

vision for the future



GOVERNMENT / REGULATOR

**Future Work,
Future Jobs**

Joshua Rayner



NATIONAL VET CONFERENCE
GOLD COAST 2021

#2021NVC



• Preparing for Future work, future jobs

September 2021

Joshua Rayner
Executive Director
Jobs Queensland

Jobs Queensland



**Future skills
needs**



**Workforce
planning &
development**



**Apprenticeship
& Traineeship
system**

Our work brings together industry, regions, employers and the community to advise Government on the skills that will be needed into the future.

The only constant is CHANGE

“Changes to industry have been and continue to be profound and far-reaching.

New machines and new processes in industry are radically changing whole areas of employment, wiping out old jobs and **creating many new ones.**”

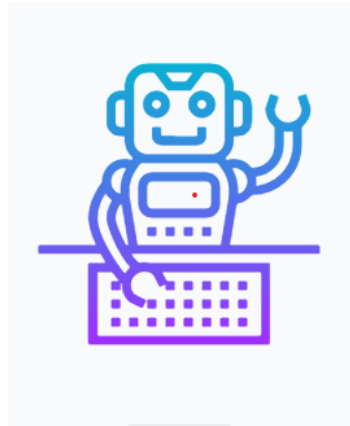
November 1937

The Vocational Guidance of Youth by J.H. Bentley

Evolution of Workforce Change

2012-2015

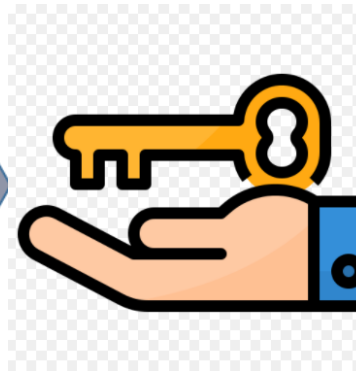
The robots are coming!



