

Date : 10/03/2022 4:42:30 PM

From : "Di Farmer"

To : "Ian Hutcheon" , "Warwick Agnew" , "Daniel Lato" , "John Jarrett"

Subject : Breakfast speech?

Attachment : Workforce Summit breakfast speech.docx;

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SUMMIT BREAKFAST

- Thank you all for being here this morning for this pre-Workforce Summit event.
- Today's event is about how we can take best advantage of the enormous opportunities ahead of us in QLD – by addressing what is one of our biggest challenges, and that is labour shortages
- In this room are QLD's leaders. All of you.
- You've walked alongside us through COVID.
- And now as we address this challenge of a different kind
- We need and will very much value your contribution again.
- It's not something Govt can do alone.
- We are operating in a really unique set of circumstances in QLD.

- Thanks to our strong health response, we have been open and trading for most of the last 2 years.
- Our economy is booming
- Economic growth of 6.3%, against a national average of 3.7%
- Unemployment at a 14 year low
- We have created xxx more jobs than before COVID.
- Jobs QLD figures released overnight show that by 2025 we will have created an additional 281 000 jobs.
- And of course we have the Olympics in 10 years – which will reap untold benefits for QLD, and for which we are already preparing.
- Job ads are 56% higher than they were in 2019.
- We invest around \$1 billion a year on skills and training. Apprenticeship commencements are up 62%

- The opportunities ahead of us are quite extraordinary
- Particularly given where we've been in the last 2 years.
- However I doubt there's a person in this room who isn't facing the labour shortages that this Summit is about.
- And we all know we're not just talking about skills shortages.
- We're talking labour shortages, across every sector and every region.
- We want to make sure we can maximise our economic future.
- But also that every person in QLD can enjoy the quality of life they deserve.
- It's why we're leading the country by hosting this Summit.
- To come up with innovative solutions, new ways of looking at what we do, out-of-the box thinking.

- And in doing so be the thought leaders and practice leaders for the rest of the country.
- We have had many conversation in the lead-up to today, to identify what some of the key directions are that we need to take, and the feedback has been very clear.
- That we talk about:
 - “Growing our own” workforces based on local needs and local input
 - The transition between school and work
 - About maximizing participation of those who may under normal conditions, be employment challenged
 - About whether we need to invest in skills and training in a different way
 - And about how we support employers to think differently about the sort of person they can and should recruit and retain, and how they might do that differently and better.

- We know that many of you are already working differently as employers.
- And just as you've help lead the way in what you do in your organization.
- We are looking forward to working with you to replicate those good ideas across QLD.

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Date : 10/03/2022 5:07:20 PM

From : "Ian Hutcheon"

To : "Di Farmer" , "John Jarrett" , "Warwick Agnew"

Subject : Closing speech dot points

Attachment : image001.png;image002.png;

Hi Minister

Please see below

We know that this is a huge issue and no one person, company, industry or government has the entire answer. It is going to be necessary for us to work together to develop and grow solutions, so I want to sue this speech to highlight what I see as the priorities for each of us;

Priorities for Industry

Info here will be primarily from the Attracting and Retaining Staff workshop

Priorities for local government

- Housing
- Place based issues, acting as connectors

Priorities for the Queensland Government

- Workforce Strategy
- Regional Forums ♦ Near future (maybe say in May)
 - Far North Queensland
 - North and North West Queensland
 - Mackay Isaac Whitsunday
 - Central Queensland
 - Western Queensland
 - Wide Bay Burnett Fraser Coast
 - Darling Downs South West
- Growing Workforce Participation Fund

Priorities for the Federal Government

- Job Active ♦ moving away from punitive mutual obligation toward individual case management
- University funding models ♦ place based and industry focused
- Childcare



Ian Hutcheon

Chief of Staff

Office of the Hon. Dianne Farmer MP

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

sch4p4(6) Perso

1 William Street Brisbane QLD 4000

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Date : 10/03/2022 5:13:51 PM

From : "Jemma Baker"

To : "Debra Macqueen"

Cc : "Director General (DESBT)" , "Leighton Craig"

Subject : Documents for the Minister's Pack

Attachment : Agenda - Queensland Workforce Summit 2022.pdf; Workforce Summit Pre-reading.pdf; Jobs Queensland AFS Overview.pdf; Queensland Workforce Summit 2022 - Master of Ceremonies briefing packs combined.pdf; image001.png;

Hi Deb

Please find relevant documents for the Minister's pack – I have printed these and will bring them in

A more detailed run sheet and a seating plan will be provided later

Jemma



Jemma Baker

Director

Office of the Director-General

Department of Employment, Small Business and Training

P 07 3334 2416 [sch4p4\(6\) Per](tel:0733342416)

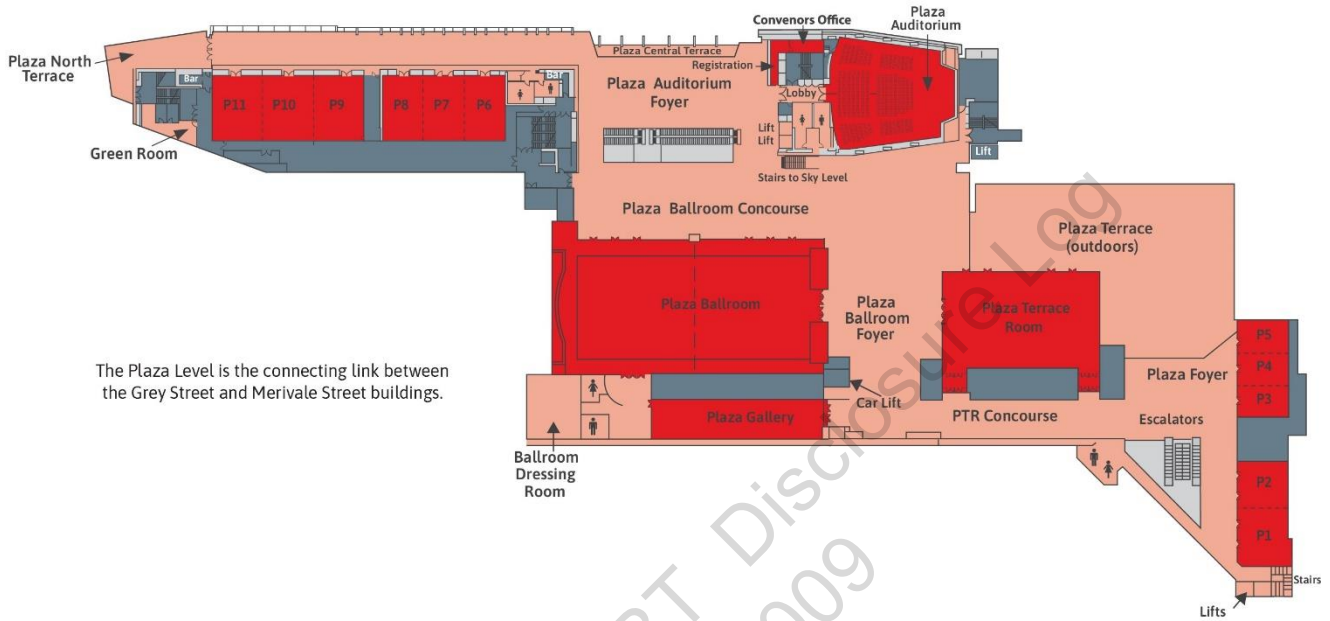
E jemma.baker@desbt.qld.gov.au W desbt.qld.gov.au

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Venue map



Full agenda

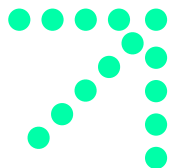
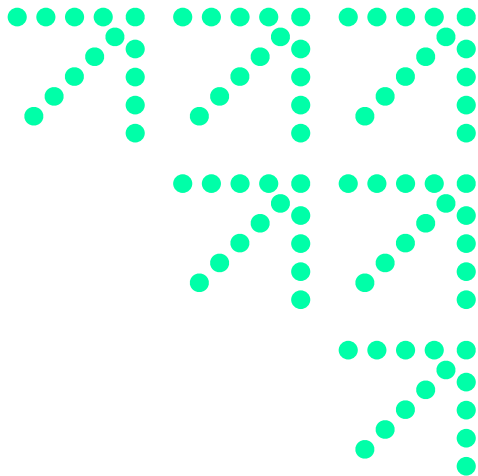
Time	Session	Speakers
9.00am	Introduction and Acknowledgement of Traditional Owners	Master of Ceremonies Ellen Fanning, ABC
9.20am	Welcome address	The Honourable Annastacia Palaszczuk MP
9.40am	Keynote address: Thriving workforces in the new norm	Dr Pradeep Philip, Deloitte
10.00am	Morning tea	
10.20am	Defining the challenge and embracing the opportunity	The Honourable Di Farmer MP
10.30am	Strategic investment opportunities enabling regional jobs growth	The Honourable Steven Miles MP The Honourable Cameron Dick MP
11.00am	Plenary Session 1 'Growing your own' through industry and place-based workforce approaches	Ellen Fanning (MC) Leon Allen, Under Treasurer, Queensland Treasury sch4p4(6) Pers GW3 sch4p4(6) Pers Local Government Association of Queensland sch4p4(6) Pers Construction Skills Queensland sch4p4(6) Pers Cotton Australia
12.30pm	Lunch	
1.20pm	Four concurrent workshops sessions	The Honourable Meaghan Scanlon MP (MC)

Time	Session	Speakers
	<p>Workshop 1: Shaping work ready Queenslanders through improved school to work experiences</p> <p>This workshop will highlight successful partnerships between schools and industry that underpin quality career advice, work experience and work readiness and how they can be enhanced and replicated.</p> <p>Workshop 2: Maximising workforce participation</p> <p>This workshop will explore how we harness the skills and capabilities of every Queenslanders and increase labour market participation analyse available support and how we forge future connections.</p> <p>Workshop 3: Attracting and retaining staff in the new norm</p> <p>This session will focus on navigating the employment landscape and employee value propositions in the new world of work and against a backdrop of low unemployment.</p> <p>Workshop 4: Skilling Queenslanders – now and into the future</p> <p>This workshop will focus on maximising the effectiveness of investment in apprenticeships and traineeships building connections between universities and industry skill needs future priorities for Queensland's skills and training system.</p>	<p>The Honourable Grace Grace MP sch4p4(6) Personal information Dalby State High School sch4p4(6) Personal information Queensland Resources Council sch4p4(6) Personal information Year 13 sch4p4(6) Personal information Student and Qld Trainee of the Year 2020</p> <p>The Honourable Leanne Linard MP (MC) The Honourable Leeanne Enoch MP sch4p4(6) Personal information APM Employment Services sch4p4(6) Personal information Queensland Hotels Association sch4p4(6) Personal information White Box Enterprises sch4p4(6) Personal information Iscariot Media sch4p4(6) Personal information University of Melbourne (case study via video)</p> <p>Ministerial table leaders: The Honourable Craig Crawford MP</p> <p>The Honourable Stirling Hinchliffe MP (MC) sch4p4(6) Personal information NeuroLeadership Institute (online) sch4p4(6) Personal information Super Retail Group sch4p4(6) Personal information Chamber of Commerce and Industry Queensland sch4p4(6) Personal information Seek sch4p4(6) Personal information ACTU</p> <p>Ministerial table leaders: The Honourable Scott Stewart MP</p> <p>The Honourable Di Farmer MP (MC) sch4p4(6) Personal information TAFE Queensland sch4p4(6) Personal information Queensland Training Ombudsman sch4p4(6) Personal information Griffith University sch4p4(6) Personal information Riot Solutions sch4p4(6) Personal information Busy at Work</p>
2.50pm	Afternoon tea	
3.15pm	<p>Plenary Session 2</p> <p>Harnessing future workforce opportunities</p> <p>Harnessing workforce opportunities in emerging and growth industries for Queensland.</p>	<p>Donna Bonney (MC) The Honourable Mick de Brenni MP sch4p4(6) Personal information Chief Entrepreneur sch4p4(6) Personal information CSIRO Data61 sch4p4(6) Personal information Euclidean Holographics sch4p4(6) Personal information Sumitomo Australia</p>
4.15pm	Where to from here?	<p>Ellen Fanning (MC) sch4p4(6) Personal information Queensland Training Ombudsman</p>

Time	Session	Speakers
	Session on the outcomes of the Summit and how to implement solutions to workforce challenges through a workforce strategy.	sch4p4(6) Personal Queensland Catholic Education Commission sch4p4(6) Personal Technology Council of Australia
4.45pm	Summit wrap up	The Honourable Di Farmer MP
5.00pm	Summit closes	

Contacts

Name:	Maria Karatzis	Sue Tierney
Position:	Executive Director	Director
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PURPOSE

Queensland's strong response to the COVID-19 pandemic has provided the foundation for our economic recovery. Queensland's economy is now 6.3% larger than before the pandemic, growing considerably stronger than the rest of Australia¹. However, Queensland and the nation are experiencing one of the tightest labour markets in recent history, with businesses and employers continuing to face skills and workforce shortages.

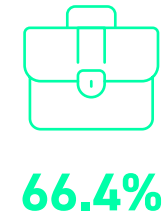
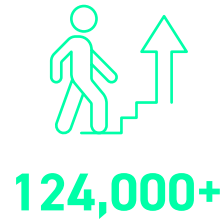
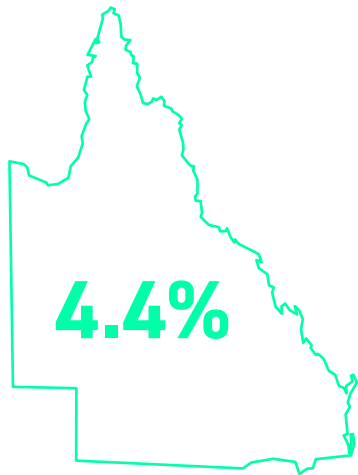
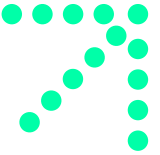
The Queensland Workforce Summit is an opportunity to work in partnership to identify and co-design practical solutions for **addressing the State's current workforce shortages and harnessing future opportunities for ongoing economic growth.**

¹ ABS. (2021). Australian National Accounts: State Accounts, 2020-21. Australian Bureau of Statistics: Canberra.



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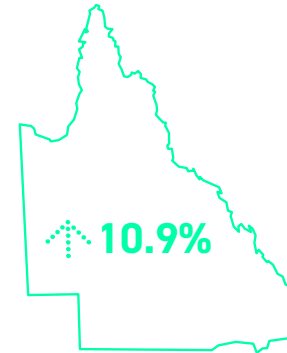
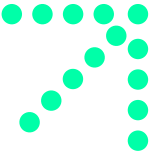
KEY FACTS



64.6%



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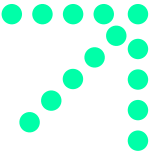


increase by 10.9% 2020-21 and 2024-25



280,000+

280,000 additional people employed every region and every industry in Queensland



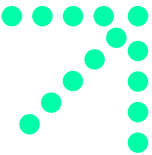
A COMMITMENT TO GROWTH

The Queensland Government invests significantly in the State's current and future workforce:

- Delivered Queensland's **COVID-19 Economic Recovery plan**, underpinned by **\$15.2 billion in recovery initiatives** to drive inclusive economic and jobs growth
 - Committed **\$3.34 billion** to the **Queensland Jobs Fund**, **\$2 billion** of which constitutes the **Renewable Energy and Hydrogen Jobs Fund**
 - Invested more than **\$1 billion in skills and training** in 2021-22 to provide Queenslanders with the skills they need as the economy recovers
 - **\$201 million** State investment, with an additional \$201 million in matched funding from the Federal Government, in reskilling and upskilling through the **JobTrainer Fund**
 - Made the highly successful **Skilling Queenslanders for Work** program permanent, with **\$80 million per year** ongoing
 - Extended the **Back to Work** program with **\$140 million** over four years
 - Dedicated **\$25 million** to the **International Education and Training Strategy**, delivered by Trade and Investment Queensland
 - Provided **\$21 million** worth of **Free TAFE for under 25s**
 - Permanently funded **\$17.75 million** for **Regional Manufacturing Hubs**
 - Extended the **Queensland Agriculture Workforce Network** with an **additional \$1.7 million** in funding.
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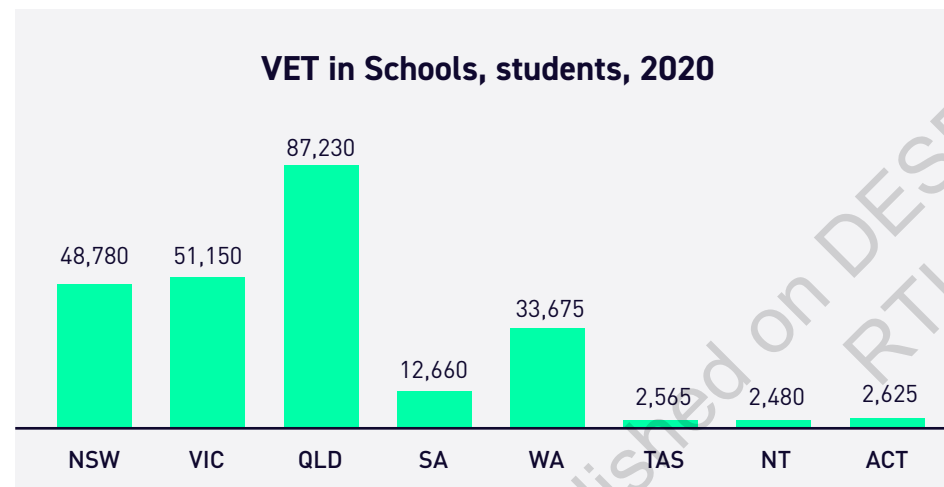


SOLUTIONS COME THROUGH WORKING IN PARTNERSHIP

Four workshops held during the Summit will connect leaders across industry, business, regions, education providers, government and the community to build the foundations of a collaborative plan for addressing Queensland's current and future workforce needs.

SHAPING WORK READY QUEENSLANDERS THROUGH SCHOOL-TO-WORK EXPERIENCES

Successful transitions from school to work are fostered through strong partnerships between schools, training providers, universities and local industry. These partnerships underpin the provision of quality career information and work experience for young people.



- Queensland has consistently had the largest share of VET in Schools students from all Australian jurisdictions since 2008¹¹.
- Students employed as School-based Apprentices or Trainees in Queensland accounted for more than half of the Australian total in 2020¹².
- More than 26,500 students across 441 schools explored careers pathways through the Gateway to Industry Schools Program (GISP) throughout Queensland in 2021¹³.

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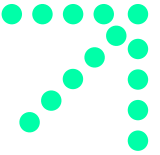
¹¹ Internal database, Queensland Department of Employment, Small Business and Training.

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Release



MAXIMISING WORKFORCE PARTICIPATION



All Queenslanders should be able to benefit from the strength of our economic recovery and be supported to participate in the workforce. Employers who are committed to diversity and inclusion are best able to seize opportunities and grow to meet demand. As a State, we need to grow participation by recognising individual needs and providing support and appropriate working arrangements to employees where required.

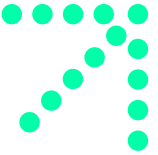
- More than 199,000 employed Queenslanders are actively seeking more work than they currently have¹⁴.
- Women represent more than 56% of those underemployed¹⁵.
- The State's youth unemployment rate is now 10.8%, down from 11.2% in December last year and 14.2% at the end of 2019¹⁶.
- First Nations people in Queensland were more than three times as likely to be unemployed than non-First Nations people in 2018-19¹⁷.
- People with disability¹⁸ and Queenslanders from a non-English-speaking background¹⁹ are also more likely to be unemployed, with unemployment rates of 9.5% and 6.0% respectively.
- The reopening of international borders presents an opportunity to ensure we are fully utilising the skills and capabilities of our migrant populations, working holiday makers and international students.

ATTRACTING AND RETAINING STAFF IN THE NEW NORM

The operational challenges presented by the pandemic, coupled with competing demand for talent, have resulted in employers needing to rethink the ways that they attract and retain staff. In a constrained labour market, we need to make navigation of the recruitment process easier and bring employers and jobseekers together. Understanding what drives the attraction and retention of employees is critical.

- In a survey of more than 1,200 Australian workers, National Australia Bank found that more than 1 in 5 people have changed jobs in the last year and almost 1 in 4 are considering leaving their current job. After decades of low employee turnover, this represents a significant increase in labour mobility²⁰.
- Employees are prioritising a broad range of financial and non-financial factors in their employment choices. Research suggests that there is a significant expectation gap between what employers believe and what workers actually value²¹.
- Some employers are responding creatively, including through adjusting shift patterns to attract a broader range of potential employees, redesigning job roles to suit available candidates and offering flexible working arrangements.
- Research indicates a link between non-inclusive workplace behaviours and workers' intentions to leave, highlighting the importance of diversity and inclusion to support business resilience²².



