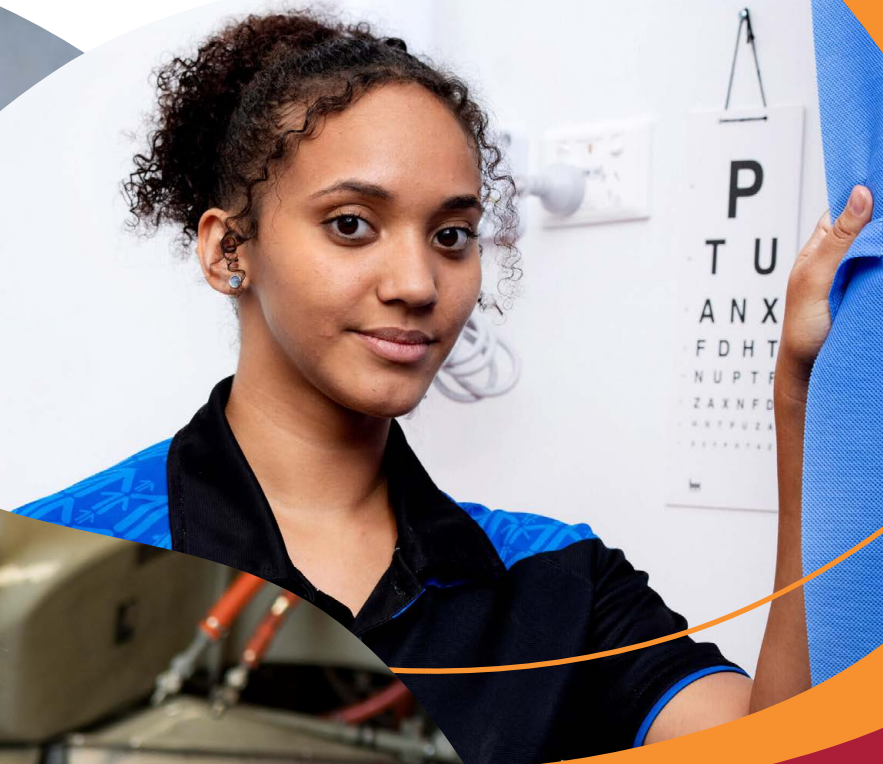


Good Jobs, Great Training

*Queensland Skills Strategy
2024 – 2028*



Queensland
Government

Acknowledgement of First Nations peoples

The Queensland Government respectfully acknowledges the First Nations peoples in the state of Queensland, and acknowledges the cultural and spiritual connection that Aboriginal and Torres Strait Islander peoples have with the land and sea.

We respectfully acknowledge Aboriginal people and Torres Strait Islander people as two unique and diverse peoples, with their own rich and distinct cultures, resilience and strengths.

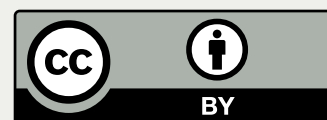
We specifically acknowledge the unique history and cultural heritage of Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia. We pay our respects to Elders past and present.

We are dedicated to the inclusion of cultural knowledge and values as critical factors in the development, implementation and evaluation of strategies and actions to support First Nations peoples.



Do you need an interpreter?

To talk to someone about this strategy in your preferred language, call the Translating and Interpreting Service (TIS National) on **131 450** and request to speak with the Department of Employment, Small Business and Training on **1300 369 935**.



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c/ training@desbt.qld.gov.au

Premier's message



**The Honourable
Steven Miles MP**

Premier of Queensland

Queensland is investing in the power of skills to keep our economy strong and ensure every Queenslanders can share in its prosperity.

From Queensland's Big Build and Homes for Queenslanders plan to the SuperGrid and clean energy transition under our *Queensland Energy and Jobs Plan*, we're backing good jobs and building skills to power our future.

Through more Free TAFE and funded training, we're opening doors to opportunities across our economy – delivering cost-of-living relief to more Queenslanders.

Employment projections released by Jobs Queensland in 2023 highlight Queensland's strong jobs outlook, including a booming health and care services sector, as well as demand for higher-level skills to support digital transformation and emerging sectors such as clean energy.

We recognise workforce growth and change brings challenges as well as opportunities. The Queensland Skills Strategy rises to these challenges to ensure all Queenslanders can access the skills they need to adapt and thrive.

Queensland has all the ingredients for good, high value jobs. A strong TAFE and training system will ensure our state continues to be the best place to live, work and invest for generations to come.

Minister's message



**The Honourable
Lance McCallum MP**

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

The Miles Government's Big Build is delivering record investment in new and improved infrastructure for our great state and is setting up a pipeline of good jobs that will deliver well-paid, secure employment for a generation of Queenslanders.

The *Good Jobs, Great Training: Queensland Skills Strategy 2024 – 2028* is our plan to ensure Queensland has the skilled workers our great state needs now and into the future.

We've listened to Queenslanders who told us they want more good jobs with better pay, higher-level qualifications and a training system that supports them at all career stages.

And we'll deliver exactly that with our new five-year strategy that puts billions of dollars of investment to work in skills and training, while providing real cost-of-living relief to tens of thousands of Queenslanders through Free TAFE.

With TAFE owned by Queenslanders, delivered from more than 60 locations across the state, the Miles Government is backing them to lead the way.

Through strong collaboration between the state and federal governments, industry and the education system, we're not just investing in a pipeline of highly skilled workers, we're making quality training for good jobs and better pay within reach of every Queenslanders.

Queensland Skills Strategy

Queensland's strong economy is driving opportunities across our industries and regions, and our workforces must be skilled and ready to respond.