2016-2018
People are
central to jobs
of the future



2019-current
Harnessing the
opportunity



2020

COVID-19

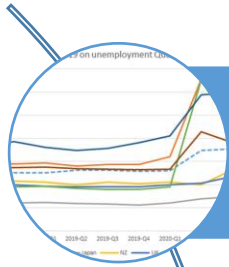


2021

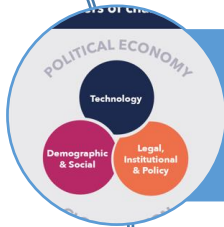
The Recovery



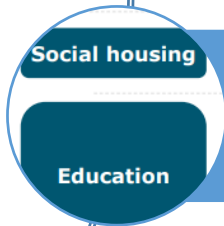
Impact of COVID-19 on work



Australia's economy and society has been significantly disrupted



Accelerated drivers of change

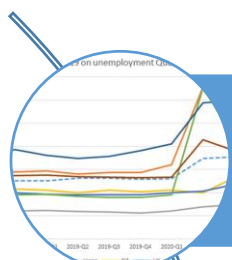


Provides an opportunity to rebuild better

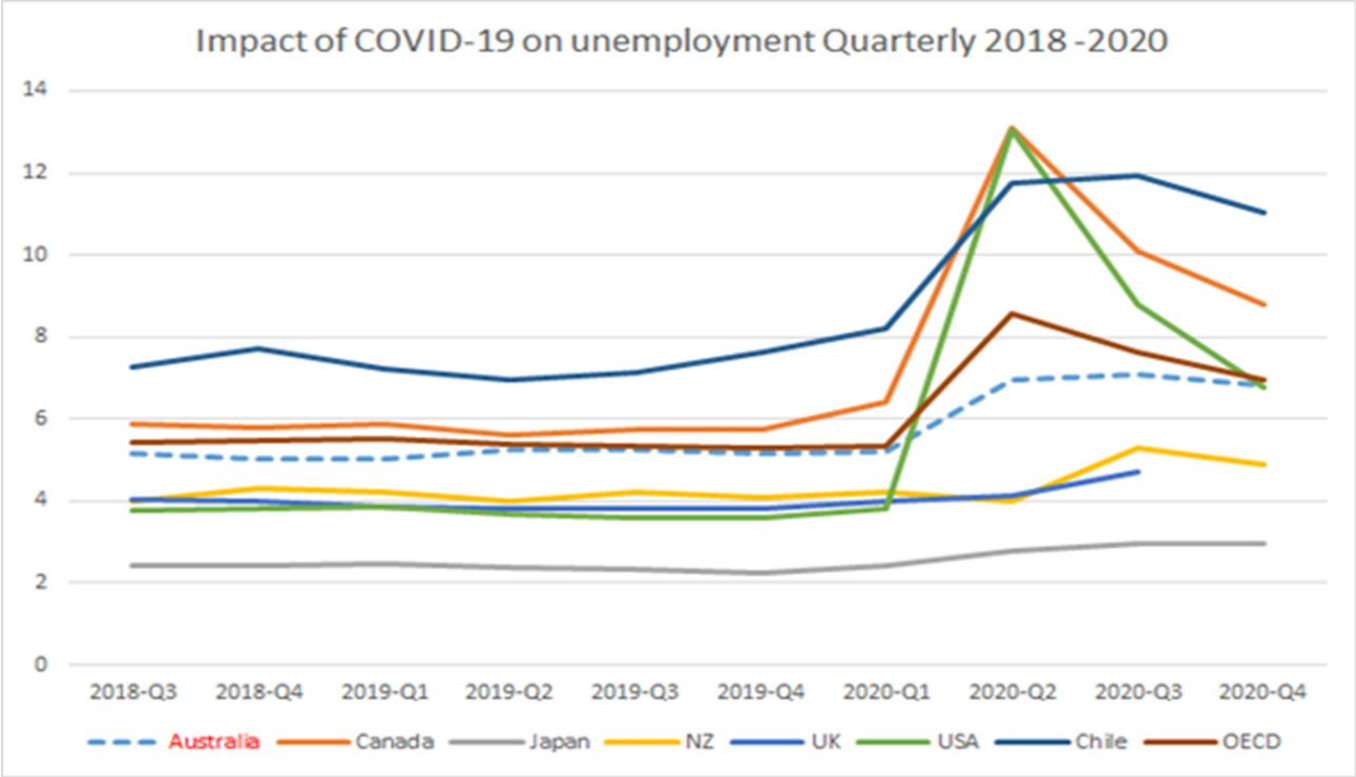