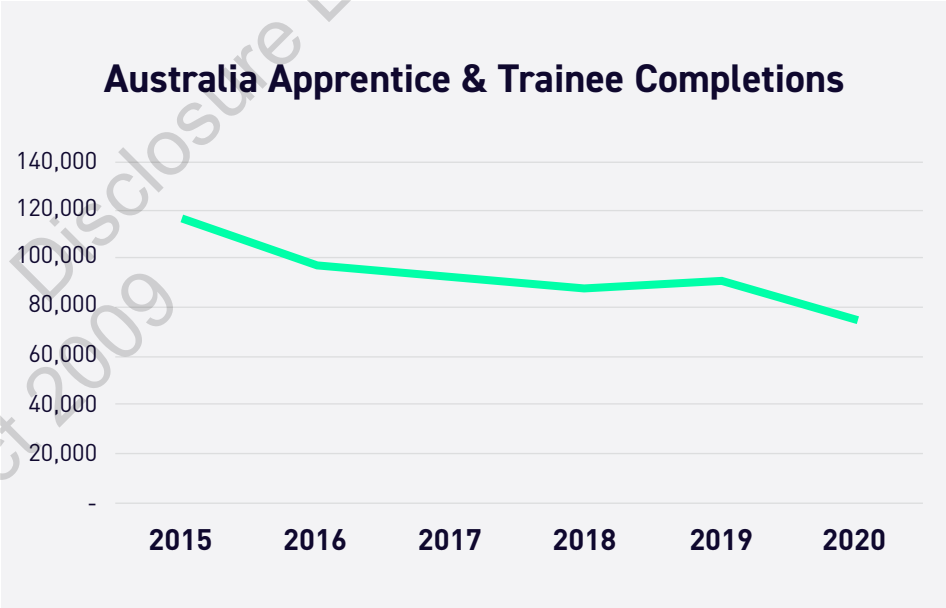


SKILLING QUEENSLANDERS

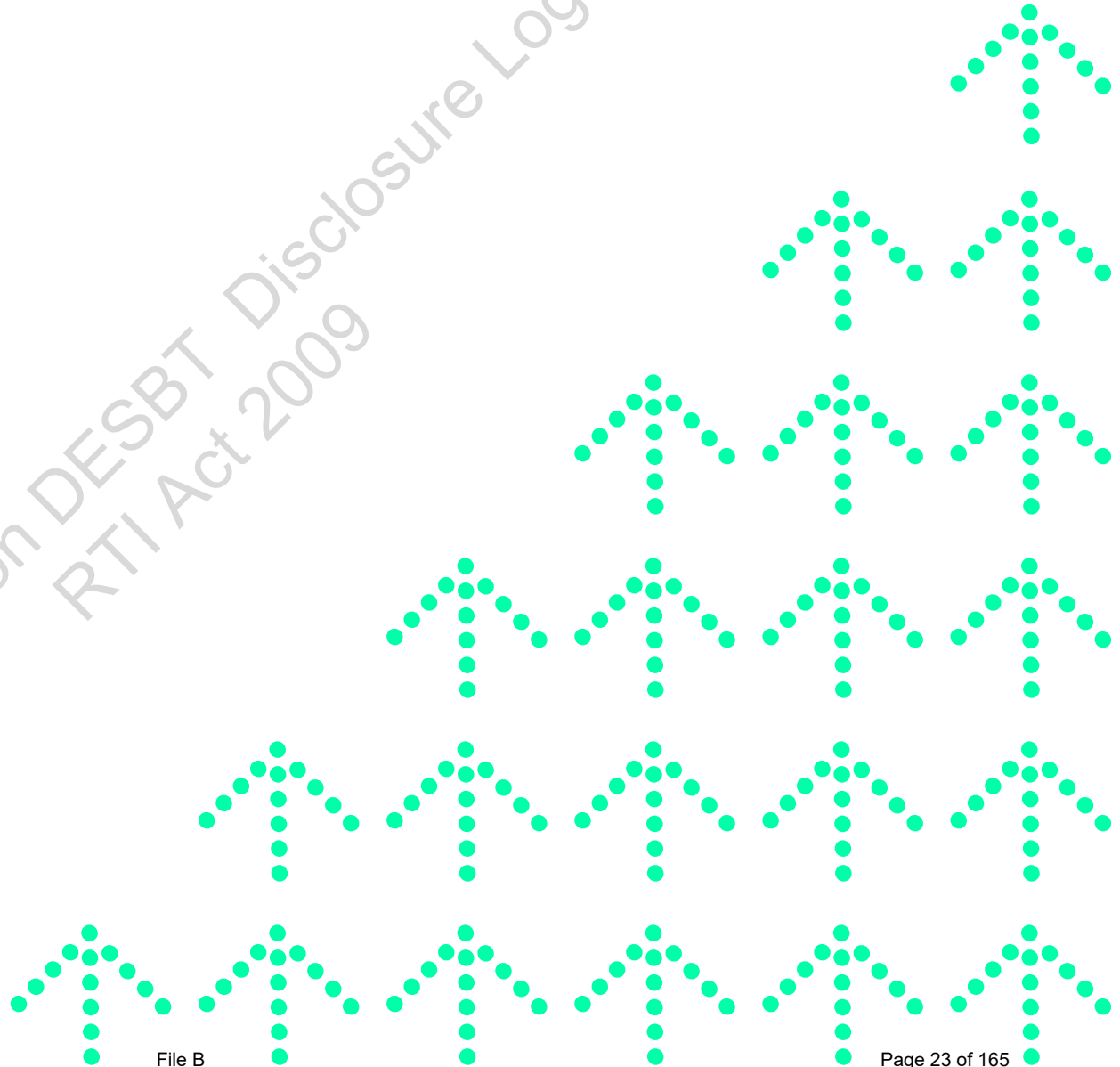
NOW AND INTO THE FUTURE

Queensland has a strong system of post-school education and training that is a source of strength and competitive advantage. Through our strong Vocational Education and Training system and world-class universities, we can ensure that all Queenslanders have access to skills and training that is focused on current and future industry needs and lifelong learning.

- More than 830,000 working-age Queensland residents participated in vocational education and training during 2020²³.
- In 2020-21, apprentice and trainee new commencements increased by more than 64% to a total of nearly 53,000 commencements²⁴.
- While Queensland apprenticeship and traineeship commencements have increased, this is against a background of declining completions across the country over time. There were nearly 43,000 fewer completions nationally in 2020 compared to 2015²⁵.
- Queensland's universities underpin the development of high-level skills and capability across all regions and all sectors.
- Partnerships and engagement between industry and universities and other post-school education and training providers are playing an increasingly critical role in ensuring the work readiness of graduates.
- Post-school education and training needs to balance the development of skills needed for immediate employment in a specific occupation with the transferable skills and capabilities needed by an individual over the course of their working life.



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ANTICIPATING FUTURE SKILLS

The Anticipating Future Skills Series is one of the ways in which Jobs Queensland provides advice to Queenslanders about future skills needs.

It provides detailed employment projections for regions, industries, occupations and qualifications between 2020-21 and 2024-25.

More detailed information and a complete set of data tools is available on the Jobs Queensland website at jobsqueensland.qld.gov.au/afs.

Employment in Queensland

By **2025...**



2.8 million
employed



+280,000
workers

↑10.9%

- COVID-19 has seen unprecedented changes in the labour market. While some industries and regions continue to experience disruption, overall employment in Queensland is projected to increase by 10.9 per cent between 2020-21 and 2024-25. This is more than 280,000 additional people employed.¹
- This recovery demonstrates great resilience and employment growth will be shared across all regions and industries of Queensland.
- Vocational education and training (VET) will be crucial in meeting industry demand for jobs. Of the ten occupations with the largest net growth in jobs, nine are projected to be supported by the attainment of a VET qualification, either as the means to secure new employment or as a part of a higher education pathway.
- Queensland is becoming more educated, with more than two million workers projected to possess a qualification in 2025.

1. Not directly comparable to State Budget and Budget Update forecast for aggregate employment growth.

Where are the new jobs?

- Employment growth will be shared across all industries in Queensland.
- One in five new jobs in Queensland will be in Health Care and Social Assistance by 2024-25.
- Employment in COVID-19 affected industries such as Accommodation and Food Services and Retail Trade is projected to recover strongly.

PROJECTED NEW JOBS BY INDUSTRY BY 2024-25



**Administrative & Support Services # Electricity, Gas, Water & Waste Services * Arts & Recreation Services ^ Manufacturing † Information, Media & Telecommunications

What qualifications will workers have in Queensland?

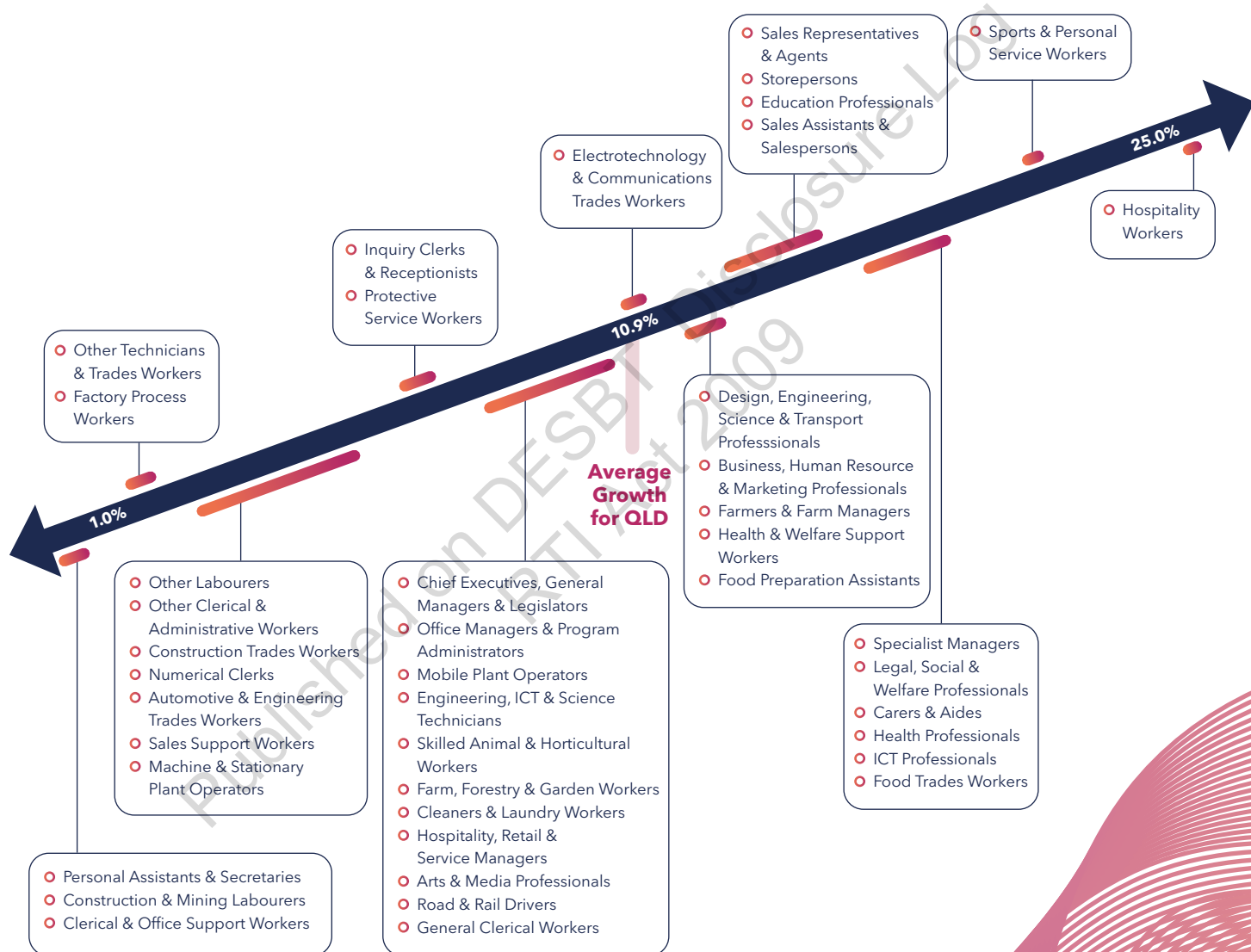
- This table shows the qualification levels of the Queensland workforce in 2024-25 compared with 2020-21. Queensland workers will be more educated, with 71.7 per cent having a post school qualification by 2024-25, compared with 69.9 per cent in 2020-21. This is more than 2 million workers with a qualification.
- Almost one in four Queensland workers will have obtained qualifications at Certificate III and IV levels by 2024-25.

CHANGE IN QUALIFICATION LEVEL, QUEENSLAND WORKFORCE 2020-21 - 2024-25

	Postgraduate Degree	Graduate Diploma & Graduate Certificate	Bachelor Degree	Advanced Diploma & Associate Degree	Certificate Levels III & IV	Certificate Levels I & II	No post-school
2020-21	7.7%	2.9%	21.6%	11.9%	24.6%	1.1%	30.1%
2024-25	8.6%	3.0%	22.4%	12.2%	24.8%	0.8%	28.3%

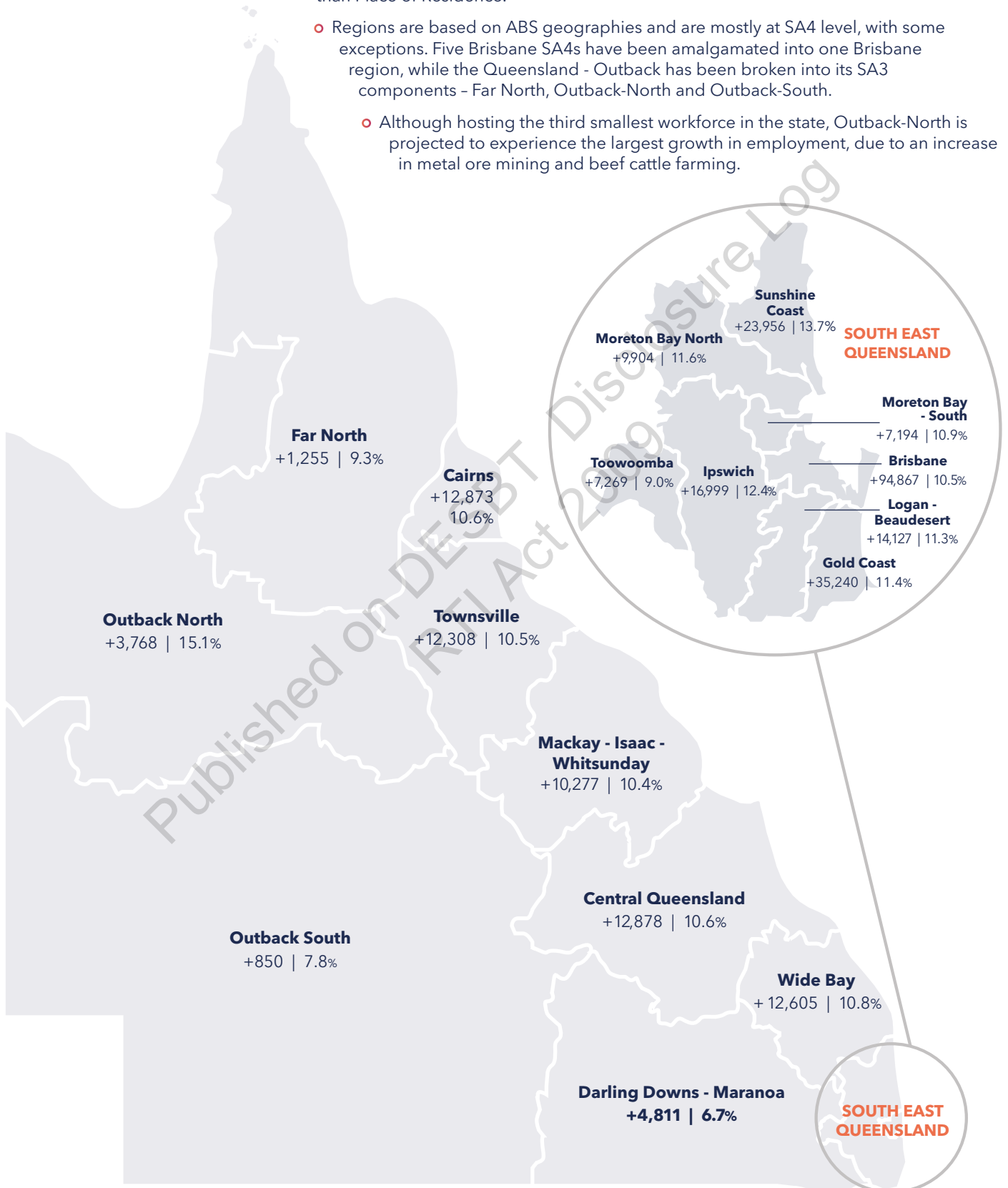
Jobs growth by 2024-25

- This figure shows the projected growth of occupational groups by 2024-25. Those to the right are projected to experience above-average growth, while those to the left are projected to change the least.
- The jobs to the right tend to be either highly skilled or in fast-growing industries, particularly service industries. Growth in hospitality and retail occupations is pronounced as jobs lost during the pandemic return.
- As workers are required to become more adaptable, occupations such as General Clerical Workers will start to replace specialist occupations such as Numerical Clerks. An ageing population will create demand for Carers and Aides, as well as Health and Welfare Support Workers.



Regional employment growth by 2024-25

- This map shows the number of new jobs in each region and the growth rate between 2020-21 and 2024-25. Figures represent Place of Work rather than Place of Residence.
- Regions are based on ABS geographies and are mostly at SA4 level, with some exceptions. Five Brisbane SA4s have been amalgamated into one Brisbane region, while the Queensland - Outback has been broken into its SA3 components - Far North, Outback-North and Outback-South.
- Although hosting the third smallest workforce in the state, Outback-North is projected to experience the largest growth in employment, due to an increase in metal ore mining and beef cattle farming.



Master of Ceremonies Briefing Pack

Plenary 1 - 'Growing your own' through industry and place-based workforce approaches

The Queensland Workforce Summit 2022 is bringing together the best and brightest minds on 11 March 2022 to help plan the future of work in Queensland.

In addressing current and future workforce challenges, these industry experts, thought leaders and change makers will collaborate to build the innovative solutions needed to ensure Queensland has a workforce ready to support growth and new economic opportunities.

The Summit focuses on:

- developing cooperative actions to workforce challenges and to address systemic challenges
- gaining insights from industry experts and leaders
- identifying creative opportunities to expand workforce participation
- creating greater collaboration, networking and partnerships to build cross-sector and regional connections
- identifying ways to support employers, job seekers and regions to realise new opportunities
- recognising the role of all levels of government and initiatives.

Summit location: Brisbane Convention and Exhibition Centre
Plaza level – Glenelg Street, South Brisbane Qld 4101

Session information

Plenary session 1: 'Growing your own' through industry and place-based workforce approaches

Time: 11.00am – 12.30pm

Room: Plaza Ballroom

Briefing meeting

Room/time: Meet start of morning tea 10am, side of stage, Plaza Ballroom for quick brief

Aim: To address workforce challenges and opportunities through place-based approaches and partnerships. This session will build on the importance and ways to 'grow your own' to help build more resilient regions and industries.

Speakers:

Ellen Fanning (MC)

sch4p4(6) Personal information

Queensland Treasury

sch4p4(6) Person

GW3

sch4p4(6) Person

Local Government Association of Queensland

sch4p4(6) Personal info

Construction Skills Queensland

sch4p4(6) Person

Cotton Australia

Purpose and themes of Plenary Session 1

The theme is addressing workforce challenges and opportunities through place-based and industry-based approaches and partnerships. This session will highlight the importance of these approaches and ways to 'grow your own' workforce to help build more resilient regions and industries.

The session aims to drive delegates to recognise the role they can play in workforce planning as well as employment and skills pipeline development at a local level.

Some key session points include:

- Regional coordination is imperative to growing your own
- Informing and engaging locals in opportunities
- Working together to find solutions – challenging stakeholders, strong networks, a willingness to think differently, and a shared responsibility to develop or implement these solutions and actions
- A shared purpose to grow your own and keep your own between industry, employers, regions, communities and all levels of government is essential.

Underlining narrative themes:

- 'Growing your own' means using local workforce approaches connected to local economic opportunities.
- While workforce shortages exist across the State, the way that these issues play out varies across industries and regions.
- These shortages are occurring against a backdrop of low levels of unemployment, reduced international migration, global demand for skills and talent and high demand for housing that is particularly acute in regional areas. That's why local approaches for local workforces are more important than ever.
- Regions and industries need a renewed and reinvigorated focus on 'growing their own' workforce.
- Regional workforce planning that takes a long-term focus and is closely linked with local economic development priorities is essential.
- No single stakeholder can develop or implement these solutions and actions in isolation. Shared priority, purpose and responsibility between industry, employers, regions, communities and all levels of government is essential.
- The Queensland Government recognises it can play a role in facilitating these approaches and partnerships.

Roles

Role	Name	Description
Session moderator	1 Moderator for the session	The Moderator will provide the session introduction and housekeeping.
MC of the panel discussion	Ellen Fanning	The MC will introduce the panel and a short overview of the purpose and structure of the panel session. The MC will also guide the wrap up at the end of the whole Plenary Session.
Panellists	<div>sch4p4(6) Pers</div> <div>Treasury</div> <div>sch4p4(6) Pers</div> <div>GW3</div> <div>sch4p4(6) Pers</div> <div>Local Government Association of Queensland</div> <div>sch4p4(6) Personal in</div> <div>Construction Skills Queensland</div> <div>sch4p4(6) Pers</div> <div>Cotton Australia</div>	The Panellists will provide their expertise through the facilitated panel discussion. The MC will guide the discussion and input from Panellists.
Table Hosts	Directors-General, Ministers and Assistant Ministers	The Table Hosts will facilitate the discussions at individual tables, ensuring key information is collated and the reporting from the table (electronic and paper-based) is completed for each workshop activity.
Facilitators	Facilitators per group of tables.	The Facilitators will facilitate the workshop activities, keeping the session moving and on task.
Scribes	Scribes per group of tables.	Digital collection of information.

Session run sheet

Time	Program
11.00am - 11.02am (2 mins)	MC outline of the session
11.02am – 11.05am (3 mins)	Introduction of the panellists
11.05am – 11.28am (23 mins)	Facilitated Panel Discussion
11.28am – 11.33am (5 mins)	Introduction to the session activities
11.33am – 12.15pm (38 mins)	Workshop activities
12.15pm – 12.20pm (5 mins)	Poll
12.20pm – 12.30pm	Wrap up and session close

MC Speaking points/Key messages

Step 1: Introduce the session

Some key messages for the introduction:

- This session will highlight regional (i.e., placed-based) and industry workforce planning and development approaches where collaboration occurs to address workforce challenges and opportunities.
- Collaboration is imperative as no single stakeholder can develop or implement labour market solutions and actions in isolation.
- Shared priority, purpose and responsibility between industry, employers, regions, communities, and all levels of government is essential.

Step 2: Introduce the panel members

Note: video concludes. MC to make relevant comment on video and then introduce panel members.

- With us today to explore this topic and provide their insights are:

- [sch4p4(6) Personal info] Under Treasurer, Queensland Treasury
- [sch4p4(6) Personal info] Chief Executive Officer, Local Government Association Queensland
- [sch4p4(6) Personal info] Chief Executive Officer, Construction Skills Queensland
- [sch4p4(6) Personal info] Chief Executive Officer, GW3
- [sch4p4(6) Personal info] Policy Officer/Grower Engagement, Cotton Australia.

Step 3: Open up to panel discussion and ask questions of each panel member

So, in leading off our discussion today... let's consider

- At a regional level, a collaborative workforce approach allows local leaders, including business and community leaders, unions, employment and training providers, to connect and develop workforce approaches tailored to local needs.
- How can local leaders leverage expertise, resources and networks to develop workforce solutions?
- In this session, we will explore examples of industry and place-based workforce approaches and how we can facilitate renewed and reinvigorated approaches to 'growing your own' workforce.

Note: Direct the first question to one of the panel members.

Key guiding questions to stimulate discussion:

Note: Go around the panel (ensuring each panel member has a turn to speak for 2-3 mins – keep presenters on topic and to time).

- What are some key ingredients for successful partnerships to drive solutions for workforce issues?
- Can you provide an example of where you've seen success in overcoming a particular workforce barrier using a place-based approach?
- How do we take solutions that are working in one part of Queensland and apply them elsewhere?

Note: At the end of the panel (every panellist has had a turn) MC to conclude session.

Step 4: MC concludes session

That brings us to the end of the panel discussion. I sincerely thank the panel for their insights and valuable contributions. There have been some great ideas raised that indeed require further discussion.

Note: MC to add any particularly important points raised in the panel discussion.

We will now move into the workshop activity. We look forward to hearing your creative ideas.

Step 5: MC and panel circulate around room during workshop

Note: MC and panel leave stage and circulate around tables - listening and interacting with delegates. This will help to gain knowledge of the conversations across the room and the solutions delegates are developing.

Step 6: MC and panellist meet for Wrap Up brief

Note: Room hosts will brief the MC and panellists on the key outcomes of the session to feed back as content for the Wrap Up session.

Step 7: Wrap Up session (MC and panellists)

Note: On conclusion of workshop and Wrap Up brief - MC and panellist return to stage - for the Wrap Up session.

The role of MC is to summarise the findings provided. A summary of these points will be projected on the screens around the room.

MC comments on the findings and refers to the panel for comment (as time allows).

MC acknowledges the achievements of the room/delegates and concludes session.

- Thank you, we have defined some Innovative solutions today and from here ... (Note: guidance will be provided through the briefing on the closing comments).
- We thank all of you for your attendance and the government for hosting the event.

Master of Ceremonies Briefing Pack

Workshop 1 - Shaping work ready Queenslanders through improved school to work experiences

About the Summit

The Queensland Workforce Summit 2022 is bringing together the best and brightest minds on 11 March 2022 to help plan the future of work in Queensland.