The Queensland Skills Strategy is Queensland's five-year plan to further strengthen the state's training system to deliver skills needed to power our economy and provide access to good jobs with better pay for Queenslanders.

The strategy is also Queensland's roadmap to deliver on the National Skills Agreement, unlocking billions of dollars in areas of national priority, and is a key action under the *Good people. Good jobs: Queensland Workforce Strategy 2022–2032*.

Our vision

Queensland is a job-creating economic powerhouse driven by skilled Queenslanders

Our focus areas



Skills for
good jobs



Training that
has the power to
change lives

Our actions *What we will do*

Get more Queenslanders into highly skilled jobs quicker.

- 1.1 Train one million Queenslanders.
- 1.2 Expand access to language, literacy, numeracy and digital skills for apprentices and trainees.
- 1.3 Offer more subsidised higher-level qualifications to help Queenslanders upskill and reskill.
- 1.4 Deliver strategies to meet the local skills needs of regional, rural and remote communities, employers and industries.
- 1.5 Open new funding rounds for industry-led skills solutions, such as micro-credentials.
- 1.6 Support initiatives to attract people with industry experience to reskill as trainers and assessors, particularly in regional Queensland.

Support Queenslanders to access the lifelong benefits of training for good, highly skilled jobs.

- 2.1 Launch a new TAFE-led Career Ready VET in Schools program to help students transition from school to work, with TAFE leading delivery of funded training and more Trade Tasters for school students, supported by a network of quality Skills Assure Suppliers.
- 2.2 Deliver additional Indigenous Workforce and Skills Development Grants that fund training and workforce projects for First Nations peoples.
- 2.3 Work with First Nations communities on actions to Close the Gap on training outcomes.
- 2.4 Offer more pre-apprenticeships and Work Skills Traineeships as pathways to further training and employment.

What we will achieve

A training and skills
system valued by all

Investing in skills for
jobs and the economy

Access to training when
and where it is needed

Skills pathways for all Queenslanders



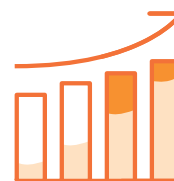
- ✓ **Access the power of skills at every stage of life** from school and getting your first job to a better job
- ✓ **1 million training places for Queenslanders** opening doors to good jobs in health, social services, hospitality, clean energy, construction and more
- ✓ **Free TAFE places** bringing down costs for Queenslanders to get into better paid jobs
- ✓ **New and upgraded TAFEs** with state-of-the-art training facilities
- ✓ **TAFE delivering for local industries and communities**
- ✓ **Skills for Queensland's future** Queensland's Big Build, *Queensland Energy and Jobs Plan*, and \$3.1 billion Homes for Queenslanders plan
- ✓ **More funded apprenticeships and traineeships** in traditional and emerging industries
- ✓ **More local training** for regional, rural and remote communities
- ✓ **More support to upskill and reskill** through funded higher-level qualifications
- ✓ **Strengthen industry input** on skills needs and priorities



TAFE for all Queenslanders



A training system backing Queenslanders



Quality and results driven

Deliver training across Queensland and skills for local economies by putting TAFE at the heart of the training system.

- 3.1** Deliver more Free TAFE.
- 3.2** Support TAFE to deliver skills needed in regional communities.
- 3.3** Continue to deliver upgraded and new TAFE facilities.
- 3.4** Work with the Australian Government on national TAFE priorities, including to deliver TAFE Centres of Excellence.

Build on the strengths of our world-class training system by working with our partners, promoting opportunities offered by training and standing up for Queenslanders.

- 4.1** Work with the Australian Government on delivering National Skills Agreement outcomes for Queensland.
- 4.2** Improve and streamline information about careers and training pathways so it is easier to access and understand.
- 4.3** Promote the benefits of training pathways to good jobs.
- 4.4** Enhance industry input on workforce skills needs and the courses we fund through an expanded industry engagement model.

Focus on economic priorities, local needs and student outcomes so our training system delivers for Queensland.

- 5.1** Publish the first annual Training Priorities Plan outlining how the Queensland Government is supporting skills across the state.
- 5.2** Develop a new Skills Assure Supplier framework that delivers quality training in priority skills.
- 5.3** Ensure students are heard through a new student journey survey.
- 5.4** Ensure Queenslanders have access to independent support through the Queensland Training Ombudsman.

All Queenslanders can participate in training

Successful outcomes for students

Responsive investment informed by evidence

OUR CHANGING WORKFORCE

More jobs in more industries

Queensland's labour market has been exceptionally strong in recent years, with the unemployment rate reaching near decade lows and job vacancies near historic highs.

The Queensland economy continues to transform in response to global trends, and we are focused on growing a sustainable and diversified economy that is resilient, productive, competitive and able to respond to future opportunities.

More jobs will be created by leveraging Queensland's strengths and growing our traditional and emerging industries. This includes expanding supply chains and seizing opportunities as part of Queensland's \$96.2 billion Big Build and its record capital investment in hospitals, roads, schools and other infrastructure, as well as the \$3.1 billion Homes for Queenslanders plan that is building one million homes for Queenslanders by 2046, clean energy transition and a booming care economy.

Key enablers to capitalise on these opportunities and drive future growth include:

- a larger, more skilled workforce
- targeted infrastructure investment
- a competitive investment environment
- expanded trade networks
- increased innovation and digitalisation
- strong environmental, social and governance (ESG) credentials.

Growing our own workforce, increasing access to quality training and reducing barriers to work for all Queenslanders are priorities for the Queensland Government.

The *Good people. Good jobs: Queensland Workforce Strategy 2022–2032* sets out a 10-year vision for a strong Queensland workforce, with its first three-year action plan focused on building a workforce to support growth, strengthen our communities and keep Queensland at the forefront of new opportunities.

