



PROGRESS UPDATE

AUGUST 2024



MESSAGE FROM THE MINISTER

Since its release two years ago, *Good people. Good jobs: Queensland Workforce Strategy 2022–2032* has been rapidly implemented and is delivering for Queensland. With a growing economy, nation leading jobs growth and a strong labour market, the strategy is providing practical and meaningful outcomes for employers and workers and strengthening the state’s workforce.

As we embark on transformative infrastructure projects across the state under Queensland’s Big Build, a skilled and diverse workforce is going to be critical. Jobs will be created as we progress forward from constructing state-of-the-art hospitals to modernising schools and increasing housing supply along with gearing up for our renewable energy expansion.

The Queensland Workforce Strategy is a nation-leading, whole-of-government strategy steering workforce-related activities across the Queensland Government to support the state to meet its economic and social priorities. This comprehensive workforce strategy includes actions aimed at supporting our clean energy transition, providing high quality health and education industries to grow, thrive and provide good, secure jobs for Queenslanders.

To date, more than 50,000 job seekers and workers and more than 17,000 employers are set to receive direct support through the strategy’s first action plan – numbers that continue to rise. Our investments are delivering real outcomes, such as the recent launch of the \$10.5 million second round of the Miles Government’s Workforce Connect Fund, backing large-scale projects that boost staff attraction, retention and participation.

The recent launch of the *Good Jobs, Great Training: Queensland Skills Strategy 2024–2028* is a significant milestone, supporting the delivery of a million training places and 70,000 Free TAFE positions. This strategy underpins our \$1.5 billion investment in vocational education and training, ensuring that Queenslanders have access to quality training opportunities that align with industry needs. The Queensland Workforce Strategy works hand in hand with our new Queensland Skills Strategy to deliver the skills needed to power our economy. Together, these cement our plan to ensure Queensland has the skilled workforce it needs now and into the future.

Delivering real workforce outcomes for employers and workers is built on a commitment to strong partnerships and effective collaboration. I extend my gratitude to the more than 140 industry and community organisations partnering with us to deliver the strategy.

As we move forward with the strategy, we remain committed to addressing the workforce needs of employers, industries, and communities to ensure all Queenslanders have access to good, secure jobs.



The Hon. Lance McCallum MP

**Minister for Employment and Small Business
Minister for Training and Skills Development**

SUPPORTING QUEENSLAND'S OPPORTUNITIES

Good people. Good jobs: Queensland Workforce Strategy 2022–2032 is a nation leading, comprehensive whole-of-government strategy to capitalise on Queensland's workforce strengths, address workforce challenges and support secure job opportunities for Queenslanders.

At the Queensland Workforce Summit in March 2022, the Queensland Government committed to delivering a workforce strategy for Queensland based on the principle that workforce solutions are most effective when they are industry-led, community-centred and government enabled.

Released in August 2022, the Queensland Workforce Strategy is delivering real workforce outcomes for industries, communities, employers and individuals through collaboration, innovation, and partnerships.

Almost two years on, significant progress has been made. Implementation of the strategy's first Action Plan (2022–2025) is well progressed leveraging more than \$70 million for new and expanded initiatives that build upon existing government support to develop the state's workforce.

The strategy is driving a responsive and coordinated approach to the diverse workforce needs of Queensland's regions, communities and industries. It is helping to drive growth, support sustainable and resilient communities and assist Queenslanders into good, secure jobs.



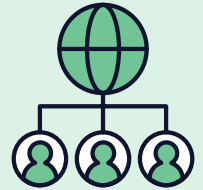
33

actions complete or underway



17,000+

employers set to benefit from actions



50,000+

jobseekers and workers to receive support



\$70+ million

in new and expanded initiatives



\$1.2+ billion

Building upon the government's investment in skills and training - funding over 244,000 students in 2023-24



140

delivery partners across industry and community

9

Queensland Government agencies leading delivery of actions

9

meetings of the Queensland Workforce Strategy Roundtable to inform and guide the strategy.

PROGRESS TO DATE

With implementation of its first Action Plan well progressed, the Queensland Workforce Strategy is successfully providing workforce support to employers and assisting Queenslanders into jobs. Below are highlights of achievements to date. For more information on the progress of implementation of the Strategy, visit www.qld.gov.au/workforcestrategy



Workforce participation

Enabling all Queenslanders to participate in the workforce and supporting employers to rethink their employment practices and grow a more diverse workforce.

