

Jobs and Skills Landscape

August Committee for Frankston & Mornington
Peninsula Members Breakfast

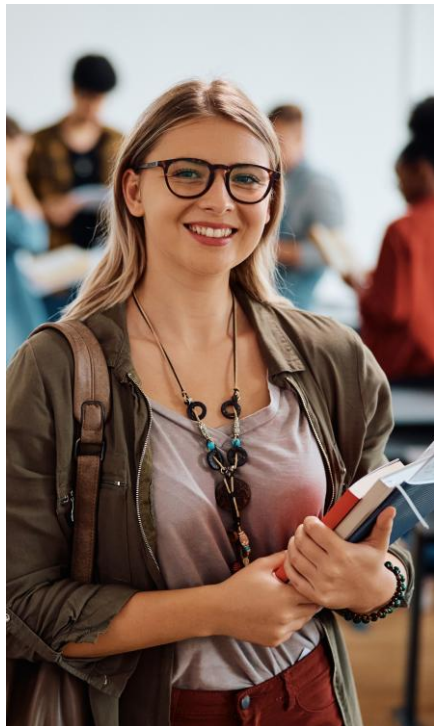
Lee-Anne Fisher, Deputy CEO



Acknowledgement of Country



Victorian Skills Authority – an Introduction



Purpose

- **Guide the education and training system** to meet current and future skills needs in Victoria

Inception

- **Established in July 2021** and part of the Department of Jobs, Skills, Industry and Regions portfolio
- **Administrative Office** with a CEO and an Advisory Board, whose members reflect the diversity of the sector
- Accountable to the **Minister for Skills and TAFE**

Stakeholders

- Helps government and industry undertake **workforce planning**, training providers plan for **course delivery**, and learners make **informed training and career decisions**
- Works with employers, unions, TAFEs, and other education & training providers to help Victorians **access the skills they need** to get **a good job and build a career**

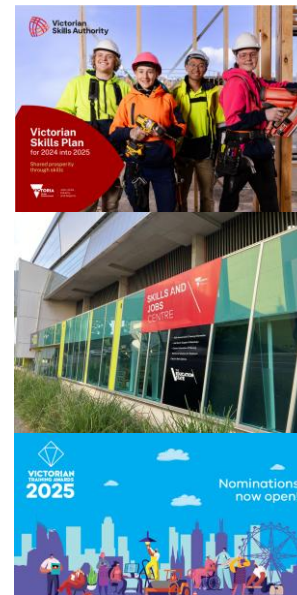
In more detail ...

What we do

- ✓ Plan for **emerging and future skills needs**, and workforce areas where there are skills shortages
- ✓ Identify opportunities for **innovation** in skills development and delivery
- ✓ Promote **pathways** from training into work and address training market opportunities/barriers
- ✓ Support Victorian employers and communities to **find workers** with the skills they need
- ✓ Drive **collaboration** across education and training sectors
- ✓ **Strengthen links** between industry needs, training delivery and student attraction/outcomes

Products and services

- Victorian Skills Plan
- Employment Projections Dashboard
- Student/employer satisfaction surveys
- Skills shortage assessments
- Victorian Skills Gateway
- Skills and Jobs Centres
- TAFE and Training Line
- VET Development Centre
- ISSI Fellowships
- Local skilling solutions
- Victorian Training Awards
- Learn Local Awards.



Leading local partnerships and supporting local skills solutions

Regional and Metro Engagement Unit

Statewide insights
TAFE contacts
Industry connections
Place-based knowledge
Government connections
Local skills reform



Owen Chapman

South East Metropolitan

Electrotechnology, Energy, Gas and Renewables

Furniture, Textiles, Timber, Forestry and Forest Products

Owen.Chapman@ecodev.vic.gov.au

Membership of:

SEMP Taskforce
GSEM Jobs and Skills Working Group
Peninsula Education Roundtable
Victorian Electrotechnology Senate

Priorities in South East Metro:

- Lead local partnership of Government and Government funded agencies to ensure co-ordinated, evidence-based response to community and industry issues on workforce, skilling and productivity – including:
 - Development of new partnerships between industry, TAFE and communities which support new skilling approaches to meet digital advancements and workforce shortages in (modern methods of) construction and manufacturing sectors
 - Increased support to industry through skills uplift, led by TAFE, in the transition to the clean economy
 - Lead development and local implementation of reforms to skilling in the water industry.

