



Australian Government



Jobs and Skills Australia

Jobs and Skills Australia's 2024-25 work plan development

Public consultation paper

November 2023

Acknowledgement of Country

Jobs and Skills Australia acknowledges the Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures, and to Elders past and present.

An invitation from Jobs and Skills Australia's Acting Commissioner

I am excited to invite you to participate in the first public submission process to inform Jobs and Skills Australia's key priorities and outcomes as we look ahead to 2024-25.

Hearing from our partners and stakeholders is central to supporting all our work, and especially relevant to the development of our annual work plans, which guide our ongoing focus and effort.

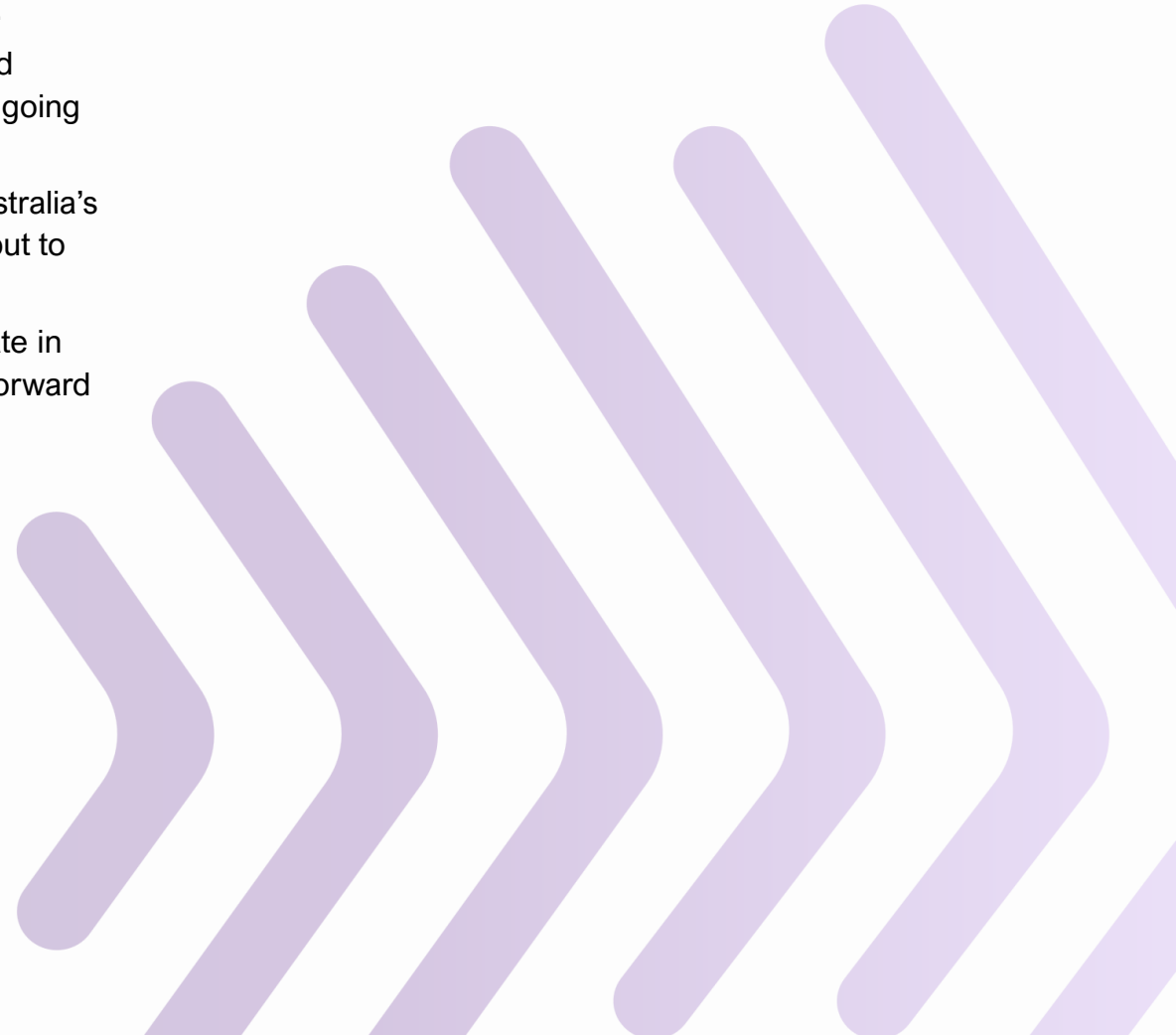
We are committed to providing the best evidence and advice to support fulfilling Australia's present and future workforce and skills needs, and we are seeking your valuable input to help us get this right.