Over **1,000** businesses supported by Industry Workforce Advisors

81% of Diverse Queensland Workforce exiting participants find jobs

Over **3,100** people supported by the First Nations Training Strategy

- Industry Workforce Advisors have supported more than 1,000 businesses across Queensland to address workforce challenges, diversify their workforces, and support workforce growth. Just over half of these businesses are outside South-East Queensland and 91% are small or micro-businesses.
- The Diverse Queensland Workforce Program is supporting migrants, refugees, and international students across Queensland into work. As of 30 June 2024, 2,055 participants have been assisted, with 1,325 exiting participants securing a job and 67% of those securing full-time employment.
- *Paving the Way - the First Nations Training Strategy* is supporting the Government's Closing the Gap commitments to meet agreed training and employment targets. Over \$13 million has been committed under the strategy towards 37 projects, assisting approximately 3,100 people as at 30 June 2024. This includes 21 Indigenous Workforce Skills Development Grants projects. The First Nations Cultural Capability Resource has been accessed by more than 8,400 users and is enhancing cultural awareness and competency within employers across Queensland.
- The Strategic Settlement Partnerships Team in Multicultural Affairs Queensland is undertaking ongoing targeted engagement and partnerships to facilitate improved access to career pathways and employment opportunities for migrants and refugees and support welcome and inclusion in local communities. In 2024, the team are focussing on Cairns, Mackay, and the Sunshine Coast.
- The Office for Women has opened applications for round one of the Women in Industry Grants, to fund industry based initiatives to support more women to enter, remain and lead in male-dominated industries.

QUEENSLAND WORKFORCE STRATEGY IN ACTION

Diverse Queensland Workforce empowering migrant healthcare professionals

Jonnalyn, a skilled nurse from the Philippines, arrived in Australia in 2023 eager to continue her nursing career. Through the support of the Sunshine Coast Migrant Hub, part of the Diverse Queensland Workforce (DQW) program, Jonnalyn successfully navigated the pathway to employment in her field.

The Hub provided Jonnalyn with guidance and support to compile a comprehensive application kit that showcased her skills, qualifications, and mandatory documents. Jonnalyn and her support team from the Hub visited five residential care homes near her residence.

Their persistence paid off when they reached Bolton Clarke Caloundra. Impressed by her preparation, the HR officer offered Jonnalyn a full-time Support Worker position, with the potential to advance to a Registered Nurse role upon accreditation—perfectly aligning with her career aspirations in Australia.

This couldn't have come at a better time, given strong demand for skilled workers in the healthcare and social assistance sector in the Sunshine Coast region.

The Diverse Queensland Workforce program aims to support work ready migrants, refugees, and international students to find employment in Queensland. For more information, visit desbt.qld.gov.au/training/future-skills-fund/diverse-qlld-workforce





Local solutions

Implementing locally focused and led workforce planning and initiatives, and coordinating efforts across industry, the community and government at all levels to focus on local and regional priorities.

Over 1,100 participants from 19 rural and remote councils in workforce capacity projects

12 Regional Jobs Committees delivering local skills and workforce projects across Queensland

- Partnering with the Local Government Association of Queensland to build workforce capacity in 24 rural and remote areas across Queensland. As of 30 June 2024, the project has engaged over 1,100 participants from 19 councils.
- Jobs Queensland through its 'Grow Your Own' Regional Workforce program is partnering with key regional industries to develop and implement workforce plans and initiatives. Projects are supporting the maritime, marine, and aviation sectors in Cairns, the forestry and food and beverage sectors in Wide Bay and the water sector in Far North Queensland. Additional projects in regions across Queensland will soon commence.
- Under the Rural Jobs Initiative, the Queensland Agriculture Workforce Network has supported more than 2,700 agribusinesses in 2023-24.
- Expansion of the Regional Jobs Committee program to develop region-specific solutions to skilling and workforce needs in communities across Queensland aligned to the Queensland Workforce Strategy.

QUEENSLAND WORKFORCE STRATEGY IN ACTION

Supporting workforce priorities in Far North Queensland

Far North Queensland's economy is diverse with jobs and investment underpinned by a range of traditional industries including tourism, agriculture, health and education while emerging sectors including aviation, marine, film and television and clean energy are providing new economic and job creation pathways. It has a growing economy, tourist numbers are increasing and there are jobs on offer across a wide range of industries.

Through the Queensland Workforce Strategy many new workforce initiatives are being progressed to provide local industries and employers with practical short-term support while setting longer-term workforce foundations. Helping to drive regional workforce responses is the Cairns Regional Jobs Committee hosted by the Cairns Chamber of Commerce.