Recovery will be uneven

Impact of COVID-19 on work



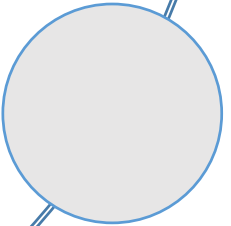
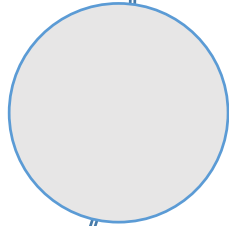
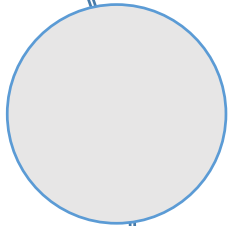
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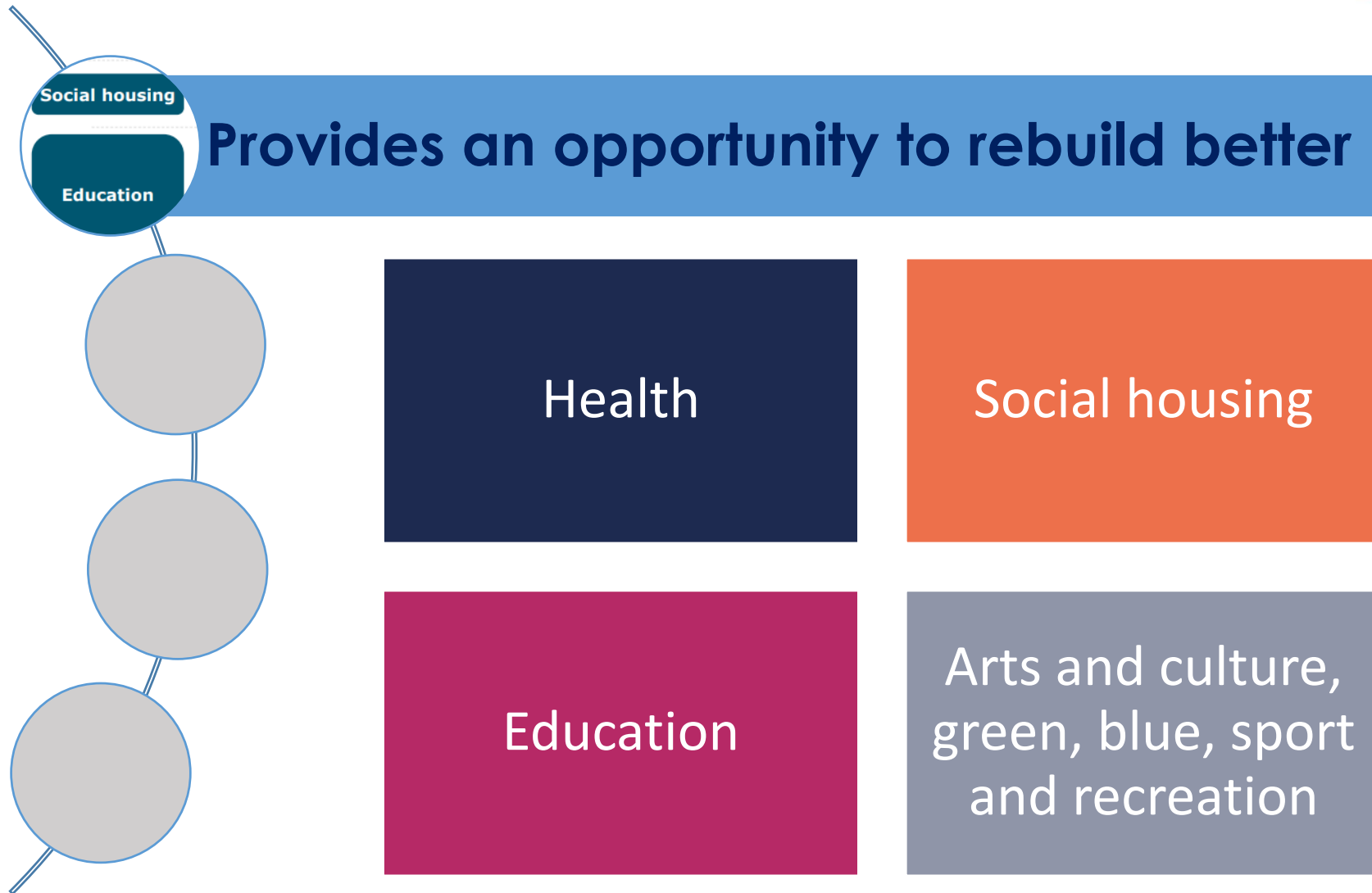
Impact of COVID-19 on work



Accelerated drivers of change



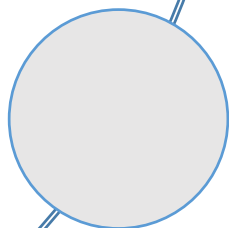
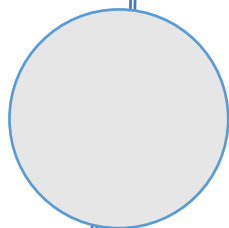
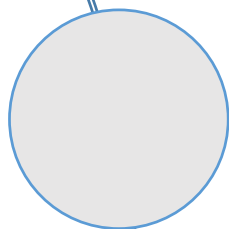
Impact of COVID-19 on work