I encourage you to please take the time to read our consultation paper and participate in the submission process, via our easy online survey. Jobs and Skills Australia looks forward to sharing the outcomes from the work plan development process over the coming months.

Together, we can shape a work plan that can be a catalyst in activating the potential of Australia's human capital to meet present and future skills needs.

David Turvey

Acting Commissioner
Jobs and Skills Australia



Purpose



The purpose of this consultation paper is to invite public submission to inform the key outcomes and priorities for Jobs and Skills Australia's 2024-25 work plan.

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About Jobs and Skills Australia



Vision

The full skills potential of our nation is realised, resulting in improved workforce participation, productivity, wages and equity

Mission

Be a catalyst in activating the potential of Australia's human capital to meet present and future skills needs

Our Role

Our role is to engage, advise and assist the Australian Government and other stakeholders in decision-making on the current, emerging and future skills and workforce needs of the Australian economy. This includes in regional, rural and remote Australia, and on the development of new industries and new technologies.

To do this, we provide high quality data, analysis, and insights to better understand Australia's skills and labour shortages across the economy.

We work with partners and stakeholders to provide expert advice on the current, emerging and future skills and human capital needs of the economy, and on the effectiveness of the national skills system in meeting these needs.

Three key components of the national skills system are: vocational education and training (VET), higher education, and migration. Jobs and Skills Australia focuses primarily on how these components work within the broader jobs and skills ecosystem.

Additional information on the national skills system can be found in Chapters 1 and 6 of the [*Annual Jobs and Skills Report 2023 – Towards a National Jobs and Skills Roadmap*](#).

Jobs and Skills Australia annual work plan

Our annual work plans are focused on providing high-quality advice to underpin Australia’s response to current, emerging and future workforce, skills and training needs. Each work plan sets out the outcomes and priorities for the financial year such as our major in-depth studies, research and analytic projects.

Engagement is central to the way we deliver our vision and legislated functions. This includes the approach used for developing our annual work plan.

We want to hear from you about what is important to you as we develop our 2024-25 annual work plan.

In addition to inviting public submissions, we will also engage widely with tripartite partners: governments and industry (business and unions), education and training sectors and civil society.

The requirement for an annual work plan is set out in section 10A of the *Jobs and Skills Australia 2022 Act* and includes:



The JSA Commissioner must prepare a work plan for each financial year



A work plan must set out the key outcomes and priorities for the financial year



In preparing a work plan, the Commissioner must invite public submissions

Functions of Jobs and Skills Australia

Importantly, our annual work plans guide us in undertaking our legislated functions as outlined in section 9 of *Jobs and Skills Australia Act 2022* (see right).

These functions set the framework and parameters for what we can work on. Proposals for our work plan must be aligned to at least one of these functions.

Further, in performing our functions, Jobs and Skills Australia must, where appropriate, consult and work with the following: State and Territory governments; relevant authorities of State and Territory governments; employers, unions, training providers, universities and other industry stakeholders, and other persons or bodies with an interest in the labour market, workforce skills or workforce training needs (section 10 of the Act refers).