Highlighting the importance of workforce is the Cairns Region Workforce Development Plan released in June 2024. Focused on two of the region's key growth industries – aviation, and maritime and marine – Jobs Queensland partnered with local industry stakeholders through its 'Grow Your Own' Regional Workforce program to develop the plan, which outlines 37 actions to address local skills and workforce needs.

The Queensland Workforce Strategy is also supporting Queenslanders into good, secure jobs. This ranges from the Diverse Queensland Workforce Hub in Cairns successfully supporting migrants, refugees, and international students into local jobs through to young locals taking on new pre-apprenticeship opportunities in the construction sector through the Group Training Organisation Pre-apprenticeship Program.

The region's new Regional School Industry Partnership Manager is coordinating a range of innovative industry partnerships with local schools allowing students to explore and experience different career pathways. This is complementing several industry-led School to Work Transitions projects providing tailored solutions to improve post-school outcomes for local students.

For more information how on Cairns and Far North Queensland are pro-actively planning and developing their workforce, visit www.qld.gov.au/workforcestrategy





School to work transitions

Creating strong and effective school-industry partnerships across Queensland and improving access to high-quality career information for school students.

More than **1,400** students supported through the School to Work Transitions program

1,600 students, **400** teachers, **38** schools participating in the Hydrogen Gateway to Industry Schools project

- The Hydrogen Gateway to Industry Schools project has 38 participating schools with more than 1,600 students and more than 400 teachers participating project activities as of 30 June 2024.
- The School to Work Transitions program is supporting school students who are at risk of not transitioning successfully from school to further education, training or employment through 12 projects which have assisted more than 1,400 students.
- Regional School Industry Partnership Managers are operational across Queensland and are facilitating employer and industry partnerships with schools throughout the state.
- A new career education program aimed at students in Years 7 to 10 is available to state school students and educators across Queensland, supporting students to positively transition from school onto their next steps in further education and employment.

QUEENSLAND WORKFORCE STRATEGY IN ACTION

Automotive workforce powering up for change

Queensland's automotive industry is at the forefront of the state's clean energy future. Changing consumer preferences and growing demand for electric and hybrid vehicles is driving the sector to take new and innovative approaches to develop, grow, upskill, and reskill its workforce.

Leading the way in assisting businesses across Queensland to manage this change is the Motor Trades Association of Queensland (MTAQ). With Queensland home to around 16,000 automotive businesses employing more than 90,000 people, the automotive sector is critical for businesses, communities and individuals everyday across the state.

MTAQ is actively engaging with the Queensland Workforce Strategy to drive several projects and initiatives to support automotive employers to find the workers they need.

Through the Workforce Connect Fund, MTAQ is running the Opening Doors to the Automotive Industry project in partnership with community and employment support organisations such as Multicultural Australia. The project is about tapping into a new pool of available labour for the sector and supporting it to become more diverse and inclusive.

MTAQ's School to Work Transition project is showcasing automotive careers to students from schools across Queensland. A key component of the project has been partnering with automotive cooperative Capricorn to run career expos tied into local automotive trade shows. Events have already been run in various regional and metropolitan locations including Roma, Toowoomba, Cairns, Bundaberg and Brisbane, and further events will be delivered in 2024 on the Sunshine Coast and in Hervey Bay and Mackay.

MTAQ is also proactively forging partnerships with local schools working with the Department of Education's Metropolitan North Regional School Industry Partnership (RSIP) Manager to successfully form partnerships with Bray Park State High School and Caboolture State High School to establish an automotive precinct in the schools' Trade Training Centres. MTAQ is also working through the RSIP network to raise the profile of the industry within other school communities including the WestEC Trade Training Centre (Metropolitan South Region).

Providing access to practical advice is another key element of MTAQ's approach, with automotive small and medium sized businesses across the state able to engage with MTAQ's Industry Workforce Advisor to understand available workforce support, including relevant government program and initiatives.

For more information on how the automotive industry is pro-actively planning and developing its workforce, visit www.qld.gov.au/workforcestrategy





Workforce attraction and retention

Partnering with industries and communities on new approaches to attract and retain workers, supporting industry-led initiatives to increase workforce capability and capacity and leveraging migration to address critical workforce gaps.

