



Australian Government

Jobs and Skills Australia

Jobs and Skills Australia update

15 June 2023



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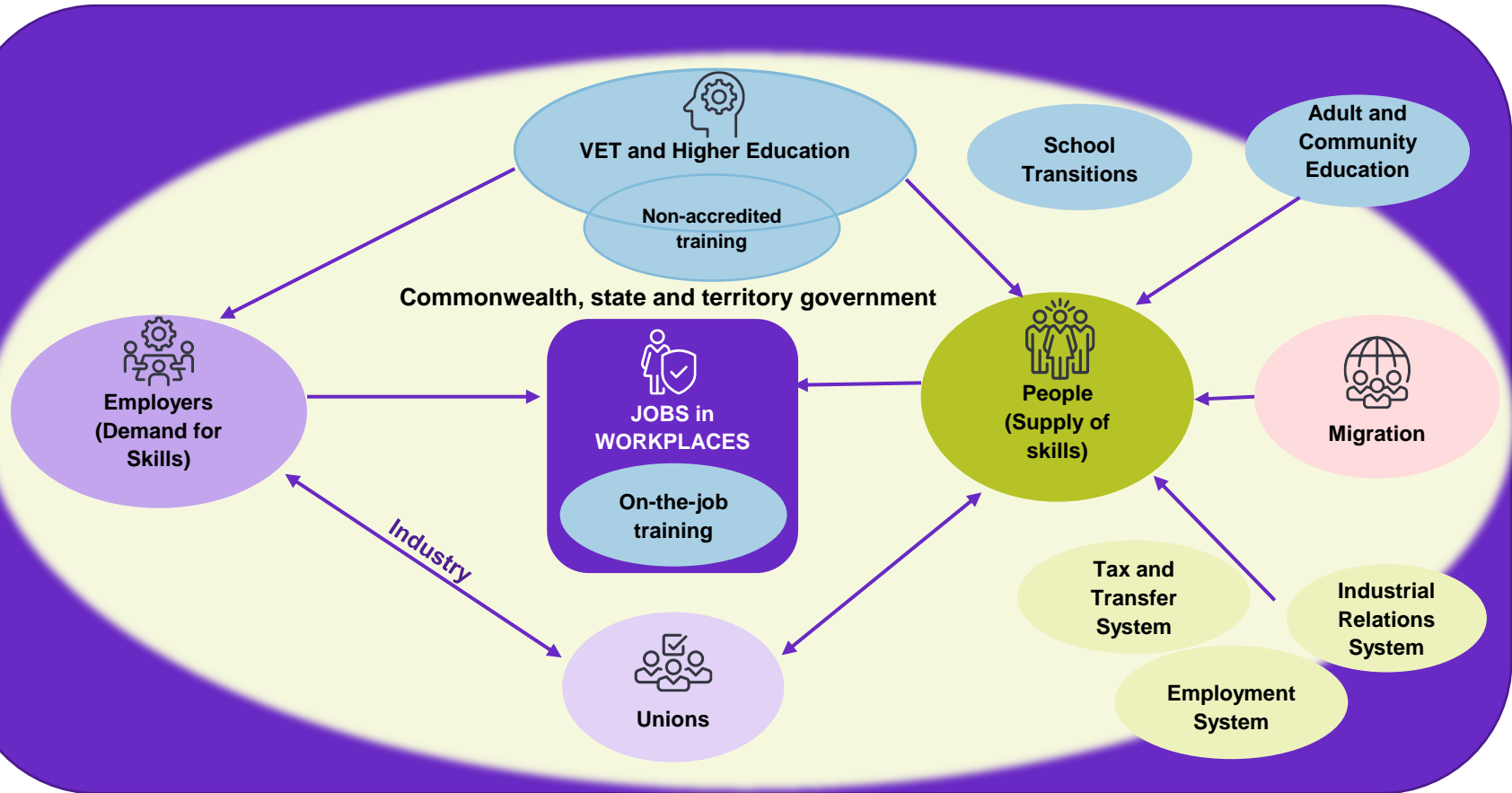