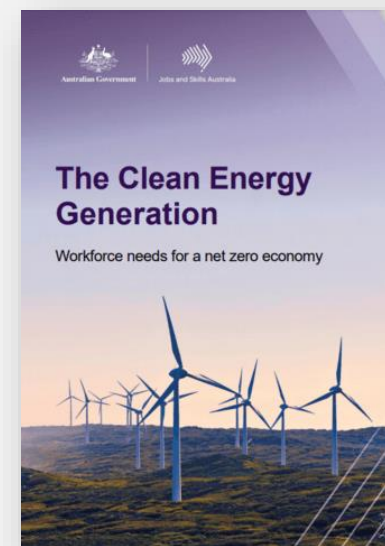
- | | |
|------|--|
| (a) | To provide advice to the Minister of the Secretary in relation to the following: <ul style="list-style-type: none"> (i) Advice on Australia’s current and emerging labour market, including advice on workforce needs and priorities (ii) Advice on Australia’s current, emerging and future skills and training needs and priorities (including in relation to apprenticeships) (iii) Advice on the adequacy of the Australian system for providing VET, including training outcomes (v) Advice on pathways into VET and pathways between VET and higher education (vii) Advice on opportunities to remove barriers to achieving gender equality in the provision of training and in the labour market, and opportunities to improve gender equality outcomes (viii) The impact of workplace arrangements, including insecure work, on economic and social outcomes |
| (b) | To prepare capacity studies, including for emerging and growing industries and occupations |
| (c) | To undertake workforce forecasting, assess workforce skills requirements and undertake cross-industry workforce analysis |
| (ca) | To identify labour market imbalances and analyse the demand and supply of skills. |
| (cb) | To analyse skills needs and workforce needs, including in regional, rural and remote Australia, and in relation to migration. |
| (cc) | To undertake studies, including on opportunities to improve employment, VET and higher education outcomes for cohorts of individuals that have historically experienced labour market disadvantage and exclusion, and support, where appropriate, the evaluation of outcomes of relevant programs and the measurement of targets for these cohorts. |
| (cd) | To contribute to industry consultation forums. |
| (d) | To undertake research and analysis on the resourcing and funding requirements for registered training organisations (within the meaning of the National Vocational Education and Training Regulator Act 2011) to deliver accessible quality VET courses |
| (e) | To inform the public about the matters mentioned in paragraphs (a) to (d) |
| (f) | To collect, analyse, share and publish data and other information about the matters mentioned in paragraphs (a) to (d) to inform policy development and program delivery |
| (g) | Any other function that: <ul style="list-style-type: none"> (i) is conferred on Jobs and Skills Australia by the rules, by this Act or by any other law of the Commonwealth (ii) Any other function that is incidental or conducive to the performance of the above functions. |

Some highlights from Jobs and Skills Australia's first year

In considering what might be included in Jobs and Skills Australia's 2024-25 work plan, it is important to acknowledge Jobs and Skills Australia's existing body of work. This can be helpful in minimising proposals that overlap with current or recently-conducted projects, and also inform suggested areas for further exploration that will help us build upon and expand existing and ongoing work.

Achievements since the establishment of Jobs and Skills Australia in November 2022 include:

- establishing a range of core engagement forums as outlined in our Engagement and Outreach Strategy. Engagement and strengthening partnerships is a key focus for us in 2023-24
 - » we would welcome your thoughts on how we could enhance and improve our engagement and outreach approaches
- delivering our inaugural Jobs and Skills Report, *Towards a National Jobs and Skills Roadmap*
- delivering our first major capacity study on the clean energy workforce and release of the report the *Clean Energy Generation: Workforce needs for a net zero economy*, along with progressing the Foundation Skills Study (to provide up-to-date evidence on the level of literacy, numeracy and digital skills among Australian adults)
 - » we would be interested to hear your thoughts about potential areas for capacity studies, cohort studies and other in-depth research projects you would like to see Jobs and Skills Australia undertake
- providing new and updated information about Australia's current skills shortages in the 2023 Skills Priority List



Further highlights from Jobs and Skills Australia's first year

Jobs and Skills Australia's first year achievements (continued):

- publishing new insights about the First Nations People Workforce, along with a wide variety of monthly and quarterly labour market reports and analyses
 - » we would welcome your ideas and thoughts about how we could enhance and augment our regular labour market publications as well as expand our labour market and skills research and data
- improving access to regional labour market data with the beta-release of the Jobs and Skills Atlas – an interactive data tool to promote a better understanding of a region's labour market, its dominant industries and where potential gaps exist – and other data dashboards and tools
 - » we would be happy to hear your thoughts on what other data tools would assist you access the labour market and skills data you need in user friendly formats
- progressing research on the impact of workplace arrangements, including insecure work, on economic and social outcomes
 - » expanding this research will be an ongoing focus in 2024-25.