\$12.5 million
for **16** large scale
Workforce Connect
Fund projects

Over \$1 million
invested in seven projects
through the Queensland
Care Consortium

37 actions
being delivered through the
\$30 million Clean Energy
Workforce Roadmap

- Through the \$25 million Workforce Connect Fund, \$12.5 million has been allocated to 16 large scale industry and community-led workforce attraction and retention projects. Additional large-scale projects are scheduled to commence in the second half of 2024. More than 500 small businesses have been approved for a HR Support Grant.
- The Queensland Care Consortium is enabling sustainable place-based attraction, development, and retention activities for the Health and Community Services sector.
- The Trade to Teach Internship Program has been expanded and as of 30 June 2024, 36 former tradespeople are now placed in state secondary schools as teaching interns. A new cohort of 36 are studying to become teachers.
- Through the \$30 million Clean Energy Workforce Roadmap 37 actions are being delivered to support Queenslanders and local businesses to take up opportunities in the clean energy sector.
- The Skilled Workforce Attraction Office has been established in Trade and Investment Queensland to lead delivery of a coordinated approach to state sponsored migration in Queensland.
- Online micro-credentials for employers and supervisors of apprentices and trainees were released as part of the suite of Train and Retain initiatives to enhance support for apprentices and trainees.
- The successful Apprenticeships Work for Everyone campaign was undertaken to promote apprenticeship opportunities in Queensland. The campaign complements the Let's Protect Respect campaign to highlight support available for apprentices and trainees and to foster respectful workplace culture.

QUEENSLAND WORKFORCE STRATEGY IN ACTION

Industry Workforce Advisors driving change

As a small business looks to expand their workforce, having government-enabled programs that provide owners with support and resources to grow and succeed can be a welcome relief.

Murrison the Move is a First Nations-led driving school covering the Sunshine Coast to Caboolture, teaching safe driving skills and driver education to those facing barriers in the area.

Owner Kerry Turner was struggling with hiring the right people for the business and didn't have the HR framework in place to support personnel expansion in a sustainable way. Through the Queensland Workforce Strategy's Industry Workforce Advisor (IWA) program, Kerry was able to connect with the Transport and Logistics IWA, Angela Mottram, who is based with the Queensland Trucking Association.

Angela provided tools and resources to address workforce and HR challenges and also connected Kerry with a \$5,000 Human Resources Support Grant for small business through the Workforce Connect Fund. Working together, Kerry and Angela were able to solidify a workforce plan, with actions to support recruitment planning and strategies, auditing current HR policies, creating attractive role descriptions, role KPIs, as well as an investigation into leveraging the business model for long-term expansion.

The IWA program has put Kerry in a position to grow the business which has since hired two First Nations people, an additional driving instructor and an administrative assistant, who is in the process of upskilling in marketing with a certificate program sponsored by Murrison the Move.

Learn more about Industry Workforce Advisors and Human Resources Support Grants at www.business.qld.gov.au/iwa





Skilling Queenslanders now and into the future

Developing an innovative, modern and flexible training system that delivers for traditional and emerging industries, as well as increasing collaboration between government, industry and the education system at all levels.

1 million funded training places through the Queensland Skills Strategy over the next **5 years**

Over **2,100** enrolments in **17** micro-credential programs

- The newly released *Good Jobs, Great Training: Queensland Skills Strategy 2024–2028* will support one million funded training places over the next five years and extend the Free TAFE program to 70,000 places, including 30,000 new positions.
- The Micro-credentialing Program is providing increased access to industry-supported short courses with 17 projects underway offering essential skills development opportunities tailored to industry needs. As of 30 June 2024, more than 2,100 individuals have participated in training. Additional projects will commence in the second half of 2024.
- The Queensland Future Skills Partnership is implementing automated technology skills pathways through micro-credentials, delivery of the Certificate II in Autonomous Technologies and the development of new higher-level pathways.



Good Jobs, Great Training: Queensland Skills Strategy 2024 – 2028

To keep Queensland’s economy powering and good jobs in reach of Queenslanders, the *Good Jobs, Great Training: Queensland Skills Strategy 2024 – 2028* was released in May 2024.

A vital component of the Queensland Workforce Strategy, it aims to support Queenslanders to work in areas of current and emerging skills needs such as the care sector, decarbonisation and the Big Build. It will ensure all Queenslanders can access quality training – funding one million training places that open doors to good, local jobs.

