



Australian Government



Jobs and Skills Australia

Jobs and Skills Australia 2025-26 work plan development

Public consultation paper

January 2025





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 respects to Aboriginal and Torres Strait Islander cultures, and to Elders past and present.

The background image is an aerial view of the country of the Nhanda people, showing Pink Lake at Port Gregory.

Tell us what you think

An invitation from our Commissioner, Prof. Barney Glover

I am delighted to invite you to participate in the 2025-26 Jobs and Skills Australia annual work plan development process.

Uplifting all Australians to participate to their full potential in the labour market requires us to work together, learn from each other and push hard for the widespread take up of effective strategies.

Collaboration with our 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.

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

I think, together, we can shape a work plan that provides a strong platform for Jobs and Skills Australia to continue its valuable contribution in seeing the full skills potential of our nation, our communities and people realised.

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 2025-26 work plan development process.

Professor Barney Glover AO

Jobs and Skills Australia Commissioner

Contents

About Jobs and Skills Australia	3
Our role	3
Our functions	3
Our key projects in 2024-25.....	5
Development of our 2025-26 work plan	6
Commissioner’s outcomes.....	6
Criteria for considering projects and focus areas of work.....	8
Questions to guide your submission	8
Making a submission	10
Timeframes for the public consultation.....	10
How to make a submission	10
Contact for more information	10
Appendix - Additional information	11
Background materials.....	11
Attachment A - Jobs and Skills Australia 2024-25 work plan - key highlights.....	12

About Jobs and Skills Australia

Our role

Jobs and Skills Australia (JSA) is central to the skills system architecture in Australia. Our key role is helping to boost Australia's productivity and economic health, by leading research and analysis, harnessing insights from industry, undertaking workforce forecasting and preparing capacity studies for emerging and growing industries.

We contribute towards addressing national challenges and identifying opportunities to improve economic and social outcomes for individuals and communities, including historically underrepresented cohorts.

Our advice and products provide a greater understanding of current, emerging, and future Australian workforce skills needs to inform Australia's policy and program settings across a range of areas, including vocational education and training, higher education, and skilled migration.

We work with 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.

Our work is underpinned by the following principles:

- Influential – we provide relevant, high-quality information, data and advice on Australia's current, emerging and future skills needs.
- Accessible – we clearly communicate our findings so they can be easily digested and applied.
- Broad-based – our analysis includes the widest possible range of evidence from the widest possible range of sources.
- Connected – we facilitate opportunities for others in the skills system to connect, in order to catalyse change.

Our functions

The functions of JSA are outlined in section 9 of [Jobs and Skills Australia Act 2022](#):

(a) to provide advice to the Minister or the Secretary in relation to the following:

- (i) Australia's current and emerging labour market, including advice on workforce needs and priorities;*
- (ii) Australia's current, emerging and future skills and training needs and priorities (including in relation to apprenticeships, VET and higher education);*
- (iii) the adequacy of the Australian system for providing VET, including training outcomes;*
- (v) pathways into VET and pathways between VET and higher education;*
- (vii) 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; and*
- (g) any other function that:*
 - (i) is conferred on Jobs and Skills Australia by the rules, by this Act or by any other law of the Commonwealth; or*
 - (ii) is incidental or conducive to the performance of the above functions.*