In addressing current and future workforce challenges, these industry experts, thought leaders and change makers will collaborate to build the innovative solutions needed to ensure Queensland has a workforce ready to support growth and new economic opportunities.

The Summit focuses on:

- developing cooperative actions to workforce challenges and addressing systemic challenges
- gaining insights from industry experts and leaders
- identifying creative opportunities to expand workforce participation
- creating greater collaboration, networking and partnerships to build cross-sector and regional connections
- identifying ways to support employers, job seekers and regions to realise new opportunities
- recognising the role of all levels of government and initiatives.

Summit location: Brisbane Convention and Exhibition Centre
Plaza level – Glenelg Street, South Brisbane Qld 4101

Session information

Workshop 1: Shaping work ready Queenslanders through improved school to work experiences

Time: 1.20pm – 2.50pm

Pre-session meeting time: Please meet in Workshop room at 1.05pm

Room: P1-2

Aim: This workshop will highlight successful partnerships between schools and industry that underpin quality career advice, work experience and work readiness and how they can be enhanced and replicated.

Speakers: The Honourable Meaghan Scanlon MP (MC)
The Honourable Grace Grace MP
sch4p4(6) Personal info Dalby State High School
sch4p4(6) Personal inform Queensland Resources Council
sch4p4(6) Personal ear 13
sch4p4(6) Personal info Student and Queensland Trainee of the Year 2020

Purpose and themes of Workshop 1

This workshop will highlight successful partnerships between schools and industry that underpin quality career advice, work experience and work readiness and how they can be enhanced and replicated.

The purpose of the workshop is to challenge delegates to create new school to work partnerships and strategies by building on the success of what is already working.

Some key points include:

- Many school to work programs are working – strengths and critical factors of these initiatives
- Coordination is key. Coordination roles are necessary, as are the achievements coordination makes (partnerships).
- Importance of being work-ready, including what this means. What's required to enabling ready youth?
- School to work success factors – career advice, contemporary work i.e. practices etc.

Underlining narrative themes:

- Successful school to work transitions need connections between schools, students and industry and a shared commitment to translate this into real jobs.
- Effective partnerships between schools and local industry are an essential ingredient of successful school to work transitions. These partnerships underpin the success of career planning, career advice, experience and work readiness.
- These partnerships are most effective when they are driven and coordinated at the local level.
- There are successful partnerships that already exist. We need to focus on how we amplify, replicate and expand on these successful examples.
- The Gateway to Industry Schools program is widely recognised by stakeholders as an enabler of successful school and industry partnerships.

Roles

Role	Name	Description
Session moderator	1 Moderator for the session	The Moderator will provide the session introduction and housekeeping.
MC of the panel discussion	The Hon Meaghan Scanlon MP, Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs - TBC	The MC will introduce the panel and a short overview of the purpose and structure of the panel session. The MC will also guide the wrap up at the end of the whole Plenary Session.
Panellists	The Hon Grace Grace MP, Minister for Education, Minister for Industrial Relations and Minister for Racing sch4p4(6) Personal information Dalby State High School sch4p4(6) Personal information Queensland Resources Council	The Panellists will provide their expertise through the facilitated panel discussion. The MC will guide the discussion and input from Panellists.

	sch4p4(6) Person sch4p4(6) Person	Year 13	
Table Hosts	Directors-General and Assistant Ministers.	The Table Hosts will facilitate the discussions at individual tables, ensuring key information is collated and the reporting from the table (electronic and paper-based) is completed for each workshop activity.	
Facilitators	Facilitators per group of tables.	The Facilitators will facilitate the workshop activities keeping the session moving and on task.	
Scribes	Scribes per group of tables.	Digital collection of information.	

Session run sheet

Time	Program
1.20pm – 1.25pm (5 mins)	Housekeeping, outline of the session, introduction of panellists
1.25pm – 1.28pm (3 mins)	Video case study
1.28pm – 1.48pm (20 mins)	MC Workshop Introduction and Facilitated Panel
1.48pm – 1.50pm (2 mins)	Introduction to the session activities
1.50pm – 1.55pm (5 mins)	Moderator – Introduction to workshop activity
1.55pm – 2.35pm (40 mins)	Workshop activities and wrap up
2.35pm – 2.40pm (5 mins)	Poll
2.40pm – 2.49pm (10 mins)	Wrap Up
2.49pm – 2.50pm	Session close

MC Speaking points/Key messages

Step 1: Introduce the session

We're here today to enhance the school to work experience through the partnerships between schools and industry.

Some key messages for the introduction:

- Improving the transition from school to work enables employers to obtain work-ready Queenslanders and supports youth to embark on a satisfying career path.
- Some school leavers can struggle with choosing the next steps to develop a career if they have scant information on key industries in the region and the skills required for occupations in demand.
- In this workshop we will explore the school to work pathway and how schools and industry can work together to ensure quality career advice, career planning and enhance work experience and work readiness.

Step 2: Introduce the video case study

- Before we introduce our expert panel, we will kick off our session with a video case study - a partnership between Department of Education's Kelvin Grove High School and the Royal Brisbane Hospital. This case study highlights the importance of connection for the benefit for all involved.

Note: Video to play

Step 3: Introduce the panel members

Note: Video concludes and MC comments on video and then introduces the panel members.

- What an excellent example of a school and employer partnership.
- With us today to explore this topic and provide their insights and best practice strategies includes:

- sch4p4(6) Personal info Principal, Dalby State High School
- sch4p4(6) Personal info Young school leaver and 2020 Queensland Trainee of the Year
- sch4p4(6) Personal info Director Skills, Education & Diversity, Queensland Resources Council
- sch4p4(6) Personal info Co-CEO and Co-Founder, Year13

Step 4: Open up to panel discussion and ask questions of each panel member

So, in leading off our discussion today...

- Effective partnerships between schools and industry are essential to ensure students can investigate career options, prepare for the workforce, and identify local work opportunities.
- For industry, having a connection to schools provides an opportunity to provide clarity on occupations, which generates increased interest from students and supports a better fit with the skills needed in workplaces.
- The Queensland Government's Gateway to Industry Schools Program is widely recognised by stakeholders as an enabler of successful school and industry partnerships.
- Currently, there are ten different industry sectors involved in the program:
 - Advanced manufacturing
 - Aerospace
 - Agribusiness
 - Building and construction
 - Community services
 - Food, wine and tourism
 - Health
 - Information and communication technology
 - Minerals and energy
 - Screen and media.
- Why do these arrangements work so well and how we can amplify, replicate and expand on these successful examples? What more can be done?

- Let's open these questions up to our panel.

Note: Direct the first question below to one of the panel members.

Key guiding questions to stimulate discussion:

Note: Go around the panel (ensuring each panel member has a turn to speak for 2-3 mins – keep presenters on topic and to time.

- What outcomes define a successful school and industry partnership? How do these differ from the perspective of industry, schools and young people?
- Can you provide an example of where you have seen success in overcoming a particular school to work barrier? What were the key learnings?
- What is needed to amplify, replicate and expand the successful examples of partnerships that already exist across Queensland?

Note: At the end of the panel (every panellist has had a turn) MC to conclude session.

Step 5: MC concludes session

That brings us to the end of the panel discussion. I sincerely thank the panel for their insights and valuable contributions. There have been some great ideas raised that indeed require further discussion.

Note: MC to add any particularly important points raised in the panel discussion.

We will now move into the workshop activity. We look forward to hearing your creative ideas.

Step 6: MC and panel circulate around room during workshop

Note: MC and panel leave stage and circulate around tables - listening and interacting with delegates. This will help to gain knowledge of the conversations across the room and the solutions delegates are developing.

Step 7: MC and panellist meet for Wrap Up brief

Note: Room hosts will brief the MC and panellists on the key outcomes of the session to feedback as content for the Wrap Up session.

Step 8: Wrap Up session (MC and panellists)

Note: On conclusion of workshop and Wrap Up brief - MC and panellist return to stage - for the Wrap Up session.

The role of MC is to summarise the findings provided by the room host. A summary of these points will be projected on the screens around the room.

MC comments on the findings and refers to the panel for comment (as time allows).

MC acknowledges the achievements of the room/delegates and concludes session.

- Thank you, we have defined some Innovative solutions today and from here (Note: guidance will be provided through the briefing on the closing comments.)
- We thank all of you for your attendance and the government for hosting the event.

sch4p4(6) Personal information

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Master of Ceremonies Briefing Pack

Workshop 2 - Maximising workforce participation

About the Summit

The Queensland Workforce Summit 2022 is bringing together the best and brightest minds on 11 March 2022 to help plan the future of work in Queensland.

In addressing current and future workforce challenges, these industry experts, thought leaders and change makers will collaborate to build the innovative solutions needed to ensure Queensland has a workforce ready to support growth and new economic opportunities.

The Summit focuses on:

- developing cooperative actions to workforce challenges and addressing systemic challenges
- gaining insights from industry experts and leaders
- identifying creative opportunities to expand workforce participation
- creating greater collaboration, networking and partnerships to build cross-sector and regional connections
- identifying ways to support employers, job seekers and regions to realise new opportunities
- recognising the role of all levels of government and initiatives.

Summit location: Brisbane Convention and Exhibition Centre
Plaza level – Glenelg Street, South Brisbane Qld 4101

Session information

Workshop 2: Maximising workforce participation

Time: 1.20pm – 2.50pm

Pre-session

meeting time: Please meet in Workshop Room at 1.05pm

Room: P3-5

Aim: This workshop will:

- explore how we harness the skills and capabilities of every Queenslanders and increase labour market participation
- analyse available support and how we forge future connections.

Speakers: The Honourable Leanne Linard MP (MC)

The Honourable Leeanne Enoch MP

sch4p4(6) Personal in APM Employment Services

sch4p4(6) Personal in Queensland Hotels Association

sch4p4(6) Personal in White Box Enterprises

sch4p4(6) Personal in Iscariot Media

Purpose and theme of Workshop 2

The workshop aims to develop strategies to expand workforce participation of underrepresented Queenslanders and build the diversity of our workforce— leveraging and better connecting existing programs/initiatives.

Some underling narrative themes from pre-Summit stakeholder engagement are:

- To address current workforce shortages, we need to ensure that every Queenslanders who can work is fully participating in the labour market.
- We have an opportunity to address some long-term challenges that have faced Queensland, such as gender inequality and high levels of unemployment for groups such as young people and First Nations Queenslanders.
- We also need to ensure that we are fully utilising the skills that exist within Queensland, including those gained overseas that may not currently being utilised.
- Many employers are reporting an increased willingness to employ staff from cohorts that they may not have previously employed from.
- There is significant support already available for employers and potential employees in this area, but it needs to be better connected and communicated.

Workshop 2 Roles

Role	Name	Description
Session moderator	1 Moderator for the session	The Moderator will provide the session introduction and housekeeping.
MC of the panel discussion	The Hon Leanne Linard MP, Minister for Children and Youth Justice and Minister for Multicultural Affairs	The MC will introduce the panel and a short overview of the purpose and structure of the panel session. The MC will also guide the wrap up at the end of the whole Plenary Session.
Panellists	<p>The Hon Leeanne Enoch MP, Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts</p> <p>sch4p4(6) Person APM Employment Services</p> <p>sch4p4(6) Person Queensland Hotels Association</p> <p>sch4p4(6) Person White Box Enterprises</p> <p>sch4p4(6) Person Iscariot Media</p> <p>sch4p4(6) Person University of Melbourne (case study)</p>	The Panellists will provide their expertise through the facilitated panel discussion. The MC will guide the discussion and input from Panellists.
Table Hosts	<p>Directors-General and Assistant Ministers</p> <p>The Hon Craig Crawford MP, Minister for Seniors and Disability Services and Minister for Aboriginal and Torres Strait Islander Partnerships</p>	The Table Hosts will facilitate the discussions at individual tables, ensuring key information is collated and the reporting from the table (electronic and paper-based) is completed for each workshop activity.

Facilitators	Facilitators per group of tables.	The Facilitators will facilitate the workshop activities keeping the session moving and on task.
Scribes	Scribes per group of tables.	Digital collection of information.

Session run sheet

Time	Program
1.20pm – 1.25pm (5 mins)	Housekeeping, outline of the session, introduction of panellists
1.25pm – 1.28pm (3 mins)	Video case study
1.28pm – 1.48pm (20 mins)	MC Workshop Introduction and Facilitated Panel
1.48pm – 1.50pm (2 mins)	Introduction to the session activities
1.50pm – 1.55pm (5 mins)	Moderator – Introduction to workshop activity
1.55pm – 2.35pm (40 mins)	Workshop activities and wrap up
2.35pm – 2.40pm (5 mins)	Poll
2.40pm – 2.49pm (10 mins)	Wrap Up
2.49pm – 2.50pm	Session close

MC Speaking points/Key messages

Step 1: Introduce the session

We're here today to discover strategies to increase workforce participation while building diversity in our workforce.

Some key messages for the introduction:

- The current labour market is tight and employers across the state are finding it difficult to recruit and retain staff.
- To address current workforce shortages, we need to ensure that every Queenslanders who is able to work is fully participating in the labour market.
- We have an opportunity to address some long-term challenges that have faced Queensland, such as gender inequality and high levels of unemployment for groups such as young people and First Nations Queenslanders.
- Comparatively high levels of unemployment are still experienced by young or mature-aged people, people with a disability, and First Nations Queenslanders.
- Gender inequality in certain industry sectors, limits a sector's ability to grow its workforce.
- In addition, migrants can bring a diverse range of skills and qualifications, but some migrant skills are underutilised, resulting in suboptimal outcomes for the labour force.

Step 2: Introduce the video case study

- Before we introduce our panel, we have a story case study video that demonstrates the ways employers are becoming employers of choice by adopting innovative ways to employ underrepresented employee groups.

- This video showcases CentaCare in Far North Queensland and how they are helping improve the lives of women and families through new training, recruitment and empowerment programs for women.

Note: video plays

Step 3: Introduce the panel members

Note: video concludes. MC comments on video and proceeds to introduce panel members.

- What a powerful example. Imagine what we could achieve if we could expand activity like this across more sectors, regions and workforces.
- With us on the panel today to unpack how we can increase workforce participation and build diversity is:
 - The Honourable Leanne Enoch MP, Minister for Communities and Housing, Minister for Digital Economy and Minister for the Arts
 - [sch4p4(6) Personal inform] Australian Entrepreneur and APM Employment Services Advisory Board
 - [sch4p4(6) Personal] Chief Executive Officer, Queensland Hotels Association
 - [sch4p4(6) Personal] Chief Executive Officer, White Box Enterprises
 - [sch4p4(6) Personal] Managing Director, Iscariot Media
 - [sch4p4(6) Personal] University of Melbourne (case study)

Step 4: Open up to panel discussion and ask questions of each panel member

So, in leading our discussion today... let's talk about

- Many employers have expressed increased willingness to employ staff from cohorts that they may not have previously focused on hiring and include those that are underemployed.
- So how do we reduce barriers to employment to ensure that workforce participation is maximised, and businesses and regions can thrive and grow.

Note: Direct the first question to one of the panel members

Key guiding questions to stimulate discussion:

Note: Go around the panel (ensuring each panel member has a turn to speak for 2-3 mins – keep presenters on topic and to time).

I'm going to direct the first Question to kick off our discussion today to <Insert panel member name>

- How do we better connect Queenslanders who want to work with our existing suite of programs and support that can assist them?
- Can you give an example of where an organisation has accessed and retained staff from cohorts that you may not have previously employed from? How do we support more employers to do likewise?
- How can we use our recovery from COVID-19 to make permanent changes to the diversity and inclusivity of our workforce?

Step 5: MC concludes session

That brings us to the end of the panel discussion. Sincerely thank the panel for their insights and valuable contributions. There have been some great ideas raised that indeed require further discussion.

Note: MC to add any particularly important points raised in the panel discussion.

We will now move into the workshop activity. We look forward to hearing your creative ideas.

Step 6: MC and panel circulate around room during workshop

Note: MC and panel leave stage and circulate around tables - listening and interacting with delegates. This will help to gain knowledge of the conversations across the room and solutions delegates are developing.

Step 7: MC and panellist meet for Wrap Up brief

Note: Room hosts will brief the MC and panellists on the key outcomes of the session to feedback as content for the Wrap Up session.

Step 8: Wrap Up session (MC and panellists)

Note: On conclusion of workshop and Wrap Up brief - MC and panellist return to stage - for the Wrap Up session

The role of MC is to summarise the findings provided at the end of the brainstorming session. A summary of these points will be projected on the screens around the room.

MC comments on the findings and refers to the panel for comment (as time allows).

MC acknowledges the achievements of the room/delegates and concludes session.

- Thank you, we have defined some innovative solutions today and from here... (Note: guidance will be provided through the briefing on the closing comments.)

We thank all of you for your attendance.

sch4p4(6) Personal information

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sch4p4(6) Personal information

Published on DESBT Disclosure Log
RTI Act 2009

Master of Ceremonies Briefing Pack

Workshop 3 - Attracting and retaining staff in the new norm

About the Summit

The Queensland Workforce Summit 2022 is bringing together the best and brightest minds on 11 March 2022 to help plan the future of work in Queensland.

In addressing current and future workforce challenges, these industry experts, thought leaders and change makers will collaborate to build the innovative solutions needed to ensure Queensland has a workforce ready to support growth and new economic opportunities.

The Summit focuses on:

- developing cooperative actions to workforce challenges and addressing systemic challenges
- gaining insights from industry experts and leaders
- identifying creative opportunities to expand workforce participation
- creating greater collaboration, networking and partnerships to build cross-sector and regional connections
- identifying ways to support employers, job seekers and regions to realise new opportunities
- recognising the role of all levels of government and initiatives.

Summit location: Brisbane Convention and Exhibition Centre
Plaza level – Glenelg Street, South Brisbane Qld 4101

Session information

Workshop 3: Attracting and retaining staff in the new norm

Time: 1.20pm – 2.50pm

Pre-session meeting time: Please meet in Workshop Room at 1.05pm

Room: P6-8

Aim: This session will focus on navigating the employment landscape and employee value propositions in the new world of work and against a backdrop of low unemployment.

Speakers: The Honourable Stirling Hinchliffe MP (MC)
[sch4p4(6) Personal in] NeuroLeadership Institute (online via screen)
[sch4p4(6) Personal in] Super Retail Group
[sch4p4(6) Personal in] Chamber of Commerce and Industry Queensland
[sch4p4(6) Personal in] , Seek
[sch4p4(6) Personal in] ACTU

Purpose and theme of Workshop 3

This session will focus on navigating the employment landscape and employee value propositions in the new world of work and against a backdrop of low unemployment.

It aims to encourage employers to rethink their employment practices to recruit and retain staff in the current labour market, explore the support available to assist them to do so and identify what more is required.

Some key points include:

- Employee value propositions – what this means for employers in the current labour market
- Workforce planning is imperative for employers of all sizes
- Examples of attraction and retention strategies that are working in the new norm

Underlining narrative themes:

- COVID-19 has changed the ways that employees wish to engage with work, the drivers of attraction and retention and how they define 'meaningful work'
- The 'new normal' gives us an opportunity to revisit how we respond to workforce trends.
- A disconnect remains at times between the expectations of employers looking for the 'ideal worker' and the reality of investing in suitable jobseekers looking for work.
- In the current competitive labour market, employers need to re-think their recruitment practices and their employee value proposition in order to attract and retain staff. We also need to make navigation of the recruitment process easier and bring employers and jobseekers together.
- Some employers are responding creatively, including through adjusting shift patterns to attract a broader range of potential employees, redesigning job roles to suit available candidates and offering flexible working arrangements.
- The challenges and opportunities posed by automation, upskilling, casualisation and underemployment, skilled migration, flexible work, inclusion and the employee value proposition are all still there – let's address them together.
- A focus on workforce planning is more important for employers of all sizes now than it ever has been.

Roles

Role	Name	Description
Session moderator	1 Moderator for the session	The Moderator will provide the session introduction and housekeeping.
MC of the panel discussion	The Hon Stirling Hinchliffe MP, Minister for Tourism, Innovation and Sport and Minister Assisting the Premier on Olympics and Paralympics Sport and Engagement	The MC will introduce the panel and a short overview of the purpose and structure of the panel session. The MC will also guide the wrap up at the end of the whole Plenary Session.
Panellists	<div>sch4p4(6) Personal</div> NeuroLeadership Institute (online via screen)	The Panellists will provide their expertise through the facilitated panel discussion.

	<div style="border: 1px solid black; padding: 2px; display: inline-block;">sch4p4(6) Personal</div> Super Retail Group <div style="border: 1px solid black; padding: 2px; display: inline-block;">sch4p4(6) Personal</div> Chamber of Commerce and Industry Queensland <div style="border: 1px solid black; padding: 2px; display: inline-block;">sch4p4(6) Personal</div> Seek <div style="border: 1px solid black; padding: 2px; display: inline-block;">sch4p4(6) Personal</div> ACTU	The MC will guide the discussion and input from Panellists.
Table Hosts	The Hon Scott Stewart MP, Minister for Resources	The Table Hosts will facilitate the discussions at individual tables, ensuring key information is collated and the reporting from the table (electronic and paper-based) is completed for each workshop activity.
Facilitators	Facilitators per group of tables.	The Facilitators will facilitate the workshop activities keeping the session moving and on task.
Scribes	Scribes per group of tables.	Digital collection of information.

Session run sheet

Time	Program
1.20pm – 1.25pm (5 mins)	Housekeeping, outline of the session, introduction of panellists
1.25pm – 1.28pm (3 mins)	Video case study
1.28pm – 1.48pm (20 mins)	MC Workshop Introduction and Facilitated Panel
1.48pm – 1.50pm (2 mins)	Introduction to the session activities
1.50pm – 1.55pm (5 mins)	Moderator – Introduction to workshop activity
1.55pm – 2.35pm (40 mins)	Workshop activities and wrap up
2.35pm – 2.40pm (5 mins)	Poll
2.40pm – 2.49pm (10 mins)	Wrap Up
2.49pm – 2.50pm	Session close

MC Speaking points/Key messages

Step 1: Introduce the session

We are here today to integrate and brainstorm practical solutions to attracting and retaining staff in the new norm.

The format for today's session - We will soon welcome our panel of Industry and community representatives for a 20 min discussion on this topic.

We will then open questions up to all of you, to brainstorm solutions through some workshop activities. The focus of the workshop - is for your input into the priorities needed to help our employers and build our workforce.

To open this session let me set some context. *Note: Some key messages for the introduction:*

- Queensland is experiencing one of its tightest labour markets in recent memory.

- When the labour supply is tight, the competition for labour intensifies. The key facts in the Summit pre-reading highlight this point. For example, in January alone there were 51,500 job vacancies advertised across Queensland.
- Businesses need to continually innovate and evolve to respond to their operating environment to succeed.
- Employers now need to have a similar mindset about workforce attraction and retention. There needs to be willingness to adapt and try new things and to learn from those having success.
- COVID-19 has also changed how employees wish to engage with work, the drivers of attraction and retention and how they define 'quality work'.
- Today's workshop is about exploring the practical steps businesses and industries can take to ensure they have the workforce they need to operate at their optimum level.

Step 2: Introduce the video case study

- Before we introduce our panel, we have a story case study video that demonstrates the new ways employers are looking to attract and retain staff.
- This video showcases QTIC's Queensland Tourism and Hospitality attraction campaign.