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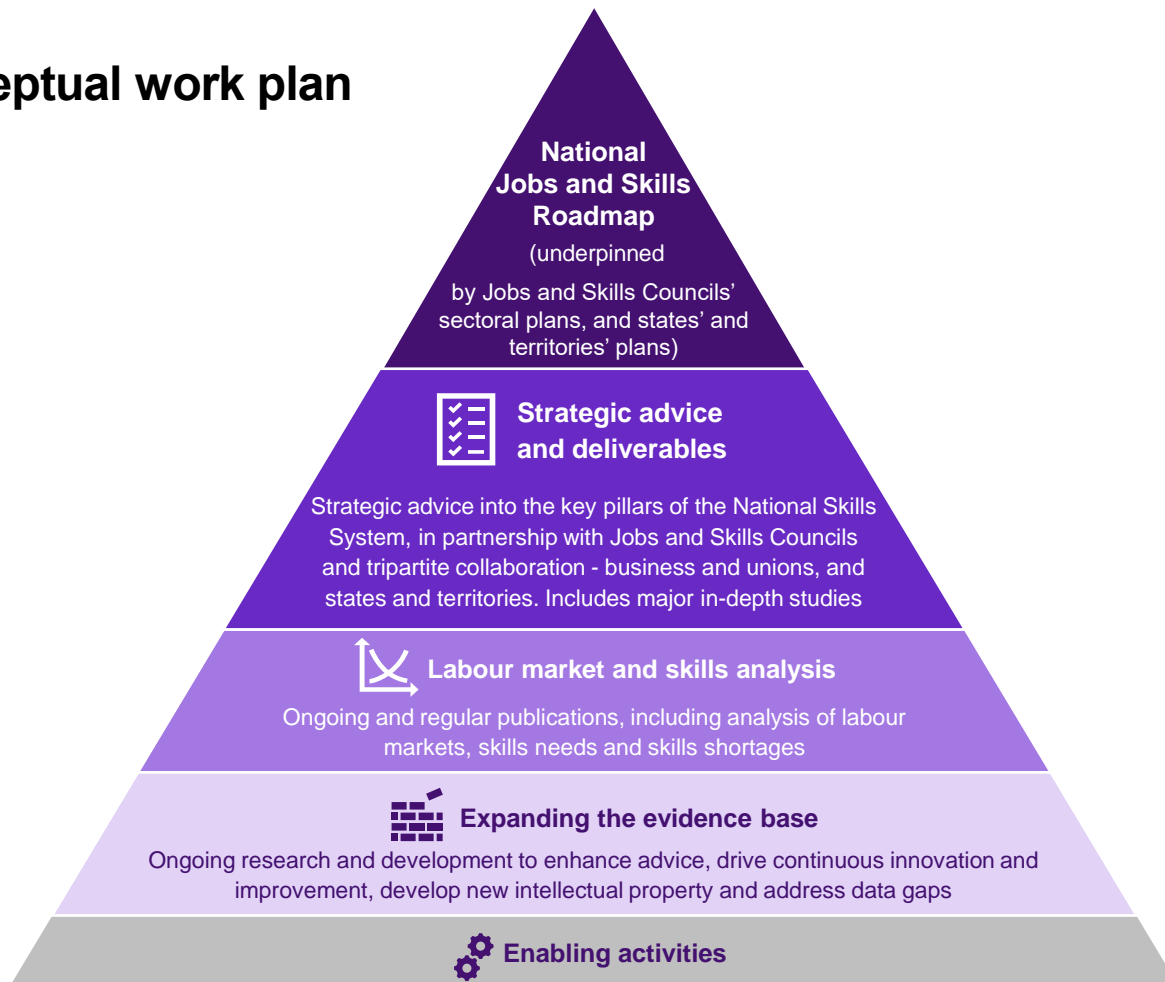
Professor Peter Dawkins AO
Director, Jobs and Skills Australia



