



Australian Government
**Department of Education,
Skills and Employment**

Workforce Connections Plan

**Underpinning the Workforce Specialists initiative
New Employment Services Model**





Acknowledgement of country

We respectfully acknowledge
the traditional owners and
custodians of this land.

We pay our respects to them
and their elders past, present
and emerging.

Procurement phase of new model and probity



The department is committed to conducting a fair and transparent process



The department has a Probity Plan for the new model



Our processes are **fair, equitable and transparent.**

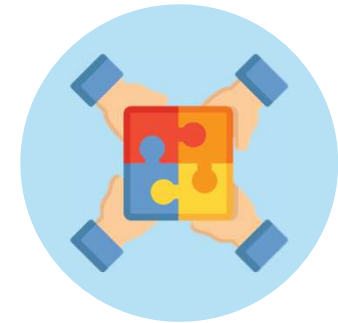
Workforce Specialists

A key element of the New Employment Services Model

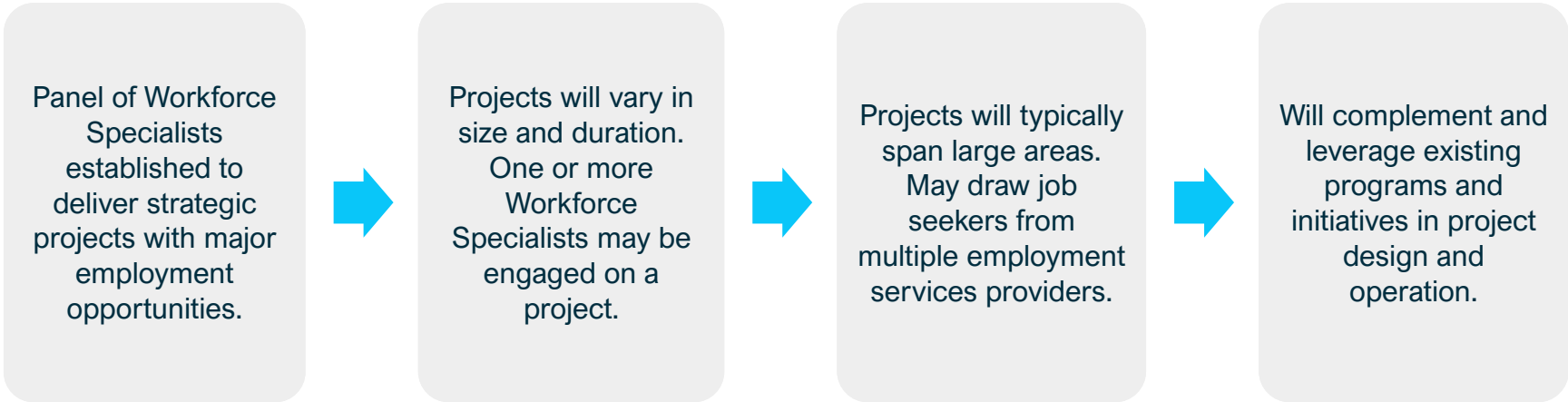
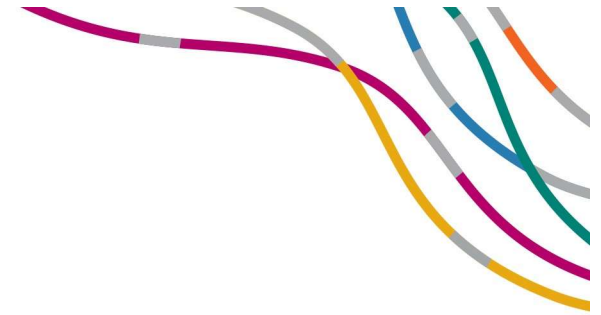
From July 2022, a range of projects will be delivered by Workforce Specialists to help meet the workforce needs of identified key industries and occupations

The Government is **investing \$12.5 million per year** for this program, which will be targeting:

- Industries and occupations with high demand for labour and strong growth prospects, particularly for entry-level roles
- Job seekers registered in Digital Services or Enhanced Services.



Workforce Specialists Panel and Projects



Hypothetical examples of Workforce Specialist Projects



Supplying job-ready construction workers for the Western Sydney Airport through a pre-employment pathway



Awareness raising campaign for the agricultural industry, with relocation and training support



A training and work experience project for in-home disability carers



Coordinating a large recruitment exercise for a national hotel chain

Workforce Connections Plan



Underpinning projects delivered by Workforce Specialists will be the **Workforce Connections Plan** (the Plan).