Impact of COVID-19 on work



Recovery will be uneven



Impact of COVID-19 on work



Accommodation and Food Services

Projected employment growth - five years
to November 2025

16.8%

Impact of COVID-19 on work



Construction

Projected employment growth - five
years to November 2025

6.8%

Impact of COVID-19 on work



Healthcare and Social Assistance

Projected employment growth - five
years to November 2025

14.2%

Impact of COVID-19 on work

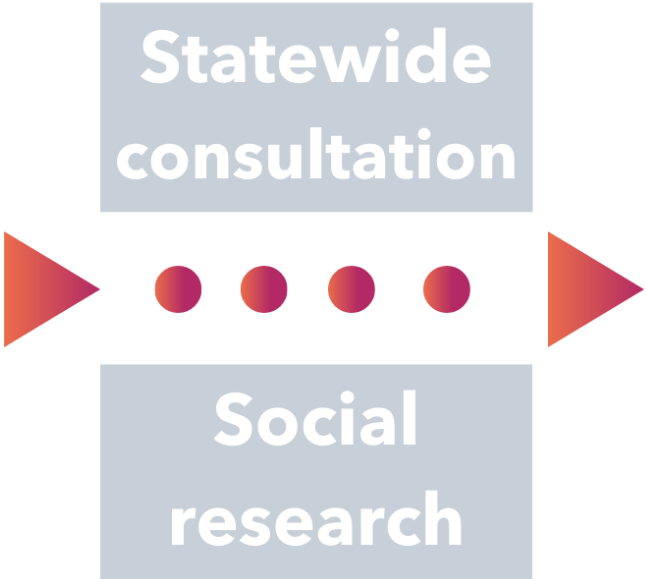


Retail Trade

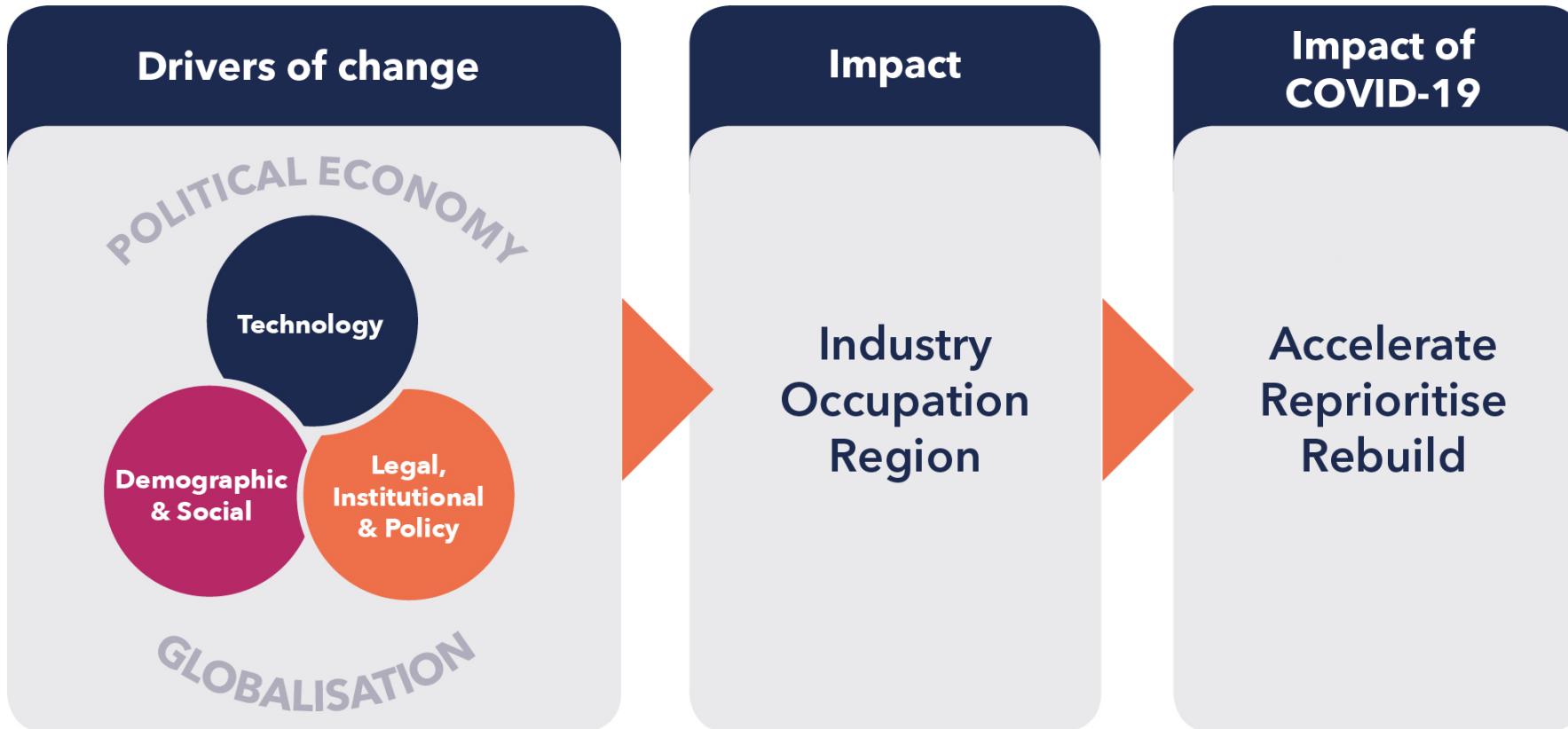
Projected employment growth - five
years to November 2025