Megatrends are shaping future workforce needs¹



Clean energy, the transition to net zero and climate change adaptation are major economic, social and environmental priorities for Queensland. Skills will be needed across all industries – ranging from construction and trades to build and maintain clean energy sources, to new manufacturing processes and products, and meeting future demand for food and water.



Digital transformation offers opportunities to improve productivity across the economy, requiring a workforce that has the right skills and the capacity to take advantage of artificial intelligence, digitalisation and big data.



An ageing population and increasing demand for formal care mean the demand for future skills and workers across the care and community services economy is growing in every Queensland community.

¹ CSIRO (2022), *Our Future World*; Jobs and Skills Australia (2023), *Towards a National Jobs and Skills Roadmap*.

Queensland's booming workforce

2,905,200
employed

3.4%
annual increase in
employment
to March 2024

4.1%
unemployment rate
(March 2024)

Lower than the pre-COVID
(March 2020) rate of 5.6%

Australian Bureau of Statistics (ABS), 6202.0 Labour Force,
Australia March 2024 - trend, ABS.



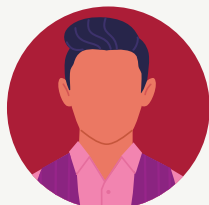
Who is represented?

- Queensland women are working more than ever before but remain underrepresented in some industries and face a 13.4% gender pay gap².
- Youth unemployment rate is 9.3%³ compared to the overall rate for Queensland of 4.1%⁴.
- First Nations people and people with disability continue to be underrepresented in the workforce.



1,422,200
women employed
– 63.9% participation rate⁴

227,900
people with
disability employed
– 54.1% participation rate⁵



475,800
Young people
aged 15-24 employed
– 74.6% participation rate³

77,100
First Nations people
employed
– 56.6% participation rate⁶

²Workplace Gender Equality Agency (WGEA) (2023), Queensland gender pay gap May 2023, WGEA.

³ABS (2024), 6202.0 Labour Force, Australia March 2024 – original 12 month average, ABS.

⁴ABS (2024), 6202.0 Labour Force, Australia March 2024 - trend, ABS.

⁵ABS (2019), Disability, Ageing and Carers, Australia: Summary of Findings, ABS; refers to persons aged 15-64 living in a household.

⁶ABS, 2021 Census data, accessed October 2023.

A strong economy powered by a skilled workforce

Employment is projected to grow by 7.6% across Queensland communities to 2025-26⁷

Queensland is projected to have an additional 207,000 workers between 2021-22 and 2025-26, with around 73% of the state's workforce – anticipated to be more than 2.1 million by 2025-26 – having a post-school qualification. On top of new jobs growth, more than 215,000 job openings are also projected as people retire or change jobs⁷.

Strong jobs growth continues in regional Queensland and across most industries. The fastest jobs growth outside of the south-east Queensland corner is projected to be in the Wide Bay, Townsville and Central Queensland regions⁸.

Occupations that are in demand in Queensland require both training and higher education pathways, ranging from nurses and medical professionals through to electricians, construction trade workers, retail managers and chefs⁹.

Growth industries need a pipeline of skilled workers to continue to grow and thrive, and share their prosperity across the economy.

Queensland can meet workforce demand by maximising participation across the labour market – by helping unemployed and underemployed people into more work, through skilled migration, and training new and existing workers.

We know that skilled workers are more likely to be employed, earn a higher income and be engaged in their community. Higher-level training will be needed to maximise productivity and outcomes, and realise the full power of a skilled workforce.

This is why the government has developed the Queensland Skills Strategy – to set Queenslanders and Queensland up for success. The strategy strengthens the state's training system, guides billions in state and federal funding for skills, and is our roadmap to maximise opportunities and outcomes for Queensland through the National Skills Agreement.

Employment growth

Top 6 regions⁷

Wide Bay 13.6%

Sunshine Coast 12.5%

Townsville 12%

Central Queensland 11.5%

Toowoomba 10.4%

Moreton Bay - South 10.4%



7.6%

State employment growth

Employment growth by 2025-26

Data source: Jobs Queensland (2023), *Anticipating Future Skills (AFS) Series 4*.

⁷Jobs Queensland (2023), *Anticipating Future Skills (AFS) Series 4*.

⁸ibid.

⁹Jobs and Skills Australia (2023), *Towards a National Jobs and Skills Roadmap*.

Queensland's growth industries 2025-26



68,553 new jobs

health care and social assistance

16.4% growth



25,871 new jobs

professional, scientific and technical services

12.6% growth



20,087 new jobs

accommodation and food services

10% growth



23,138 new jobs

education and training

9.9% growth



11,729 new jobs

transport, postal and warehousing

8.4% growth



14,336 new jobs

public administration and safety

7.9% growth



2,484 new jobs

electricity, gas, water and waste services

7.6% growth



5,175 new jobs

financial and insurance services

7.1% growth



17,151 new jobs

construction

7% growth



3,457 new jobs

mining

5.1% growth

Source: Jobs Queensland (2023), *Anticipating Future Skills (AFS) Series 4*. Projections calculate change between the baseline year 2021-22 and 2025-26.

Building on a strong training system

Of the many Queenslanders who learn new skills, upskill or reskill through vocational education and training (VET) each year, more than 200,000 study a government-funded course for free or at a reduced cost. In 2022-23, this included almost 109,000 women, over 17,000 Aboriginal and Torres Strait Islander students, and over 18,000 students with disability¹⁰.

International VET student enrolments have now surpassed pre-COVID levels by 8%, with 2023 enrolments reaching 36,402 as of July 2023¹¹.