In 2023-24 Jobs and Skills Australia annual work plan has an extensive range of analysis and advice underway, including undertaking the following major studies:

Early childhood education and care capacity study

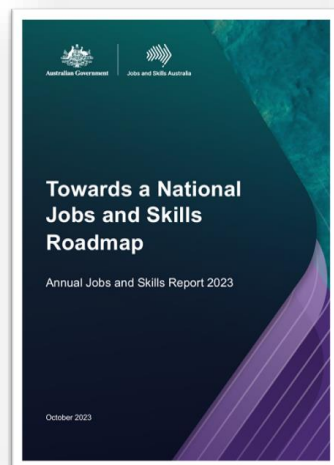
Food supply chain capacity study

Vocational education and training workforce study

International student pathways and outcomes study

Our full 2023-24 work plan is detailed in the Appendix.

Towards a national jobs and skills roadmap



It is a legislated requirement that Jobs and Skills Australia provides an annual report on Australia's current, emerging and future skills and training needs and priorities.

Our inaugural Jobs and Skills Report, [*Towards a National Jobs and Skills Roadmap*](#) was published in October 2023 and outlined our ambition for a **national jobs and skills roadmap**.

Progressing the collaborative development of a national jobs and skills roadmap is a key focus for Jobs and Skills Australia in 2023-24 and beyond.

The Roadmap would create an indicative strategic plan for the national skills system and chart major steps / milestones along the way.

Objectives of the national jobs and skills roadmap

The report proposes 3 high-level objectives for the roadmap.

The icon shows three stylized human figures on the left, a dashed arrow pointing to the right, and an open door on the right, symbolizing access to employment.

Minimising unemployment and underemployment

The icon features a gear, two human figures, a dollar sign, and an upward-pointing arrow, representing economic growth and productivity.

Increasing productivity, participation, growth and real wages

The icon shows a circular flow with a document and a person on the left, and a briefcase on the right, with dashed arrows indicating a cycle, representing equity and reducing disadvantage.

Increasing equity and reducing disadvantage

Towards a National Jobs and Skills Roadmap also presented 14 potential opportunities for further dialogue with our partners and stakeholders (these opportunities are outlined on the following pages).

Deep engagement with partners and stakeholders will be a key priority as we work towards the collaborative development of a national jobs and skills roadmap.

Future focus areas - 14 potential roadmap opportunities...

[Towards a National Jobs and Skills Roadmap](#) offered 14 potential opportunities for further dialogue with our partners and stakeholders, and focus areas for our current and future work plans.









As part of this public consultation process, we welcome your views on which roadmap opportunities you see as most important for Jobs and Skills Australia in 2024-25 to facilitate progress on, as well as your insights on potential changes or additions to these roadmap opportunities.

Aspects of our 2023-24 work plan are contributing to building the evidence base for the shaded roadmap opportunities below (see Appendix for further details about our current work plan).