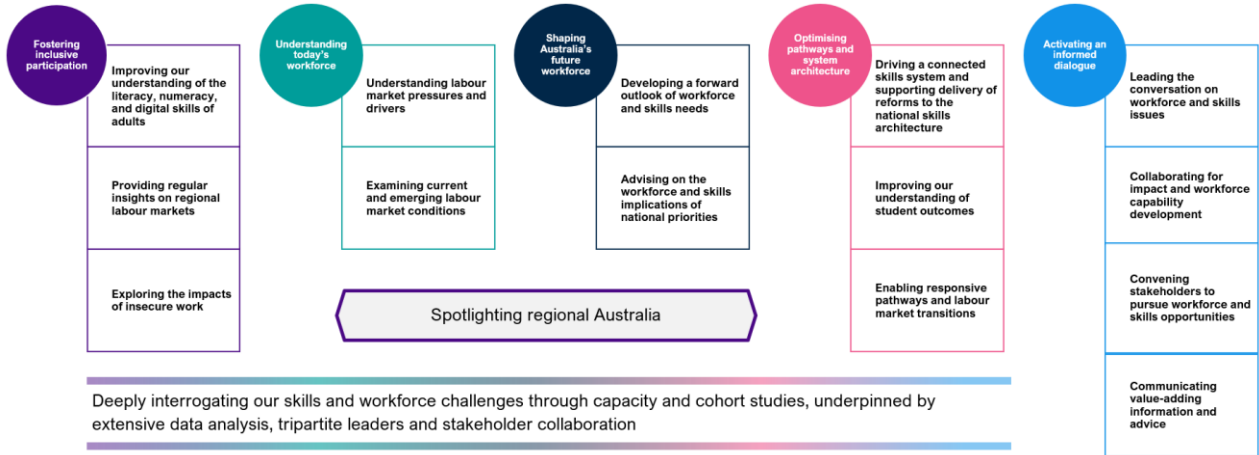
JSA's legislated functions sets the framework and parameters for what we do. Our work plan should be aligned with our legislated functions.

In performing our functions, JSA 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).

Our key projects in 2024-25

Across 2024-25, Jobs and Skills Australia will make a significant and meaningful contribution to each of our 5 strategic outcomes.

The delivery of our 2024-25 work plan will be strongly supported by ongoing collaboration and engagement with our key partners and stakeholders.



More details on our key work priorities and projects for 2024-25 can be found in Attachment A.

Development of our 2025-26 work plan

Our annual work plans focus on priorities to support our delivery of high-quality advice to underpin Australia's response to current, emerging and future workforce, skills and training needs.

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

- The Jobs and Skills Australia 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.

Our work plans set out the key outcomes and priorities for the financial year, such as our major studies, research and analytic projects.

We want you to help us identify what is most important to you as we develop our 2025-26 annual work plan.

In addition to the public consultation process, we will undertake a broad range of engagement activities with its tripartite partners and key stakeholders, including our Ministerial Advisory Board, Commonwealth, and state and territory governments and Jobs and Skills Councils.

Commissioner's outcomes



At Jobs and Skills Australia our work covers a broad and diverse range of functions as outlined in the *Jobs and Skills Australia Act 2022*. Informed by consultation with our

stakeholders, we are pursuing five strategic Commissioner's outcomes across our work program to deliver on our legislative remit:

1. **Fostering inclusive participation** – broadening employment opportunities through identifying and removing barriers for people and communities.

Our goal is to assist all people to reach their individual and collective potential in an inclusive labour market. We want to support communities to thrive by contributing to removing barriers that inhibit participation and encouraging broader opportunities. That is why a key focus across our work is on exploring and understanding both the opportunities and the barriers which exist across the labour market, national skills system and workplace arrangements to improve individuals' education and employment outcomes.

2. **Understanding today's workforce** – building the evidence base to inform and address current and emerging labour market and skills needs.

A contemporary skilled workforce is critical for delivering for Australia today and for our future tomorrow. We provide solid and broad evidence and advice to better understand the current workforce and assist policy development and program delivery. Our analysis, informed by industry insights, provides robust intelligence on skills imbalances to ensure the system is aligned to address present and evolving skills needs.

3. **Shaping Australia's future workforce** – projecting forward to plan for the opportunities and challenges for our nation's future workforce needs.

Our labour market is dynamic. A skilled and adaptable workforce is needed to prepare for and maximise the opportunities from change. Understanding the emerging skills needs are essential in being able to equip workers to fill expected workforce demands and participate more fully in the labour market. We provide evidence and advice to shape policy and programs to ensure an adequately skilled and productive workforce into the future.

4. **Optimising pathways and system architecture** – monitoring, analysing and advising on the effectiveness of the national skills system.