Note: Video plays

Step 3: Introduce the panel members

Note: Video concludes. MC makes reference to video and then commences to introduce panel members.

- As the video highlighted ...There are many different factors that make a business attractive to an employee. Recent research by PwC referenced in the Summit pre-reading shows that employees are prioritising a broad range of financial and non-financial factors in their employment choices.
- So, let's explore this further with our panel experts.
- With us today.... to provide their insights and best practice strategies is...

sch4p4(6) Personal information	co-founder and CEO NeuroLeadership Institute (online via screen)
– sch4p4(6) Personal information	Chair and Non-Executive Director and board member, Super Retail Group
– sch4p4(6) Personal information	Chief Executive Officer, Chamber of Commerce and Industry Queensland
– sch4p4(6) Personal information	Director, National Enterprise and Queensland State Lead, Seek
– sch4p4(6) Personal information	Secretary, Australian Council of Trade Unions (ACTU)

Step 4: Further introduce topic and commence panel discussion (some suggested points)

Note: the MC leads discussion with a short Introduction positioning statements to set the context of the session.

So, in leading off our discussion today... let's talk about

- How we make it easier to bring employers and jobseekers together in a constrained labour market.

- How employers can best attract and retain staff in the current labour market, and how this differs for different types of employers.

Note: Direct the first question to one of the panel members

Key guiding questions to stimulate discussion:

Note: Go around the panel (ensuring each panel member has a turn to speak for 2-3 mins – keep presenters on topic and to time).

Based on this... I'll go to <Insert panel member name>....

- What are the key changes that have occurred in relation to the employee value proposition since the onset of COVID-19?
- Can you provide some examples of what innovative employers are doing to connect with and retain staff?
- What approaches should employers that are looking for staff take to connect with suitable jobseekers looking for work? How do these approaches differ for small versus larger businesses?
- What mindset changes do employers need to take to become more successful in connecting with jobseekers and employees?

Note: At the end of the panel (every panellist has had a turn) MC to conclude session

Step 5: MC concludes session

That brings us to the end of the panel discussion. Sincerely thank the panel for their insights and valuable contributions. There have been some great ideas raised that indeed require further discussion.

Note: MC to add any particularly important points raised in the panel discussion.

We will now move into the workshop activity. We look forward to hearing your creative ideas.

Step 6: MC and panel circulate around room during workshop

Note: MC and panel leave stage and circulate around tables - listening and interacting with delegates. This will help to gain knowledge of the conversations across the room and solutions delegates are developing.

Step 7: MC and panellist meet for Wrap Up brief

Note: Room hosts will brief the MC and panellists on the key outcomes of the session to feedback as content for the Wrap Up session.

Step 8: Wrap Up session (MC and panellists)

Note: On conclusion of workshop and Wrap Up brief - MC and panellist return to stage - for the Wrap Up session

The role of MC is to summarise the findings provided by the room host and chief editor. A summary of these points will be projected on the screens around the room.

MC comments on the findings and refers to the panel for comment (as time allows).

MC acknowledges the achievements of the room/delegates and concludes session.

- Thank you, we have defined some innovative solutions today and from here (Note: guidance will be provided through the briefing on the closing comments.)
- We thank all of you for your attendance.

Panel members bios

sch4p4(6) Personal information

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RTI Act 2009

Master of Ceremonies Briefing Pack

Workshop 4 - Skilling Queenslanders – now and into the future

The Queensland Workforce Summit 2022 is bringing together the best and brightest minds on 11 March 2022 to help plan the future of work in Queensland.

In addressing current and future workforce challenges, these industry experts, thought leaders and change makers will collaborate to build the innovative solutions needed to ensure Queensland has a workforce ready to support growth and new economic opportunities.

The Summit focuses on:

- developing cooperative actions to workforce challenges and addressing systemic challenges
- gaining insights from industry experts and leaders
- identifying creative opportunities to expand workforce participation
- creating greater collaboration, networking and partnerships to build cross-sector and regional connections
- identifying ways to support employers, job seekers and regions to realise new opportunities
- recognising the role of all levels of government and initiatives.

Summit location: Brisbane Convention and Exhibition Centre
Plaza level – Glenelg Street, South Brisbane Qld 4101

Session information

Workshop 4: Skilling Queenslanders – now and into the future

Time: 1.20pm – 2.50pm

Pre-session

meeting time: Please meet in Workshop room at 1.05pm

Room: Plaza Ballroom

Aim: This workshop will focus on develop ways to ensure Queensland has a workforce equipped and ready to harness current and future opportunities.

Speakers: The Honourable Di Farmer MP (MC)

sch4p4(6) Personal in

TAFE Queensland

sch4p4(6) Personal

Queensland Training Ombudsman

sch4p4(6) Personal information

Griffith University

sch4p4(6) Per

RIOT Solutions

sch4p4(6) Personal

BUSY At Work

Purpose and theme of Workshop 4

This workshop will focus on

- maximising the effectiveness of investment in education and training
- building connections between universities and industry skill needs
- future priorities for Queensland's skills and training system.

Some key points include:

- Queensland invests approx. \$1b per annum in skills and training for Queenslanders through the Vocational Education and Training system. We also have world class universities that call Queensland home.
- We need to ensure that all Queenslanders can access education and training that is focused on current and future industry needs and lifelong learning.
- Our focus needs to be on how to maximise the effectiveness of our investment in post-school education and training and our partnerships to ensure that government, industry and the education and training sector are working together to align with industry needs.
- We also need to consider how new and innovative education and training approaches can help to address current workforce shortages, including the role of micro credentials and pathways that support individuals to move more easily between occupations.

Underlining narrative themes:

- Queensland has a strong system of post-school education and training , through our universities and vocational education and training, that is a source of strength.
- A highly skilled, flexible, adaptable and resilient workforce will be a critical component of Queensland addressing current workforce shortages and supporting our ongoing global competitiveness.
- New and higher-level skills and a focus on lifelong learning will be essential to deliver on our future ambitions.
- Skills development pathways that are aligned to industry needs will ensure Queensland has a workforce for now and the future.
- Partnerships and engagement between industry and universities and other post-school education and training providers are playing an increasingly critical role in ensuring the work readiness of graduates.
- Post-school education and training needs to balance the development of skills needed for immediate employment in a specific occupation with the transferrable skills and capabilities needed by an individual over the course of their working life.
- During COVID-19 there has been a significant increase in apprentice and trainee new commencements in Queensland. However, this is against a backdrop of declining completions across Australia since 2013.

Roles

Role	Name	Description
Session moderator	1 Moderator for the session	The Moderator will provide the session introduction and housekeeping
MC of the panel discussion	The Hon Di Farmer MP, Minister for Employment and Small Business and Minister for Training and Skills Development	The MC will introduce the panel and a short overview of the purpose and structure of the panel session. The MC will also guide the wrap up at the end of the whole Plenary Session.
Panellists	<div>sch4p4(6) Personal information TAFE Queensland</div> <div>sch4p4(6) Personal information Queensland Training Ombudsman</div> <div>sch4p4(6) Personal information Griffith University</div> <div>sch4p4(6) Personal information Riot Solutions</div> <div>sch4p4(6) Personal information Busy at Work</div>	The Panellists will provide their expertise through the facilitated panel discussion. The MC will guide the discussion and input from Panellists.
Table Hosts	Directors-General and Assistant Ministers	The Table Hosts will facilitate the discussions at individual tables, ensuring key information is collated and the reporting from the table (electronic and paper-based) is completed for each workshop activity.
Facilitators	Facilitators per group of tables.	The Facilitators will facilitate the workshop activities keeping the session moving and on task.
Scribes	Scribes per group of tables.	Digital collection of information

Session run sheet

Time	Program
1.20pm – 1.25pm (5 mins)	MC outline of the session, introduction
1.25pm – 1.28pm (3 mins)	Video case study
1.28pm – 1.48pm (20 mins)	MC Workshop Introduction of panel and Facilitated Panel
1.48pm – 1.50pm (2 mins)	Introduction to the session activities
1.50pm – 1.55pm (5 mins)	Moderator – Introduction to workshop activity
1.55pm – 2.35pm (40 mins)	Workshop activities and wrap up
2.35pm – 2.40pm (5 mins)	Poll
2.40pm – 2.49pm (10 mins)	Wrap Up
2.49pm – 2.50pm	Session close

MC Speaking points/Key messages

Step 1: Introduce the session

We're here today to brainstorm solutions to ensuring that Queenslanders can access skills development pathways, through both universities and vocational education and training, that support our current workforce needs and enable future opportunities to be realised.

Some key messages for the introduction:

- Queensland has a strong system of post-school education and training.
- We have an internationally recognised vocational education and training system and world class universities that call Queensland home.
- Our education and training system is a source of economic and social strength and competitive advantage. It is important we work together to maintain that strength and advantage.
- We need to ensure that Queenslanders at all stages of their working lives can access skills and training that is focused on current and future industry needs and which lead to jobs.
- We also need to ensure the education and training system is doing all it can to support employers and industries with their immediate skills and workforce demands.
- The Queensland Government invests approximately \$1 billion per annum in skills and training for Queenslanders. Industries, businesses and individuals invest many millions more.
- The focus of government and industry needs to be on how to maximise the effectiveness of our investments in skills and training.
- We also need to ensure we have strong and effective partnerships between industry and our VET and Higher Education sectors.

Step 2: Introduce the video case study

- Before we introduce our panel, we have a story case study video that demonstrates how partnerships between employers and training providers through the Queensland Future Skills Partnership is changing the way we ensure workers are job ready and have training that leads to jobs. *Note: video plays*

Step 3: Introduce the panel members

Note: video concludes. MC to comment on video message as relevant. MC to then Introduce panel members.

With us today to explore this topic and provide their insights and best practice strategies Include:

- [sch4p4(6) Personal information] Chief Executive Officer, TAFE Queensland
- [sch4p4(6) Personal information] Queensland Training Ombudsman
- [sch4p4(6) Personal information] Vice Chancellor, Griffith University
- [sch4p4(6) Personal information] Director, Riot Solutions
- [sch4p4(6) Personal information] Executive General Manager, Busy at Work, Busy at Work

Step 4: Open up to panel discussion and ask questions of each panel member

So, in leading our discussion today... let's talk about

- What's required to build a better 'work ready skilling approach'?
- How do we focus on maximising completion rates for those who have started but don't finish their skill development?
- In today's discussion, we want to understand the priorities for Queensland in the area of post-school education and training to ensure we are equipped and ready to harness future opportunities.

Note: Direct the first question to one of the panel members

Key guiding questions to stimulate discussion:

Note: Go around the panel (ensuring each panel member has a turn to speak for 2-3 mins – Keep presenters on topic and to time).

Let's open up the discussion with our experts, what is your experience...

sch4p4(6) Personal inform

TAFE Queensland

• sch4p4(6) Person

Queensland Training Ombudsman

• sch4p4(6) Personal information

Griffith University

• sch4p4(6) Pers

Riot Solutions

• sch4p4(6) Personal

Busy at Work

- How do we ensure that Queenslanders are work-ready and have the skills and capabilities required to meet current industry needs? What is the role for industry, universities, vocational education and training providers and government?
- What is one key action that could be taken by the education and training sectors, industry or government that would strengthen the ability of Queensland's universities and VET providers to provide the skills and capabilities that Queensland needs, now and into the future?
- What more is required to ensure that our education and training systems are providing the skills and capabilities that our workforce needs, now and into the future?

Note: At the end of the panel (every panellist has had a turn) MC to conclude session

Step 5: MC concludes session

That brings us to the end of the panel discussion. Sincerely thank the panel for their insights and valuable contributions. There have been some great ideas raised that indeed require further discussion.

Note: MC to add any particular important points raised in the panel discussion.

We will now move into the workshop activity. We look forward to hearing your creative ideas.

Step 6: MC and panel circulate around room during workshop

Note: MC and panel leave stage and circulate around tables - listening and interacting with delegates. This will help to gain knowledge of the conversations across the room and solutions delegates are developing.

Step 7: MC and panellist meet for Wrap Up brief

Note: Room hosts will brief the MC and panellists on the key outcomes of the session to feedback as content for the Wrap Up session.

Step 8: Wrap Up session (MC and panellists)

Note: On conclusion of workshop and Wrap Up brief - MC and panellist return to stage - for the Wrap Up session

The role of MC is to summarise the findings provided by the room host. A summary of these points will be projected on the screens around the room.

MC comments on the findings and refers to the panel for comment (as time allows).

MC acknowledges the achievements of the room/delegates and concludes session.

- Thank you, we have defined some Innovative solutions today and from here (Note: guidance will be provided through the briefing on the closing comments.)
- We thank all of you for your attendance and the government for hosting the event.

Panel members bios

sch4p4(6) Personal information

Published on DESBT Disclosure Log
RTI Act 2009

Master of Ceremonies Briefing Pack

Plenary 2 - Harnessing future workforce opportunities

The Queensland Workforce Summit 2022 is bringing together the best and brightest minds on 11 March 2022 to help plan the future of work in Queensland.

In addressing current and future workforce challenges, these industry experts, thought leaders and change makers will collaborate to build the innovative solutions needed to ensure Queensland has a workforce ready to support growth and new economic opportunities.

The Summit focuses on:

- developing cooperative actions to workforce challenges and addressing systemic challenges
- gaining insights from industry experts and leaders
- identifying creative opportunities to expand workforce participation
- creating greater collaboration, networking and partnerships to build cross-sector and regional connections
- identifying ways to support employers, job seekers and regions to realise new opportunities
- recognising the role of all levels of government and initiatives.

Summit location: Brisbane Convention and Exhibition Centre
Plaza level – Glenelg Street, South Brisbane Qld 4101

Session information

Plenary session 2: Harnessing future workforce opportunities

Time: 3.15pm – 4.15pm

Room: Plaza Ballroom

Pre-session

briefing time: Meet Plaza Ballroom, next to stage, 3.05pm for briefing

Aim: To harness workforce opportunities in emerging and growth industries for Queensland.

Speakers: [sch4p4(6) Personal i] MC)
The Honourable Mick de Brenni MP
[sch4p4(6) Personal inf] Chief Entrepreneur
[sch4p4(6) Person] uclidean Holographics
[sch4p4(6) Personal inf] CSIRO Data61
[sch4p4(6) Personal i] Sumitomo Australia

Purpose and themes for Plenary Session 2

The theme is harnessing workforce opportunities in emerging and growth industries for Queensland. The key topics focus on innovation, entrepreneurship and industries where Queensland competes globally – both for customers and for talent.

The session aims to excite delegates about opportunities for Queensland and its regions while also providing confidence to activate steps to accelerate growth.

Some key points include:

- Queensland's competitive strengths and regional diversity position us well to harness future opportunities.
- The Brisbane 2032 Olympic and Paralympic Games are forecasted to generate a 10-year pipeline of trade and investment prospects, construction jobs and legacy projects that will benefit Queenslanders and our communities for decades to come.
- Our workforce is central to harnessing current and future opportunities.
- Queensland will need more available workers and skills than ever before.

Underlying narrative themes:

- Our traditional and emerging industries, such as renewable energy, new economy minerals, advanced manufacturing, creative and digital services, underpinned by the innovation and skills of Queenslanders, will drive the jobs and skills of the future.
- As we look towards the next decade, Queensland will need more jobs and skills than ever before – demand is a good problem to have.
- Queensland has ample opportunities on the horizon, but our workforce will be key to our success. Planning for our future workforce needs to occur alongside planning for our future industries.
- It is vital that we work together to harness our current and future opportunities and ensure that as many Queenslanders as possible can engage in and benefit from them.

Roles

Role	Name	Description
Session moderator	1 Moderator for the session	The Moderator will provide the session introduction and housekeeping.
MC of the panel discussion	sch4p4(6) Personal – Chair, Jobs Queensland	The MC will introduce the panel and a short overview of the purpose and structure of the panel session. The MC will also guide the wrap up at the end of the whole Plenary Session.
Panellists	<p>The Hon Mick de Brenni MP, Minister for Energy, Renewables and Hydrogen and Minister for Public Works and Procurement</p> <p>sch4p4(6) Personal – Chief Entrepreneur</p> <p>sch4p4(6) Personal – Euclidean Holographics</p> <p>sch4p4(6) Personal – CSIRO Data61</p> <p>sch4p4(6) Personal – Sumitomo Australia</p>	The Panellists will provide their expertise through the facilitated panel discussion. The MC will guide the discussion and input from Panellists.
Table Hosts	Directors-General, Ministers and Assistant Ministers	The Table Hosts will facilitate the discussions at individual tables, ensuring key information is collated and the reporting from the table (electronic and paper-based) is completed for each workshop activity.
Facilitators	Facilitators per group of tables.	The Facilitators will facilitate the workshop activities keeping the session moving and on task.
Scribes	Scribes per group of tables.	Digital collection of information.

Session run sheet

Time	Program
3.15pm – 3.17pm (2 mins)	MC outline of the session
3.17pm – 3.20pm (3 mins)	Introduction of the panel members
3.20am – 3.43pm (23 mins)	Facilitated Panel Discussion
3.43pm – 3.45pm (2 mins)	Introduction to the session activities
3.45pm – 4.00pm (15 mins)	Workshop activities
4.00pm – 4.05pm (5 mins)	Poll
4.05pm – 4.15pm (10 min)	Wrap up and session close

MC Speaking points/Key messages

Step 1: Introduce the session Note: Refer to the earlier Plenary Session 1: Grow your Own

- Earlier today we unpacked some solutions to how local regions and industries can grow their own employment pipeline locally.
- This session, we look to the future to define skills development pathways that are aligned to industry needs to ensure that Queensland's workforce is ready now and for the future.
- Queensland has a bright future. We are entering a period of growth and opportunities through our emerging and growth industries, our global competitiveness and the 2032 Olympics.
- Over the next decade Queensland will need more jobs and skills than ever before. These jobs will be different to the jobs we've had before.
- Traditional and emerging industries, such as renewable energy, new economy minerals, advanced manufacturing, and creative and digital services, underpinned by the innovation of Queenslanders, will also drive changes to our economy and the jobs and skills of the future.

Step 2: Introduce the panel members

Note: Video concludes. MC to make relevant comment on video and then introduce panel members.

- Here today to focus our eyes on our future needs are:
 - Minister de Brenni, Minister for Energy, Renewables and Hydrogen and Minister for Public Works and Procurement
 - Wayne Gerard, Queensland Chief Entrepreneur
 - sch4p4(6) Personal in Australia's National Hydrogen Commercialisation Manager, Sumitomo
 - sch4p4(6) Persd CEO, Euclidean Holographics
 - sch4p4(6) Personal in Senior Research Consultant, CSIRO Data61

Step 3: Introduce topic and commence panel discussion (Some suggested points):

Note: the MC leads discussion with a short introduction positioning statements to set the context of the session.

- A highly skilled, flexible, adaptable and resilient workforce will be a critical component of Queensland's ongoing global competitiveness.
- What steps will we need to take working together to harness future opportunities and ensure that as many Queenslanders as possible can engage in and benefit from them?
- What actions need to be taken to position our workforce for these future opportunities?
- What are the key roles and responsibilities of the various stakeholders in the room in progressing these priorities and developing our workforce to harness future workforce opportunities?

Commence panel discussion (Key guiding questions to stimulate discussion):

Note: Direct the first question to one of the panel members.

Note: Go around the panel (ensuring each panel member has a turn to speak for 2-3 mins – keep presenters on topic and to time).

- What practical steps can be taken to use our recovery from COVID-19 as a platform to build the skills and capabilities of our workforce as a driver of future growth and prosperity?
- How can we best prepare a future workforce to realise the opportunity ahead with new industries and new investments in Queensland?
- How do we embed a focus on planning for our future workforce needs into industry, regional and statewide economic development strategies?

Note: At the end of the panel (every panellist has had a turn) MC to conclude session.

Step 4: MC concludes session

- That concludes our panel discussion.
- I thank the panel for their insights and valuable contributions.
- There have been some great insights shared today by our panel.

Note: MC to add any particularly important points raised in the panel discussion.

- We will now move into the workshop activity. We look forward to hearing your creative ideas.

Note: Moderator moves to lectern to provide directions for workshop. MC and panel leave stage.

Step 5: MC and panel circulate around room during workshop

Note: MC and panel leave stage and circulate around tables - listening and interacting with delegates. This will help to gain knowledge of the conversations across the room and the solutions delegates are developing.

Step 6: MC and panellist meet for Wrap Up brief

Note: The MC and panellists will be briefed the key outcomes of the session to feed back as content for the Wrap Up session.

Step 7: Wrap Up session (MC and panellists)

Note: On conclusion of workshop and Wrap Up brief - MC and panellist return to stage - for the Wrap Up session.

The role of MC is to summarise the findings provided. A summary of these points will be projected on the screens around the room.

MC comments on the findings and refers to the panel for comment (as time allows).

MC acknowledges the achievements of the room/delegates and concludes session.

- Thank you, we have defined some Innovative solutions today and from here... (Note: guidance will be provided through the briefing on the closing comments).
- We thank all of you for your attendance and the government for hosting the event.

Plenary and Workshop Activity Questions

Plenary Session 1:

Identify 3 key priorities to progress a partnership approach to 'growing your own' workforce. Nominate 1 key action for each stakeholder group - a) industry b) regions c) communities d) government - for implementing successful partnerships to address workforce issues.

Concurrent Workshop 1:

Nominate 3 key success factors for school and industry partnerships. Nominate 1 action for a) industry b) schools and c) government to improve school to work partnerships across Queensland?

Concurrent Workshop 2:

Nominate 3 actions to improve employment for a diverse and inclusive workforce. Nominate 2 components needed for a) small and b) large employers.

Concurrent Workshop 3:

Identify 2 ways in which employers can attract and retain staff in the current labour market. What 1 action is needed to enable more employers to successfully implement these actions. What 2 steps can be taken to connect people looking for work with employers. What 1 action is required by a) employers b) industry c) government to enable these steps.