1. Identifying Australia's top 20 persistent skill shortages and charting a joined-up approach to solving them, including the respective roles of a range of different levers such as:
 - increasing the throughput of qualified workers by increasing intake and/or completion rates of relevant training and education pathways
 - enhancing the attributes of graduates of VET and higher education by improving their employability skills and creating greater work experience opportunities
 - working with employers and unions and governments to enhance job opportunities through better working conditions, including strategies to tackle gender imbalance in key skill shortage occupations
 - supplementing the Australian workforce through well-targeted migration.
2. Continue the dialogue between Jobs and Skills Australia, the states and territories and Jobs and Skills Councils on a nationally consistent approach for labour market and skills forecasting, and improve the coherence of workforce planning across regions and industries.
3. Support the reform of the VET, higher education and migration systems by providing advice and analysis and monitoring achievement of progress against their objectives. This should be done in a way that highlights the synergies between the 3 reform processes.
4. Work with Jobs and Skills Councils to assess how the range of reforms implemented as a result of the National Skills Agreement, the Australian Universities Accord and migration reforms, help meet the skills needs of industry.
5. Identifying the top 10 examples of weak pathways between VET and higher education, where collaboration between VET and higher education, supported by Jobs and Skills Australia and Jobs and Skills Councils, in consultation with business and unions can create a stronger pipeline of skilled graduates.
6. Identifying VET qualifications which if completed alongside higher education qualifications would enhance graduate employability.
7. Supporting the existing process of VET qualifications reform to enhance the adaptability, resilience and employment prospects of VET graduates.
8. Identifying key enhancements in the evidence base that will assist the development of the roadmap and improve our ability to monitor its success, including in relations to the outcomes of learners and workers. For example, expanding the VET National Data Asset into the higher education sector.
9. Supporting the net zero transition challenge by charting a roadmap for education, training and migration to make that transition successful, in partnership with the new Net Zero Authority.
10. Shaping a national skills taxonomy in a collaborative partnership between business, unions, higher education and VET, and the Jobs and Skills Councils, to underpin more joined-up tertiary education system.
11. Develop a regional Australia jobs and skills roadmap to identify the key steps in enhancing regional Australia's human capital in ways that will ensure success in meeting regional employment opportunities.
12. Co-create a First Nations workforce roadmap in partnership with First Nations people and with key partners in the national skills system.
13. Develop a roadmap for enhancing the prospects of international students playing a significant role in enhancing Australia's skills profile as permanent migrants.
14. Establish a dialogue between Jobs and Skills Australia and the Productivity Commission to identify key elements of the national jobs and skills roadmap that will assist Australia's productivity growth strategy.

Criteria for considering focus areas for our work plan

Jobs and Skills Australia values your input to help shape our priorities and work. However, not every idea or proposal submitted through the annual work plan development process will be able to be taken forward. In shaping our priorities and determining which major in-depth studies, research, analysis and other projects to focus on each year, we will consider the following factors or criteria:

 <p>Alignment with Jobs and Skills Australia's legislated functions and government priorities.</p>	 <p>Scope – the envisaged scope of the topic / project / focus. Factors such as breadth and technical complexity of the work impact the resources that would be involved.</p>
 <p>Impact refers to the cross-cutting importance of the focus area in terms of the contribution to the economy and workforce, as well as the socioeconomic impact on industries, regions and cohorts, particularly disadvantaged cohorts. It also refers to the relevance across stakeholders and partners.</p>	 <p>Estimated time required to deliver outcomes against a focus topic is critical to consider to ensure we can inform and respond to Government priorities in a timely manner. We also will consider the estimated timeframes compared with the value and benefit considerations in undertaking any piece of work.</p>
 <p>Future focus – whether it can be used to shed significant light on Australia's emerging and future skills and training needs and therefore help plan for our nation's future.</p>	 <p>Feasibility is the ability of existing data assets, or data we could develop or acquire in the short-term, to undertake required analysis; and the capacity (including the resources available) and capability within Jobs and Skills Australia and other institutions that can be leveraged to undertake the study.</p>
 <p>Coverage including considering whether there are gaps where we can add value compared with other institutions or existing work across governments and industry. It will be important to identify if there is a lack of existing evidence or where new evidence is required.</p>	 <p>Cost is the resourcing impacts of any proposed work and the resources available to us.</p>

Questions to consider to help shape our work plan

We are interested in your views about what you see as the most important and valuable topics and issues for Jobs and Skills Australia to work on – big or small. The following sets out a range of questions to assist you in formulating your submission.