4.1%

Future work, future jobs



Future work, future jobs



Future work, future jobs



Change is inevitable, however we can manage transitions



Place-based leadership creates stronger regions



Skills drive economic and social prosperity



Lifelong learning and skills attainment underpin Queensland's future



Access to quality work is essential



Recommendations

18

**recommendations
focussed on**



Empowering employers and individuals to navigate change and take advantage of opportunities



Driving job creation through forward-looking economic development strategies underpinned by workforce planning and development



Balancing opportunities provided by the changing nature of work with protecting the most vulnerable



Supporting regions to strengthen their economies and promote inclusive growth



Emphasising the critical importance of lifelong learning

Future work, future jobs



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Employer and Worker Perceptions

Workers and Employers differ in their views on how much skills will change in the next 10 years



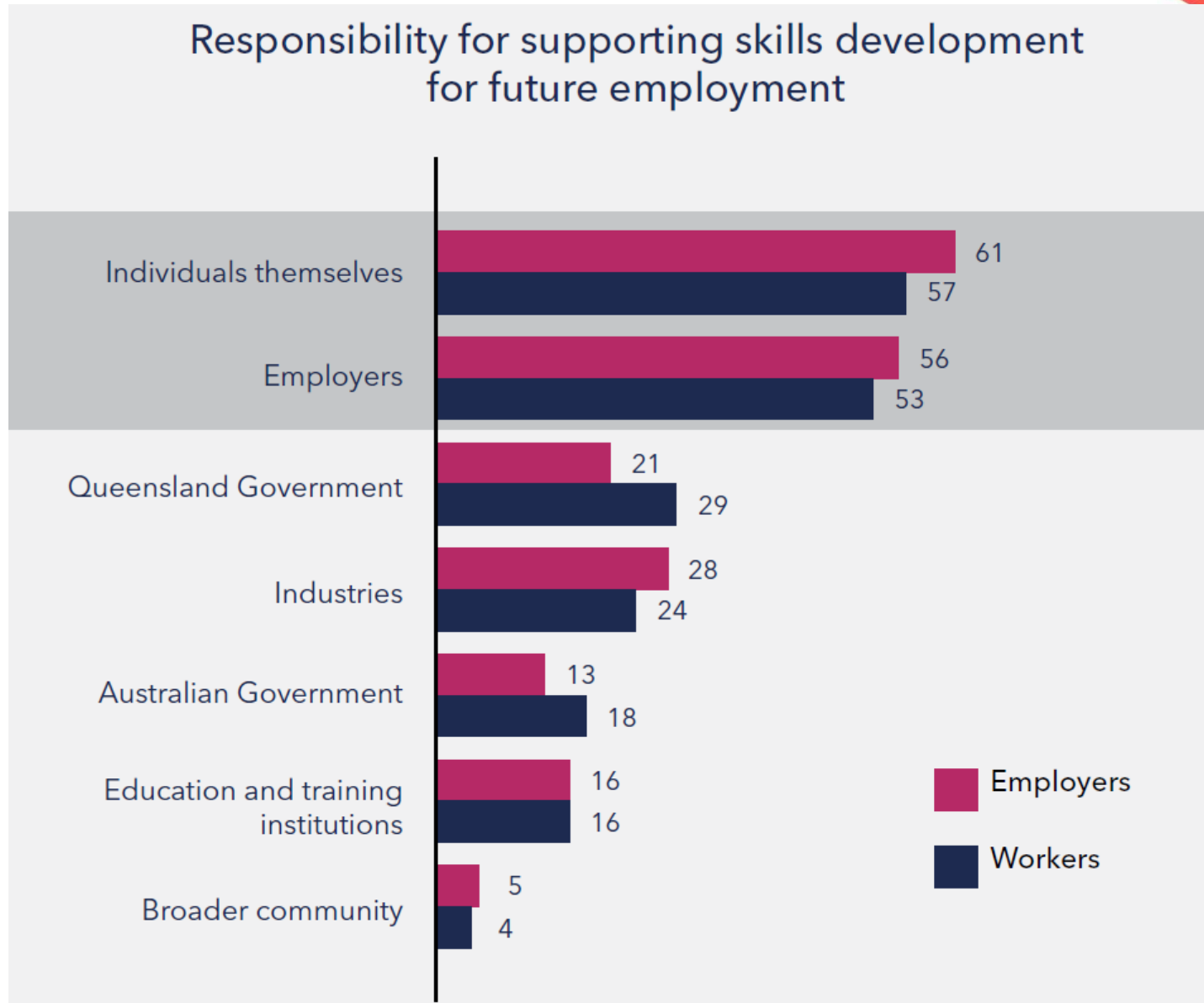
Over two thirds