From health to manufacturing, Queenslanders are building skills for jobs across a range of industries, with training provided by more than 1,400 registered training organisations¹². Courses funded by government are delivered by TAFE and a network of quality-assured training providers, known as Skills Assure Suppliers.

The Queenslanders who undertake training, the providers who deliver it and the employers and industries that contribute and gain skilled workers are all vital parts of Queensland's strong and vibrant training system.



224,222
Queensland Government funded VET students in 2022-23



92,430
Queensland Government funded apprentices and trainees in-training as at the end of June 2023



9,542
Queensland Government funded school-based apprentices and trainees in-training as at the end of June 2023

Source: Queensland Government (2024), internal database.



¹⁰Queensland Government (2023), internal database.

¹¹Australian Department of Education (2023).

¹²NCVER (2023), Total VET students and courses 2022.

The Queensland training system provides a strong base on which to deliver Queensland's skills strategy – building on existing initiatives, including:

- **Skilling Queenslanders for Work**, which has helped 51,233 Queenslanders gain skills and achieve a job outcome (April 2024)
- **Free TAFE**, which has supported over 88,000 Queenslanders to access free training across more than 80 qualifications from 2023 (April 2024)
- **Paving the Way – First Nations Training Strategy**, which includes 11 actions to deliver First Nations-led training and workforce solutions, skills and training pathway opportunities, and cultural awareness skills and competency initiatives
- **Group training organisation pre-apprenticeship program** – providing training and employment pathways for Queenslanders to start an apprenticeship, with a strong focus on people not strongly represented in construction, engineering and hospitality apprenticeships
- **VET Emerging Industries initiative**, supporting skills development for manufacturing, renewable energy, agriculture, and screen and digital media
- **Training infrastructure revitalisation and upgrades**, with nearly \$280 million invested since 2017, including new projects such as:
 - Eagle Farm Robotics and Advanced Manufacturing Centre
 - expansion of Great Barrier Reef International Marine College in Cairns to deliver world-class maritime training
 - Bohle Renewable Energy Centre at the TAFE Queensland Trade Training Centre in Townsville
- **Replacement of VET information and communication technology systems**, with \$29.8 million to be invested over three years
- **Cairns Indigenous Training Centre** to provide First Nations peoples in the Far North with a tailored trade training facility
- **National skills reforms** to provide high-quality, responsive and accessible training that delivers for Queenslanders.



1 in 3 Queenslanders

hold a vocational education and training qualification as their highest qualification

27.8%

of women

32.9%

of First Nations peoples

39.3%

of people with disability

24%

of people who speak a language other than English at home



1

FOCUS AREA

Skills for good jobs

Get more Queenslanders into highly skilled jobs quicker.

Queensland's economy is on the move – from the clean energy transition to the technological transformation of agriculture and mining. The health care and social assistance sector alone is projected to grow by 16.4% over the four years to 2025-26¹³. Future growth is likely to involve a technological change that will also require new skills and ways of working.

Increasing skill levels across the Queensland economy – from strong foundations through to higher-level learning – will drive productivity and economic growth.

We need to support training that is aligned to workforce and economic needs through our funding priorities. This includes focusing on the courses needed by industry and employers, supporting higher-level skills, and upskilling and reskilling our workforce.

Employers and industry told us that change sometimes outpaces the training available. In these instances, we need to support flexible and innovative training options such as micro-credentials and accredited skill sets.

Investing in the right skills however is only part of the productivity story. We also need to make sure opportunities are accessible for all Queenslanders. For example, we know that foundation skills can break down barriers to learning, help people make the most of education and training opportunities, and go on to get a job and be active in their communities.

Training alone cannot address skills and productivity challenges. Good Jobs, Great Training supports the Queensland Workforce Strategy's focus on employer and industry leadership of attraction, retention and participation as key to developing our skilled workforce. This also extends to the VET workforce, which is experiencing high demand for trainers and assessors, particularly outside urban centres.

Improving the links between the training and higher education sectors will help meet skills needs in the economy. TAFE Centres of Excellence being rolled out under the National Skills Agreement provide opportunities to explore higher-level apprenticeships and applied research.

An integrated tertiary education sector also supports lifelong learning and enables entry to university for students from under-represented groups. For example, First Nations students and students from low socioeconomic backgrounds more commonly access VET rather than university, and also tend to be under-represented in the higher training pathways that lead to university¹⁴.

Access to quality training and training providers is particularly important in regional, rural and remote communities. Workers in regional areas are more likely to have a VET qualification than workers doing a similar job in major cities. Regional skills development will be key to delivering the *Queensland Energy and Jobs Plan*, which will create around 100,000 jobs by 2040, the majority in regional Queensland. Approximately 64,000 jobs will be in building the SuperGrid and around 36,000 jobs will be in green growth opportunities such as renewable hydrogen and battery manufacturing¹⁵.

Queensland's dispersed population presents unique challenges for our training system. We heard from students and employers that there are barriers, including cost, limited choice and a lack of face-to-face delivery. Making sure quality skills are within reach of every Queenslander – and are aligned to local industries – is a big part of realising a productive economy and its potential.

In 2024, we are running a Regional and Remote Pilot in Central and North Queensland to partner with registered training organisations to provide high-quality, face-to-face training options for Queenslanders living in these communities.

We need more and higher skilled workers



¹³Jobs Queensland (2023), *Anticipating Future Skills (AFS) Series 4*.

¹⁴Australian Government (2023), *Consultation on the Accord Discussion Paper*.

¹⁵Queensland Government (2022), *Queensland Energy and Jobs Plan*.