Delivering on our mission and role

We are interested in your views on how Jobs and Skills Australia can best deliver on our mission – to be a catalyst in activating the potential of Australia's human capital to meet present and future skills needs – and our legislated functions.

- What issues, topics and research questions, studies, projects would you suggest Jobs and Skills Australia explores as part of our 2024-25 work plan?

Towards a national jobs and skills roadmap

We are interested in feedback on how we collaboratively work towards a national jobs and skills roadmap as outlined in the Annual Jobs and Skills Report 2023.

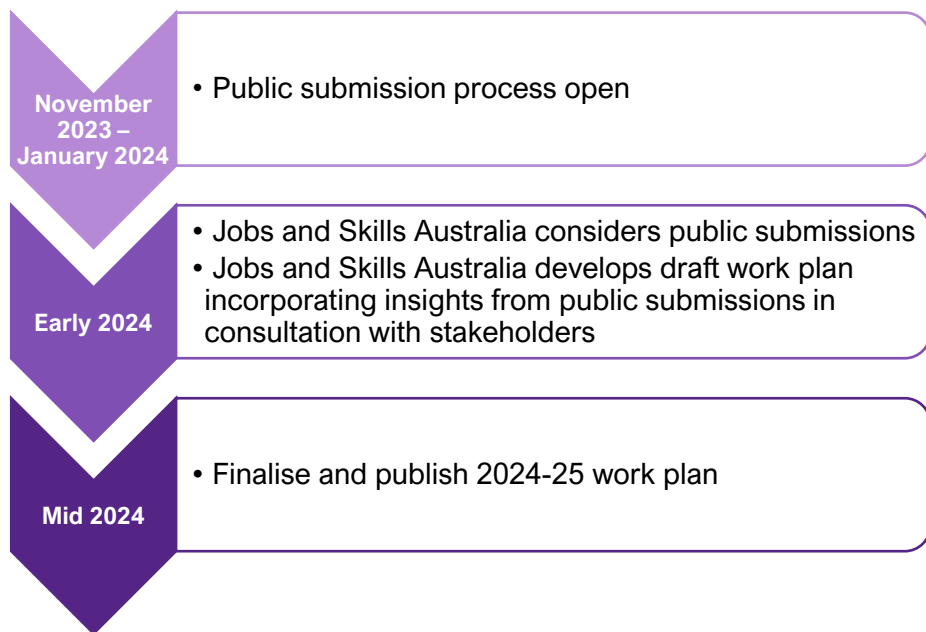
- When considering the 14 potential roadmap opportunities:
 - » which do you view as most important in the short-term?
 - » which of these opportunities would have the most impact on your own work?
 - » are there any changes to or additional roadmap opportunities that you would like to see (i.e. what is missing)?
- What new or additional issues/questions would you suggest we explore to expand the evidence base required to progress the potential roadmap opportunities and achieve the strategic objectives of the national jobs and skills roadmap?

Key outcomes and priorities

- Is there anything else you would like to tell us, to contribute to the development of the key outcomes and priorities for Jobs and Skills Australia's 2024-25 work plan?

The public consultation process

The submissions we receive from this consultation process will inform the outcomes and key priorities for Jobs and Skills Australia’s 2024-25 work plan.



Complementing the public consultation process are a range of other engagement activities that Jobs and Skills Australia will undertake with its stakeholders, including the Jobs and Skills Australia Consultative Forum and (to be established) Ministerial Advisory Board, Jobs and Skills Councils, Commonwealth, State and Territory government agencies.

How to make a submission

Jobs and Skills Australia welcomes feedback on this consultation paper by **Wednesday, 24 January 2024, ADST 2.00pm**.

You may lodge your submission at:

<https://app.converlens.com/dewr/jobs-and-skills-australia-2024-25-work-plan/new-survey-2d7ce472>

The link provides you with 3 options to make a submission:

- 1 Complete the survey questions
- 2 Complete the survey questions and upload a separate submission
- 3 Upload a separate submission only.