The Plan will identify key priority industries and occupations for targeted investment (as not everything can be funded).

Developed in consultation with you and other stakeholders, including industry, employers, state and territory governments, training organisations and the National Skills Commission.

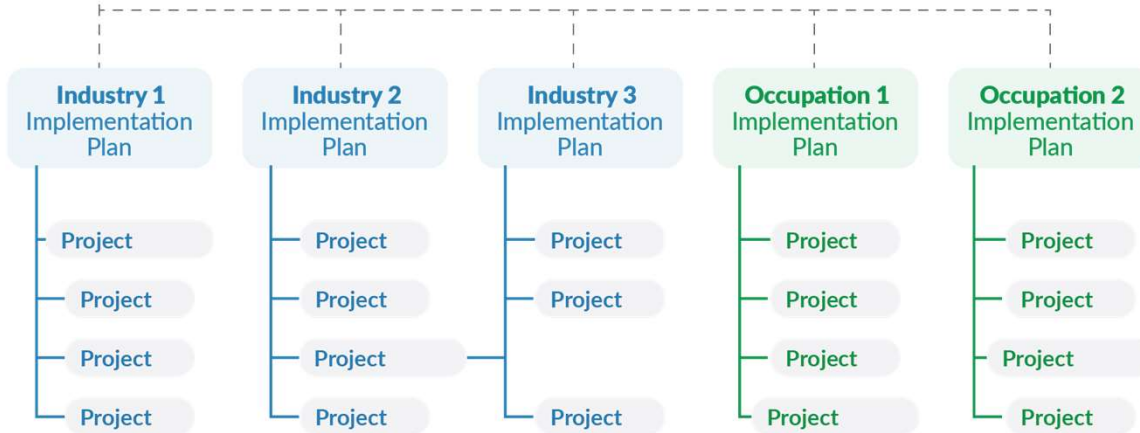
Each priority industry/occupation will have its own implementation plan.

The Plan will be reviewed regularly to respond to changes in the labour market.



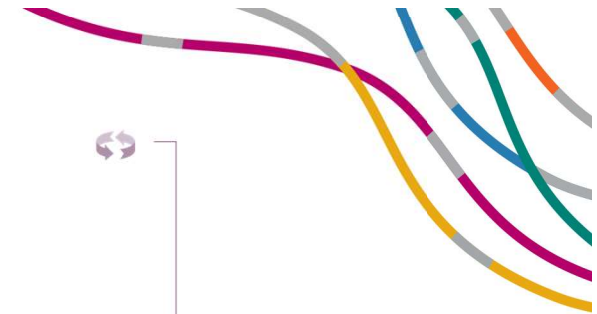
Workforce Connections Plan

Identifying key priority industries and occupations for investment



Workforce Specialists Panel

Engaged to deliver projects around the country.
May need to scale up or down in response to demand.



Regular Review Process

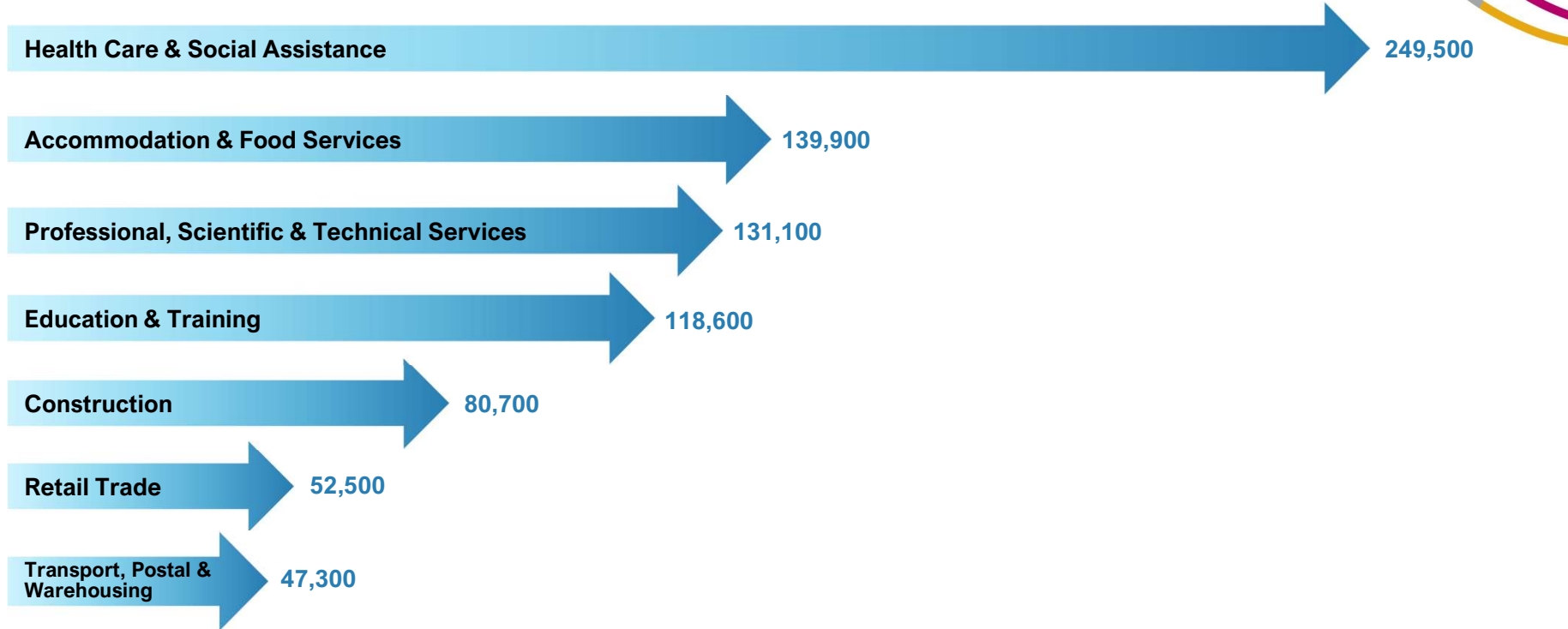
Ensures Plan, priorities, projects & panel remain fit for purpose