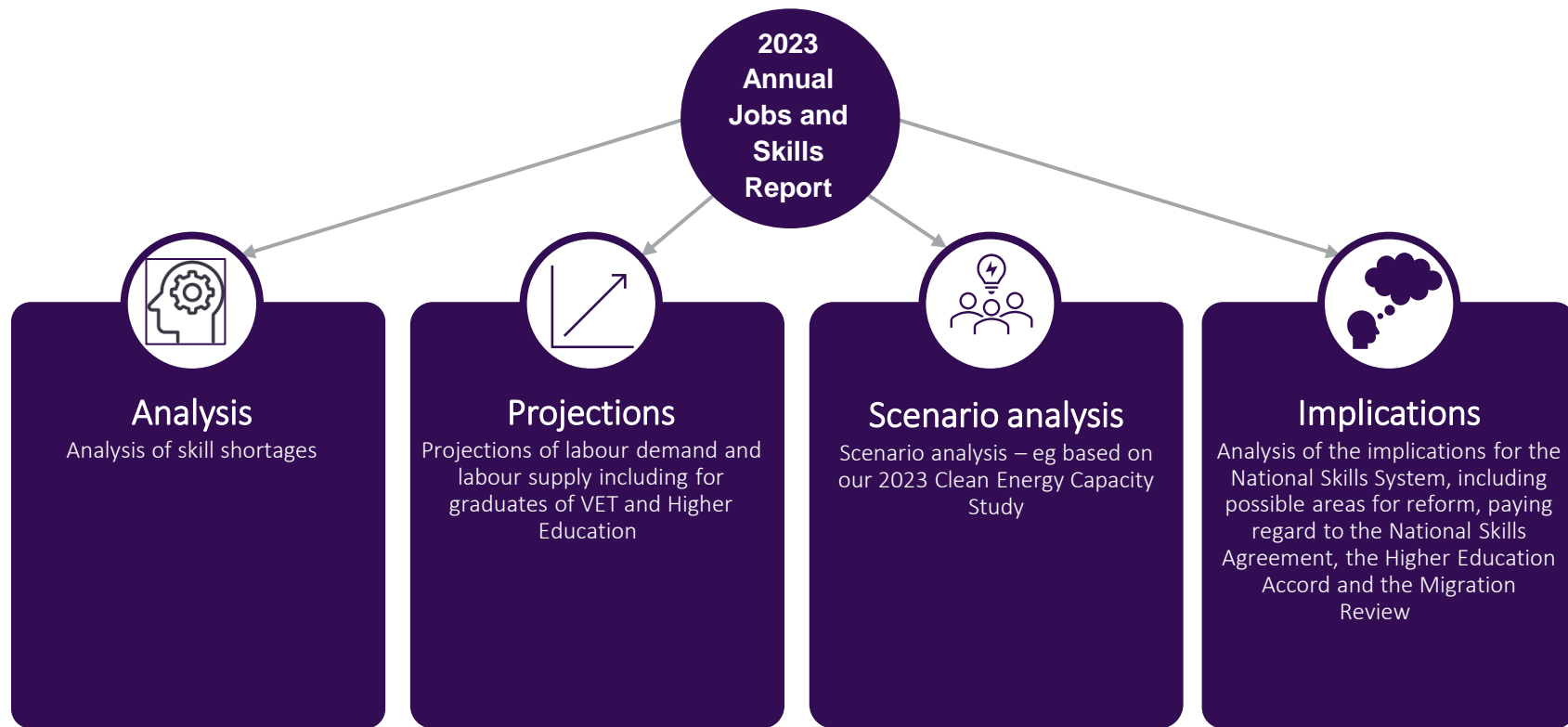
National Skills System



JSA's conceptual work plan



Projections and policy implications



Jobs and Skills Councils



Agribusiness

Skills Insight

Covering industries of primary production - plants and animals, textiles and wood manufacturing, as well as the emerging industries of water, natural resources security, and environmental management.



Arts, Personal Services, Retail, Tourism & Hospitality

Australian Retailers Association

Covering the 'high street' human services such as hairdressing, floristry, travel and hospitality and well as serving the creative economy with fine arts, theatre and screen, music and dance.