of Workers are confident their current skills are sufficient for the future



Suggesting Workers are strongly grounded in their immediate skills needs rather than the future

A Shared Responsibility



Future work, future jobs



Change is inevitable, however we can manage transitions



Place-based leadership creates stronger regions



Skills drive economic and social prosperity



Lifelong learning and skills attainment underpin our future



Access to quality work is essential



Lifelong Learning



- The willingness to continuously engage in learning throughout life span
- Underpinned by a positive mindset
- Supported by a culture that values and encourages learning
- A shared responsibility

Implications for skills and training



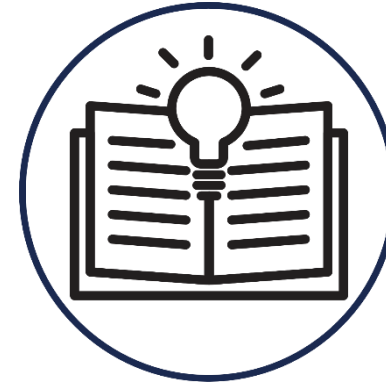
Skills investment,
policy and
programs
responsive to
extent/pace of
change



Accurate
information and
advice to inform
career pathway
decisions



Facilitate access
to a broad
range of training
options



Promote the
importance of
lifelong learning



Place-based
skills
development
approaches

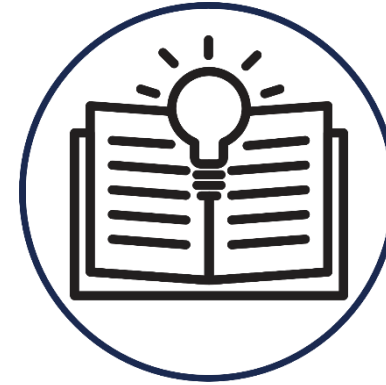
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So what does the future look like?