A well-functioning national skills system is fundamental for delivering the skills Australia needs today and into the future. We aim to provide analysis and advice on a more cohesive education and training system that is well defined, universally accessible, equitable, easy for students to navigate and responsive to meet the current and emerging needs of industry and society. We intend to ensure that the Australia's migration system works in conjunction with the domestic skills system to best meet our labour market needs and boost productivity.

5. **Activating an informed dialogue** – convening stakeholders across the skills system, to provide the best evidence and advice, on Australia's current and future workforce and skills needs.

Government, industry, business, unions and individuals all have a role in developing a skilled workforce. We guide the conversation about current and future workforce and skills needs and opportunities. Our deep engagement and close collaboration with our partners and stakeholders are key to undertaking workforce forecasting, assessing workforce skills requirements and undertaking cross industry workforce analysis.

Criteria for considering projects and focus areas of work

In shaping our priorities and determining our major studies, research, analysis and other projects for the focus of each year's work plan, we consider the following factors and criteria:

Factor or criterion	Description
Alignment	with Jobs and Skills Australia's legislative functions and government priorities.
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.
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.
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.
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.
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.
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.
Cost	is the resourcing impacts of any proposed work and the resources available to us.

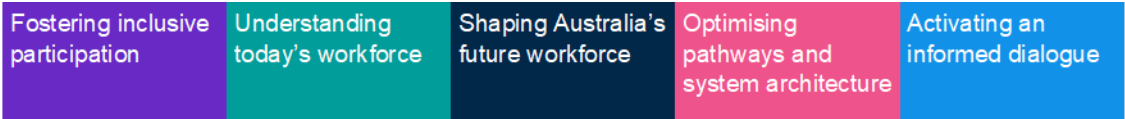
Questions to guide your submission

JSA has an ambitious work agenda across 2024-25 (summary work plan at Attachment A and more detailed information can be found on our website at <https://www.jobsandskills.gov.au/publications/2024-25-work-plan>). We know that our

stakeholders and users rely on a range of our existing analysis and advice products to inform their own work and priorities.

To support our ongoing analysis and advice functions we would expect a range of these activities (especially elements of our Major Projects and our Ongoing and Emerging Work) to continue into 2025-26 and beyond. In particular, the following projects will continue into 2025-26 due to decisions of Government and other commitments JSA has already made to stakeholders:

- Improving our understanding of literacy numeracy and digital skills, including a population level survey of adult literacy and numeracy, analysing administrative data from programs such as VET pre-enrolment assessments and Foundation Skills units to develop new data sources on foundation skills, and the Murtu Yayngiliyn (Walking Together) project to identify best practice ways of measuring literacy, numeracy, and digital skills in First Nations communities
- Continuing the development of the Regional Labour Market Indicator (RLMI) framework producing Employment Region dashboards and profiles to provide evidence base on labour markets, skills, education and training to support the Local Jobs Program.
- Developing the Core Skills Occupations List for temporary skilled migration
- Consulting on the approach to develop a national skills taxonomy
- Aligning VET and higher education datasets to better understand student pathways between the sectors
- Reporting against an outcomes framework for the National Skills Agreement (NSA)
- Developing capacity and cohort studies, including on:
 - how the labour market and education and training system can better contribute to women’s economic equality and safety.
 - the participation of Australians with disability in the workforce, and
 - First Nations people’s labour market outcomes to support the National Agreement on Closing the Gap.
- Publishing the annual Jobs and Skills Report, as required by the Jobs and Skills Australia Act 2022
- We encourage you to consider the 2024-25 work plan as a starting point, for identifying priorities under each of our Commissioner’s Outcomes for 2025-26. We are also interested in your feedback on any missing areas of focus to inform the 2025-26 work plan.



Key consultation questions

- Considering our existing and ongoing work, what is the highest priority under each of our Commissioner’s Outcomes?
- Considering our legislative functions, is there anything we should stop doing or de-scope under each of our Commissioner’s Outcomes?
- Considering our current work plan (2024-25) and legislative functions, are we missing any key areas of focus?