Over the next five years, we will:

- **Better target investment in qualifications** that deliver high-quality job outcomes that align with economic opportunities in Queensland.
- **Support students and workers to develop foundation skills** including language, literacy, numeracy and digital skills.
- **Extend and expand access to higher-level skills** and encourage lifelong learning.
- **Create greater connections and pathways between training and higher education sectors** to meet Queensland's workforce needs.
- **Support emerging skills needs through innovative training solutions** such as micro-credentials and accredited skill sets.
- **Deliver a regional, rural and remote strategy to increase access to quality face-to-face training** that meets the skills needs of regional and remote communities, and employers and industry.
- **Support people with relevant industry experience** to reskill as trainers and assessors in areas of industry shortage.



Roadmap charts path for clean energy workforce

Queensland's Clean Energy Workforce Roadmap sets the path for government, industry, workers and the community to work together to create the clean energy workforce Queensland needs into the future.

In April 2024 the Queensland Government passed landmark laws locking in 80% renewable energy generation by 2035, supporting the creation of over 100,000 new jobs and public ownership of energy assets.

Queensland's regions will be at the forefront of opportunities from the creation of the state's SuperGrid, with 95% of infrastructure investment and 70% of employment projected to be in regional areas.

Released in October 2023, *Queensland's Clean Energy Workforce Roadmap* includes an initial \$30 million investment to further develop our clean energy workforce, while capitalising on the state's natural resources, quality training and training assets. Key actions include:

- piloting Mobile Regional Energy Jobs Hubs across Queensland Renewable Energy Zone (QREZ) regions to connect regional communities to job opportunities
- expanding the Gateway to Industry Schools program to include a renewable energy focus and online resources for teachers
- regionally tailored clean energy future skills demand/supply analysis and job opportunity guides
- a skills academy as part of Stanwell's Future Energy Innovation and Training Hub in Rockhampton.

Supporting the roadmap, the *Future Energy Jobs Guide* also outlines job opportunities and career pathways available to existing workers and school students in the clean energy sector.

The roadmap builds on the Queensland Workforce Strategy and actions under the *Hydrogen Industry Workforce Development Roadmap 2022 – 2032* as well as significant investment in clean energy skills infrastructure, including \$20 million for the PICAC Hydrogen Training Centre of Excellence at Beenleigh (pictured above).

2

FOCUS AREA

Training that has the power to change lives

Support Queenslanders to access the lifelong benefits of training for good, highly skilled jobs.

Training has the power to change lives while also delivering positive outcomes for our communities and industries. This is why we are focused on providing access to training for all Queenslanders and unlocking broader benefits for Queensland.

Skilled workers are more likely to be employed, earn a higher income and be engaged in our community. Training qualifications can also be a stepping stone to university and career progression, helping Queenslanders to reach their full potential.

More than ever, people need skills to access jobs. The power of our training system lies in its delivery of work-ready skills and the capacity for people to earn while they learn. We are committed to supporting great training that leads to good jobs with better pay for Queenslanders.

We will strengthen the training pathways connected to Queensland's economic opportunities for Queenslanders, particularly the critically important first job. Our subsidised training and Free TAFE will also provide cost-of-living relief for Queenslanders.

We will work with industry and training providers to recognise the skills of existing workers and assist them gain a qualification, and we will continue to support programs like Trades Skills Assessment and Gap Training.

We are committed to giving more Queenslanders access to the opportunities that come with recognised qualifications and a strong culture of lifelong learning. Expanding opportunities to develop higher-level skills supports Queenslanders to update or develop their knowledge, keep pace with workplace change and re-enter the workforce so they can secure good, well-paid jobs.

Access to training is especially important for women, First Nations peoples, young and mature age people, people with disability and people from culturally and linguistically diverse communities to develop skills to enter the workforce. Closing the Gap in the proportion of First Nations peoples who have completed a post-school qualification remains a key focus for the Queensland Government.

During consultation, students, apprentices and trainees told us they would like more support throughout their training journey. We want to empower Queenslanders by helping them to understand and navigate the training system so they can choose a pathway that's right for them.

The completion of a qualification, including nationally recognised skill sets, remains important for Queenslanders to access the benefits of post-school education. Assisting students, apprentices and trainees to finish their training sets more Queenslanders up for success in the workforce and contributes to a stronger economy.

Stakeholder feedback tells us that stronger connections with industry through practical, hands-on experience can support students to make informed career choices and be more job ready.



Over the next five years, we will:

- **Support students to access training for jobs in demand at all career stages**, from skills to get their first job to upskilling and reskilling.
- **Provide access and the support needed to gain skills for well-paid and secure jobs** for all Queenslanders – particularly women, First Nations peoples, young and mature age people, long-term unemployed, people with disability, people from culturally and linguistically diverse communities, and regional and remote learners.
- **Provide support to students to help them complete courses and qualifications** aligned with their aspirations.
- **Strengthen the pathways from school to work** through a new TAFE-led Career Ready VET in Schools program for secondary school students, with TAFE leading delivery of funded training and more Trade Tasters for school students, supported by a network of quality Skills Assure Suppliers. This will complement work underway through the Queensland Workforce Strategy to improve access to high quality career information for school students.
- **Work with stakeholders to increase opportunities for work experience** and industry connections for students.
- **Work with Skills Assure Suppliers to improve student outcomes**, such as student completion, employment and support measures.

“

Work experience is what set me up for success; it helped me see what it was really like to work in different trades and meant I could choose the right path – which turned out to be the start of an amazing career in auto-electrics.

Abby-Rose Bowman, Mount Ossa, Mackay region

Apprentice automotive electrician, pictured with her employer Emmanuel Borg from NQ Autospark



Work experience drives career choice

Knowing she wanted a trade career, Abby-Rose tried work experience in different fields before settling on auto-electrics.