Energy, Gas and Renewables

Energy, Renewables & Emerging Technology

Covering the industries of electricity, gas, renewable energy. Hydrogen, as an emerging industry, will also be included.



Finance, Technology and Business

Digital Skills Organisation

Covering professional services including accounting, marketing, digital literacy, ICT. Emerging industries of cyber security, financial technologies, artificial intelligence and the internet of things will also be represented.



Manufacturing

Innovation and Business Skills Australia

Industries in this grouping include both heavy and light manufacturing activities as well as emerging industries of advanced manufacturing and defence and space technologies.



Mining and Automotive

Australian Minerals & Energy Skills Alliance

Covering industries involved in mineral exploration and extraction operations and automotive as well as emerging industries covering driverless automotive technologies



Transport and Logistics

Australian Industry Standards

Covering industries involved in warehousing and distribution operations as well as transport and logistical support. It will also cover emerging industries of omnichannel distribution and air and space transport and logistics.



Public Safety & Government

Public Safety Industry Committee

Industries in this grouping are directly involved in public service (e.g. local government, police, corrective services, public safety).



Early Educators, Health and Human Services

Australian Healthcare & Hospitals Association

Covering industries that offer community services and support such as aged care, disability services, mental health, early childhood education and health and para-professional support (e.g. nursing and dental). This cluster also provides sport and recreation services



Building Construction and Property

BuildSkills Australia

Covering industries involved in construction and property services, from plumbers and carpenters to water supply and other civil infrastructure.



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Questions?





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Clean Energy Capacity Study progress

Damian Oliver

Assistant Secretary, Workforce Futures



Clean Energy Capacity Study

The Australian Government has committed to achieve net zero emissions by 2050.

Government has tasked JSA to prepare a capacity study for the clean energy workforce. Our study will identify the workforce roles required and the education and training pathways needed to supply them.

Australia also has a number of high-emitting industries, like coal fired power generation, that will decline. Workers in these industries will need proactive skilling and training supports to access new opportunities.

Our final report will be delivered later in 2023.

Related work

JSA is working closely with other areas of government to align with and inform other ongoing work, including:

- the upcoming **National Energy Workforce Strategy**, which will build on the evidence and findings from this study
- learnings from the **Australian Energy Employment Report** (AEER) and opportunities for improved data collection
- the new **Net Zero Authority** to support workers in emissions-intensive sectors to access clean energy opportunities
- new **climate modelling** functions at Treasury to ensure consistency in assumptions

Project Steering Group

Professor Peter Dawkins has established a steering group of subject matter experts to support this study. There are 18 members from across federal government, industry peak bodies, unions, states and territories, universities, VET providers and research bodies.

Anne Younger - AI Group

Anita Talberg/Julian McCoy - Clean Energy Council

John Grimes - Smart Energy Council

Chris Croker - Impact Investment Partners/First Nations Clean Energy Network

Anthea Middleton – Electricity, Gas and Renewables Jobs and Skills Council

Dr Ross Digby - Holmesglen Institute

Professor Frank Jotzo - ANU

Michael Wright - Electrical Trades Union of Australia

Taylor Rundell - Australian Workers Union

Daniel Welsh - Australian Services Union

Dr Dietmar Tourbier - CSIRO

Andrew Barker – CEDA

Rebecca Atkinson – Queensland Government

Jodie Wallace – Western Australian Government

Representatives from the:

- Department of Treasury
- Department of Prime Minister and Cabinet
- Department of Climate Change, Energy, the Environment and Water
- Queensland Government
- Western Australian Government

Consultation

With the support of our steering group, JSA has held several stakeholder roundtables to date. We also hold monthly meetings with state and territory representatives, and have received 34 submissions to our discussion paper.