Making a submission

The submissions we receive from this public consultation process will inform the development of key areas of focus and priorities for the Jobs and Skills Australia 2025-26 work plan.

Timeframes for the public consultation

January–February 2025

- Public submission process open

Early 2025

- Jobs and Skills Australia considers public submissions
- Jobs and Skills Australia develops draft work plan incorporating insights from public submissions in consultation with stakeholders

Mid 2025

- Finalise the 2025-26 work plan

How to make a submission

Jobs and Skills Australia welcomes feedback on this consultation paper by 28 February 2025, 5pm ADST

You may lodge your submission at: <https://converlens.to/dewr/jobs-and-skills-australia-2025-26-work-plan-consultation/submission>

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://converlens.to/dewr/jobs-and-skills-australia-2025-26-work-plan-consultation/submission>

Contact for more information

For further information on making a submission, contact: connectwithus@jobsandskills.gov.au

To get updates on JSA and our projects, subscribe to our latest news on our website [Jobs and Skills Australia](#)

Or follow us: Linked in - [Jobs and Skills Australia](#)

Appendix - Additional information

Background materials

The following products and documents may provide additional context that may assist you in preparing your submission:

JSA work plans

- [Jobs and Skills Australia 2024-25 Workplan](#) (current work plan)
- [Jobs and Skills Australia 2023-24 work plan](#)

Legislative requirements

- [Federal Register of Legislation - Jobs and Skills Australia Act 2022](#)

Major study reports/consultations

- [Food Supply Chain Capacity Study](#)
- [Early Childhood Education and Care Capacity Study](#)
- [Foundation Skills Study](#)
- [Clean Energy Capacity Study](#)
- [First Nations People Workforce Analysis](#)

Latest data and publications

- [Jobs and Skills Report 2024](#)
- [Jobs and Skills Australia Atlas](#)- updated September 2024
- [International Labour Market Update- August 2024](#)
- [Recruitment Experiences and Outlook Survey- August 2024](#)
- [Australian Labour Market for Migrants- July 2024](#)
- [Labour Market Update- June 2024](#)
- [Occupation Shortage Report- June 2024](#)
- [Skills Priority List 2024](#)
- [Employment Region Dashboards and Profiles](#)