The Victorian Skills Authority develops a Victorian Skills Plan annually



- The annual Skills Plan guides the education and training system to deliver the training and skills Victoria needs now and in the future
- The first Skills Plan was published in 2022 and a new one is developed every year based on the latest data and government priorities.
- The Skills Plans draw on input from stakeholders including the Victorian TAFEs and other training providers, employers, unions, the Victorian Skills Authority's Advisory Board and Government.
- The Skills Plan is central to Victoria's strategy for developing a knowledgeable, skilled and adaptable workforce to keep the Victorian economy growing.

Accompanying the Skills plan is the Employment Projections Dashboard - providing access to the latest data on Victoria's workforce needs

- The Victorian Employment Projections Dashboard provides information about workforce needs across all industries, occupations and regions over the next 3 to 10 years.
- The projections are used to support government, industry and learners understand where demand is growing and help providers align training delivery to areas of need

What it covers



350+
occupations
(ANZSCO 4-digit)



19
Industries
(ANZSIC 1-digit)



15 regions
across metropolitan Melbourne
and regional Victoria

The **dashboard** also provides information on:



Government-funded
VET pathways into
occupations

For example:

Select occupation ⓘ

Plumbers ▼

Course Code	Course name
CPC32420	Certificate III in Plumbing
CPC32820	Certificate III in Fire Protection
CPC40920	Certificate IV in Plumbing and Services



**Victoria's strong
labour market will
continue to grow**

Over the next three years, Victoria's employment needs will be diverse across industries, occupation and regions

392,000

new workers expected to enter the Victorian economy between 2024 and 2027



85%

of these new workers expected in occupations usually requiring post-secondary qualifications



315,000

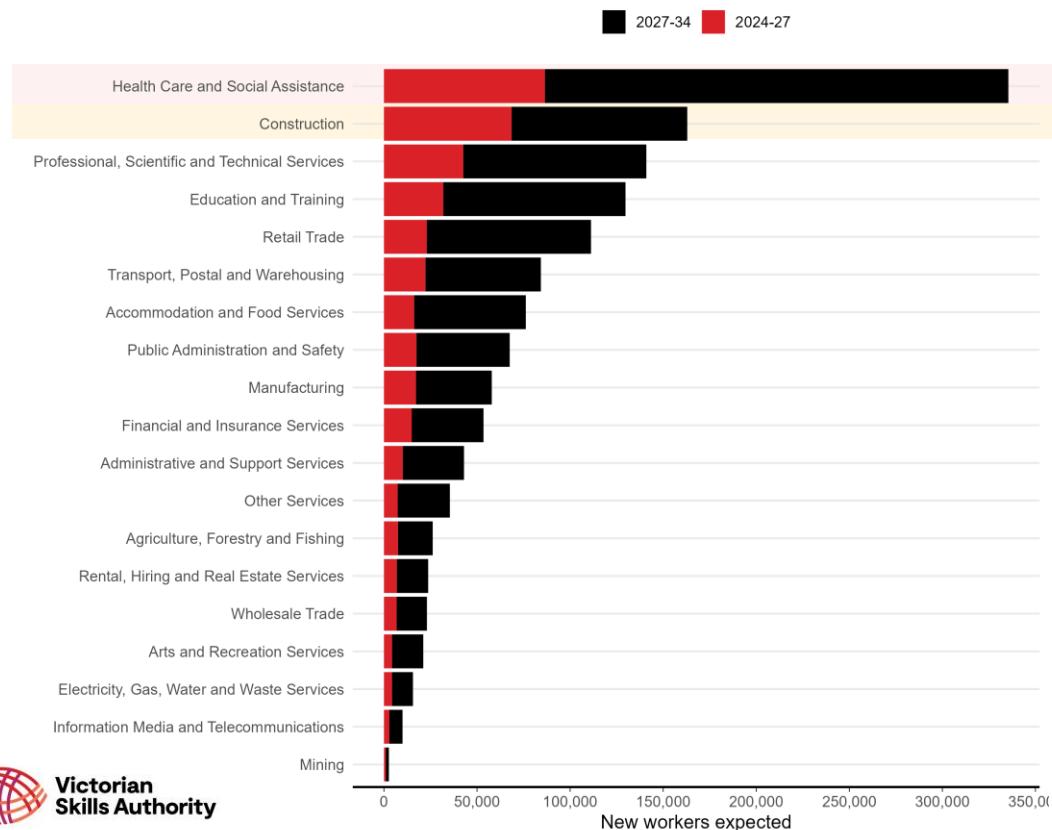
of these new workers expected in metropolitan Melbourne



77,000

of these new workers expected in regional Victoria

Health care and social assistance and construction will lead Victoria's workforce growth



Government Priorities and Initiatives



Health Care and Social Assistance

This workforce is supporting the delivery of government initiatives in the care economy, including the NDIS and Best Start, Best Life.