Anticipating Future Skills



National Skills Commission

Australian Skills Classification

The NSC has developed the Australian Skills Classification. Intended to be a 'common language' for skills, the Australian Skills Classification identifies the range of skills linked to occupations, and enables the exploration of the connections and transferability of these skills.



[Discover more](#) →



[Read the report](#) →

Browse the Australian Skills Classification by:

[Skills clusters](#) →

See how similar skills group together into skill clusters

[Occupation](#) →

See which skills are connected to each occupation

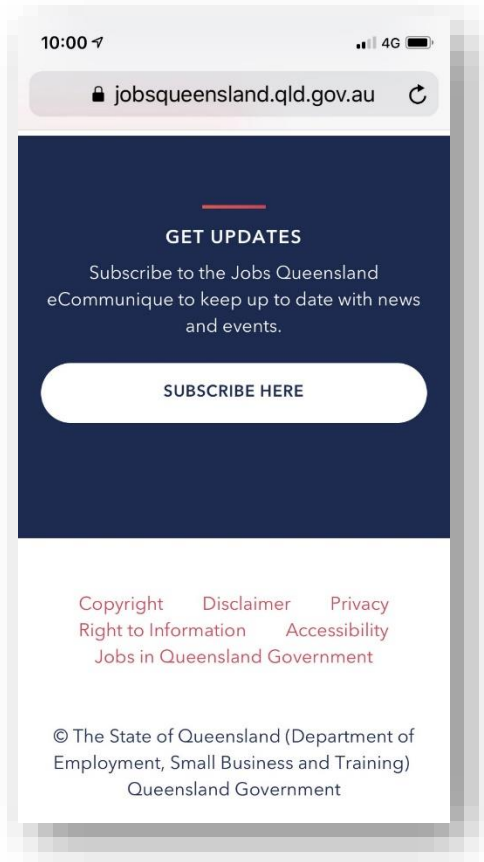
[Resources](#) →

Download the Australian Skills Classification data and start exploring it yourself

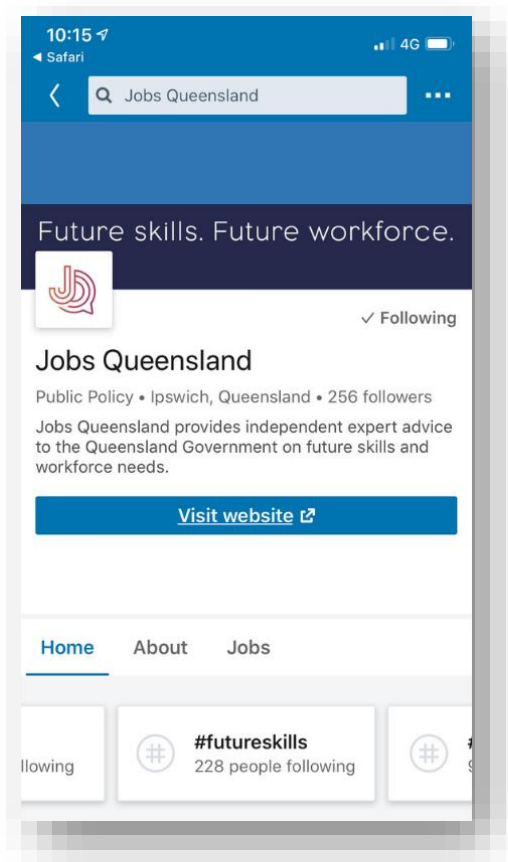
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Thank you for being a part of our

vision for the future
NATIONAL VET CONFERENCE
GOLD COAST / 9-10 SEPTEMBER 2021

We hope you found it to be a valuable experience
and that attending has helped shape your "Vision for
the Future".

We look forward to seeing you next year!

