

Good people Good jobs

QUEENSLAND WORKFORCE STRATEGY 2022–2032



New challenges require new approaches, and we are ready to deliver.

The Queensland Workforce Strategy 2022-2032 is the first whole-of-government workforce strategy produced by the Queensland Government. It delivers on the outcomes of the Queensland Workforce Summit, held in March 2022.

The Strategy delivers innovative and practical solutions to ensure Queensland has a ready workforce to support growth, strengthen our communities and keep Queensland at the forefront of new economic opportunities such as the Brisbane 2032 Olympic and Paralympic Games.

1 ABS. (2022). Australian National Accounts, 5206.0, March 2022. Australian Bureau of Statistics: Canberra.
2 ABS. (2022). 6202.006, Labour Force, Australia, July 2022. Australian Bureau of Statistics: Canberra.

To read the full Strategy and Action Plan and learn more about how to access available support, visit

qld.gov.au/workforcestrategy

Queensland has proven to be Australia's employment powerhouse, leading the nation in job creation.

The state's deliberate and effective response to the COVID-19 pandemic has seen the economy grow by 7.8%¹ since before COVID-19, while unemployment is now at a low of 3.8%.²

Good people. Good jobs: Queensland Workforce Strategy 2022-2032 will drive us towards opportunity with a clear vision:

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

Queensland will need an extra 280,000 workers in the four years to 2024-2025, as Australia faces one of the tightest labour markets in recent history.

Three pillars direct the Strategy to:



Connect industry, community and government to more Queenslanders



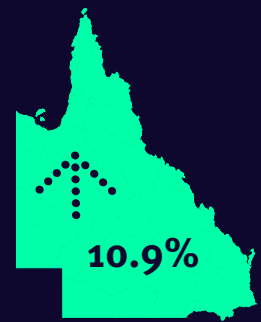
Educate the workforce through upskilling and reskilling



Attract and retain a skilled workforce



SUPPORTING QUEENSLAND'S STRATEGIC DIRECTION



The Queensland Workforce Strategy 2022-2032 will be pivotal in:

- Expanding the workforce and supporting industries to grow and thrive
- Helping to build social and economic inclusion
- Positioning Queensland as an attractive place to live, work and do business
- Supporting employers to attract and retain their workforce
- Ensuring all Queenslanders have access to high-quality services.

By 2024-2025...



2.8 million employed



+280,000 workers

Strong labour market performance



213,300+ more Queenslanders were employed in July 2022 – an 8.3% increase since before COVID-19³



Job advertisement activity across Queensland is up **88.9%** from pre-COVID-19 levels⁴



67.0% labour force participation, which is higher than the 65.5% rate recorded before COVID-19⁵



Year-average employment growth was **4.9%** in 2021-22, the strongest in 17 years⁶

EXISTING INVESTMENT IN QUEENSLAND'S WORKFORCE

\$3.34 billion – Queensland Jobs Fund including \$2 billion in the Renewable Energy and Hydrogen Jobs Fund

\$263 million – additional funding over four years (with \$77 million annually ongoing) to reduce cost of kindergarten for families, increase disability funding and implement educational need funding

\$222.2 million – additional funding over 2 years to deliver safe and secure government employee housing in remote and regional communities as part of the government's commitment to attract and retain key frontline staff

\$201 million – JobTrainer Fund with another \$201 million from the Australian Government to reskill and upskill Queenslanders

\$80 million a year – Skilling Queenslanders for Work initiative

\$45.5 million – Youth Engagement Strategy to re-engage children and young people who have disconnected from study or work

\$21 million – for Free TAFE and Free Apprenticeships for all under 25s

\$19.8 million – for the Turn to Teaching Internship Program

\$17.75 million – Regional Manufacturing Hubs

\$16.5 million – to establish Manufacturing Skills Queensland

\$15 million – VET Emerging Industries initiative to support skills development for manufacturing, renewable energy, agriculture, and screen and digital media.

³ ABS. (2022). 6202.006, Labour Force, Australia, July 2022. Australian Bureau of Statistics: Canberra.

⁴ Labour Market Information Portal. (2022). IVI Regional data, July 2022. Australian Government: Canberra.

⁵ ABS. (2022). 6202.006, Labour Force, Australia, July 2022. Australian Bureau of Statistics: Canberra.

⁶ ibid.

OUR ACTIONS TO STRENGTHEN QUEENSLAND'S WORKFORCE

Good people. Good jobs: Queensland Workforce Strategy 2022-2032 includes the first of three multi-year Action Plans focussed on industry, business, communities and all levels of government working together to strengthen Queensland's current and future workforce.

The Strategy and Action Plan build on the Queensland Government's existing investment in strengthening Queensland's workforce. In 2022-2023 alone, we will invest more than \$1.2 billion in delivering high quality training and creating exciting career pathways for Queenslanders. We will also develop a VET Strategy to ensure that this investment is tailored to meet current and future workforce needs.

The 2022-2025 Action Plan includes **\$70 million in new initiatives**, including:

- ✓ Workforce Connect Fund to increase investment in industry and community led projects that address workforce shortages
- ✓ A network of Industry-based Workforce Advisors to work directly with employers to help them to address workforce challenges and diversify their workforces
- ✓ Partnerships with regions to develop workforce plans and initiatives to support 'grow your own' workforces and cross-sector skills development
- ✓ Expansion of the Gateway to Industry Schools Program to include the hydrogen industry and ensure accessibility for individuals and groups that may be underrepresented
- ✓ Establishing Regional School Industry Partnership managers in education regions to strengthen school-industry partnerships and support school-to-work transitions
- ✓ Partnerships with rural and remote communities to deliver local skills and job creation initiatives to increase workforce capacity in these locations
- ✓ Initiatives focussed on supporting apprentices and trainees to complete their training
- ✓ A partnership with the health and community services sectors to create and implement sector-led workforce development, attraction and retention strategies
- ✓ Expansion of the Group Training Organisation Pre-Apprenticeships Program to encourage more individuals to complete an apprenticeship and to provide employers with greater access to skilled workers
- ✓ Extension of the Micro-Credentialing Pilot Program to provide increased access to industry-supported short courses

Implementation of the Strategy will be guided by an industry roundtable, chaired by the Minister for Employment and Small Business and Minister for Training and Skills Development.

A digital collaboration hub will also promote innovative solutions to address workforce challenges and enable ongoing collaboration and information sharing between government, industry, community groups and the education and training sector.

To read the full Strategy and Action Plan and learn more about how to access available support, visit

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QUEENSLAND WORKFORCE STRATEGY 2022-2032

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



Connect industry, community and government to more Queenslanders



Educate the workforce through upskilling and reskilling



Attract and retain a skilled workforce

Focus areas



Workforce Participation

- Enable all Queenslanders to participate in the workforce
- Support employers to rethink their employment practices and grow a more diverse workforce



Local Solutions

- Implement locally focused and led workforce planning and initiatives
- Coordinate efforts across industry, the community and government at all levels to focus on local and regional priorities



School-to-Work Transitions

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



Workforce Attraction and Retention

- Partner with industries and communities on new approaches 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



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

Shared responsibility

All levels of government | Employers | Industry | Individuals | Education and training providers | Communities

Outcomes

- 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.



**Queensland
Government**