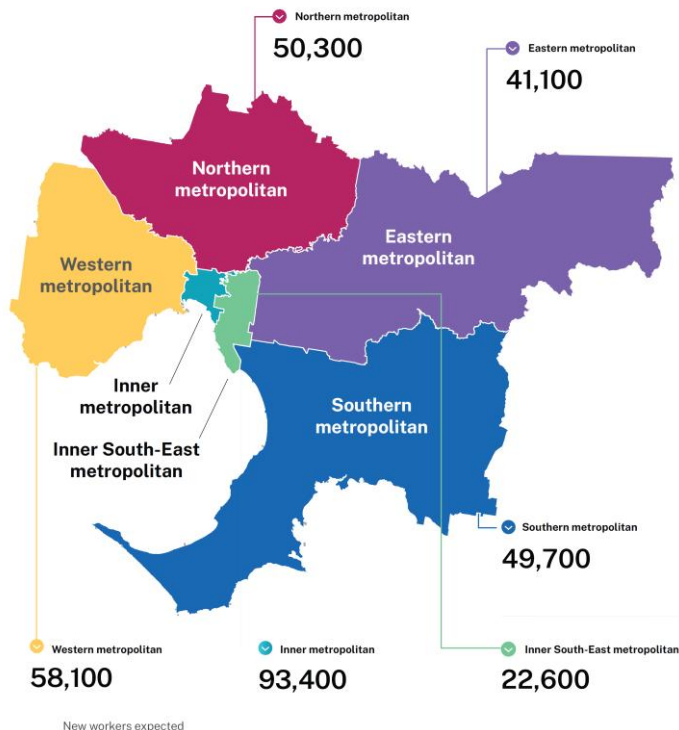
Construction

These workers are delivering Victoria's priorities including the once-in-a-generation infrastructure agenda, the *Housing Statement* and the *Big Build*

The top growing occupations over 2024 to 2027 are diverse – with many requiring VET qualifications



Four in five of the new workers expected to enter the Victorian economy between 2024 and 2027 will be in Metropolitan Victoria



315,000 new workers expected to enter Metropolitan Melbourne between 2024 and 2027

Top growing Industries

- Health care and social assistance
- Construction
- Professional, scientific and technical services

Top growing occupations

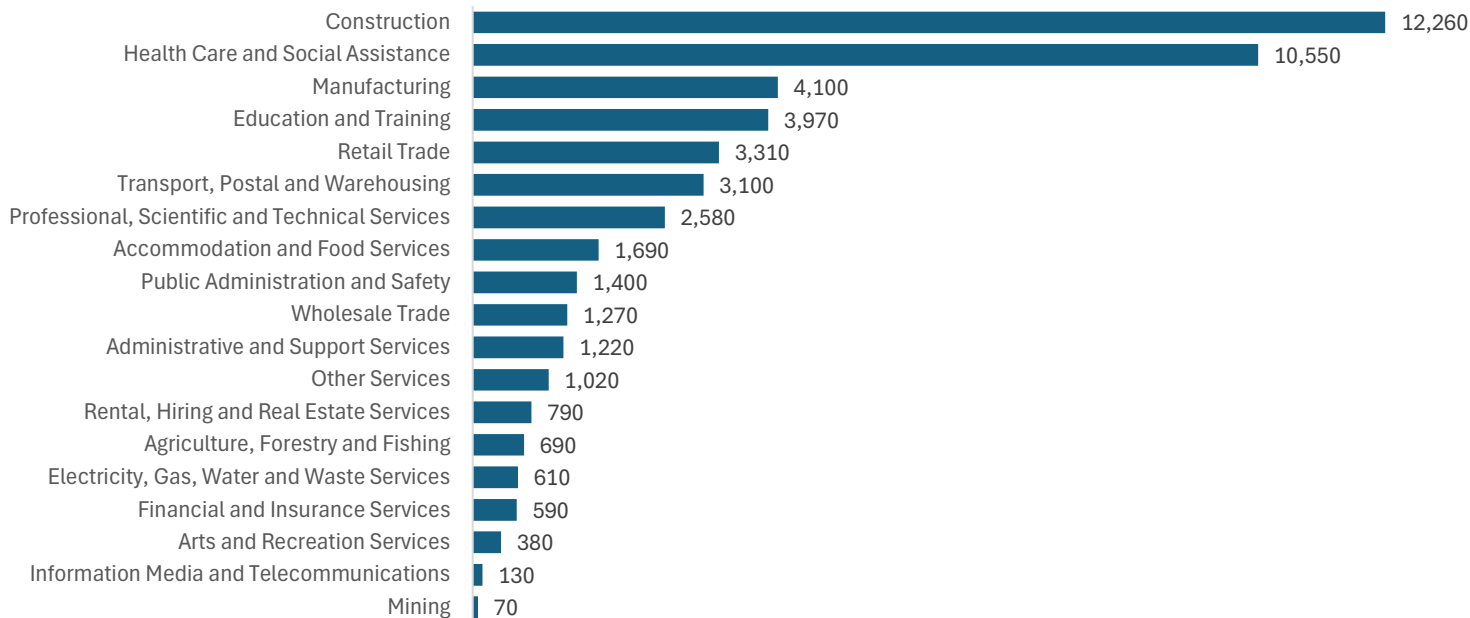
- Ageing and disability carers
- Registered nurses
- Construction managers