Through Mas National and her employer, NQ Autospark, Abby-Rose commenced a school-based apprenticeship studying a Certificate III in Automotive Electrical Technology with CQUniversity.

Abby values teamwork and communication, and is also keen to inspire younger generations, including young women looking to enter the industry.

“I always knew I wanted a career that was hands-on, a trade, but I didn’t know exactly what one until I did work experience,” Abby-Rose said.

“I had a go at carpentry, mechanics, diesel fitting and refrigeration mechanics, and ultimately discovered auto-electrics was the career for me.

“I love helping dad on the farm and choosing this trade means I can continue this and contribute even more.

“I love my apprenticeship and working on auto-electrics – an area that’s leading the way in advancements to cars and machinery. I get to work on everything from quad bikes to harvesters; everything has electrical components these days.

“I’m proud to be able to fix things that not everyone can; it’s such a great feeling and motivates me to do and learn more every day.”

3

FOCUS AREA TAFE for all Queenslanders

Deliver training across Queensland and skills for local economies by putting TAFE at the heart of the training system.

Public training providers have unique strengths that contribute to the success of the VET sector. TAFE has a proud history in the state, training generations of Queenslanders for more than 140 years. It has adapted to economic and social changes over this time, such as the transition to renewables, the big data possibilities of Industry 4.0 and new apprenticeships for electric vehicles.

TAFE has a physical presence across Queensland. A large footprint and network of campuses are embedded in Queensland communities and provide training across the state, including in regional and rural areas.

Through this network, public training providers support local stakeholder connections and regional workforce planning, and offer training aligned to regional economic opportunities and the unique needs of local industries and employers.

Between 2021 and 2024, we are investing \$100 million to deliver training infrastructure for traditional, emerging and growth industries. These include new facilities to set Queenslanders up for good jobs across cyber security and defence, advanced manufacturing, hydrogen and renewables, agriculture and horticulture, aquaculture, health and robotics.

Feedback provided through consultation highlighted that public training providers must play a role in meeting skills needs for local communities, employers and industries, from providing career advice to delivering training that has the learning support and employment links students need to succeed.

We are committed to supporting the broader role that TAFE plays in communities that is not expected of other training providers.

We want to recognise the flagship role played by our public training providers, complemented by Queensland's network of Skills Assure Suppliers. Combining the strengths of quality training providers in the system will make sure Queenslanders have greater access to training tailored to industry requirements, when and where it is needed.

The National Skills Agreement between the Australian, state and territory governments is committed to a training system with TAFE at the heart, including TAFE Centres of Excellence as well as a national TAFE network focused on teaching and learning. We want Queensland to maximise this opportunity for the benefit of students, apprentices, trainees and employers.

The Queensland Skills Strategy recognises the roles and responsibilities of public training providers in the Queensland training system, and will support public providers to meet community expectations and deliver quality training.



Over the next five years, we will:

- **Deliver more Free TAFE places** to ease cost-of-living pressures and open doors to good jobs for all Queenslanders.
- **Support sustainable, responsive and vibrant TAFE at the heart of the training system** by building on the strengths of TAFE to deliver training aligned to national and state priorities.
- **Deliver upgraded and new TAFE facilities** as part of the management, development, investment and transformation of publicly owned TAFE assets over the next decade.
- **Support TAFE to ensure training is available** in specialised fields, in priority industries and in communities right across Queensland.
- **Work with the Australian Government** to deliver the National Skills Agreement priorities, including TAFE Centres of Excellence and the TAFE leadership network.



“

Through the Cherbourg service centre I've learned new skills and been able to get back into work, working with a big company like Fujitsu. Being able to learn and work on Country has been really important. I've been more relaxed and found learning easier, with less travel time and costs. I love my job; I enjoy working with technology and helping people.

Geoffrey Dowling, Cherbourg

Service desk agent and proud Wakka Wakka man

Service centre opens doors on Country

Geoffrey Dowling was one of the first community members to train and work at the Cherbourg First Nations Digital Service Centre, which is located at TAFE Queensland's Nurunderi campus on Wakka Wakka Country and is the first of its kind to operate in an Indigenous community.

Community-owned and operated, the digital service centre is a model for building independence and digital literacy skills, and creating real and sustainable jobs on Country for Indigenous Queenslanders.

Community members engaged in the program are employed by Cherbourg Aboriginal Shire Council, undertake job readiness training and gain a Certificate III in Business qualification from TAFE Queensland.

Growing to employ 30 community members in its first 18 months, the centre's first client was tech-giant and founding partner Fujitsu.

“Aboriginal and Torres Strait Islander communities, including those in Cherbourg, have continued to demonstrate unmatched strength and resilience, and it's time this value is recognised by corporate Australia,” said Fujitsu's Nicole Forrester.

“We're immensely proud to collaborate with the local council and community to support them as they take hold of their future and leverage opportunities as part of digital transformation.”

An initiative of Advance Queensland's Deadly Innovation Strategy, the centre is the result of a place-based inclusion pilot delivered by the local community in partnership with the Queensland Government, TAFE Queensland, Cherbourg Aboriginal Shire Council and Fujitsu.

Building on the success of the Cherbourg centre, TAFE Queensland is also partnering with communities and corporate clients such as Telstra and the Queensland Government on new service centres on Palm Island, in Yarrabah and in the Cassowary Coast community of Jumbun.

4

FOCUS AREA

A training system backing Queenslanders

Build on the strengths of our world-class training system by working with our partners, promoting opportunities offered by training and standing up for Queenslanders.

During consultation to inform the Queensland Skills Strategy, registered training organisations, employers, industry, unions, schools, communities, students, apprentices and trainees all spoke about the value of training as a powerful changemaker that opens doors and is critical for local economies.