Roundtables		States and Territories	Submissions	
TAFEs 3 May	Barriers to training design and delivery	Monthly meetings with representatives from each state and territory government to share experiences and feedback.	Industry groups	8
Unions 24 May	Transitions for workers in emissions intensive sectors		Peak bodies	7
	Employment arrangements		Universities	5
	Careers pathways in clean energy		Other	4
Universities 7 June	Higher education pathways and research		Australian Governments Departments	2
Clean Energy Firms 16 June	Workforce profiles		Individuals	2
	Careers pathways in clean energy		TAFE's	2
			Unions	2
			Jobs and Skills Councils	1
			State and Territory Government	1

JSA is also planning engagements with private RTOs and emissions intensive industries.

Study outcomes

Our study will provide critical evidence and insights to support workforce planning, policy development and program design.

Final report outcomes:

- clarifying what jobs and industries make up our clean energy workforce
- examining different transition scenarios and their impact on future workforce needs
- exploring how employment opportunities can be shared across regions and with priority cohorts
- identifying the education, training and migration pathways that we should be developing
- assessing the extent to which skills needs can be met by existing workers, particularly from transitioning sectors

Supply and demand modelling

JSA has commissioned Deloitte Access Economics to produce workforce estimates in close collaboration with Treasury, DCCEEW and the project steering group. Supply and demand will be modelled:

- in line with recent government commitments and policy
- over 10, 20 and 30 years
- across several transition scenarios that build on the work of AEMO, including a 'superpower' export scenario
- disaggregated by occupation and region
- to identify gaps and surpluses across the economy



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Labour market update

Cliff Bingham
Assistant Secretary, Labour
Market and Migration



Deep dive into key skills needs for regional labour markets



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Variations in recruitment methods across regions

Drivers of regional participation rates (including vacancy rates)

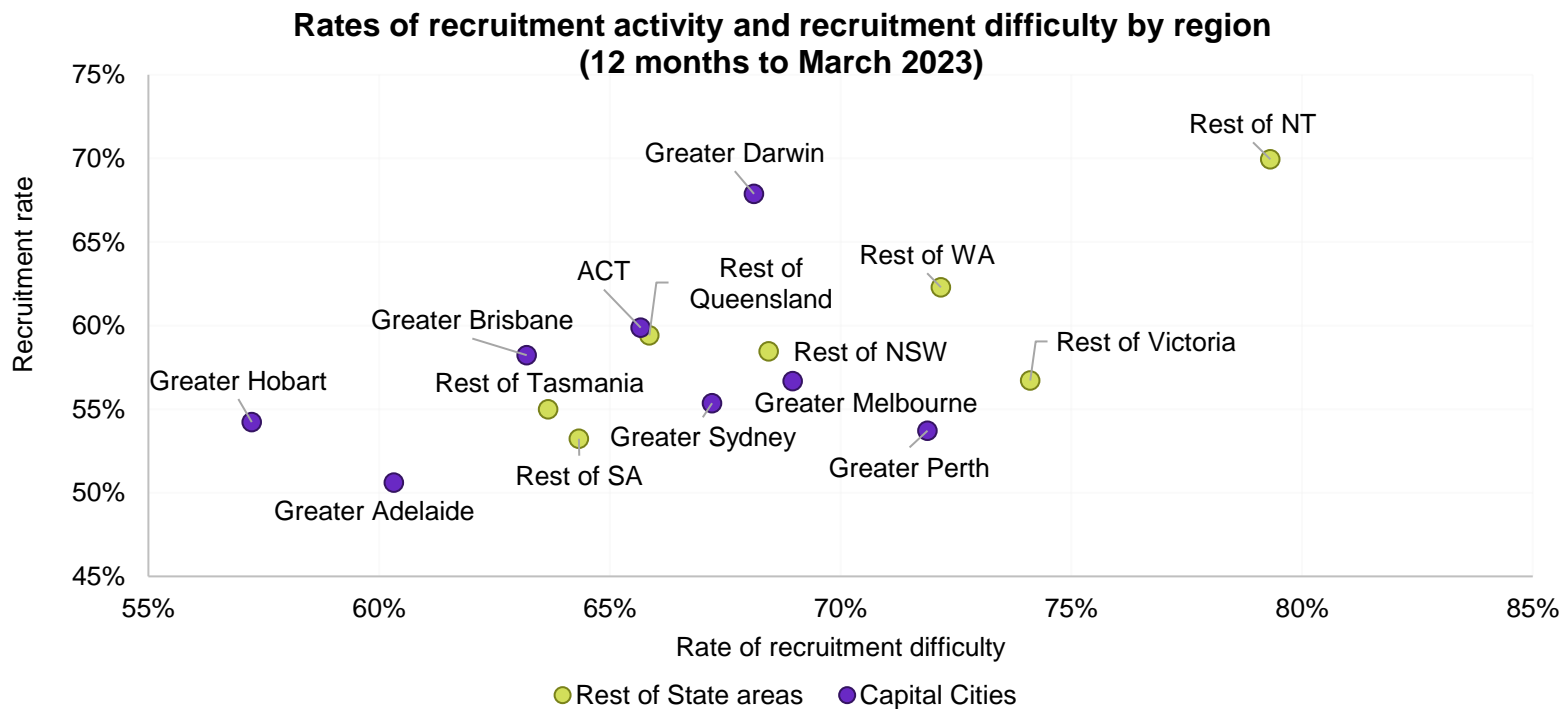
Comparisons of recruitment difficulty in capital cities and regional areas