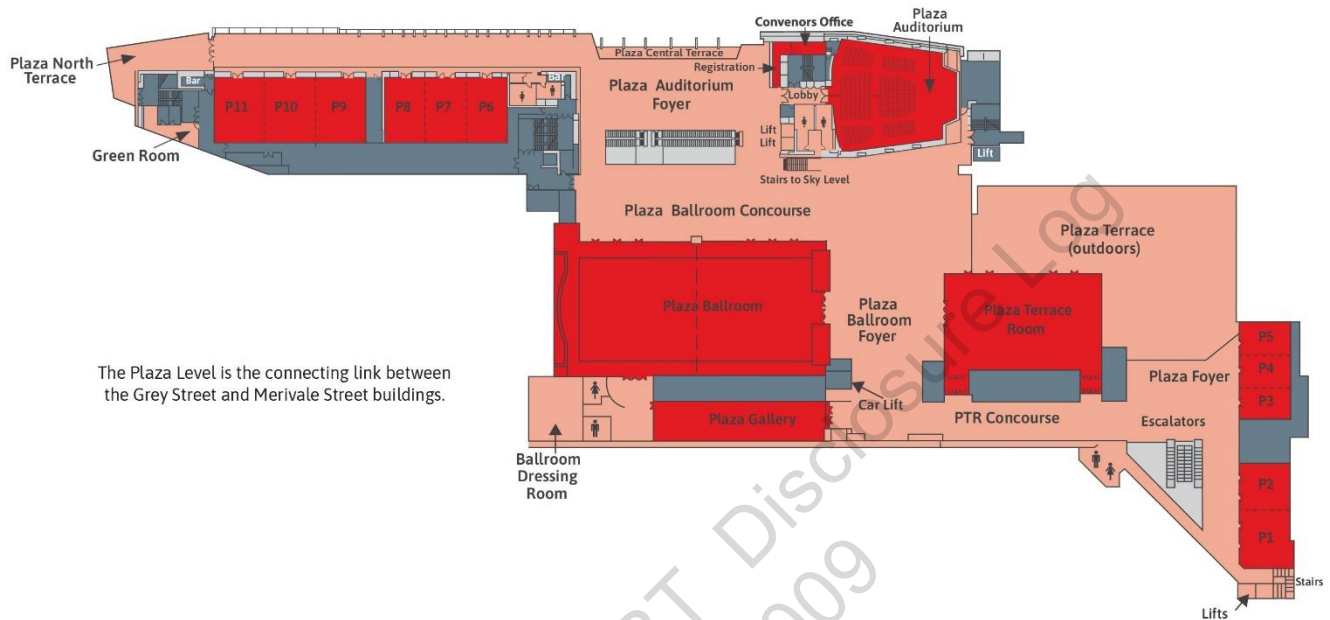
Concurrent Workshop 4:

Identify a) 2 short term and b) 2 long term priorities AND a) 2 short term and b) 2 long term actions to ensure Queensland has the skills and capabilities needed in response to current and future workforce needs. For each priority and action, identify the key stakeholder group responsible - a) industry b) universities c) vocational education and training providers OR d) government

Plenary Session 2:

Following on from the key priorities discussed in 'grow your own' Plenary Session 1, nominate 1 additional action to harness future workforce opportunities for each stakeholder group - a) industry b) regions c) communities d) government

Venue map



Full agenda

Time	Session	Speakers
9.00am	Introduction and Acknowledgement of Traditional Owners	Master of Ceremonies Ellen Fanning, ABC
9.20am	Welcome address	The Honourable Anastacia Palaszczuk MP
9.40am	Keynote address: Thriving workforces in the new norm	sch4p4(6) Personal i Deloitte
10.00am	Morning tea	
10.20am	Defining the challenge and embracing the opportunity	The Honourable Di Farmer MP
10.30am	Strategic investment opportunities enabling regional jobs growth	The Honourable Steven Miles MP The Honourable Cameron Dick MP
11.00am	Plenary Session 1 'Growing your own' through industry and place-based workforce approaches	Ellen Fanning (MC) Leon Allen, Under Treasurer, Queensland Treasury sch4p4(6) Per GW3 sch4p4(6) Pers ocal Government Association of Queensland sch4p4(6) Personal Construction Skills Queensland sch4p4(6) Pers Cotton Australia
12.30pm	Lunch	
1.20pm	Four concurrent workshops sessions	The Honourable Meaghan Scanlon MP (MC)

Time	Session	Speakers
	<p>Workshop 1: Shaping work ready Queenslanders through improved school to work experiences</p> <p>This workshop will highlight successful partnerships between schools and industry that underpin quality career advice, work experience and work readiness and how they can be enhanced and replicated.</p> <p>Workshop 2: Maximising workforce participation</p> <p>This workshop will explore how we harness the skills and capabilities of every Queenslanders and increase labour market participation analyse available support and how we forge future connections.</p> <p>Workshop 3: Attracting and retaining staff in the new norm</p> <p>This session will focus on navigating the employment landscape and employee value propositions in the new world of work and against a backdrop of low unemployment.</p> <p>Workshop 4: Skilling Queenslanders – now and into the future</p> <p>This workshop will focus on maximising the effectiveness of investment in apprenticeships and traineeships building connections between universities and industry skill needs future priorities for Queensland's skills and training system.</p>	<p>The Honourable Grace Grace MP</p> <p>[sch4p4(6) Person] Dalby State High School</p> <p>[sch4p4(6) Person] Queensland Resources Council</p> <p>[sch4p4(6) Person] Year 13</p> <p>[sch4p4(6) Person] Student and Qld Trainee of the Year 2020</p> <p>The Honourable Leanne Linard MP (MC)</p> <p>The Honourable Leeanne Enoch MP</p> <p>[sch4p4(6) Person] APM Employment Services</p> <p>[sch4p4(6) Person] Queensland Hotels Association</p> <p>[sch4p4(6) Person] White Box Enterprises</p> <p>[sch4p4(6) Person] scariot Media</p> <p>[sch4p4(6) Person] University of Melbourne (case study via video)</p> <p>Ministerial table leaders:</p> <p>The Honourable Craig Crawford MP</p> <p>The Honourable Stirling Hinchliffe MP (MC)</p> <p>[sch4p4(6) Person] NeuroLeadership Institute (online)</p> <p>[sch4p4(6) Person] Super Retail Group</p> <p>[sch4p4(6) Person] Chamber of Commerce and Industry Queensland</p> <p>[sch4p4(6) Person] Seek</p> <p>[sch4p4(6) Person] ACTU</p> <p>Ministerial table leaders:</p> <p>The Honourable Scott Stewart MP</p> <p>The Honourable Di Farmer MP (MC)</p> <p>[sch4p4(6) Person] TAFE Queensland</p> <p>[sch4p4(6) Person] Queensland Training Ombudsman</p> <p>[sch4p4(6) Person] Griffith University</p> <p>[sch4p4(6) Person] iot Solutions</p> <p>[sch4p4(6) Person] Busy at Work</p>
2.50pm	Afternoon tea	
3.15pm	<p>Plenary Session 2</p> <p>Harnessing future workforce opportunities</p> <p>Harnessing workforce opportunities in emerging and growth industries for Queensland.</p>	<p>[sch4p4(6) Person] (MC)</p> <p>The Honourable Mick de Brenni MP</p> <p>Wayne Gerard, Chief Entrepreneur</p> <p>[sch4p4(6) Person] CSIRO Data61</p> <p>[sch4p4(6) Person] Euclidean Holographics</p> <p>[sch4p4(6) Person] Sumitomo Australia</p>
4.15pm	Where to from here?	<p>Ellen Fanning (MC)</p> <p>[sch4p4(6) Person] Queensland Training Ombudsman</p>

Time	Session	Speakers
	Session on the outcomes of the Summit and how to implement solutions to workforce challenges through a workforce strategy.	sch4p4(6) Personal Queensland Catholic Education Commission sch4p4(6) Personal Technology Council of Australia
4.45pm	Summit wrap up	The Honourable Di Farmer MP
5.00pm	Summit closes	

Contacts

Name:	Maria Karatzis	Sue Tierney
Position:	Executive Director	Director
Phone:	sch4p4(6) Personal info	sch4p4(6) Personal info
Email:	maria.karatzis@desbt.qld.gov.au	sue.tierney@desbt.qld.gov.au

Date : 10/03/2022 6:56:30 PM
From : "Di Farmer"
To : "John Jarrett" , "Ian Hutcheon" , "Warwick Agnew"
Subject : Employer piece - my main speech
Hi all

What do you think about this?

Thanks.

Di

2. Attracting and retaining staff in the new norm

Many employers are recognising that the perfect resume does not exist in the current environment .

And that rather thinking of a set of skills and qualifications, they need to identify an attitude and an approach to work. And provide the training on the job.

At the same time, employees are thinking differently about what work means, and what's meaningful to them.

What they do, where they do it, and why it matters are front of mind post-Covid.

I know that many employers complain about having their workers poached with better working conditions or higher pay.

Employers now have to pay close attention to the sort of workplace they provide. A new mindset is required

If you're a big business you probably have an HR dept that will take help you recruit and retain in this new environment, if you come to realise that's what has to happen.

If you're a small business, the HR department is probably you.

How can we best support businesses in this new environment?

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Date : 3/03/2022 5:02:49 PM

From : "Ian Hutcheon"

To : "Maria Karatzis" , "Leighton Craig" , "Sue Tierney" , "John Jarrett" , "Warwick Agnew"

Subject : Fourth Panellist - Where to From Here Panel

Attachment : image001.png;image002.png;

The Minister has confirmed that she would like [sch4p4(6) Pe] to be the fourth panellist for the final session.



Ian Hutcheon

Chief of Staff

Office of the Hon. Dianne Farmer MP

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

[sch4p4(6) Personal]

1 William Street Brisbane QLD 4000

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Date : 1/03/2022 5:18:16 PM

From : "Ian Hutcheon"

To : "Brett Hall" , "Rebecca Atkinson" , "Leighton Craig" , "Warwick Agnew" , "Maria Karatzis" , "John Jarrett"

Subject : FW: Summit pre-reading

Attachment : Workforce Summit pre-reading 1 Mar.docx;

Hi all

Please see Minister's feedback below. I have tracked some of these changes in the attachment as well but some of them will need to be made by your team Brett.

Thanks

Ian

From: Di Farmer <Di.Farmer@ministerial.qld.gov.au>

Sent: Tuesday, 1 March 2022 4:14 PM

To: Ian Hutcheon <Ian.Hutcheon@ministerial.qld.gov.au>; John Jarrett <John.Jarrett@ministerial.qld.gov.au>

Subject: FW: Summit pre-reading

Thanks for this Ian. Feedback below.

Di

PURPOSE

Intro should reflect QLD's strong economic conditions

FOCUS AREAS

"Increasing labour market participation" is too obscure. The phrase is what the Summit is about. I've given feedback on this a number of times to the team. Please say it like it is.

THE OUTLOOK FOR EMPLOYMENT IS STRONG

Please replace "industry" with "sector" here and in all similar instances. We need to use words that are inclusive of community and private industry together

A COMMITMENT TO GROWTH

Could we please put these commitments in order of dollar value. And do we have any results for them eg the 76% success rate for SQW (so relevant to the Summit)?

FROM THE GROUND UP

I'm not sure what this case study tells us in terms of the themes we're trying to reinforce. It's a nice story about interns but it doesn't really reinforce any of our messages.

MAXIMISING WORKFORCE PARTICIPATION

Again, as per numerous conversations with the team – this is all skewed towards the people who are employment challenged, and giving them a go. The purpose of this theme is for the employer to recognise that these groups of people are out there, ready to be looked at – not for us to feel sorry for people and say what a right they have to a job.

Please create a separate dot point for the info about women.

Please create a dot point about First Nations people, and put it after youth.

I'm not sure the last dot point belongs here. Probably should be in the Employer theme.

ATTRACTING AND RETAINING STAFF

Maybe replace "employee value proposition" with something more plain English.

We also need to include something here about employers thinking outside the box in terms of the sort of employee they think they want including whether they need to have the skills that they would normally expect in a candidate.

Not sure whether the last dot point really value-adds, if we're strapped for space. It just tells people what they already know and reinforces why they're at the Summit

SKILLING QUEENSLANDERS

I'm not sure what point either of these dot points is making, nor the diagram.....

REALISING THE OPPORTUNITIES AHEAD

I think this section should at least refer to current opportunities once.

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Building Our Future, Together

Purpose

Queensland's strong response to the COVID-19 pandemic has provided the foundation for our economic recovery. There are now more than 124,000 Queenslanders in work than before the pandemic and unemployment is at 4.4%. However ~~Despite this~~, Queensland and the nation are experiencing one of the tightest labour markets in recent history, with businesses and employers continuing to face skills and workforce shortages.

The Queensland Workforce Summit is an opportunity to work in partnership to identify and co-design practical solutions for ***addressing the State's current workforce shortages and harnessing future opportunities for ongoing economic growth.***

Focus areas

The Summit will focus on the key themes you told us were priorities when we engaged with industry, small businesses and government, education and training sectors over the last 12 months.

- **'Growing your own'** – Leveraging Queensland's unique regional diversity by addressing workforce challenges and opportunities through **place-based approaches**
- **Shaping work-ready Queenslanders through school-to-work experiences** that are underpinned by strong partnerships between schools and industry to support career planning, career advice and work readiness.
- ~~Maximising workforce~~ **Increasing labour market participation** through harnessing the skills, capabilities and potential of every Queenslanders and supporting employers to access diverse and inclusive sources of workforce supply.
- **Supporting employers to attract and retain suitable staff** against a backdrop of already low unemployment, the changes prompted by COVID-19, and the new world of work.
- Ensuring that Queenslanders can access **skills development pathways** that support our current workforce needs and enable future opportunities to be realised.
- Harnessing workforce opportunities in **emerging and growth industries** for Queensland.

Queensland's economy and workforce – now and into the future

Key facts *(This will be converted to a visual infographic to emphasise key points; no bullet points)*

- 4.4% Queensland unemployment rate is the lowest since December 2008¹.
- As of January 2022, Queensland has 51,500 job vacancies advertised².
- Compared to pre-COVID:
 - 124,000+ more Queenslanders were employed in January 2022 → 4.9% increase since March 2020³
 - Job advertisement activity across Queensland is up 70.1% from February 2020⁴
 - Labour force participation = 66.4% → higher than the 65.5% rate recorded in March 2020⁵
 - Total number of people not in the labour force has remained stable (1.44 million, compared to 1.42 million March 2020).⁶
- Apprentice and Trainee new commencements increased by 64.6% in 2020-21 across Queensland compared to the previous year⁷.
- Employment growth is forecast to be 4.5% in 2021-22, our strongest jobs growth in 15 years.

Workforce drivers *(to be converted to visual)*

- Strong economic recovery and growth
- Global competition for skills and talent
- High demand for housing, particularly in regional areas
- Reduced levels of international migration, including students, working holiday makers and skilled migrants
- Operational impacts of COVID-19
- Shifting dynamics of work, including remote working
- Changing values and priorities of employees.

The outlook for employment is strong *(visual elements included)*

Anticipating Future Skills employment projections published by Jobs Queensland indicate employment in Queensland is projected to **increase by 10.9%** between June 2021 and June 2025. This represents **over 280,000 additional people** employed, with jobs growth projected to occur across every region and every **industry sector** in Queensland. **These projections can be explored in detail on the Jobs Queensland website.**

Commented [JF1]: Phrasing and hyperlink to be confirmed

¹ ABS. (2022). 6202006, Labour Force, Australia, January 2022. Australian Bureau of Statistics: Canberra.

² Labour Market Information Portal. (2022). Vacancy Report, January 2022. Australian Government: Canberra.

³ ABS. (2022). 6202006, Labour Force, Australia, January 2022. Australian Bureau of Statistics: Canberra.

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

⁵ ABS. (2022). 6202006, Labour Force, Australia, January 2022. Australian Bureau of Statistics: Canberra.

⁶ *ibid*

⁷ Internal database, Queensland Department of Employment, Small Business and Training.

A commitment to growth

The Queensland Government invests significantly in the State's current and future workforce:

- Delivered Queensland's **COVID-19 Economic Recovery** plan, underpinned by **\$15.2 billion in recovery initiatives** to drive inclusive economic and jobs growth
- Committed **\$3.34 billion** to the **Queensland Jobs Fund**, **\$2 billion** of which constitutes the **Renewable Energy and Hydrogen Jobs Fund**
- Invested more than **\$1 billion in skills and training** in 2021-22 to provide Queenslanders with the skills they need as the economy recovers
- **\$201 million** State investment, with an additional \$201 million in matched funding from the Federal Government, in reskilling and upskilling through the **JobTrainer Fund**
- Committed **\$200 million** to a **Future Skills Fund**
- Made the highly successful **Skilling Queenslanders for Work** program permanent, with **\$80 million per year** ongoing, and extended the **Back to Work** program with **\$140 million** over four years
- Dedicated **\$25 million** to the **International Education and Training Strategy**, delivered by Trade and Investment Queensland.
- Provided **\$21 million** worth of **Free TAFE** for under 25s
- Permanently funded **\$17.75 million** for **Regional Manufacturing Hubs**
- Extended the **Queensland Agriculture Workforce Network** with an **additional \$1.7 million** in funding

The Queensland Government continues to invest in high-quality training facilities aligned to priority skills needs, with more than **\$225 million in TAFE infrastructure** spent across 14 regions since 2017. Key projects include:

- \$28.9 million Robotics and Advanced Manufacturing Centre at TAFE Eagle Farm
- \$3.4 million Agricultural Centre of Excellence at TAFE Bowen
- \$14.5 million for an Advanced Manufacturing Skills Lab and a Hydrogen and Renewable Energy Training Facility at TAFE Bohle
- \$17 million towards the Renewable Energy Training Facility at Pinkenba
- \$20 million for the Plumbing Industry Climate Action Centre for stage 2 development of the Queensland Apprenticeships Centre in Beenleigh

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Solutions come through working in partnership

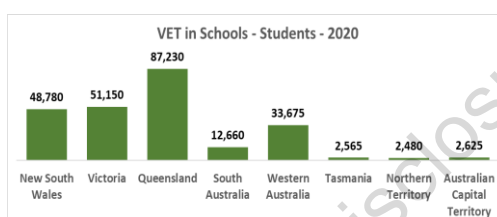
Four workshops held during the Summit will connect leaders across industry, business, regions, education providers, government and the community to build the foundations of a collaborative plan for addressing Queensland's current and future workforce needs.

Shaping work ready-Queenslanders through school-to-work experiences

Successful transitions from school to work are fostered through strong partnerships between schools, training providers, universities and local industry. These partnerships underpin the provision of quality career information and work experience for young people.

Chart

- Queensland has consistently had the largest share of VET in Schools students from all Australian jurisdictions since 2008⁸.
- Students employed as School-based Apprentices or Trainees in Queensland accounted for more than half of the Australian total in 2020⁹.
- More than 26,500 students across 441 schools explored careers pathways through the Gateway to Industry Schools Program (GISP) throughout Queensland in 2021¹⁰.



Maximising workforce participation

All Queenslanders should be able to benefit from the strength of our economic recovery and be supported to participate in the workforce. Employers do themselves a disservice when they are not committed to diversity and inclusion. As a state we need to grow participation and recognise individual needs, providing tailored support to employees where required.

- More than 199,000 Queenslanders are actively seeking more work than they currently have.
- Women - Females represent more than 56% of those underemployed¹¹.
- The State's youth unemployment rate is now 10.8%, down from 11.2% in December last year and 14.2% at the end of 2019¹².
- First Nations
- People with a disability¹³ and Queenslanders from a non-English-speaking background¹⁴ are also more likely to be unemployed, with unemployment rates of 9.5% and 6.4% respectively.
- The reopening of international borders presents an opportunity to ensure we are fully utilising the skills and capabilities of our migrant populations, working holiday makers and international students.

Commented [IH2]: The Minister has asked for a new dot point about First Nations people being under-represented in employment. Please insert a suitable stat

⁸ Internal database, Queensland Department of Employment, Small Business and Training.

⁹ ibid

¹⁰ ibid

¹¹ ABS. (2022). 6202.0 Labour Force, Australia, January 2022 – Table 23. Australian Bureau of Statistics: Canberra.

¹² QGSO. (2022). Regional youth unemployment (report), January 2022 and past releases. Queensland Government Statistician's Office: Brisbane.

¹³ ABS. (2018). 4430.0 – Disability, Ageing and Carers, Australia: Summary of Findings, 2018. Australian Bureau of Statistics: Canberra.

¹⁴ ABS. (2022). Labour Force, Australia, Detailed, December 2021 – LM7. Australian Bureau of Statistics: Canberra.

The Good Food Trailer

The Skilling Queenslanders for Work (SQW) program assists up to 15,000 disadvantaged Queenslanders each year to gain skills, qualifications and experience that supports ongoing workforce participation.

sch4p4(6) Per QW Project Supervisor at Community Living Association, discusses the benefits for both employers and prospective workers of engaging more diverse sources of workforce supply.

"We help people that have so many different barriers. Sometimes those barriers are just not knowing how to negotiate a new system in a new country or people who have been on benefits for some time and just need that bit of support to re-enter the workforce.

The effects are huge and really wide-ranging. You have people that are able to earn an income and that has really positive effects on their mental health and it really helps to show that people with disadvantage can be really valuable contributors to their community.

We're running our fourth SQW program now and we have really good rates of people getting into employment, which can look like all sorts of different things. We've had people go on to start their own businesses and people who've gone from being reliant on welfare to earning more money than they ever have, which is just heart-warming."

Attracting and retaining staff in the new norm

The operational challenges presented by the pandemic, coupled with competing demand for talent, have resulted in employers needing to rethink the ways that they attract and retain staff. In a constrained labour market, we need to make navigation of the recruitment process easier and bring employers and jobseekers together. Understanding the employee value proposition is critical.

- In a survey of more than 1,200 Australian workers, National Australia Bank found that more than 1 in 5 people have changed jobs in the last year and almost 1 in 4 are considering leaving their current job. After decades of low employee turnover, this represents a significant increase in labour mobility.¹⁶
- Employees are prioritising a broad range of financial and non-financial factors in their employment choices. Research suggests that there is a significant expectation gap between what employers believe and what workers actually value¹⁷.
- Thinking outside the box
- Research indicates a link between non-inclusive workplace behaviours and workers' intentions to leave, highlighting the importance of diversity and inclusion to support business resilience.
- Research indicates a link between non-inclusive workplace behaviours and workers' intentions to leave, highlighting the importance of diversity and inclusion to support business resilience.

Commented [IH3]: The Minister has asked for this to be reworded into plain English as "employee value proposition" is very corporatized.

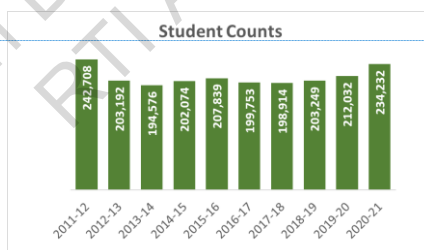
Commented [IH4]: The Minister has asked for some info here on employers thinking creatively on the best ways to attract and retain staff.

Skilling Queenslanders – now and into the future

Queensland has a strong system of post-school education and training that is a source of strength and competitive advantage. Through our strong Vocational Education and Training system and world-class universities, we can ensure that all Queenslanders have access to skills and training that is focused on current and future industry needs and lifelong learning.

Chart

- VET participation increased by over 10% for all government-funded students in the last year, and by over 60% for new apprentices and trainees¹⁹.
- Queensland's universities provide high-level skills and capability to the economy, with industry engagement playing an increasingly critical role in educational delivery.



Commented [JF5]: Title to be changed to Government-funded VET, student counts

Commented [IH6]: Please see the Minister's comments in forwarded email. Perhaps we can include some of the data we have on the value of work experience in VETIS programs.

¹⁶ National Australia Bank, NAB Behavioural & Industry Economics. *NAB Behavioural Insight Report*, February 2022.

¹⁷ PwC Australia. *The Future of Work – What workers want: Winning the war for talent*. 2021.

¹⁹ Internal database, Queensland Department of Employment, Small Business and Training.

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Realising the opportunities ahead

As we look towards the next decade, Queensland will need more jobs and skills than ever before.

The Brisbane 2032 Olympic and Paralympic Games are forecast to generate a 10-year pipeline of trade and investment prospects, construction jobs and legacy projects that will benefit Queenslanders and our communities for decades to come.

Traditional and emerging industries, such as renewable energy, new economy minerals, advanced manufacturing, and creative and digital services, underpinned by the innovation of Queenslanders, will drive the jobs and skills of the future.

It is vital that we work together to harness these opportunities and ensure that as many Queenslanders as possible can engage in and benefit from them.

We look forward to your active contribution of experience, expertise and ideas at the Summit.