Southern metropolitan employment projections

49,700 new workers are expected to enter South Metropolitan Melbourne between 2024 and 2027

The top growing industries in the region are construction, health care and social assistance and manufacturing



Some growing occupations in the Southern Metropolitan region are experiencing workforce shortages, largely due to training time lags

Occupations with many new workers expected within the Southern Metropolitan Region

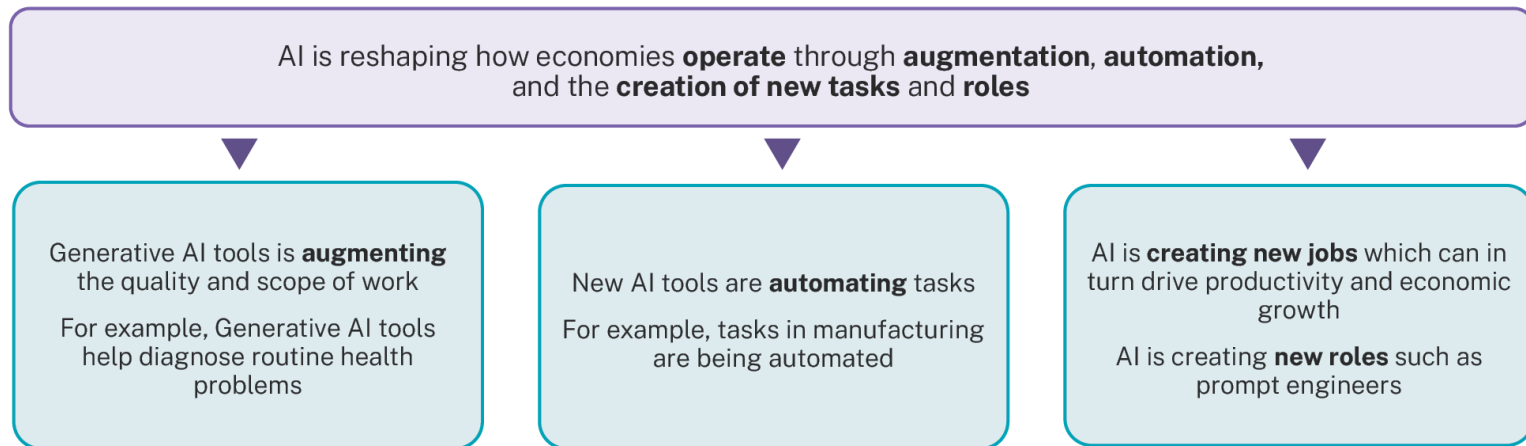
Occupation (ANZSCO4)	New workers expected 2024-2027	Currently in shortage in Victoria, 2024	Shortage driver	Retention rate
Aged and Disabled Carers	1,990	Shortage	Retention gap	83%
Construction Managers	1,310	No Shortage	Suitability gap	86%
Registered Nurses	1,210	Shortage	Long training gap	92%
Primary School Teachers	1,030	Shortage	Long training gap	92%
Truck Drivers	970	No Shortage	Short Training gap	86%
Carpenters and Joiners	950	No Shortage	Long training gap	82%
Secondary School Teachers	910	Shortage	Long training gap	92%
Electricians	860	Shortage	Long training gap	90%
Plumbers	720	Shortage	Long training gap	86%
Commercial Cleaners	660	No Shortage		75%

A woman with blonde hair, wearing a pink blazer, is leaning over a man with dark hair who is sitting at a desk in an office. The man is looking at a computer monitor. The woman is smiling and pointing at the desk. The background shows other office desks and computer monitors.