Regional skills pressure case study: GPs and resident medical officers

Regional employers are more likely to be recruiting and are more likely to have recruitment difficulty

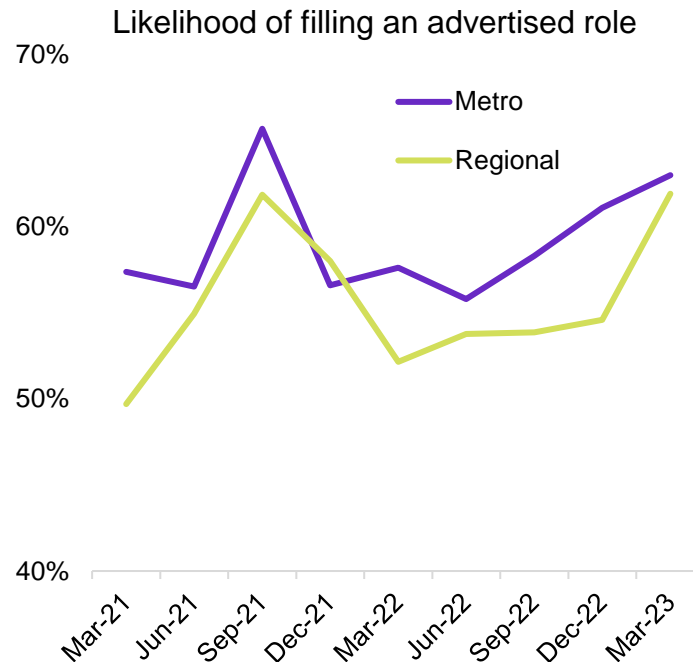
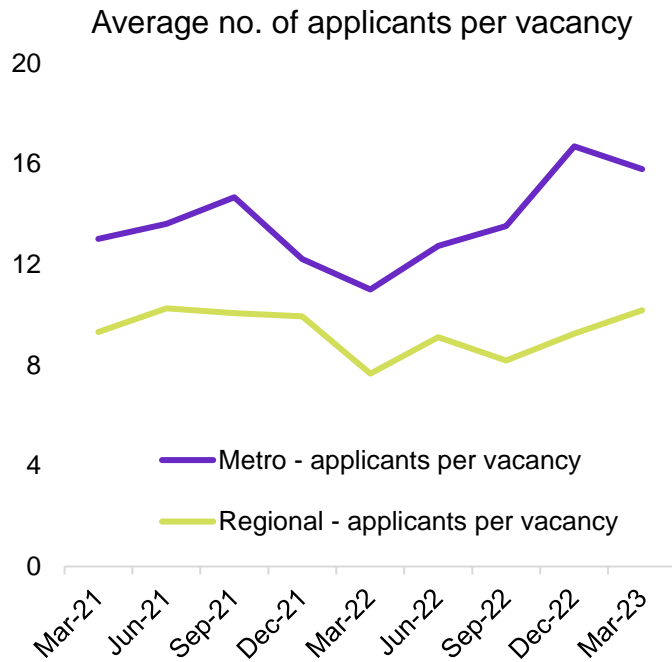