Further information about making a submission and how we will use the information you provide us is also available at:

<https://app.converlens.com/dewr/jobs-and-skills-australia-2024-25-work-plan/new-survey-2d7ce472>

Additional background materials

Throughout this consultation paper we referred to a range of materials which provide context for our work plan development. These materials provide additional background and details and may assist you in preparing your submission. All publications are available at www.jobandskills.gov.au:



- [Towards a National Jobs and Skills Roadmap: Annual Jobs and Skills Report 2023](#)
 - » our initial assessment of Australia’s current and future skills needs
- [2023 Skills Priority List](#)
 - » our most recent assessment of Australia’s current skills shortages
- [2022-23 work plan](#) and [2023-24 work plan](#)
 - » previous and current work plans for each financial year, which provides an overview of what we have been working on and delivering at Jobs and Skills Australia (our 2023-24 work plan is also provided later in the Appendix)
- [Our labour market and skills publications and analysis](#)
 - » a wide of range of our recent research publications may help your submission
- [Annual work plan development process: consultation paper](#)
 - » which provides details on how we’ve been thinking about our work plan development approach

For additional context you may also wish to refer to our [Interim Strategic Plan](#) and corporate reporting (our annual report appears in DEWR’s [Annual Report](#)).


Jobs and Skills Australia’s 2023-24 work plan

The Jobs and Skills Australia work plan focusses on providing high-quality independent advice to underpin Australia’s response to current, emerging and future workforce, skills and training needs.

Each annual work plan will set out the key outcomes and priorities for the financial year. In 2023-24 these are:

<p> Annual Jobs and Skills Report <i>Analysis and advice on the short, medium and long-term skills needs of the Australian economy and how they could be met</i></p> <p>The Annual Jobs and Skills Report will bring together our analysis and advice on Australia’s jobs and skills needs</p>	<p>Published by October 2023</p>
<p> Strategic advice and deliverables <i>Strategic advice on the national skills system, including our major in-depth studies and input into policy processes</i></p> <p>Undertaking capacity studies of national significance for the labour market and the national skills system, including a focus on regional, rural and remote aspects, and cohort-specific issues:</p> <ul style="list-style-type: none"> • the National Study of Adult Literacy, Numeracy and Digital Skills to assess the current foundation skills across Australia • the Clean Energy Capacity Study to examine the workforce that Australia needs to transition to a clean energy economy • an early childhood education and care (ECEC) workforce capacity study • food supply chain capacity study. 	<p>Study commenced as part of 2022-23 work plan and will continue in 2023-24, with initial findings by end 2024</p> <p>Ongoing into first quarter of 2023-24, with a final report by September 2023</p> <p>July 2023 – March 2024</p> <p>January 2024 – June 2024</p>

Jobs and Skills Australia’s 2023-24 work plan (continued)

 Strategic advice and deliverables <i>Strategic advice on the national skills system, including our major in-depth studies and input into policy processes</i>	
<p>Delivering studies on priority cohorts including in key industries and including a focus on regional, rural and remote aspects, and cohort-specific issues:</p> <ul style="list-style-type: none"> • Vocational education and training (VET) workforce • International student pathways and outcomes. 	<p>July 2023 – December 2023 October 2023 – June 2024</p>
<p>Making significant contributions to shape national projects. This includes:</p> <ul style="list-style-type: none"> • responding to any new priorities in the 2023-24 Budget and the Mid-Year Economic and Fiscal Outlook • supporting the National Skills Agreement process; with an option to co-design a performance framework for the VET system to support the National Skills Agreement • follow on work from the Employment White Paper, Review of the Migration System and Universities Accord processes. 	<p>Ongoing through 2023-24 and beyond Details to be determined Commenced as part of 2022-23 work plan and ongoing through 2023-24 Details to be determined</p>
<p>Strengthening our partnerships with Jobs and Skills Councils (JSCs) and collaboration with the states and territories, including by:</p> <ul style="list-style-type: none"> • providing a platform to share workforce planning and training data with Jobs and Skills Councils and settling a regular cadence of engagement between JSA and JSCs • pursuing opportunities to better integrate our data into state and territory analysis and products, including providing a platform for data sharing with states and territories • better integrating state and territory information into our products such as the Skills Priority List • a joint project with the Finance, Technology and Business Jobs and Skills Council to define digital skills and pilot measuring them in the workplace • a joint project with the Northern Territory Government on measuring foundation skills in First Nations communities • a project with the Victorian Skills Authority using a skills approach to analyse VET to employment pathways. 	<p>Ongoing through 2023-24 and beyond</p>