Commented [IH7]: Minister has asked for a recognition of some immediate opportunities as well as these longer term ones.

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Date : 28/02/2022 4:04:06 PM
From : "Jemma Baker"
To : "Debra Macqueen"
Cc : "Director General (DESBT)" , "DESBT ODG DLO"
Subject : FW: Workforce Summit pre-reading 28 Feb
Attachment : Workforce Summit pre-reading 28 Feb.docx;image001.png;
Hi Deb

Please note below and attached

Jemma

From: Rebecca Atkinson <Rebecca.Atkinson@desbt.qld.gov.au>
Sent: Monday, 28 February 2022 3:59 PM
To: John Jarrett <John.Jarrett@ministerial.qld.gov.au>; Ian Hutcheon <Ian.Hutcheon@ministerial.qld.gov.au>
Cc: Warwick Agnew <Warwick.Agnew@desbt.qld.gov.au>; Leighton Craig <Leighton.Craig@desbt.qld.gov.au>; Maria Karatzis <Maria.Karatzis@desbt.qld.gov.au>; Brett Hall <Brett.Hall@desbt.qld.gov.au>
Subject: FW: Workforce Summit pre-reading 28 Feb
Importance: High

Hi Ian and John

I hope you are both safe and well in light of current events.

Attached is the undesigned Summit pre-reading material for the Minister's review and discussion at tomorrow's meeting.

Thanks
Bec



Rebecca Atkinson
Deputy Director-General, Strategy
Department of Employment, Small Business and Training
P 07 3025 6182 | [sch4p4\(6\)Per@desbt.qld.gov.au](mailto:sch4p4(6)Per@desbt.qld.gov.au)
E rebecca.atkinson@desbt.qld.gov.au W desbt.qld.gov.au
Level 8, 85 George Street, Brisbane QLD 4000



11 MARCH 2022

Building Our Future, Together

~~Pre-reading material~~

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Purpose

Queensland's strong response to the COVID-19 pandemic has provided the foundation for our economic recovery. Despite this, Queensland and the nation are experiencing one of the tightest labour markets in recent history, with businesses and employers continuing to face skills and workforce shortages.

The Queensland Workforce Summit is an opportunity to work together in partnership to identify and co-design practical solutions *for addressing the State's current workforce shortages and harnessing future opportunities for ongoing economic growth.*

Focus areas

The Summit will focus on the key themes you told us were priorities when we engaged with industry, small businesses and government, education and training sectors over the last 12 months.

- **'Growing your own'** – Leveraging Queensland's unique regional diversity by addressing workforce challenges and opportunities through **place-based approaches**
- **Shaping work-ready Queenslanders through school-to-work experiences** that are underpinned by strong partnerships between schools and industry to support career planning, career advice and work readiness.
- **Increasing labour market participation** through harnessing the skills, capabilities and potential of every Queenslander and supporting employers to access diverse and inclusive sources of workforce supply.
- **Supporting employers to attract and retain suitable staff** against a backdrop of already low unemployment, the changes prompted by COVID-19, and the new world of work.
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Queensland's economy and workforce – now and into the future

Key facts *(This will be converted to a visual infographic to emphasise key points; no bullet points)*

- 4.4% Queensland unemployment rate is the lowest since December 2008.
- As of January 2022, Queensland has 51,500 job vacancies advertised, *with almost 40% of these listings for regional areas*².
- Compared to pre-COVID:
 - 124,000+ more Queenslanders were employed in January 2022 → 4.9% increase
 - Job advertisement activity across Queensland is up 66.3%
 - Labour force participation = 66.4% → higher than the 65.8% rate recorded in February 2020
 - Total number of people not in the labour force has remained stable (1.41 million, compared to 1.40 million February 2020).
- Apprentice and Trainee new commencements increased by 64.6% in 2020-21 across Queensland compared to the previous year.
- Employment growth is forecast to be 4.5% in 2021-22, our strongest jobs growth in 15 years.

Workforce drivers *(to be converted to visual)*

- Strong economic recovery and growth
- Global competition for skills and talent
- High demand for housing (particularly in regional areas)
- Reduced levels of international migration, including students, working holiday makers and skilled migrants
- Operational impacts of COVID-19
- Shifting dynamics of work, including remote working
- Changing values and priorities of employees.

The outlook for employment is strong (infographic)

Anticipating Future Skills projections published by Jobs Queensland indicate

employment in Queensland is projected to increase by 10.9%

between June 2021 and June 2025. This represents over 280,000 additional people employed.

- Jobs growth is projected to occur across every region and every industry in Queensland by June 2025.
- Almost one in five new jobs in Queensland is projected to be in Health Care and Social Assistance by June 2025.
- Employment in Accommodation and Food Services and Retail Trade is projected to recover strongly as the pandemic passes.
- Jobs are changing and becoming more highly skilled as technology transforms roles and the economy more broadly.

The *Anticipating Future Skills* employment projections can be explored in detail on the [Jobs Queensland website](#).

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Commented [BH1]: Hyperlink to: [Anticipating Future Skills | Jobs and skills projections | Jobs Queensland](#)

² Labour Market Information Portal. (2022). Vacancy Report, January 2022. Australian Government: Canberra.

A commitment to growth

The Queensland Government invests significantly in the State's current and future workforce:

- Delivered Queensland's **COVID-19 Economic Recovery** plan, underpinned by **\$15.2 billion in recovery initiatives** to drive inclusive economic and jobs growth
 - Committed **\$3.34 billion** to the **Queensland Jobs Fund**, **\$2 billion** of which constitutes the **Renewable Energy and Hydrogen Jobs Fund**
 - Invested **more than \$1 billion in skills and training** in 2021-22 to provide Queenslanders with the skills they need as the economy recovers
 - **\$200 million** joint investment in reskilling and upskilling through the **JobTrainer Fund**
 - Extended the **Queensland Agriculture Workforce Network** with an **additional \$1.7 million** in funding
 - Made the highly successful **Skilling Queenslanders for Work** program permanent, with **\$80 million per year** ongoing, and extended the **Back to Work** program with **\$140 million** over four years
 - Permanently funded **\$17.75 million** for **Regional Manufacturing Hubs**
 - Committed **\$200 million** to a **Future Skills Fund**
-
- Provided **\$21 million** worth of **Free TAFE for under 25s**
 - Dedicated **\$25 million** to the **International Education and Training Strategy**, delivered by Trade and Investment Queensland.

The Queensland Government ~~is investing~~ continues to invest in high-quality training facilities aligned to priority skills needs, ~~with through more than~~ \$10225 million in TAFE infrastructure spent Plans across 14 regions, ~~since~~ 2017. This includes Key projects include:

- \$28.9 million Robotics and Advanced Manufacturing Centre at TAFE Eagle Farm
- \$3.4 million Agricultural Centre of Excellence at TAFE Bowen
- \$14.5 million for an Advanced Manufacturing Skills Lab and a Hydrogen and Renewable Energy Training Facility at TAFE Bohle
- \$17 million towards the Renewable Energy Training Facility at Pinkenba
- \$20 million for the Plumbing Industry Climate Action Centre for stage 2 development of the Queensland Apprenticeships Centre in Beenleigh
- \$3.6 million for an Advanced Manufacturing Skills Lab and \$1.6M for a Hydrogen and Renewable Energy Training Facility at TAFE Bohle
- \$20 million to expand the Beenleigh Plumbing Industry Climate Action Centre (PICAC)
- \$28.9 million Robotics and Advanced Manufacturing Centre at TAFE Eagle Farm
- \$3.4 million Agricultural Centre of Excellence at TAFE Bowen

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From the ground up

Image to be added

128 of Australia's best and brightest future aerospace and defence specialists recently joined Boeing Australia, with 100 of these interns being based here in Queensland.

The interns are employed across a range of fields, from sustainability to engineering and finance, receiving invaluable on-the-job training that will advance their employment prospects upon completion of their studies and connect them to opportunities for quality work.

Queensland's relationship with Boeing Australia goes back nearly a quarter of a century, with the State being home to over 2,500 Boeing employees who deliver projects that span simulation and modelling capabilities to next-generation communications systems and high-tech training technologies. The Queensland Government partners with companies like Boeing Australia because of the highly skilled and rewarding jobs that flow from an employer of this calibre.

These jobs and internships deliver on the Queensland Government's Queensland Defence Industries 10-year Roadmap and Action Plan and its vision to generate 3,500 new full-time jobs locally by 2028. It also builds on momentum generated by recent decisions to base large-scale, technologically advanced projects and the Defence Cooperative Research Centre for Trusted Autonomous Systems here in Queensland.

Commented [JF2]: Inclusion pending length of final document

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Solutions come through working in partnership

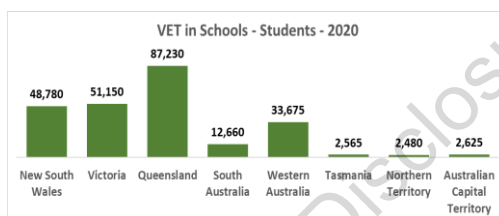
Four workshops held during the Summit will connect leaders across industry, business, regions, education providers, government and the community to build the foundations of a collaborative plan for addressing Queensland's current and future workforce needs.

Shaping work ready-Queenslanders through school-to-work experiences

Successful [transitions from school to work](#) are fostered through strong partnerships between schools, local industry, training providers and universities. These partnerships underpin the provision of quality career information and work experience for young people.

Chart

- Queensland has consistently had the largest share of VET in Schools students from all Australian jurisdictions since 2008.
- Students employed as School-based Apprentices or Trainees in Queensland accounted for more than half of the Australian total in 2020.
- More than 26,500 students across 441 schools explored careers pathways through the Gateway to Industry Schools Program (GISP) throughout Queensland in 2021.



Case study/breakout box with soil-focused farm image

< content not approved and must not be published or distributed without approvals (to be managed by DAF)>

Gateway to Agribusiness

As part of the [Gateway to Industry Schools Program \(GISP\)](#), Sophia College are offering an AgTech project for students to apply their STEM (Science, Technology, Engineering and Mathematics) skills to address the problem of [Schedule 4, Part 4, section 7 - Disclose trade secrets, business affairs or research](#)

Schedule 4, Part 4, section 7 - Disclose trade secrets, business affairs or research

The GISP initiative provided students with the opportunity to see how their skills can be used in a real agricultural setting.

Commented [JF3]: Inclusion pending length of final document

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Maximising workforce participation

All Queenslanders should be able to benefit from the strength of our economic recovery and be supported to participate in the workforce. To grow participation, we must recognise individual needs and tailor support around people. Inclusivity and diversity make us all an employer of choice.

- More than 207,500 Queenslanders are actively seeking more work than they currently have. Females represent more than 56% of those underemployed.
- The State's youth unemployment rate is now 10.8%, down from 11.2% in December last year and 14.2% at the end of 2019.
- People with a disability⁷ and Queenslanders from a non-English-speaking background⁸ are also more likely to be unemployed, with unemployment rates of 9.5% and 6.4% respectively.
- The reopening of international borders presents opportunity to ensure we are fully utilising the skills and capabilities of our migrant populations, working holiday makers and international student
S.
- Research indicates a link between non-inclusive workplace behaviours and workers' intentions to leave, highlighting the importance of diversity and inclusion to support business resilience⁹.

The Good Food Trailer

The Skilling Queenslanders for Work (SQW) program assists up to 15,000 disadvantaged Queenslanders each year to gain skills, qualifications and experience that supports ongoing workforce participation.

Jessica Black, SQW Project Supervisor at Community Living Association, discusses the benefits for both employers and prospective workers of engaging more diverse sources of workforce supply.

"We help people that have so many different barriers. Sometimes those barriers are just not knowing how to negotiate a new system in a new country or people who have been on benefits for some time and just need that bit of support to re-enter the workforce."

The effects are huge and really wide-ranging. You have people that are able to earn an income and that has really positive effects on their mental health and it really helps to show that people with disadvantage can be really valuable contributors to their community."

We're running our fourth SQW program now and we have really good rates of people getting into employment, which can look like all sorts of different things. We've had people go on to start their own businesses and people who've gone from being reliant on welfare to earning more money than they ever have, which is just heart-warming."

Commented [JF4]: Inclusion pending length of final document

⁷ABS. (2018). 4430.0 – Disability, Ageing and Carers, Australia: Summary of Findings, 2018. Australian Bureau of Statistics: Canberra.

⁸ABS (2022) Labour Force, Australia, Detailed, December 2021 – LM7. Australian Bureau of Statistics: Canberra.

⁹Diversity Council Australia (O'Leary, J. and D'Almada-Remedios, R.) *DCA Inclusion@Work Index 2021-2022: Mapping the State of Inclusion in the Australian Workforce*, Sydney, Diversity Council Australia, 2021.

Attracting and retaining staff in the new norm

The operational challenges presented by the pandemic, coupled with competing demand for talent, have resulted in employers needing to rethink the ways that they attract and retain staff.

Over the last two years, the dynamics of the labour market in Queensland have changed. Queensland businesses have pivoted to support the COVID-19 effort, in some cases experiencing rapid expansion. At the same time, many employees are reconsidering their employment circumstances and seeking out new opportunities. In a constrained labour market, we need to make navigation of the recruitment process easier and bring employers and jobseekers together.

Understanding the employee value proposition is critical.

~~• The operational challenges presented by the pandemic, coupled with competing demand for talent, have resulted in employers needing to rethink the ways that they attract and retain staff.~~

- In a survey of more than 1,200 Australian workers, National Australia Bank found that more than 1 in 5 people have changed jobs in the last year and almost 1 in 4 are considering leaving their current job. After decades of low employee turnover, this represents a significant increase in labour mobility.¹⁰
- Employees are prioritising a broad range of financial and non-financial factors in their employment choices. Research suggests that there is a significant expectation gap between what employers believe and what workers actually value¹¹.
- Queensland had record high job advertisements listed on SEEK in January 2022, up 5.4% from the previous month. Nationally, SEEK reports that applications per ad are comparatively low, reflecting the smaller applicant pool from which employers are attempting to source candidates.¹²

Skilling Queenslanders – now and into the future

¹⁰ National Australia Bank, NAB Behavioural & Industry Economics. *NAB Behavioural Insight Report*, February 2022.

¹¹ PwC Australia. *The Future of Work – What workers want: Winning the war for talent*. 2021.

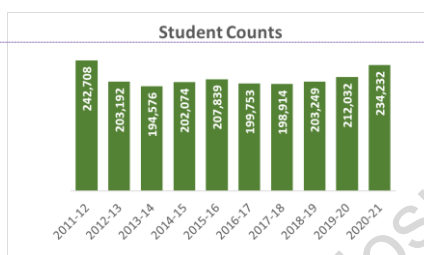
¹² SEEK Australia, *SEEK Employment Report*, January 2022.

Skilling Queenslanders – now and into the future

Queensland has a strong system of post-school education and training that is a source of strength and competitive advantage. Through our strong Vocational Education and Training system and world-class universities, we can ensure that all Queenslanders have access to skills and training that is focused on current and future industry needs and lifelong learning.

Chart

- VET participation increased by over 10% for all government-funded students in the last year, and by over 60% for new apprentices and trainees.
- Queensland's universities provide high-level skills and capability to the economy, with industry engagement playing an increasingly critical role in educational delivery.



Commented [JF5]: Title to be changed to
Government-funded VET, student counts

Realising the opportunities ahead

As we look towards the next decade, Queensland will need more jobs and skills than ever before.
As we look towards the next decade, Queensland will need more jobs and skills than ever before.
As we look towards the next decade, Queensland will need more jobs and skills than ever before.
As we look towards the next decade, Queensland will need more jobs and skills than ever before.
As we look towards the next decade, Queensland will need more jobs and skills than ever before.

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The Brisbane 2032 Olympic and Paralympic Games are forecast to generate a 10-year pipeline of trade and investment prospects, construction jobs and legacy projects that will benefit Queenslanders and our communities for decades to come.

Traditional and emerging industries, such as renewable energy, new economy minerals, advanced manufacturing, creative and digital services, underpinned by the innovation of Queenslanders,
will drive the jobs and skills of the future.

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It is vital that we work together to harness these opportunities and ensure that as many Queenslanders as possible can engage in and benefit from them.

We look forward to your active contribution of experience, expertise and ideas at the Summit.

Date : 17/02/2022 3:14:44 PM

From : "Ian Hutcheon"

To : "Di Farmer" , "Rebecca Atkinson" , "tim.linly@ministerial.qld.gov.au" , "Brett Hall" , "External - Bulimba Electorate Office" , "Tim A Shipstone" , "John Jarrett" , "Warwick Agnew" , "Tim Linley"

Subject : MEETING: Workforce Summit discussion with Tim Linley

MEETING: Workforce Summit discussion with Tim Linley

Scheduled: 17 Feb 2022 at 3:00 pm to 4:00 pm, GMT+10

Location: Minister Farmer's office, Level 32, 1WS

Invitees: Di Farmer, Rebecca Atkinson, tim.linly@ministerial.qld.gov.au, Brett.HALL@desbt.qld.gov.au, External - Bulimba Electorate Office, Tim A Shipstone, John Jarrett, Warwick Agnew, tim.linley@ministerial.qld.gov.au

Sent from my iPhone

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Date : 10/03/2022 2:49:03 PM

From : "Di Farmer"

To : "Ian Hutcheon" , "Warwick Agnew" , "John Jarrett"

Subject : My speech for tomorrow morning - Feedback please!

Attachment : Queensland Workforce Summit 2022_V2_Draft.docx;

Hi all

Could you please give me your feedback on this ASAP? It's a bit long, and some of the wording may possibly still be a bit messy.

However I thought I'd finalise once I had your comments.

Many thanks.

Di

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SPEECH

**MINISTER FOR EMPLOYMENT AND SMALL
BUSINESS AND MINISTER FOR TRAINING AND
SKILLS DEVELOPMENT
HON DI FARMER MP**

QUEENSLAND WORKFORCE SUMMIT 2022

**Defining the challenge and embracing the
opportunity**

**BRISBANE CONVENTION AND EXHIBITION
CENTRE**

10.20AM, FRIDAY 11 MARCH 2022

ACKNOWLEDGMENTS

- I would like to acknowledge the Traditional Owners and Custodians of the Land on which this event is taking place, and pay my respects to Elders past, present and emerging.
- I grew up on Biele country – which is around Gladstone.

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**(NOTE: Minister to be introduced by the MC
Ellen Fanning, ABC journalist)**

SPEECH

Thank you Ellen.

And thanks for the work you'll do for us today.

The Premier

Deputy Premier

Treasurer

Ministerial and Govt Colleagues

Mayors

To all of you who've come from across QLD to be here today, particularly if you are taking time out from recovery efforts.

Thank you all so much for being here. I think we've all been looking forward to the opportunity this Summit presents to us.

To have some of the best and brightest minds from across QLD

Coming together.

To address what is a critical issue for all of us

And that is making sure we have the workforce to both take advantage of the enormous economic opportunities in front of us in QLD - now and in the future

But to also support every Queenslander to have the quality of life they deserve.

Thank you. It's going to be a great day.

We can't really start this conversation without stating the obvious - which is how challenging the last two years have been.

For everyone. In the world.

And I want to give particular recognition to the role that many of you in this room have played, as leaders, in responding to those challenges, and in bringing your people through this period.

You've led your communities, your organisations. You've worked alongside Government.

We've been partners in the journey to this point.

And we will be partners as we navigate the journey ahead of us.

Which is what today's Summit is about.

In speaking of those challenges, we should acknowledge that there are many regions and many sectors that have actually gone gang-busters in the last two years.

In fact many people have said to me over the time that they feel bad about admitting how well things have gone for them.

But there's no need for apologies. And no-one expects them. We are all pleased to see prosperity and success.

However regardless of the cards COVID dealt you, the one thing that is common across QLD – across every region and across every sector.

Is the issue of labour shortages

Not just skills shortages, though that's clearly a critical issue.

But labour shortages – both skilled and unskilled.

Of course we are seeing this across Australia and across the world.

But I'm really proud that here in QLD, with this Workforce Summit, we are taking the bull by the horns

And, together – all of us – can be thought and practice leaders for the rest of the country.

You've all heard the figures from the Treasurer today about the state of the QLD economy.

QLD is booming.

Thanks to our strong health response, and discipline shown by Queenslanders through that response - we have been open and trading for most of the COVID period.

Our economy is growing at a rate of 6.3%, against a national average of 3.7%

We have created 124 300 more jobs than before COVID.

Thinking of where we were two years ago, that we should be speaking of the QLD Economy in such a way is extraordinary.

The opportunities ahead of us are enormous.

And we will need those opportunities for Queensland's recovery and rebuilding, now and into the future

And for SEQ, even more so as a result of the recent floods.

However if we are to maximise those opportunities, we need to confront the workforce challenges that face us.

These challenges are big, difficult and immediate – and in sectors like the construction industry, they have been exacerbated by the floods. The demand for workers has become even greater.

And we all have a role to play in solving those challenges.

Which is why we're all here today.

We are in a unique set of circumstances.

- Unemployment is at its lowest rate in over 14 years.
- Job ads are 70% higher than they were pre-Covid.

- With borders closed over the last 2 years, the cohort of international workers we have been used to having available – have not been so.
- We are in a climate of low wages growth.
- Vacancy rates, particularly in the regions, are the lowest we have seen in many years, making it difficult to bring people in.
- (Though you will not that these are not included in our major themes for today, as they are intense complex issues in themselves, requiring more attention to their debate)
- We have enormous economic opportunity ahead of us, with the number of new jobs in QLD, as you've heard, projected to be over 280 000 by 2025.
- There are sectors, like the disability and aged care sectors, where the shortage of staff is compromising one of the most fundamental values we I think we all hold – that no matter who you are, or where you are, you deserve to be treated with respect and dignity.

- And as you've heard the Premier say, the projections from Jobs QLD are that we will have created an additional 281 000 jobs for Queenslanders by 2025.
- And – we have the Olympics in 10 years, for which we already starting to prepare.

Knowing these things, in the weeks leading up to today's Summit, we asked Queensland businesses and community organisations to share their workforce challenges in greater detail through an online Survey.

More than 91% of respondents have had difficulties of some sort in recruiting staff over the last 12 months.

On average, the common challenges for around three quarters of those surveyed were:

- getting enough applicants for jobs
- finding people with industry experience

- recruiting applicants with well-matched values and attitudes.

There has not been a time, of which we're aware, that this particular combination of circumstances, has faced us.

So there is no magic wand. Or a way we can pull out a thing that we did some other time and say oh why don't we do that thing that worked that other time?

What is required is a new way of thinking, of looking at what we do now and seeing if we need to turn it on its head. Of thinking out of the box. Of taking some of the good ideas people are starting to put in place and seeing if we need to upscale them. And of being courageous.

This Summit is an opportunity to work together to do just that.

In preparation for the Summit, over the last 6 months, I hosted a series of roundtables across Queensland, to flesh out what some of the solutions might be.

And its on the basis of that work – and thank you VERY much to those in this room who took part – that 5 strong and consistent themes emerged Which shaped the agenda for today's event. I want you to know that these themes were not arrived upon by whim.

Firstly – the concept of **Growing your own**

We know that local workforce approaches must be connected to local profiles – for now and the future, to local issues and to local economic opportunities.

What Toowoomba needs is not going to work in Cairns or Longreach or the Gold Coast. It must be locals working together to define the way forward including how they can develop a workforce from their existing population.