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Regional employers receive fewer applicants per vacancy and are less likely to fill advertised roles

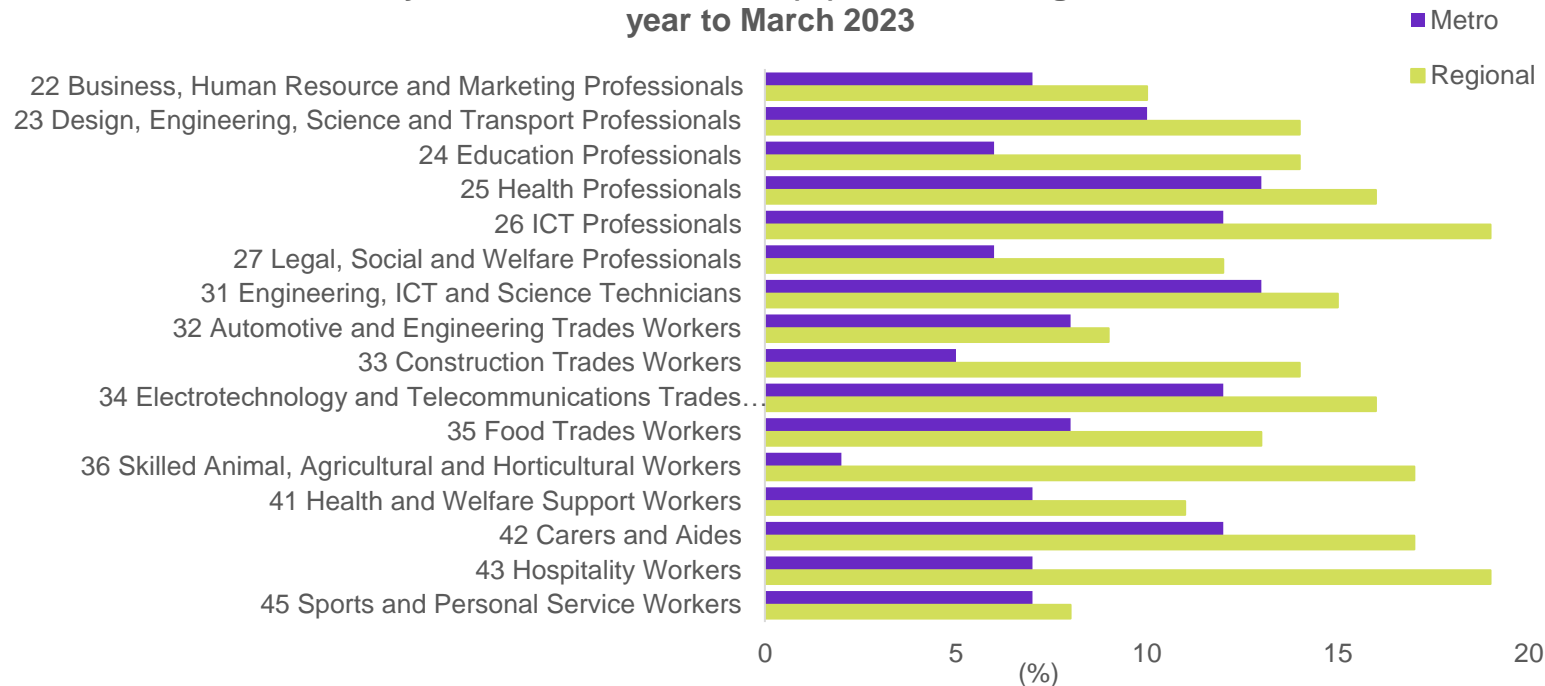


Location can be a key reason that vacancies aren't filled by regional employers



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Vacancy unfilled due to location (%), metro and regional areas, year to March 2023





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Further information or questions?

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