We also heard training pathways were often undervalued compared to other tertiary education options. There is a need for skilled career pathways to be better understood, promoted and valued across society so Queenslanders embrace skilling opportunities and deliver productivity gains.

The Queensland Government is committed to maximising economic opportunities in Queensland's existing and emerging industries and supporting good jobs. With over 90% of new jobs predicted to need a post-school qualification by 2033¹⁶, achieving this vision relies on training. The Queensland Skills Strategy will promote the value of training and skills pathways to help realise this potential for the state.

Strong government leadership is essential for a Queensland training system that delivers high-quality, industry-relevant training that is attractive to prospective learners. National, state and territory governments collectively have responsibility for funding, quality assurance, national recognition of qualifications, priority setting, planning, performance and evaluation.

The *Good Jobs, Great Training: Queensland Skills Strategy 2024 – 2028* is our framework to continue to lead and advocate for Queensland's skills needs nationally.

Queensland is unique in having a Queensland Training Ombudsman who works across the entirety of the sector, strengthening the state's training system by improving consumer protection and providing a clear and impartial pathway for student and employer feedback. Bodies like Construction Skills Queensland and Manufacturing Skills Queensland, as well as the network of regional manufacturing hubs, also help industries develop the skills they need.

The Queensland Government recognises that achieving a high-performing training system is bigger than government alone and relies on effective partnerships. We are committed to working with our partners on a responsive system focused on skills solutions. This includes employers and industry that provide jobs and determine the skills that are developed through training, TAFE and other training providers that deliver training for good jobs, working with government, schools, universities, unions and other stakeholders, as well as students, apprentices and trainees.

The Queensland Skills Strategy supports the Queensland Workforce Strategy objective to foster shared responsibility – where all levels of government, education, industry, communities and the labour market play important roles in achieving its vision for a strong, diverse and adaptable workforce.

9 out of 10 new jobs
will require post-school
qualifications over
the 10 years to 2033¹⁶



¹⁶ Jobs and Skills Australia (2023), *Towards a National Jobs and Skills Roadmap*.

Over the next five years, we will:

- **Raise awareness of the value and availability of training and skills** for Queenslanders, employers and industry, and communities.
- **Make information about training options and pathways easier to access** for students, apprentices and trainees, and employers and industry.
- **Advocate for Queensland's training and skills needs**, shape national priorities that help the economy to grow and make sure Queenslanders have the skills needed for the future.
- **Deliver on shared priorities** through delivery of the five-year National Skills Agreement with the Australian Government.
- **Partner with industry, employers and unions** to deliver a high-performing training system.



Studying primary health has had a major impact on my life. It boosted my self-esteem and enabled me to achieve my dream – to give back to my community. It shows that no matter who you are or where you come from, you can achieve whatever you want if you believe in yourself.

Shaniqua Burke, Napranum

*2023 Queensland Training Awards
Aboriginal and Torres Strait Islander Student of the Year*

Awards celebrate the value of training

For more than 60 years, the Queensland Training Awards have promoted the value of training through the powerful stories of those that enter – people like Shaniqua Burke, from Napranum on the western side of the Cape York Peninsula.

A deep passion to contribute to her community was the fuel driving Shaniqua to study a Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care with TAFE Queensland.

Shaniqua gained knowledge and skills in basic health care, screening processes, and advocating for community member rights and needs.

Working with Apunipima Cape York Health Council, Shaniqua has also played a lead role in developing the clinic's social prescribing trial – the first ever to be led by an Aboriginal health worker in Australia. The trial involves prescribing referrals to non-medical programs such as health and fitness programs as an innovative way to combat chronic health issues across communities.

“I'm a naturally shy person but through training, with all the knowledge and skills I've gained, I've grown in confidence and improved my communication skills,” Shaniqua said.

“Being a part of the clinic's social prescribing trial has been a very rewarding experience. To be able to help create a strategy for my people which supports them to live longer, healthier lives without suffering – creating great role models for future generations – is a dream come true.”

In another dream come true, Shaniqua was named the state's Aboriginal and Torres Strait Islander Student of the Year at the 2023 Queensland Training Awards and represented the state at national titles in November 2023.

5

FOCUS AREA

Quality and results driven

Focus on economic priorities, local needs and student outcomes so our training system delivers for Queensland.

Quality and performance are the cornerstones of an effective training system. High quality training is essential to ensure Queenslanders have work-ready skills that not only benefit them but their employer, industry and the economy.

The Queensland Government supports quality delivery across the sector and through its investment, contracting and performance settings for government-funded training. Queensland's funded training programs and pathways are designed to support students and industry with a strong link to current and emerging employment opportunities.

To help shape the skilled workforces needed by our traditional and emerging industries, we need renewed focus on supporting the right mix of skills. Through a combination of skills needs analysis, industry advice, government social and economic priorities, and student outcomes, we will target government support to courses that deliver for the workforce, the economy and for Queenslanders.

Queensland has a vibrant training sector, with a wide range of training providers, which will continue to play an important role in realising the Queensland Skills Strategy's vision for Queensland.

Almost a quarter of a million Queenslanders study a subsidised course with a Skills Assure Supplier each year. Comprised of public, private, not-for-profit and dual-sector training providers, Skills Assure Suppliers are quality-assured to deliver training and assessment services funded by the Queensland Government.

The existing Skills Assure Supplier framework sets out the government's expectations for registered training organisations delivering government-funded training. These requirements are in addition to national standards regulated by the Australian Skills Quality Authority.

The framework is designed to give students, parents and employers confidence that their provider can deliver high-quality, industry-standard funded training that best meets individual skilling and learning needs, and supports employment opportunities. The needs of students and the workforce are central to the framework's success.