Another important consideration is the historically low vacancy rates across QLD, particularly in regionals are, making it extremely challenging to attract new workers.

We have to grow our own.

We already have some outstanding place-based work occurring, including through the Regional Jobs Committees – now operating in 9 regions - we established as a result of our 2018 Skills Summit.

There are some great examples which leverage Queensland's unique regional diversity by

addressing workforce challenges and opportunity through place-based approaches.

But we need to do much more.

2. School to work outcomes

QLD makes an enormous investment in school-based apprenticeships and traineeships, representing 50.5% of the national total.

And streets ahead of any other state or territory in terms of VETis.

And I know many sectors are looking to schools to help build their workforce.

Is our investment in schools geared in the right way to meet the challenges facing us.

Are we giving students the experiences and skills that industry needs?

Are we creating the right connections between schools, students and industry and a shared

understanding of how we translate this into real jobs.

3. Maximising workforce participation

That person you've always had for your jobs?

They're not there any more.

However there are others who may never have been on your radar, who could take those jobs.

People from those vulnerable cohorts with which we're all familiar, like:

- A first nations person
- A person with a disability
- A person from a multi-cultural background

But also the people the people for whom the current system does not give advantage:

- Women who are under-employed (what are the figures)
- Pensioners who could work past retirement age if their pension and superannuation regulations could be re-jigged

But it requires a mental re-set in terms of recruitment, it takes clever matching, and it may require a different approach to the way

How could we support employers to access diverse and inclusive sources of workforce supply, and provide the right work environments to harness their contribution.

4. **Attracting and retaining staff in the new norm**

Many employers are recognising that the perfect resume does not exist in the current environment \ They person you used to employ just doesnt exist any more. Or some other organisation has

poached them from you and paid them more money or provided better working conditions.

Employers are thinking about new ways of looking at what skills or attitudes they really need in an employee, and where they find that person from. And then they're looking at how they keep them. Because many of their old practices just won't cut it any more.

Employees are thinking differently about what work means, and what's meaningful to them. What they do, where they do it, and why it matters are at front of mind post-Covid.

SEEK research reveals that when looking for a new role, more than half of Australians (62%) believe an organisation's values are very important.

The values that make candidates more likely to apply for a role are: honesty (46%), loyalty (33%), efficiency (25%) and dependability (25%).

Research conducted for SEEK reveals 31% of Australian workers are looking to move jobs in the next 6 months and there are four main reasons:

1. Career progression (44%)
2. More money (42%)
3. Poor leadership or culture in their current workplace (39%)
4. Burnout or lack of work-life balance (36%)

If you're a big business you probably have an HR dept that will take care of this. If you're a small business, the HR department is probably you. How can we best support businesses to make good choices?

Our 'Work in Paradise' program is an innovative example of this. It aims to not only connect jobseekers with jobs in beautiful Queensland destinations, but link this to training, accommodation and financial incentives to make the move easier and support our tourism and hospitality sector.

5. Skills pathways for now and the future

QLD makes a significant investment in skills and training - \$1 billion a year.

IN the last year alone, we have seen a 62% increase in apprenticeship commencements.

However this is against a backdrop of a national decline of xxxx% nationally over the last xxxx year.

How do we address this decline?

And is investment in the vocational education and university sectors structured in the right way to meet the needs of industry and of our regions?

And many other such questions.

Embracing the opportunity

While we know that we have immediate workforce shortages, in responding to current challenges we

can't take our eye off the future opportunities we also need to prepare to realise.

Queensland will need more jobs and skills in the coming years than ever before – demand is a good problem to have.

The Premier has already talked about the Olympics.

Similarly with our growth industries – renewable energy, new economy minerals, advanced manufacturing, creative and digital services – what will be the defining workforce features?

Can we, for example, revisit automation in our future workforce planning not through the prism of job losses, but through augmentation and value-add – taking unsafe or harmful labour and giving

that to automation, while Queenslanders move into safer, smarter associated roles.

Underpinned by the innovation of Queenslanders, it's industries like these that will drive the jobs and skills of the future.

In realising the opportunity ahead, our workforce will be key to our success.

We must work together to design and align a Workforce Strategy that can make the most of our future.

Where to from here?

This is a Summit about actions not words, solutions not problems.

We need to be incredibly ambitious about what today's Workforce Summit can achieve.

Queensland needs us to be ambitious.

And its not just a job for the State Government.
It's a job for Govt at all levels, for every single
person in this room. And for the rest of QLD.

The Summit will inform the ways in which
government can support and facilitate.

A Communique will be produced following the
Summit which outlines our shared commitments
arising from today's discussions.

As the Premier has said, the Summit will also
inform the development of a Workforce Strategy
that will position Queensland's workforce is a key
enabler of our prosperity - now and into the future.

I am so looking forward to hearing your ideas and
your solutions throughout today's exciting Summit.

Thank you.

ENDS

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Date : 23/02/2022 10:32:28 AM

From : "John Jarrett"

To : "Warwick Agnew"

Cc : "Ian Hutcheon"

Subject : Post-Workforce Summit Regional Roundtables

Attachment : image001.png;image003.png;

Dear Warwick

I understand the Minister has mentioned the idea around regional roundtables following the Workforce Summit. As she mentioned, we have had a preliminary discussion about this in the office and she has asked me to provide our notes to you on it, as a thought starter. We are also going to share this thinking with the PO to get a conversation started on how to carry the outcomes of the Summit to the regions. It would be the intention to announce the idea of regional roundtables at the Summit, even if it may not involve full details at that stage.

Regional Workforce Roundtables

- Major centres with locations to preferably align with where RJC's are operating and/or where JQ AFS jobs projections are greatest (top 5 regions), for example:
 - Cairns
 - Townsville
 - At least one along central coast - Rocky/Mackay through to Wide Bay (TBD)
 - North-West Queensland (Outback North)
 - Toowoomba/Darling Downs
- Some would involve our Minister and some with other Ministers
- Content:
 - Building on the Summit outcomes
 - Involve some key players to lift interest
 - Wrap into kicking off workforce planning
 - Build on JQ AFS findings to drive need for local solutions
 - Don't want problems
 - Want local solutions
 - Roundtable format
 - Possibly consider if expand RJC's to new areas where JQ AFS jobs growth projections might suggest it (e.g. North-West)
- Local media:
 - Utilise high profile players to drive local TV and radio
 - Involvement of local members
 - Possible announcements

These are merely thought starters, so we can start the process of putting these regional roundtables in place. We'd be happy to discuss this further as we develop our Workforce Strategy and other post-Summit actions.

Regards

John



John Jarrett
Senior Policy Advisor
Office of the Hon. Di Farmer MP
Minister for Employment and Small Business and Minister for Training and Skills Development
E John.Jarrett@ministerial.qld.gov.au
PH: 07 3719 7500
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1 William Street QLD 4000

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Date : 3/03/2022 8:59:35 AM

From : "Ian Hutcheon"

To : "Brett Hall" , "Rebecca Atkinson" , "Leighton Craig" , "Warwick Agnew" , "Maria Karatzis" , "John Jarrett"

Subject : Pre-reading material

Attachment : Workforce Summit pre-reading 1 Mar (002).docx;image001.png;image003.png;

Morning

Please see attached. I've had a discussion with Brett about inserting some info on completion rates.

Once that info has been added can it be reviewed by PWC before coming back to me for approval?



Ian Hutcheon

Chief of Staff

Office of the Hon. Dianne Farmer MP

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

sch4p4(6) Personal

1 William Street Brisbane QLD 4000

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Building Our Future, Together

Purpose

Queensland's strong response to the COVID-19 pandemic has provided the foundation for our economic recovery. Queensland's economy is now 6.3% larger than before the pandemic, almost than twice the growth of the rest of the country. ~~However~~ Despite this, Queensland and the nation are experiencing one of the tightest labour markets in recent history, with businesses and employers continuing to face skills and workforce shortages.

Commented [IH1]: Based on most recent national accounts

The Queensland Workforce Summit is an opportunity to work in partnership to identify and co-design practical solutions for **addressing the State's current workforce shortages and harnessing future opportunities for ongoing economic growth.**

Focus areas

The Summit will focus on the key themes you told us were priorities when we engaged with industry, small businesses and government, education and training sectors over the last 12 months.

- **'Growing your own'** – Leveraging Queensland's unique regional diversity by addressing workforce challenges and opportunities through **place-based approaches**
- **Shaping work-ready Queenslanders through school-to-work experiences** that are underpinned by strong partnerships between schools and industry to support career planning, career advice and work readiness.
- **Maximising workforce** ~~Increasing labour market~~ **participation** through harnessing the skills, capabilities and potential of every Queenslanders and supporting employers to access diverse and inclusive sources of workforce supply.
- **Supporting employers to attract and retain suitable staff** against a backdrop of already low unemployment, the changes prompted by COVID-19, and the new world of work.
- Ensuring that Queenslanders can access **skills development pathways** that support our current workforce needs and enable future opportunities to be realised.
- Harnessing workforce opportunities in **emerging and growth industries** for Queensland.

Queensland's economy and workforce – now and into the future

Key facts *(This will be converted to a visual infographic to emphasise key points; no bullet points)*

- 4.4% Queensland unemployment rate is the lowest since December 2008¹.
- As of January 2022, Queensland has 51,500 job vacancies advertised².
- Compared to pre-COVID:
 - 124,000+ more Queenslanders were employed in January 2022 → 4.9% increase since March 2020³
 - Job advertisement activity across Queensland is up 70.1% from February 2020⁴
 - Labour force participation = 66.4% → higher than the 65.5% rate recorded in March 2020⁵
 - Total number of people not in the labour force has remained stable (1.44 million, compared to 1.42 million March 2020).⁶
- Apprentice and Trainee new commencements increased by 64.6% in 2020-21 across Queensland compared to the previous year⁷.
- Employment growth is forecast to be 4.5% in 2021-22, our strongest jobs growth in 15 years.

Workforce drivers *(to be converted to visual)*

- Strong economic recovery and growth
- Global competition for skills and talent
- High demand for housing, particularly in regional areas
- Reduced levels of international migration, including students, working holiday makers and skilled migrants
- Operational impacts of COVID-19
- Shifting dynamics of work, including remote working
- Changing values and priorities of employees.

The outlook for employment is strong *(visual elements included)*

Anticipating Future Skills employment projections published by Jobs Queensland indicate employment in Queensland is projected to **increase by 10.9%** between June 2021 and June 2025. This represents **over 280,000 additional people** employed, with jobs growth projected to occur across every region and every **industry sector** in Queensland. **These projections can be explored in detail on the Jobs Queensland website.**

Commented [JF2]: Phrasing and hyperlink to be confirmed

¹ ABS. (2022). 6202006, Labour Force, Australia, January 2022. Australian Bureau of Statistics: Canberra.

² Labour Market Information Portal. (2022). Vacancy Report, January 2022. Australian Government: Canberra.

³ ABS. (2022). 6202006, Labour Force, Australia, January 2022. Australian Bureau of Statistics: Canberra.

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

⁵ ABS. (2022). 6202006, Labour Force, Australia, January 2022. Australian Bureau of Statistics: Canberra.

⁶ *ibid*

⁷ Internal database, Queensland Department of Employment, Small Business and Training.

A commitment to growth

The Queensland Government invests significantly in the State's current and future workforce:

- Delivered Queensland's **COVID-19 Economic Recovery** plan, underpinned by **\$15.2 billion in recovery initiatives** to drive inclusive economic and jobs growth
- Committed **\$3.34 billion** to the **Queensland Jobs Fund**, **\$2 billion** of which constitutes the **Renewable Energy and Hydrogen Jobs Fund**
- Invested more than **\$1 billion in skills and training** in 2021-22 to provide Queenslanders with the skills they need as the economy recovers
- **\$201 million** State investment, with an additional \$201 million in matched funding from the Federal Government, in reskilling and upskilling through the **JobTrainer Fund**
- Committed **\$200 million** to a **Future Skills Fund**
- Made the highly successful **Skilling Queenslanders for Work** program permanent, with **\$80 million per year** ongoing
- Extended the **Back to Work** program with **\$140 million** over four years
- Dedicated **\$25 million** to the **International Education and Training Strategy**, delivered by Trade and Investment Queensland
- Provided **\$21 million** worth of **Free TAFE** for under 25s
- Permanently funded **\$17.75 million** for **Regional Manufacturing Hubs**
- Extended the **Queensland Agriculture Workforce Network** with an **additional \$1.7 million** in funding

The Queensland Government continues to invest in high-quality training facilities aligned to priority skills needs, with more than **\$225 million in TAFE infrastructure** spent across 14 regions since 2017. Key projects include:

- \$28.9 million Robotics and Advanced Manufacturing Centre at TAFE Eagle Farm
- \$3.4 million Agricultural Centre of Excellence at TAFE Bowen
- \$14.5 million for an Advanced Manufacturing Skills Lab and a Hydrogen and Renewable Energy Training Facility at TAFE Bohle
- \$17 million towards the Renewable Energy Training Facility at Pinkenba
- \$20 million for the Plumbing Industry Climate Action Centre for stage 2 development of the Queensland Apprenticeships Centre in Beenleigh

<content not approved and must not be published or distributed without approvals (to be managed by QT)>

From the ground up

Image to be added

128 of Australia's best and brightest future aerospace and defence specialists recently joined Boeing Australia, with 100 of these interns being based here in Queensland.

The interns are employed across a range of fields, from sustainability to engineering and finance, receiving invaluable on-the-job training that will advance their employment prospects upon completion of their studies and connect them to opportunities for quality work.

Queensland's relationship with Boeing Australia goes back nearly a quarter of a century, with the State being home to over 2,500 Boeing employees who deliver projects that span simulation and modelling capabilities to next generation communications systems and high tech training technologies. The Queensland Government partners with companies like Boeing Australia because of the highly skilled and rewarding jobs that flow from an employer of this calibre.

These jobs and internships deliver on the Queensland Government's Queensland Defence Industries 10-year Roadmap and Action Plan and its vision to generate 3,500 new full-time jobs locally by 2028. It also builds on momentum generated by recent decisions to base large-scale, technologically advanced projects and the Defence Cooperative Research Centre for Trusted Autonomous Systems here in Queensland.

Solutions come through working in partnership

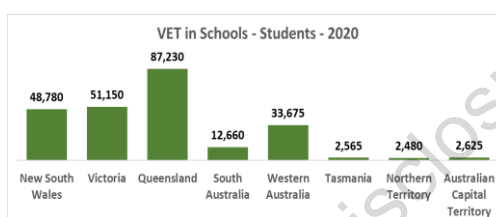
Four workshops held during the Summit will connect leaders across industry, business, regions, education providers, government and the community to build the foundations of a collaborative plan for addressing Queensland's current and future workforce needs.

Shaping work ready-Queenslanders through school-to-work experiences

Successful transitions from school to work are fostered through strong partnerships between schools, training providers, universities and local industry. These partnerships underpin the provision of quality career information and work experience for young people.

Chart

- Queensland has consistently had the largest share of VET in Schools students from all Australian jurisdictions since 2008⁸.
- Students employed as School-based Apprentices or Trainees in Queensland accounted for more than half of the Australian total in 2020⁹.
- More than 26,500 students across 441 schools explored careers pathways through the Gateway to Industry Schools Program (GISP) throughout Queensland in 2021¹⁰.



Maximising workforce participation

All Queenslanders should be able to benefit from the strength of our economic recovery and be supported to participate in the workforce. Employers who are committed to diversity and inclusion are best able to seize opportunities and grow to meet demand. As a state we need to grow participation by recognising individual needs and providing support and appropriate working arrangements to employees where required.

- More than 199,000 Queenslanders are actively seeking more work than they currently have.
- Women - Females represent more than 56% of those underemployed¹¹.
- The State's youth unemployment rate is now 10.8%, down from 11.2% in December last year and 14.2% at the end of 2019¹²

⁸ Internal database, Queensland Department of Employment, Small Business and Training.

⁹ *ibid*

¹⁰ *ibid*

¹¹ ABS. (2022). 6202.0 Labour Force, Australia, January 2022 – Table 23. Australian Bureau of Statistics: Canberra.

¹² QGSO. (2022). Regional youth unemployment (report), January 2022 and past releases. Queensland Government Statistician's Office: Brisbane.

- ~~people make up approximately 4.6% of the Queensland population and have lower rates of lower than the rest of the population.~~¹⁴
- People with a disability¹⁵ and Queenslanders from a non-English-speaking background¹⁶ are also more likely to be unemployed, with unemployment rates of 9.5% and 6.4% respectively.
- The reopening of international borders presents an opportunity to ensure we are fully utilising the skills and capabilities of our migrant populations, working holiday makers and international students.

Commented [IH3]: The Minister wanted a specific figure for first nations employment. This is the best one I can find but happy for it to be replaced with a more recent one if it can be found.

The Good Food Trailer

The Skilling Queenslanders for Work (SQW) program assists up to 15,000 disadvantaged Queenslanders each year to gain skills, qualifications and experience that supports ongoing workforce participation. 76% of surveyed SQW participants report a positive outcome 12 months after exiting a program.

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sch4p4(6) Pe SQW Project Supervisor at Community Living Association, discusses the benefits for both employers and prospective workers of engaging more diverse sources of workforce supply.

"We help people that have so many different barriers. Sometimes those barriers are just not knowing how to negotiate a new system in a new country or people who have been on benefits for some time and just need that bit of support to re-enter the workforce.

The effects are huge and really wide-ranging. You have people that are able to earn an income and that has really positive effects on their mental health and it really helps to show that people with disadvantage can be really valuable contributors to their community.

We're running our fourth SQW program now and we have really good rates of people getting into employment, which can look like all sorts of different things. We've had people go on to start their own businesses and people who've gone from being reliant on welfare to earning more money than they ever have, which is just heart-warming."

¹³ ~~Reference to be added~~

¹⁴ <https://ctgreport.niaa.gov.au/employment>

¹⁵ ABS. (2018). 4430.0 – Disability, Ageing and Carers, Australia: Summary of Findings, 2018. Australian Bureau of Statistics: Canberra.

¹⁶ ABS. (2022). Labour Force, Australia, Detailed, December 2021 – LM7. Australian Bureau of Statistics: Canberra.

¹⁷ ~~Diversity Council Australia (O'Leary, J. and D'Almada Remedios, R.) DCA Inclusion@Work Index 2021-2022: Mapping the State of Inclusion in the Australian Workforce, Sydney, Diversity Council Australia, 2021.~~

Attracting and retaining staff in the new norm

The operational challenges presented by the pandemic, coupled with competing demand for talent, have resulted in employers needing to rethink the ways that they attract and retain staff. In a constrained labour market, we need to make navigation of the recruitment process easier and bring employers and jobseekers together. Understanding what drives the attraction and retention of employees is critical.

- In a survey of more than 1,200 Australian workers, National Australia Bank found that more than 1 in 5 people have changed jobs in the last year and almost 1 in 4 are considering leaving their current job. After decades of low employee turnover, this represents a significant increase in labour mobility.¹⁹
- Employees are prioritising a broad range of financial and non-financial factors in their employment choices. Research suggests that there is a significant expectation gap between what employers believe and what workers actually value²⁰.
- Some employers are responding creatively, including through adjusting shift patterns to attract a broader range of potential employees, redesigning job roles to suit available candidates and offering flexible working arrangements.
- Research indicates a link between non-inclusive workplace behaviours and workers' intentions to leave, highlighting the importance of diversity and inclusion to support business resilience.
- Research indicates a link between non-inclusive workplace behaviours and workers' intentions to leave, highlighting the importance of diversity and inclusion to support business resilience.

Commented [IH4]: The Minister has asked for this to be reworded into plain English as "employee value proposition" is very corporatized.

Commented [IH5]: The Minister has asked for some info here on employers thinking creatively on the best ways to attract and retain staff.

Skilling Queenslanders – now and into the future

Queensland has a strong system of post-school education and training that is a source of strength and competitive advantage. Through our strong Vocational Education and Training system and world-class universities, we can ensure that all Queenslanders have access to skills and training that is focused on current and future industry needs and lifelong learning.

Chart

- More than 830,000 working-age Queensland residents participated in vocational education and training during 2020.
- In 2020-21, apprentice and trainee new commencements increased by more than 64% to a total of nearly 53,000 commencements.
- While commencements have increased this is against a background of declining completion rates across the country.

Commented [IH6]: Can we replace this graph with one showing declining completion rates nationally?

Commented [IH7]: Insert relevant stat

- Queensland's universities underpin the development of high-level skills and capability across all regions and all sectors.

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¹⁹ National Australia Bank, NAB Behavioural & Industry Economics. *NAB Behavioural Insight Report*, February 2022.

²⁰ PwC Australia. *The Future of Work – What workers want: Winning the war for talent*. 2021.

- Partnerships and engagement between industry and universities and other post-school education and training providers are playing an increasingly critical role in ensuring the work readiness of graduates.
- Post-school education and training needs to balance the development of skills needed for immediate employment in a specific occupation with the more transferrable skills and capabilities needed by an individual over the course of their working life.

Commented [IH8]: Please see the Minister's comments in forwarded email. Perhaps we can include some of the data we have on the value of work experience in VETIS programs.

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Realising the opportunities ahead

Queensland has an opportunity to address immediate workforce shortages by addressing many of the issues identified above, such as ensuring employers can think differently about who they are recruiting, looking "closer to home" for a workforce and connecting industry, community and workforce. This can also position Queensland to meet the future needs for even more jobs and skills than ever before.

Commented [IH9]: Minister has asked for a recognition of some immediate opportunities as well as these longer term ones.

The Brisbane 2032 Olympic and Paralympic Games are forecast to generate a 10-year pipeline of trade and investment prospects, construction jobs and legacy projects that will benefit Queenslanders and our communities for decades to come.

Traditional and emerging industries, such as renewable energy, new economy minerals, advanced manufacturing, and creative and digital services, underpinned by the innovation of Queenslanders, will drive the jobs and skills of the future.

It is vital that we work together to harness our current and future opportunities and ensure that as many Queenslanders as possible can engage in and benefit from them.

We look forward to your active contribution of experience, expertise and ideas at the Summit.

Date : 10/03/2022 6:18:43 PM

From : "Di Farmer"

To : "Ian Hutcheon" , "John Jarrett" , "Warwick Agnew"

Subject : RE: Closing speech dot points

Attachment : image001.png;image003.png;

Thanks Ian. This looks good. Could you please put in a Word doc and just give me a few dot points about the Growing Workforce Participation Fund?

Thanks.