Inputs to the Plan



Projected jobs growth by industry

Five years to November 2025



Source: 2020 Employment Projections, National Skills Commission, available at: <https://lmip.gov.au/default.aspx?LMIP/GainInsights/EmploymentProjections>.

Job Advertisements – Internet Vacancy Index (seasonally adjusted)



Source: June 2021 Vacancy Report, National Skills Commission, available at <https://lmip.gov.au/default.aspx?LMIP/GainInsights/VacancyReport>.

Australia's five largest employing industries



Health Care & Social Assistance
14% of workers

Top employing occupations

- 1 Registered nurses
- 2 Aged & disabled carers
- 3 Child carers



Retail Trade
10% of workers

- 1 General sales assistants
- 2 Retail managers
- 3 Checkout operators & office cashiers



Professional, Scientific & Technical Services
9% of workers

- 1 Accountants
- 2 Software & applications programmers
- 3 Solicitors



Construction
9% of workers

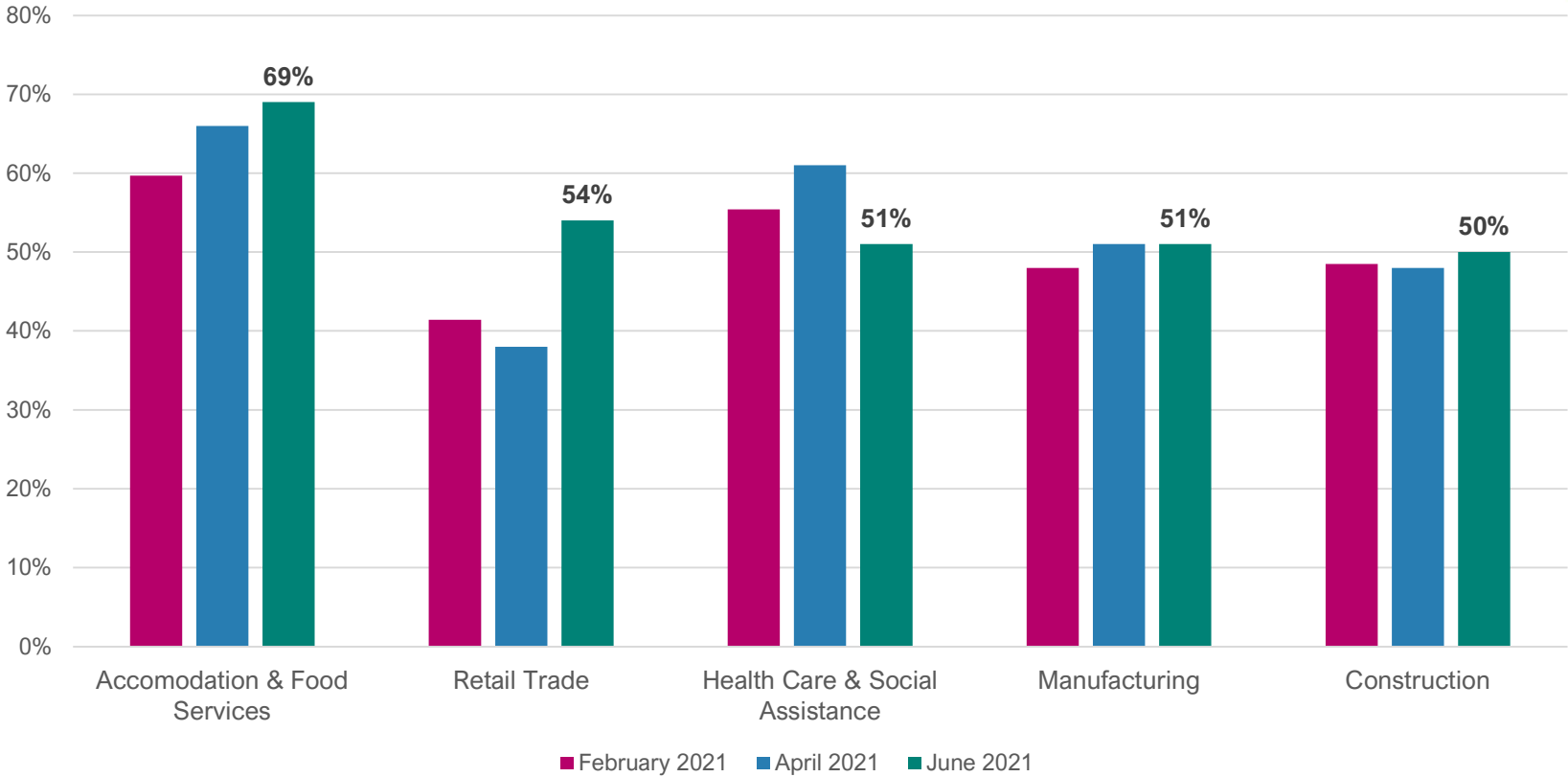
- 1 Carpenters & joiners
- 2 Electricians
- 3 Construction managers



Education & Training
9% of workers

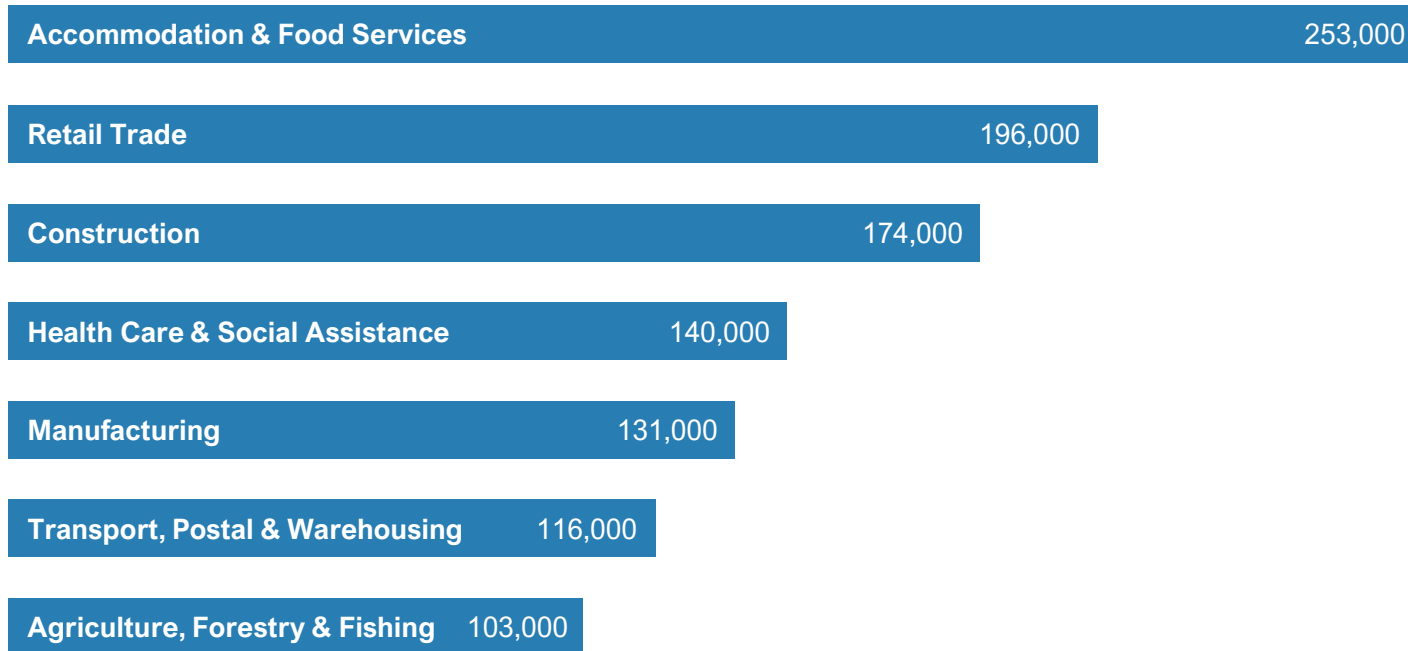
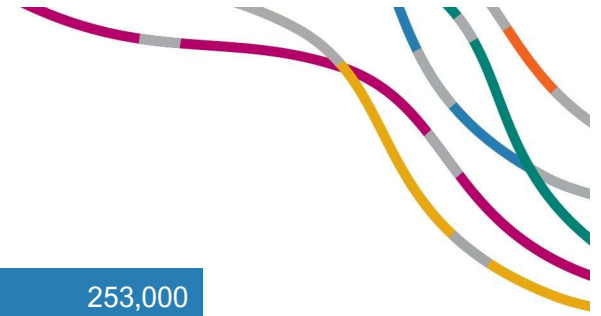
- 1 Primary school teachers
- 2 Secondary school teachers
- 3 Education aides