Jobs and Skills Australia’s 2023-24 work plan (continued)



Labour market and skills analysis and products

Ongoing and regular publications, including analysis of labour markets, skills needs and skills shortages

Refining approaches to delivery of legislative functions and developing approaches for **new functions in the *Jobs and Skills Australia Amendment Act 2023*** – including on the impact of work arrangements and insecure work, and labour market imbalances.

Ongoing through 2023-24 and beyond

Continuing to deliver **analysis of the labour market**, including the following **regular releases** – including a focus on regional, rural and remote aspects, and cohort-specific issues:

- Nowcast of Employment by Region and Occupation
- Labour Market Dashboards
- Recruitment Insights Report
- Internet Vacancy Index
- Small Area Labour Markets
- Australian Labour Market for Migrants
- Skills Shortage Quarterly.

Frequency

Publication timing

Monthly	~Week 1 of each month
Monthly	~Week 2-3 of each month
Monthly	~Week 3 of each month
Monthly	~Week 3-4 of each month
Quarterly	September, December, March, June
Quarterly	July, October, January, April
Quarterly	August, November, February, May

Progressing detailed analysis of **skills and skills needs**, including through the:

- Quarterly Labour Market Update
- Skills Priority List
- 5-yearly employment projections
- National skills taxonomy project.

Frequency

Publication timing

Quarterly	August, November, February, May
Yearly	September
Yearly	November/December
Ongoing throughout 2023-24 and beyond	

Jobs and Skills Australia’s 2023-24 work plan (continued)



Expanding the evidence base

Ongoing research and development to enhance advice, drive continuous innovation and improvement, develop new intellectual property and address data gaps

Expanding our capability on the labour market and skills outlook across industries, occupations, regions, and cohorts. Priorities also include development of:

- a national skills supply and demand framework to assess the demand and supply of skills across the economy over time
- search and matching model to understand how well the labour market is matching supply and demand
- analysis of VET and Higher Education outcomes, transitions and career pathways (combining Jobs and Education Data Infrastructure model with real-world transitions from administrative data)
- development of further outputs based on the VET National Data Asset (for example, on student outcomes), and scoping a Higher Education Data Asset
- utilising the Skills Tracker linked dataset to analyse labour market transitions for occupations, regions and cohorts
- emerging occupations analysis, including analysis of real-time data on job advertisements
- cognitive skills research and analysis
- integrated analysis of employment and related formal training by gender
- developing and publishing a framework for assessing the relative strength of regional labour markets
- more detailed region-specific analysis that integrates labour market outcomes, labour demand and income volatility.

Ongoing through 2023-24 and beyond

Details to be determined – the specific projects in this area will be developed with partners and stakeholders; new areas for expanding the evidence may also be identified based on these consultations – to be implemented as our resourcing capacity allows



Enabling activities

Enterprise systems and enabling activities to support strategic and effective operations

Operationalising the functions and responsibilities in the permanent legislative model following passage of the **Jobs and Skills Australia Amendment Act 2023**.

- This includes investing in **deepening our engagement** and outreach and onboarding the proposed Ministerial Advisory Board.

Ongoing through 2023-24 and beyond

Details to be determined

Ensure our **governance and data sharing** are fit for purpose in a tripartite arrangement, including expansion of data access and digital products to reflect user requirements and legislative functions.

Ongoing through 2023-24 and beyond



Australian Government





Jobs and Skills Australia



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