Di

From: Ian Hutcheon <Ian.Hutcheon@ministerial.qld.gov.au>

Sent: Thursday, 10 March 2022 5:07 PM

To: Di Farmer <Di.Farmer@ministerial.qld.gov.au>; John Jarrett <John.Jarrett@ministerial.qld.gov.au>; Warwick Agnew <warwick.agnew@desbt.qld.gov.au> <warwick.agnew@desbt.qld.gov.au>

Subject: Closing speech dot points

Hi Minister

Please see below

We know that this is a huge issue and no one person, company, industry or government has the entire answer. It is going to be necessary for us to work together to develop and grow solutions, so I want to use this speech to highlight what I see as the priorities for each of us;

Priorities for Industry

Info here will be primarily from the Attracting and Retaining Staff workshop

Priorities for local government

- Housing
- Place based issues, acting as connectors

Priorities for the Queensland Government

- Workforce Strategy
- Regional Forums ♦ Near future (maybe say in May)
 - Far North Queensland
 - North and North West Queensland
 - Mackay Isaac Whitsunday
 - Central Queensland
 - Western Queensland
 - Wide Bay Burnett Fraser Coast
 - Darling Downs South West
- Growing Workforce Participation Fund

Priorities for the Federal Government

- Job Active ♦ moving away from punitive mutual obligation toward individual case management
- University funding models ♦ place based and industry focused
- Childcare



Ian Hutcheon

Chief of Staff

Office of the Hon. Dianne Farmer MP

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

[sch4p4\(6\) Person](#)

1 William Street Brisbane QLD 4000

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Date : 2/03/2022 11:00:16 AM
From : "John Jarrett"
To : "Director General (DESBT)"
Cc : "Jemma Baker" , "Debra Macqueen"
Subject : RE: Contact details for [sch4p4(6) P] to arrange pre-Summit briefing
Attachment : image001.png
Hi Ashleigh

The contact for [sch4p4(6) P]s [sch4p4(6) Perso] His details are below:

Email: [sch4p4(6) Personal information]

Phone: [redacted]

I am not available from 8.30am until 10.00am on Friday, but OK otherwise. Obviously, this can change, but if we lock something in with the DG and [sch4p4(6) P] I will make it work.

Regards
John

From: Director General (DESBT) <directorgeneral@desbt.qld.gov.au>
Sent: Wednesday, 2 March 2022 10:55 AM
To: John Jarrett <John.Jarrett@ministerial.qld.gov.au>
Cc: Director General (DESBT) <directorgeneral@desbt.qld.gov.au>; Jemma Baker <Jemma.Baker@desbt.qld.gov.au>; Debra Macqueen <Debra.Macqueen@ministerial.qld.gov.au>
Subject: Contact details for [sch4p4(6) P] to arrange pre-Summit briefing
Importance: High

Hi John

I hope you're well.

The Director-General has requested that I organise a briefing for [sch4p4(6) P] on the workforce summit and his role over the next couple of days. I understand that Maria and yourself will accompany the DG in this meeting.

Warwick also mentioned that you have direct contact details for [sch4p4(6) P] liaison person. Can you please share those details with me? Additionally, given [sch4p4(6) P] is based overseas and we will need to work around his availability, can you please let me know if you have any immovable meetings over the next couple of days?

Thanks John.

Cheers

Ashleigh



Ashleigh Wadman
Executive Officer
Office of the Director-General
Department of Employment, Small Business and Training
P 07 3334 2417 [sch4p4(6) P]
E directorgeneral@desbt.qld.gov.au W desbt.qld.gov.au
Level 32, 1 William Street
PO Box 15483 | City East QLD 4002

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Date : 10/03/2022 6:59:01 PM

From : "John Jarrett"

To : "Di Farmer" , "Ian Hutcheon" , "Warwick Agnew"

Subject : RE: Employer piece - my main speech

That gets to it succinctly.

From: Di Farmer <Di.Farmer@ministerial.qld.gov.au>

Sent: Thursday, 10 March 2022 6:57 PM

To: John Jarrett <John.Jarrett@ministerial.qld.gov.au>; Ian Hutcheon <Ian.Hutcheon@ministerial.qld.gov.au>; Warwick Agnew (warwick.agnew@desbt.qld.gov.au) <warwick.agnew@desbt.qld.gov.au>

Subject: Employer piece - my main speech

Hi all

What do you think about this?

Thanks.

Di

2. Attracting and retaining staff in the new norm

Many employers are recognising that the perfect resume does not exist in the current environment .

And that rather thinking of a set of skills and qualifications, they need to identify an attitude and an approach to work. And provide the training on the job.

At the same time, employees are thinking differently about what work means, and what's meaningful to them.

What they do, where they do it, and why it matters are front of mind post-Covid.

I know that many employers complain about having their workers poached with better working conditions or higher pay.

Employers now have to pay close attention to the sort of workplace they provide. A new mindset is required

If you're a big business you probably have an HR dept that will take help you recruit and retain in this new environment, if you come to realise that's what has to happen.

If you're a small business, the HR department is probably you.

How can we best support businesses in this new environment?

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Date : 10/03/2022 7:02:18 PM

From : "Di Farmer"

To : "Warwick Agnew" , "John Jarrett" , "Ian Hutcheon"

Subject : RE: Employer piece - my main speech

Thank you

From: Warwick Agnew <Warwick.Agnew@desbt.qld.gov.au>

Sent: Thursday, 10 March 2022 7:01 PM

To: Di Farmer <Di.Farmer@ministerial.qld.gov.au>; John Jarrett <John.Jarrett@ministerial.qld.gov.au>; Ian Hutcheon <Ian.Hutcheon@ministerial.qld.gov.au>

Subject: RE: Employer piece - my main speech

I agree that's the key points for this session.

From: Di Farmer <Di.Farmer@ministerial.qld.gov.au>

Sent: Thursday, 10 March 2022 6:57 PM

To: John Jarrett <John.Jarrett@ministerial.qld.gov.au>; Ian Hutcheon <Ian.Hutcheon@ministerial.qld.gov.au>; Warwick Agnew <Warwick.Agnew@desbt.qld.gov.au>

Subject: Employer piece - my main speech

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Thanks.

Di

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Many employers are recognising that the perfect resume does not exist in the current environment .

And that rather thinking of a set of skills and qualifications, they need to identify an attitude and an approach to work. And provide the training on the job.

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What they do, where they do it, and why it matters are front of mind post-Covid.

I know that many employers complain about having their workers poached with better working conditions or higher pay.

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help you recruit and retain in this new environment, if you come to realise that **that's** what has to happen.

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How can we best support businesses in this new environment?

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Date : 10/03/2022 3:06:42 PM
From : "Ian Hutcheon"
To : "Di Farmer" , "Warwick Agnew" , "John Jarrett"
Subject : RE: My speech for tomorrow morning - Feedback please!
Attachment : Queensland Workforce Summit 2022_V2_Draft.docx;
With some tracked changes.

I think it's really strong.

Might be worthwhile to discuss if there's anything that can be removed just to shorten it a little.

From: Di Farmer <Di.Farmer@ministerial.qld.gov.au>
Sent: Thursday, 10 March 2022 2:49 PM
To: Ian Hutcheon <Ian.Hutcheon@ministerial.qld.gov.au>; Warwick Agnew (warwick.agnew@desbt.qld.gov.au) <warwick.agnew@desbt.qld.gov.au>; John Jarrett <John.Jarrett@ministerial.qld.gov.au>
Subject: My speech for tomorrow morning - Feedback please!

Hi all

Could you please give me your feedback on this ASAP? It's a bit long, and some of the wording may possibly still be a bit messy.

However I thought I'd finalise once I had your comments.

Many thanks.

Di

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SPEECH

**MINISTER FOR EMPLOYMENT AND SMALL
BUSINESS AND MINISTER FOR TRAINING AND
SKILLS DEVELOPMENT
HON DI FARMER MP**

QUEENSLAND WORKFORCE SUMMIT 2022

**Defining the challenge and embracing the
opportunity**

**BRISBANE CONVENTION AND EXHIBITION
CENTRE**

10.20AM, FRIDAY 11 MARCH 2022

ACKNOWLEDGMENTS

- I would like to acknowledge the Traditional Owners and Custodians of the Land on which this event is taking place, and pay my respects to Elders past, present and emerging.
- I grew up on Biele country – which is around Gladstone.

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**(NOTE: Minister to be introduced by the MC
Ellen Fanning, ABC journalist)**

SPEECH

Thank you Ellen.

And thanks for the work you'll do for us today.

The Premier

Deputy Premier

Treasurer

Ministerial and Govt Colleagues

Mayors

To all of you who've come from across QLD to be here today, particularly if you are taking time out from recovery efforts.

Thank you all so much for being here. I think we've all been looking forward to the opportunity this Summit presents to us.

To have some of the best and brightest minds from across QLD

Coming together.

To address what is a critical issue for all of us

And that is making sure we have the workforce to take advantage of the enormous economic opportunities in front of us in QLD - now and in the future

But to also support every Queenslander to have the quality of life they deserve.

Thank you. It's going to be a great day.

We can't really start this conversation without stating the obvious - which is how challenging the last two years have been.

For everyone. In the world.

And I want to give particular recognition to the role that many of you in this room have played, as leaders, in responding to those challenges, and in bringing your people through this period.

You've led your communities, your organisations. You've worked alongside Government.

We've been partners in the journey to this point.

And we will be partners as we navigate the journey ahead of us.

Which is what today's Summit is about.

In speaking of those challenges, we should acknowledge that there are many regions and many sectors that have actually gone gang-busters in the last two years.

In fact many people have said to me over the time that they feel bad about admitting how well things have gone for them.

But there's no need for apologies. And no-one expects them. We are all pleased to see prosperity and success.

However regardless of the cards COVID dealt you, the one thing that is common across QLD – across every region and across every sector.

Is the issue of labour shortages

Not just skills shortages, though that's clearly a critical issue.

But labour shortages – both skilled and unskilled.

Of course we are seeing this across Australia and across the world.

But I'm really proud that here in QLD, with this Workforce Summit, we are taking the bull by the horns

And, together – all of us – can be thought and practice leaders for the rest of the country.

Commented [IH1]: You are speaking before the Treasurer

QLD is booming.

Thanks to our strong health response, and discipline shown by Queenslanders through that response - we have been open and trading for most of the COVID period.

Our economy is growing at a rate of 6.3%, against a national average of 3.7%

We have created 124 300 more jobs than before COVID.

Thinking of where we were two years ago, that we should be speaking of the QLD Economy in such a way is extraordinary.

The opportunities ahead of us are enormous.

And we will need those opportunities for Queensland's recovery and rebuilding, now and into the future

And for SEQ, even more so as a result of the recent floods.

However if we are to maximise those opportunities, we need to confront the workforce challenges that face us.

These challenges are big, difficult and immediate – and in sectors like the construction industry, they have been exacerbated by the floods. The demand for workers has become even greater.

And we all have a role to play in solving those challenges.

Which is why we're all here today.

We are in a unique set of circumstances.

- Unemployment is at its lowest rate in over 14 years.
- Job ads are 70% higher than they were pre-Covid.

- With borders closed over the last 2 years, the cohort of international workers we have been used to having available – have not been so.
- We are in a climate of low wages growth.
- Vacancy rates, particularly in the regions, are the lowest we have seen in many years, making it difficult to bring people in.
- (Though you will not that these are not included in our major themes for today, as they are intense complex issues in themselves, requiring more attention to their debate)
- There are sectors, like the disability and aged care sectors, where the shortage of staff is compromising one of the most fundamental values I think we all hold – that no matter who you are, or where you are, you deserve to be treated with respect and dignity.
- There are sectors, like the disability and aged care sectors, where the shortage of staff is compromising one of the most fundamental values we I think we all hold – that no matter

who you are, or where you are, you deserve to be treated with respect and dignity.

- And as you've heard the Premier say, the projections from Jobs QLD are that we will have created an additional 281 000 jobs for Queenslanders by 2025.
- And – we have the Olympics in 10 years, for which we already starting to prepare.

Knowing these things, in the weeks leading up to today's Summit, we asked Queensland businesses and community organisations to share their workforce challenges in greater detail through an online Survey.

More than 91% of respondents have had difficulties of some sort in recruiting staff over the last 12 months.

On average, the common challenges for around three quarters of those surveyed were:

- getting enough applicants for jobs
- finding people with industry experience
- recruiting applicants with well-matched values and attitudes.

There has not been a time, of which we're aware, that this particular combination of circumstances, has faced us.

So there is no magic wand. We can't simply pull out a response from another time.

What is required is a new way of thinking, of looking at what we do now and seeing if we need to turn it on its head. Of thinking out of the box. Of taking some of the good ideas people are starting to put in place and seeing if we can upscale them. And of being courageous.

This Summit is an opportunity to work together to do just that.

In preparation for the Summit, over the last 6 months, I hosted a series of roundtables across Queensland, to flesh out what some of the solutions might be.

And its on the basis of that work – and thank you VERY much to those in this room who took part – that 5 strong and consistent themes emerged Which shaped the agenda for today’s event. I want you to know that these themes were not arrived upon by whim.

Firstly – the concept of **Growing your own**

We know that local workforce approaches must be connected to local objectives – to local challenges and to local economic opportunities.

What Toowoomba needs is not going to work in Cairns or Longreach or the Gold Coast. It must be locals working together to define the way forward including how they can develop a workforce from their existing population.

Another important consideration is the historically low vacancy rates across QLD, particularly in regionals are, making it extremely challenging to attract new workers.

We have to grow our own.

We already have some outstanding place-based work occurring, including through the Regional Jobs Committees – now operating in 9 regions - we established as a result of our 2018 Skills Summit.

There are some great examples which leverage Queensland's unique regional diversity by addressing workforce challenges and opportunity through place-based approaches.

But we need to do much more.

2. School to work outcomes

QLD makes an enormous investment in school-based apprenticeships and traineeships, representing 50.5% of the national total.

And streets ahead of any other state or territory in terms of VETis.

And I know many sectors are looking to schools to help build their workforce.

Is our investment in schools geared in the right way to meet the challenges facing us.

Are we giving students the experiences and skills that industry needs?

Are we creating the right connections between schools, students and industry and a shared understanding of how we translate this into real jobs.

3. Maximising workforce participation

That person you've always had for your jobs?

They're not there any more.

However there are others who may never have been on your radar, who could take those jobs.

People from those vulnerable cohorts with which we're all familiar, like:

- A first nations person
- A person with a disability
- A person from a multi-cultural background

But also the people the people for whom the current system does not give advantage:

- Women who are under-employed (what are the figures)

- Pensioners who could work past retirement age if their pension and superannuation regulations could be re-jigged

But it requires a mental re-set in terms of recruitment, it takes clever matching, and it may require a different approach to the way

How could we support employers to access diverse and inclusive sources of workforce supply, and provide the right work environments to harness their contribution.

4. **Attracting and retaining staff in the new norm**

Many employers are recognising that the perfect resume does not exist in the current environment -

The person you used to employ just doesn't exist any more. Or some other organisation has poached them from you and paid them more money or provided better working conditions.

Employers are thinking about new ways of looking at what skills or attitudes they really need in an employee, and where they find that person from. And then they're looking at how they keep them. Because many of their old practices just won't cut it any more.

Employees are thinking differently about what work means, and what's meaningful to them. What they do, where they do it, and why it matters are at front of mind post-Covid.

SEEK research reveals that when looking for a new role, more than half of Australians

(62%) believe an organisation's values are very important.

The values that make candidates more likely to apply for a role are: honesty (46%), loyalty (33%), efficiency (25%) and dependability (25%).

Research conducted for SEEK reveals 31% of Australian workers are looking to move jobs in the next 6 months and there are four main reasons:

1. Career progression (44%)
2. More money (42%)
3. Poor leadership or culture in their current workplace (39%)
4. Burnout or lack of work-life balance (36%)

If you're a big business you probably have an HR dept that will take care of this. If you're a small business, the HR department is probably you. How can we best support businesses to make good choices?

Our 'Work in Paradise' program is an innovative example of this. It aims to not only connect jobseekers with jobs in beautiful Queensland

destinations, but link this to training, accommodation and financial incentives to make the move easier and support our tourism and hospitality sector.

5. **Skills pathways for now and the future**

QLD makes a significant investment in skills and training - \$1 billion a year.

IN the last year alone, we have seen a 62% increase in apprenticeship commencements.

However, this is against a backdrop of a national decline in completions of 36% nationally over the last five years.

How do we address this decline?

How do we address this decline?

And is investment in the vocational education and university sectors structured in the right way to meet the needs of industry and of our regions?

~~And many other such questions.~~

Embracing the opportunity

While we know that we have immediate workforce shortages, in responding to current challenges we can't take our eye off the future opportunities we also need to prepare to realise.

Queensland will need more jobs and skills in the coming years than ever before – demand is a good problem to have.

The Premier has already talked about the Olympics.

Similarly with our growth industries – renewable energy, new economy minerals, advanced manufacturing, creative and digital services – what will be the defining workforce features?

Can we, for example, revisit automation in our future workforce planning not through the prism of job losses, but through augmentation and value-add – taking unsafe or harmful labour and giving that to automation, while Queenslanders move into safer, smarter associated roles.

Underpinned by the innovation of Queenslanders, it's industries like these that will drive the jobs and skills of the future.

In realising the opportunity ahead, our workforce will be key to our success.

We must work together to design and align a Workforce Strategy that can make the most of our future.

Where to from here?

This is a Summit about actions not words,
solutions not problems.

We need to be incredibly ambitious about what
today's Workforce Summit can achieve.

Queensland needs us to be ambitious.

And its not just a job for the State Government.
It's a job for Govt at all levels, for every single
person in this room. And for the rest of QLD.

The Summit will inform the ways in which
government can support and facilitate.

Commented [IH2]: I would save this for the wrap up
speech.

As the Premier has said, the Summit will also
inform the development of a Workforce Strategy

that will position Queensland's workforce is a key enabler of our prosperity - now and into the future.

I am so looking forward to hearing your ideas and your solutions throughout today's exciting Summit.

Thank you.

ENDS

Published on DESBT Disclosure Log
RTI Act 2009

Date : 15/02/2022 10:32:32 AM

From : "Warwick Agnew"

To : "Maria Karatzis" , "John Jarrett"

Cc : "Leighton Craig" , "Ian Hutcheon"

Subject : RE: Panellist Update as at 9am 15/2

Attachment : image001.png;image002.jpg;

[sch4p4(6) P] now also confirmed.

On advice from Ian H this morning – not currently needing a [sch4p4(6) P] nominee.

Thanks

Warwick

From: Maria Karatzis <Maria.Karatzis@desbt.qld.gov.au>

Sent: Tuesday, 15 February 2022 8:55 AM

To: John Jarrett <John.Jarrett@ministerial.qld.gov.au>

Cc: Warwick Agnew <Warwick.Agnew@desbt.qld.gov.au>; Leighton Craig <Leighton.Craig@desbt.qld.gov.au>; Ian Hutcheon <Ian.Hutcheon@ministerial.qld.gov.au>

Subject: Panellist Update as at 9am 15/2

Hi John

Following our meeting yesterday, please find below a status update on our panellists:

[sch4p4(6) Personal info] Confirmed

– Confirmed for case study

[sch4p4(6) Personal info] Confirmed

[sch4p4(6) Personal info] waiting on a response

– waiting on a response

DoE didn't have any contact details however I have found an email address so have sent him an email invite this morning

[sch4p4(6) Personal info] followed up again last night, waiting on confirmation

The DG has followed up on the following panellists:

[sch4p4(6) Personal info] has confirmed 15/2

- Awaiting call backs from [sch4p4(6) Personal info]

Cheers

Maria



Maria Karatzis

Executive Director, Strategic Communication

Policy and Performance Division

Department of Employment, Small Business and Training

P 07 3025 6421 [sch4p4(6) Personal info]

Chat with me in Teams! [Chat with me on Teams](#)

E maria.karatzis@desbt.qld.gov.au **W** desbt.qld.gov.au

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Date : 3/03/2022 4:14:46 PM

From : "Ian Hutcheon"

To : "Brett Hall" , "Rebecca Atkinson" , "Leighton Craig" , "Warwick Agnew" , "Maria Karatzis" , "John Jarrett"

Subject : RE: Pre-reading material

Attachment : image001.jpg;image002.png;image004.png;

Hi all

I am happy with this content to go to the design team.

I can still see the student count graph in this version but trust that is just due to track changes and it will not go to the design team.

Ian

From: Brett Hall <Brett.Hall@desbt.qld.gov.au>

Sent: Thursday, 3 March 2022 12:57 PM

To: Ian Hutcheon <Ian.Hutcheon@ministerial.qld.gov.au>; Rebecca Atkinson <Rebecca.Atkinson@desbt.qld.gov.au>; Leighton Craig <Leighton.Craig@desbt.qld.gov.au>; Warwick Agnew <Warwick.Agnew@desbt.qld.gov.au>; Maria Karatzis <Maria.Karatzis@desbt.qld.gov.au>; John Jarrett <John.Jarrett@ministerial.qld.gov.au>

Subject: RE: Pre-reading material

Hi Ian

Please see Pre-reading edits made in response to your feedback.

Can you please provide final approval of this content?

Thanks

Brett



Queensland
Government

Brett Hall

A/Executive Director ♦ Workforce Summit

Strategy Division

Department of Employment, Small Business and Training

sch4p4(6) Per

E Brett.Hall@desbt.qld.gov.au W desbt.qld.gov.au

Level 8, 85 George Street, Brisbane QLD 4000

PO Box 15483, City East Qld 4002

From: Ian Hutcheon <Ian.Hutcheon@ministerial.qld.gov.au>

Sent: Thursday, 3 March 2022 9:00 AM

To: Brett Hall <Brett.Hall@desbt.qld.gov.au>; Rebecca Atkinson <Rebecca.Atkinson@desbt.qld.gov.au>; Leighton Craig <Leighton.Craig@desbt.qld.gov.au>; Warwick Agnew <Warwick.Agnew@desbt.qld.gov.au>; Maria Karatzis <Maria.Karatzis@desbt.qld.gov.au>; John Jarrett <John.Jarrett@ministerial.qld.gov.au>

Subject: Pre-reading material

Morning

Please see attached. I've had a discussion with Brett about inserting some info on completion rates.

Once that info has been added can it be reviewed by PWC before coming back to me for approval?



Queensland
Government

Ian Hutcheon

Chief of Staff

Office of the Hon. Dianne Farmer MP

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

sch4p4(6) Personal i

1 William Street Brisbane QLD 4000

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Date : 7/03/2022 12:03:35 PM
From : "Warwick Agnew"
To : "Di Farmer"
Cc : "Ian Hutcheon"
Subject : School to Work Transitions
Attachment : image001.png;
Afternoon Minister,

As discussed this morning, the three initiatives earmarked Education Qld for the Summit are (which Min Grace may be briefed on):

1. *Pathways to a successful future strategy*. The strategy is a Prep to Year 12 approach to career education and pathways planning, and frames the department's vision for preparing all students for the jobs of the future. It complements schools' ongoing work and highlights the importance of strong, strategic partnerships between schools and further education, training and employment. It is supported by an accompanying *Pathways to a successful future* hub.
2. *Careers capability development grant program (CCDGP)*: where Prep to Year 12 schools or school clusters can apply for funding to develop innovative career education projects. A total of \$250,000 is available.
3. *Link and Launch*: The program is designed to support young people who have completed Year 12 and are not in study or work to make a successful transition. It will be operating in 30 schools across Queensland in 2022, with a Link and Launch officer employed at each school to assist young people into study, training or work after they complete Year 12. EQ have a funding committed over 4 years (2019-2022) and are currently considering future options for the expansion of this highly successful program.

The two DESBT initiatives that have elements to announce are:

1. The Pre-apprenticeship Program: round 2 of funding to be announced (\$8.62 m in projects for 442 pre-apprenticeships)
2. \$500k/\$700k fund to support programs that improve 'connectors'. For example, these funds could be used to support virtual work experience. The details of the fund could be developed with input from the summit.

Note, there are a number of key DESBT programs which, in a post-summit environment, will be further developed and considered for potential funding or program changes:

1. GISP: possible refinement/expansion
2. VETiS: refinement/improvement to feature in the VET Strategy 3-5 years
3. School based apprenticeships and traineeships system – development of regional SATs plans

regards
Warwick



Warwick Agnew
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