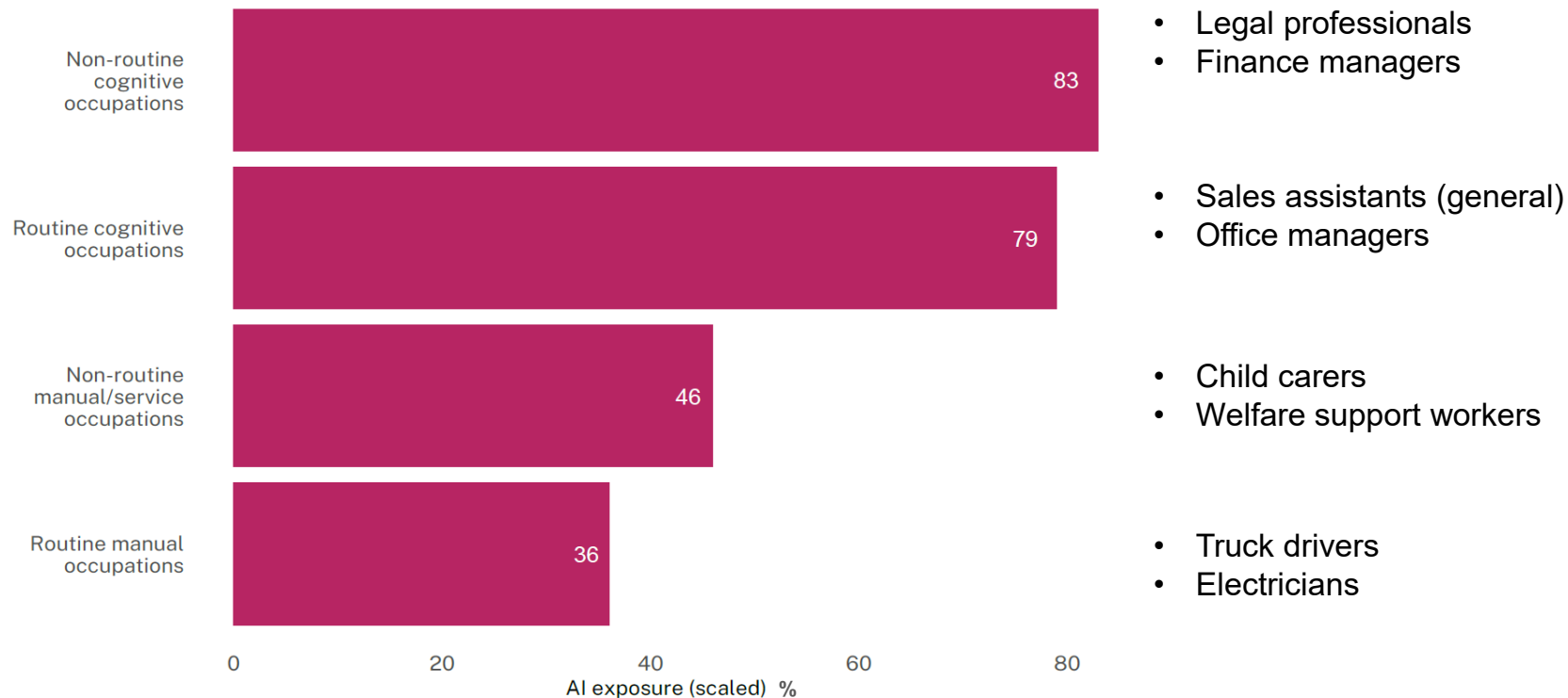
Digital transformation and the rise of Artificial Intelligence

Rapid technological change and the rise of Artificial Intelligence is changing how Victorians live and work

- Rapid technological advancements and innovations are changing how workplaces and the broader economy operate.
- Artificial Intelligence (AI) is augmenting, automating or creating new tasks and roles