Employers Recruiting by Selected Industries



Source: Recruitment Experiences and Outlook Survey, National Skills Commission, available at <https://lmip.gov.au/default.aspx?LMIP/GainInsights/EmployersRecruitmentInsights>.¹³
 N.B. Data represents proportion of employers either currently recruiting or who had recruited in the past month.

Job placements by industry in jobactive



Source: jobactive administrative data (rounded to nearest thousand), July 2015 to June 2021. N.B. Does not include 'other services' or industries with lower placement numbers.

Job seeker characteristics in jobactive



1,013,452 participants

Mature age (over 50)	28.5%
-----------------------------	-------

People with disability	24.6%
-------------------------------	-------

Culturally and linguistically diverse	20.8%
--	-------

Youth (under 25)	16.6%
-------------------------	-------

Ex-offenders	10.6%
---------------------	-------

Indigenous Australians	10.0%
-------------------------------	-------

Highest educational attainment

University degree	12.1%
--------------------------	-------

Trade or TAFE qualification	30.3%
------------------------------------	-------

Year 12 or equivalent	19.4%
------------------------------	-------

Year 10-11	25.2%
-------------------	-------

Below Year 10	8.6%
----------------------	------

Unknown/none	4.5%
---------------------	------

Note: job seekers may be represented across multiple cohorts

Source: jobactive administrative data, 30 June 2021.

We encourage you to answer these questions using the form available at: www.dese.gov.au/new-employment-services-model/workforce-specialists/development-workforce-connections-plan



Workforce Specialist projects will connect job seekers with labour market opportunities in industries and occupations with significant demand for workers.



What industries should be a priority for Workforce Specialist projects and why?

What occupations should be a priority for Workforce Specialist projects and why?

Questions

Which industries and occupations provide the greatest opportunity for job seekers with minimal work experience and/or needing additional training or support?

What basic skills and attributes do job seekers require for these industries and occupations?

Do you have project ideas which you think could be delivered by a Workforce Specialist?

How often should the Workforce Connections Plan be reviewed?



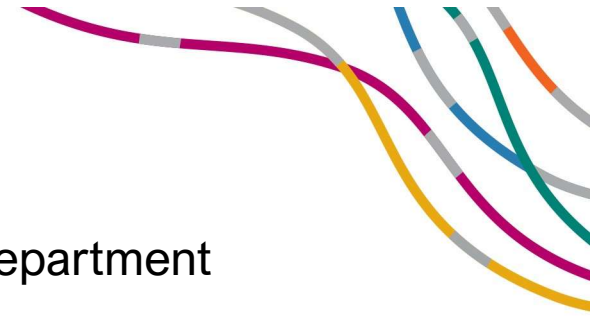
Questions

Are there particular data sources the department should review?



Are there any other stakeholders the department should consult with to inform the development of the Workforce Connections Plan?

Do you have any other feedback?



Further feedback

More information about the Workforce Specialists initiative (as well as a recording of this webinar) will be available at: www.dese.gov.au/new-employment-services-model/workforce-specialists/development-workforce-connections-plan

We encourage you to send through any feedback using the Feedback Survey available at the above webpage.

We would appreciate feedback by **24 September 2021**.

