKFORCE RESPONSE

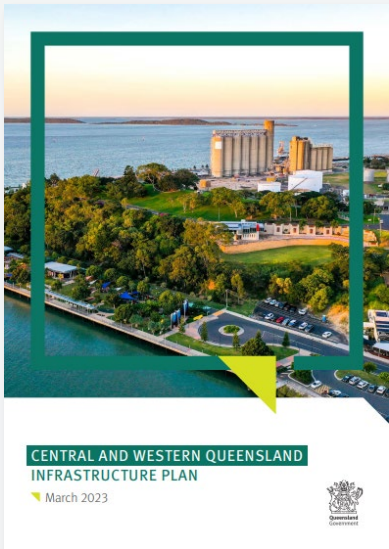
The Queensland Workforce Strategy is **informing and guiding a whole-of-government approach** to strengthening Queensland’s workforce. This includes through key Queensland Government strategies and initiatives such as:



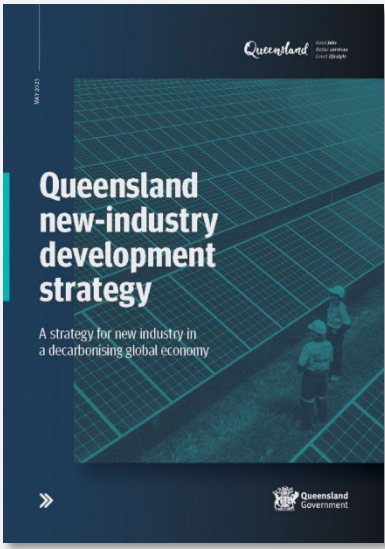
Homes for Queenslanders housing plan



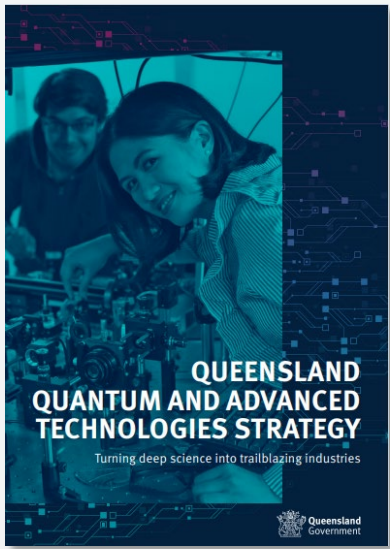
State Infrastructure Strategy



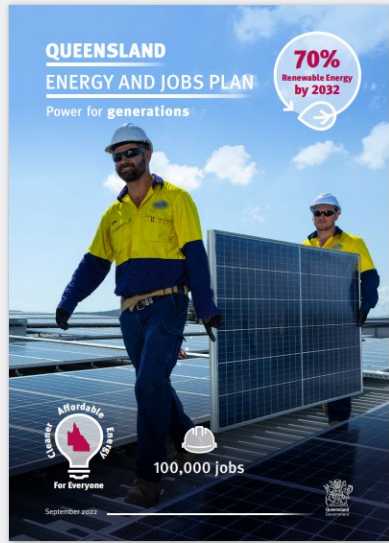
Regional Infrastructure Plans



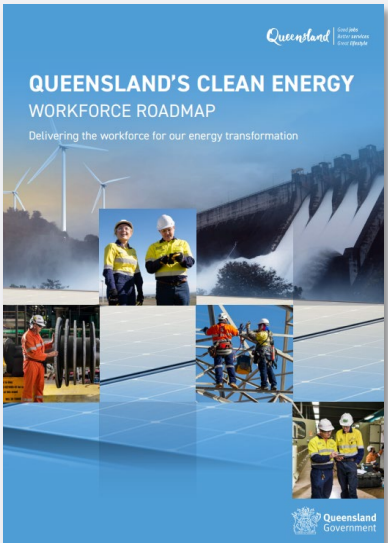
Queensland new-industry development strategy



Queensland Quantum and Advanced Technologies Strategy



Queensland Energy and Jobs Plan



Queensland’s Clean Energy Workforce Roadmap



Health Workforce Strategy for Queensland to 2032

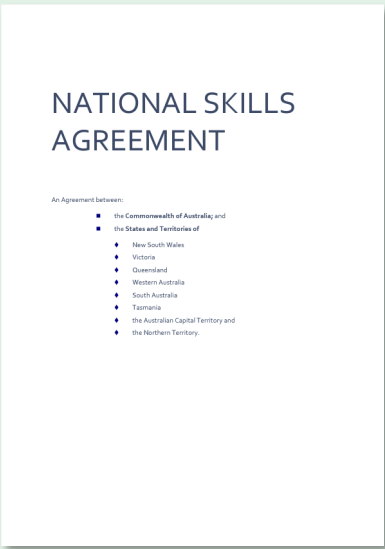


Communities 2032 Strategy



Women in Manufacturing strategy 2023

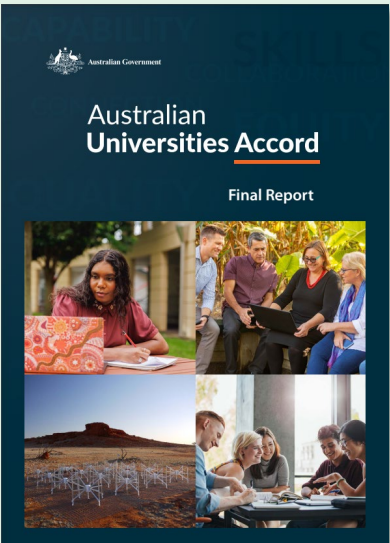
The Strategy also underpins **advocacy to the Australian Government** on a range of workforce-related issues of importance to Queensland, including:



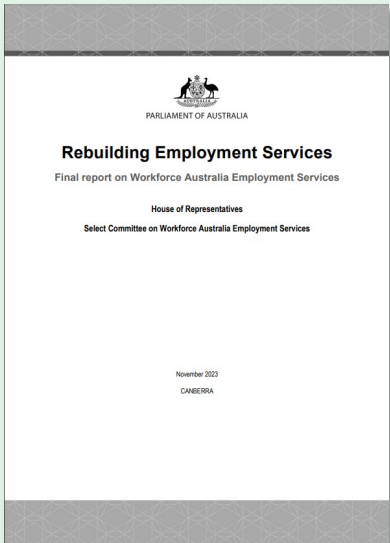
National Skills Agreement



Working Future: The Australian Government’s White Paper on Jobs and Opportunities



Australian Universities Accord



Workforce Australia Employment Services Inquiry



# GOOD JOBS, GOOD STORIES

Queensland businesses and organisations are sharing their experiences with the Queensland Workforce Strategy, along with ideas and tips on how to successfully tackle workforce challenges. An extensive library of video case studies can be accessed online at:

<https://desbt.qld.gov.au/employment/support-employers/workforce-strategy/stories>



HIA's Apprentice & Employer Mentoring Programme via Workforce Connect Fund...



Car2Bus project is steering towards a diverse and skilled future workforce |...



Graham Lusty Trailers - flexible work with benefits all round



Carolyn Evans from Griffith University discusses the Queensland Workforce...



See how Tubie Fun grew their workforce planning | Queensland Workforce Strategy...



Employer – SMEC – puts diversity and inclusion into practice every day | #qws



Cotton Australia links ex-Australian Defence Force to work | Queensland Workforce...



Greater Whitsunday Alliance (GW3) support the Queensland Workforce Strategy (QWS)



*Good people  
Good jobs*

# Queensland Workforce Strategy 2022–2032

[qld.gov.au/workforcestrategy](https://qld.gov.au/workforcestrategy)



Queensland  
Government