Attachment A - Jobs and Skills Australia 2024-25 work plan - key highlights

2024–25 Work Plan: At a glance




	Key Outcomes				
	1. Fostering inclusive participation Broadening employment opportunities through identifying and removing barriers for people and communities	2. Understanding today's workforce Building the evidence base to inform and address current and emerging labour market and skills needs	3. Shaping Australia's future workforce Projecting forward to plan for the opportunities and challenges for our nation's future workforce needs	4. Optimising pathways and system architecture Monitoring, analysing and advising on the effectiveness of the national skills system	5. Activating an informed dialogue Convening stakeholders across the skills system, to provide the best evidence and advice, on Australia's current and future workforce and skills needs
Major Projects	Improving our understanding of the literacy, numeracy, and digital skills of adults, including: <ul style="list-style-type: none"> undertaking a population level survey of adult literacy and numeracy preparing for the Program for International Assessment of Adult Competencies (PIAAC) report on the literacy levels of people who have undertaken VET pre-enrolment assessments and/or VET foundation skills units Murtu Yayngiliyn (Walking Together) to identify best practice ways of measuring literacy, numeracy, and digital skills in First Nations communities 	Understanding labour market pressures and drivers: <ul style="list-style-type: none"> developing the Core Skills Occupations List for temporary skilled migration (annual) producing the Occupation Shortage List (annual) publishing insights about skills shortage drivers, including new longitudinal data asset to better understand training gap and retention gap drivers 	Developing a forward outlook of workforce and skills needs: <ul style="list-style-type: none"> projecting employment levels into the future, including 5-yearly and 10-yearly employment projections building a national skills supply and demand framework to assess the supply of skills across the economy over time and identify future supply examining progress toward post-school attainment targets against skill needs 	Driving a connected skills system and supporting delivery of reforms to the national skills architecture: <ul style="list-style-type: none"> consulting on the approach to develop a national skills taxonomy assisting with developing and reporting against an outcomes framework for the National Skills Agreement* Improving our understanding of student outcomes: <ul style="list-style-type: none"> publishing new insights on VET student outcomes, including for cohorts and by registered training organisations using new typology publishing insights on higher education student outcomes 	Leading the conversation on workforce and skills issues: <ul style="list-style-type: none"> publishing the 2024 Jobs and Skills Report engaging with tripartite and other stakeholders through our annual work plan development process Collaborating for impact and workforce capability development: <ul style="list-style-type: none"> sharing data and insights with Jobs and Skills Councils and partnering on national priorities and relevant projects working with states and territories on new data tools and relevant projects
	<div style="background-color: white; color: #000080; padding: 5px; display: inline-block; border-radius: 10px;"> Spotlighting regional Australia Develop and publish a regional, rural and remote jobs and skills roadmap </div>				
Capacity and Cohort Studies	Deeply interrogating our skills and workforce challenges through capacity and cohort studies, underpinned by extensive data analysis, tripartite leadership and stakeholder collaboration:	<ul style="list-style-type: none"> undertaking a capacity study of the implications and opportunities of generative artificial intelligence for the labour market and education and training systems commencing work on how the labour market and education and training system can better contribute to women's economic equality and safety 	<ul style="list-style-type: none"> undertaking scoping work on future cohort studies on the participation of Australians with disability in the workforce, focusing on improving data adequacy, currency and usage, and scoping future First Nations studies to support the National Agreement on Closing the Gap 	<ul style="list-style-type: none"> completing the Food Supply Chain Capacity Study, the International Student Outcomes and Pathways Study and VET Workforce Study and First Nations Research Paper continuing to support the uptake of recommendations from the Clean Energy Workforce and Early Childhood Education and Care Workforce capacity studies, and VET workforce study 	
Ongoing and Emerging Work	Providing regular insights on regional labour markets including: <ul style="list-style-type: none"> continuing the Regional Labour Market Indicator (RLMI) framework producing Employment Regions dashboards and profiles Exploring the impacts of insecure work: <ul style="list-style-type: none"> continuing insecure work research, including research factsheet series 	Examining current and emerging labour market conditions through regular releases: <ul style="list-style-type: none"> Survey of Employers who Recently Advertised (SERA) The Occupation Shortage Report Recruitment Experiences and Outlook Survey (REOS) Recruitment Insights Report Internet Vacancy Index (IVI) Nowcast of Employment by Region and Occupation (NERO) Small Area Labour Markets Australian Labour Market for Migrants Quarterly Labour Market Update International Labour Market Update Jobs and Skills Atlas 	Advising on the workforce and skills implications of national priorities: <ul style="list-style-type: none"> leveraging our analytic insights to support initiatives relating to: the Employment White Paper, Future Made in Australia, Homes for Australia Plan, care and support economy, clean energy and net zero transformation, digital transformation and defence industry, the VET Workforce Blueprint, the National Agreement on Closing the Gap, the Australian Disability Strategy, and the Working for Women National Gender Strategy 	Enabling responsive pathways and labour market transitions: <ul style="list-style-type: none"> providing advice to support implementation of Australia's Migration Skills and International Education and Skills Strategic Framework providing advice on tertiary harmonisation producing datasets to map VET and higher education pathways into occupations integrating data assets across VET and higher education to identify cross-sector activity insights to support consideration of employment services reform 	Convening stakeholders to pursue workforce and skills opportunities, including through: <ul style="list-style-type: none"> Ministerial Advisory Board other JSA engagement forums project-specific forums Communicating value-adding information and advice: <ul style="list-style-type: none"> publishing and communicating our insights and analysis actively participating in public forums and stakeholder events

* Subject to agreement of Skills and Workforce Ministerial Council