Through the Queensland Skills Strategy, we will continue to work with TAFE and Skills Assure Suppliers to ensure we are meeting student, apprentice and trainee needs, supporting employment outcomes, delivering on economic priorities and providing training for local communities.

Our Queensland Training Ombudsman will also continue to ensure apprentices, trainees, VET students and employers have access to independent, confidential advice and support to navigate the training system and resolve issues.

Delivery of the strategy and its actions will be supported by an outcomes and performance-based investment framework that guides decision-making and provides evidence to:

- identify the priorities for the Queensland Government's investment in training
- support alignment to workforce needs and job outcomes
- identify qualifications that are highly effective in generating outcomes for students
- generate the right mix of core training programs and targeted strategies to address skills gaps.

Over the next five years, we will:

- **Publish an annual Training Priorities Plan** which sets out the objectives and priorities for Queensland Government-funded training.
- **Inform investment decisions** through skills needs and data analysis, industry advice, government social and economic priorities, and student outcomes.
- **Manage the government-funded training system** to deliver on economic priorities, localised place-based training solutions and better support for students.
- **Establish new systems** to better monitor the outcomes and performance of the Queensland training system.
- **Provide independent advice and support** to Queenslanders to navigate the training sector through the Queensland Training Ombudsman.



Settling in Australia with a young family, I needed to gain skills quickly to get a job. The UpCyclinc project helped me gain construction skills in a hands-on way, which is how I like to learn, with language and other support to do well at work and adjust to life in our new community.

Htoo Khaing, Cairns

Construction worker

Building bright futures through training

Htoo Khaing, an Arakanese refugee from Myanmar, was settled in Australia with his family by Centacare Multicultural Services and, despite previous construction experience, needed local qualifications to secure employment.

Htoo Khaing enrolled in a Certificate I in Construction with SkillCentred as part of Centacare FNQ's UpCyclinc Traineeships project, funded under the Skilling Queenslanders for Work initiative. Bilingual supervisors and a bicultural support worker supported Htoo Khaing through his training, and he went on to secure a full-time position with Port Douglas' Mark Fletcher Solid Plaster and Texture Coatings.

Htoo Khaing's employer, Mark Fletcher, is a strong advocate for workplace diversity and the benefits of inclusion, with his 2023 workforce including six refugees from Nepal, Bhutan and Myanmar – two becoming qualified tradespeople and team leaders. "Htoo Khaing has been a wonderful addition to our team," Mark said.



Sharing my knowledge and experience with soldiers in the defence force first sparked my interest in training and ultimately inspired me to build a career in educating others.

Rye Stott, Townsville

High risk licensing trainer

Inspiring careers in education

Rye Stott is an innovative trainer with TAFE Queensland in Townsville who began his career as a soldier and cargo specialist in the Australian Defence Force.

After 12 years' service, Rye moved into the VET sector, teaching licensing and construction training in Townsville.

Since 2021, Rye has created TAFE Queensland's new Defence Training Package and built the entire portfolio from the ground up – introducing innovative ideas to change attitudes towards safety in the workplace and improve training outcomes. With plans to take his career in VET far, Rye is also completing a Bachelor of Adult and Applied Learning through university.

"There's so many great opportunities in vocational education and training for those with skills, experience and passion to share," Rye said. "Becoming a trainer was a great career move for me and I'm enjoying being able to help others forge their own path in the construction and transport and logistics industries too."

Listening and delivering

The Queensland Skills Strategy has been informed by extensive research and data analysis as well as insights from public consultation – where more than 8,000 Queenslanders had a say, including students, parents, industry, employers, unions, and education and training providers. It also draws on insights and recommendations made through independent reviews conducted by the Queensland Training Ombudsman as well as the *Inquiry into the Delivery of VET in Regional, Rural and Remote Queensland* conducted by the Queensland Parliament's Education, Employment and Training Committee in 2023.

PUBLIC CONSULTATION

Who we consulted



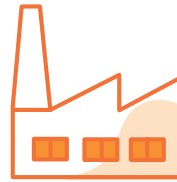
370+

training providers



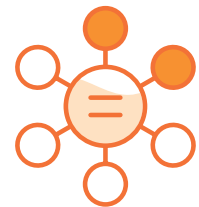
240+

schools



90+

industry bodies



40+

community organisations



4,900+

current and former VET students, school students, apprentices and trainees



99

school students undertaking VET at school (focus groups)



1,500

employers, including 500+ small businesses



150+

parents and carers*

*Parent and carer perspectives were also shared by participants taking part in consultation within another capacity (e.g. employer, school).

What you told us

What is working well?

- Government investment is mostly going to the right programs and pathways
- Training programs are leading to job outcomes for many students
- Queensland apprenticeship and traineeship programs are strong
- School students who participate in industry-connected training are more informed and empowered to follow career pathways to a job
- The training system offers flexible learning and training solutions, and is well-placed to be more responsive.

What needs improvement?

- Enhance access to training for regional, rural and remote communities
- Strengthen VET for school students to streamline transition-to-work pathways
- Boost training opportunities for mature age students, career changers and those looking to upskill
- Improve accessibility for employers and industry to engage with and influence the training sector
- Renew focus on current and future workforce needs across the training system
- Provide additional support to key student groups (e.g. First Nations peoples, migrants and mature age students)
- Clarify and strengthen the role of TAFE and public providers in local communities and within the Queensland training system
- Enhance systems and frameworks to improve quality student outcomes and completions
- Promote the value of training pathways and encourage pride in the sector.



The Good Jobs, Great Training: Queensland Skills Strategy 2024 – 2028 is an initiative of

*Good people
Good jobs*

Queensland Workforce Strategy 2022–2032



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