The strategy identifies five-year commitments for each focus area and sets out 22 initial actions. Its vision is for Queensland to be a ‘job-creating economic powerhouse driven by skilled Queenslanders’ and has five focus areas:



Skills for good jobs



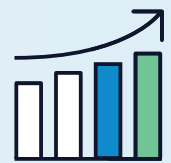
Training that has the power to change lives



TAFE for all Queenslanders



A training system backing Queenslanders



Quality and results driven

For further details on the Queensland Skills Strategy, visit www.qld.gov.au/skillsstrategy

DRIVING A WHOLE OF GOVERNMENT APPROACH

Growth and opportunities across traditional and emerging industries will create thousands of new jobs in the next decade. Delivering a skilled workforce is essential to delivering on the transformational opportunities ahead for Queensland driven by the state’s clean energy transition, the 2032 Olympic and Paralympic games and Queensland’s Big Build – the biggest decade of infrastructure delivery in the state’s history.

By taking a holistic, coordinated whole of government approach, the Queensland Workforce Strategy is assisting industries and employers to access the workforce they need and responding to key workforce demands for Queensland, including:

<p>Growing need for degree-qualified and experienced health, social and education workforce</p>	<p>Strong demand for entry-level and VET-qualified workforce in health and social care</p>	<p>Increased demand for VET and degree-qualified engineering, technical and digital workforce</p>	<p>Ongoing demand for entry level workers in our consumer facing service sectors</p>	<p>Demand for VET-qualified workforce in skilled trades, traditional industry and utilities</p>

The Queensland Workforce Strategy is guiding all workforce-related activities across the Queensland Government. It is also informing Queensland’s advocacy to the Australian Government on a range of matters relevant to Queensland’s current and future workforce.



Homes for Queenslanders housing plan



State Infrastructure Strategy



Queensland new-industry development strategy



Queensland Quantum and Advanced Technologies Strategy



Queensland Early Childhood Workforce Strategy 2023-27



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

SUPPORTING A GROWING ECONOMY AND LABOUR MARKET

Queensland's dynamic economy continues to grow and drive increased employment opportunities. The Queensland Workforce Strategy is playing a crucial role in responding to a continuing demand for workers by delivering effective workforce and skills responses and ensuring that all Queenslanders can share in the benefits of a prosperous economy.

Nation leading job creation

Queensland has had the largest employment growth since March 2020 of any State or Territory. More than 398,000 additional Queenslanders were employed in the period to June 2024 – a 15.6% increase.

Queensland's unemployment rate remains well below its pre-pandemic level – 4.0% in June 2024 compared to 5.6% in March 2020.

Workforce participation for key cohorts such as women, young people and migrants are currently at or near record high levels.

Strong economic performance

Queensland's domestic economy is performing strongly with a 2.8% increase in state final demand over the year to March 2024.

Continued opportunities

Job vacancies across Queensland remain high at 67,000 vacancies as at May 2024, almost 75% above pre-pandemic levels – indicating continuing strong workforce demand.



BUILDING UPON EXISTING INVESTMENT

The Queensland Workforce Strategy builds upon and leverages the Queensland Government's significant and varied investment in workforce-related programs supporting economic development, job creation and skills and training.

In 2023-24, the Queensland Government invested more than \$1.2 billion in strengthening Queensland's workforce, including through:

Free TAFE

Free TAFE has already delivered over 91,300 free training places to Queenslanders since 1 January 2023. Since the start of 2024, there have been 23,200 Free TAFE commencements up to 30 June 2024.

Free Apprenticeships

Since 2018, over 82,000 apprentices and trainees have been supported through their training through the Free Apprenticeships initiative, including over 14,000 supported in the year to 31 December 2023.

Skilling Queenslanders for Work

Maximising opportunities for Queenslanders with an \$80 million annual budget to support Queenslanders into work through Skilling Queenslanders for Work. Since 2015, over 58,600 Queenslanders have secured employment through this program.

Back to Work

Providing eligible businesses confidence to employ Queenslanders and assistance for workers facing labour market disadvantage, the Back to Work program has supported over 29,000 jobseekers into employment with over \$327 million in funding provided to over 13,400 employers since 2016 (as at 30 June 2024).

Regional Jobs Committees

The refocused Regional Jobs Committees program is driving implementation of Queensland Workforce Strategy outcomes across 12 locations in Queensland.

Investing in state-of-the-art training facilities

Since 2017, the Queensland Government has invested over \$288 million into upgrading, renewing, and revitalising TAFE campuses to provide access to contemporary facilities for Queensland's VET students. This capital investment includes the \$100 million Equipping TAFE for our future infrastructure program for 19 projects in 15 TAFE campuses across Queensland.





MORE INFORMATION

To find out more about implementation of the Queensland Workforce Strategy or about how you can access the support available, visit www.qld.gov.au/workforcestrategy

Share your ideas and success

If you have a great example of workforce innovation in action, we would love to help showcase it.

Submit a case study idea here:



**Queensland
Government**