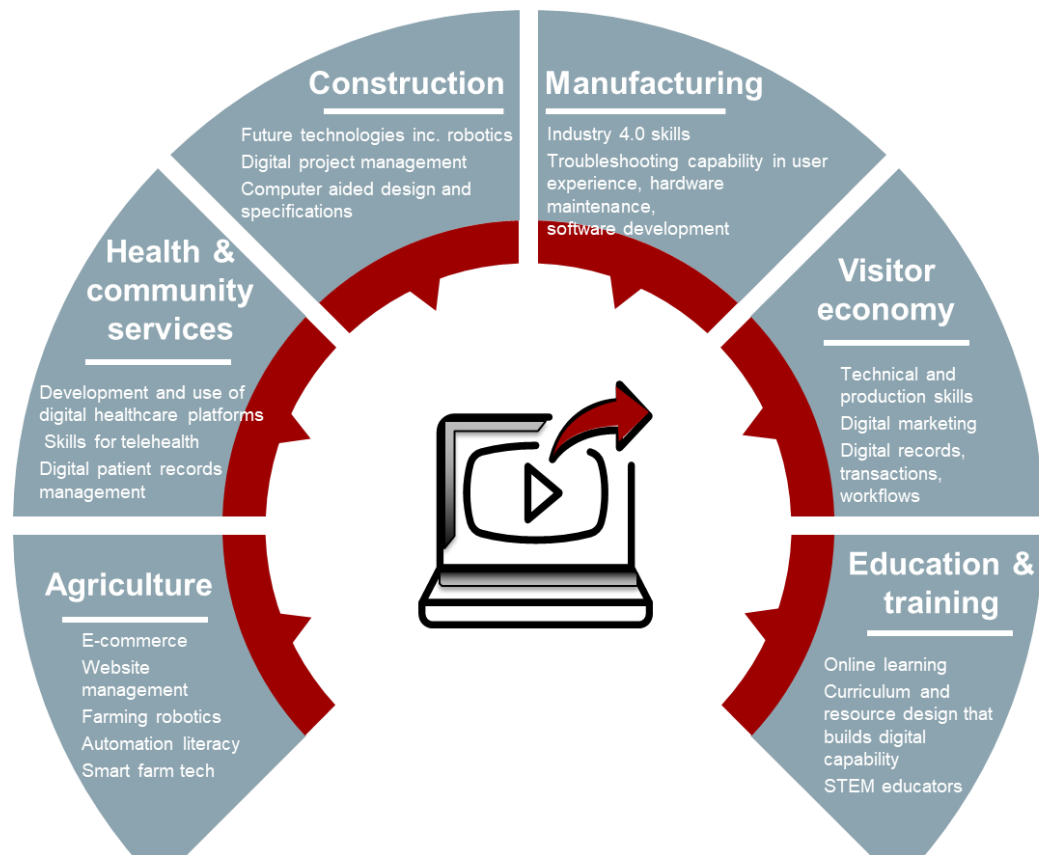
AI is impacting a broad range of occupations and tasks



Digital skills are needed in all industries

For example:

- Data analysts
- Cloud engineers
- IT generalists
- Cyber security experts



Moving towards a purpose-driven qualification system

- Technological change, AI and other developments call for a refreshed approach to VET qualifications.
- Redesigning qualifications can strengthen the development of transferrable skills and help prospective learners see VET as a valuable entry point to start their careers, or to help them up-skill or re-skill into a different occupation.
- In March 2024, the Commonwealth and state and territory Skills Ministers agreed to trial a proposed new purpose-driven qualifications system.
- This moves away from a 'one size fits all' approach to designing qualifications to meet certain purposes.

Three types of qualifications:

1. **Occupation-specific qualifications** – These qualifications remain highly specified to deliver specific skills, especially to meet regulatory or licensing requirements (for example, a licensed trade)
2. **Industry-specific qualifications** – These qualifications deliver industry-wide skills to help learners work across multiple occupations within an industry (for example, skills for the IT industry).
3. **Cross-industry or preparatory qualifications** – These new qualifications address skills and knowledge relevant to many industries (for example, digital capabilities or leadership and management skills).

A man in a dark suit and white shirt is pointing with his right hand towards an open server rack. The rack is filled with various electronic components, including a large black unit on the left and several smaller modules on the right. The background shows a data center environment with yellow vertical support poles and a metal mesh fence. In the foreground, the back of a person's head and shoulders are visible, looking towards the server rack. A large red semi-circular graphic is overlaid on the left side of the image, containing the text.

Thank you

If you want to explore the employment projections dashboard,
visit vic.gov.au/employment-projections-dashboard

For further questions on the data, please contact
industryskillsanalysis@ecodev.vic.gov.au