

# Future of Work Skills and Industry Summit

## Summary of key outcomes

On 28 November 2018, the Queensland Government convened the Future of Work – Skills and Industry Summit at the Brisbane Convention and Exhibition Centre. The Premier began the day hosting a roundtable discussion with senior business leaders about the developments they are observing in their industries, and how we can best position ourselves to respond to emerging challenges and opportunities. A Summit followed the roundtable, bringing together over 200 participants to discuss some of the key considerations for the future of work and skills in Queensland, and the opportunities associated with the changing nature of work and the workforce.

The Summit demonstrated the strong commitment across industry, small businesses, universities, the training sector, unions and government agencies to ensure Queensland benefits from the opportunities presented by our changing economy. Participants were asked to propose practical, achievable and creative ways to position the state to be ahead of the game when it comes to new jobs and new skills. The Summit built on existing analysis, such as Jobs Queensland's *Anticipating Future Skills* project, to gather important insights about preparing for Queensland's future economic opportunities.

## Premier's Skills and Industry Roundtable

Discussions in the industry roundtable highlighted several key themes including:

- embracing the opportunities that changes in technology and the economy offer Queensland
- collaborating and recognising the shared responsibility for investing in future skills needs
- changing the way we view skills and building a skilling culture that understands and respects the value of trades and vocational education and training (VET)
- the importance of taking an inclusive approach to economic opportunities so that all Queenslanders are able to participate
- the need for training to be relevant and current, and that students graduate job-ready
- focusing on flexibility, key capabilities and relevant content to ensure skills development aligns with industry need.

## Panel session

A panel session facilitated by Kerry O'Brien examined the changes that are occurring in Queensland's labour market and discussed how Queenslanders can lead the way with our rapidly changing economy. The panellists were:

- Ms Leanne Kemp, Founder and CEO of Everledger, Queensland Chief Entrepreneur
- Mr Greg Hallam AM, Chief Executive Officer, Local Government Association of Queensland
- Professor Peter Høj, Vice-Chancellor and President, The University of Queensland
- Ms Ros McLennan, General Secretary, Queensland Council of Unions
- Dr Catherine Ball, Founder and Executive Director, World of Drones.

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## Workshops

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Workshop 1	Workshop 2	Workshop 3	Workshop 4
<i>Preparing Future Workers for Successful Transitions</i>	<i>Planning and Investing for our Future Workforce</i>	<i>Innovation for Industry 4.0</i>	<i>Industries Meeting New and Changing Needs</i>
Ministerial host: The Honourable Grace Grace MP	Ministerial hosts: The Honourable Shannon Fentiman MP and the Honourable Stirling Hinchliffe MP	Ministerial hosts: The Honourable Cameron Dick MP and the Honourable Anthony Lynham MP	Ministerial host: The Honourable Dr Steven Miles MP

### WORKSHOP 1: Preparing future workers for successful transitions

#### Workshop Questions

1. Our current prep students will be year 12 graduates in 2030. What skills and abilities do they need to be successful participants in the future economy?
2. How can industry engage with young people to help prepare them for the world of work?

#### What solutions were proposed?

- Creating a systemic framework/approach for industry and schools to better partner together to help prepare students for the job needs of the future.
- Acknowledge the value of VET and the options available by:
  - › providing industry resources for students to highlight and showcase the roles available
  - › industry taking responsibility for marketing its job offerings.
- Supporting a strong foundation:
  - › wrap around supports for early years
  - › investment in early years to build resilience.



## WORKSHOP 2: Planning and Investing for our future workforce

### Workshop Questions

1. How do we know that we are responding to the right economic shifts and opportunities?
2. How do government and industry better connect to identify and address future skills and workforce needs?
3. How do government, industry and training providers deal with identified needs?
4. How do we make skills development attractive to all Queenslanders?

### What solutions were proposed?

- Keeping the dialogue between government and industry open, supported by robust and timely data and ensuring engagement extends to small and medium sized enterprises, regional stakeholders and niche industries. This will provide a more nuanced understanding of skills needs, including at the regional level, and support collaboration to meet those needs.
- Stakeholders working to change the skills narrative by promoting a positive skilling culture that encourages life-long learning. Preparing for the future will require accessible, responsive training models that allow content to keep pace with changes in industry. Case studies can be used to promote success stories and the benefits of skilling.
- Considering options for making more use of the skills of migrants and refugees by using programs to better prepare skilled migrants and refugees to meet workforce demand in their fields, for example by incorporating on the job opportunities to build English language proficiency.
- Businesses understanding the value of planning for their workforce needs and investing in skills and training that means they are more agile and able to respond to changes in industry and the operating environment.

## WORKSHOP 3: Innovation for Industry 4.0

### Workshop Questions

1. What is the Industry 4.0 context in your business/sector?
2. What are the consequences of Industry 4.0 for skilling?
3. What are the challenges of Industry 4.0 related to skilling?
4. What are the drivers for collaboration in the skills market, and how can government partner with industry?

### What solutions were proposed?

- Developing a more agile training environment. This could include changing the model in relation to support for higher skill sets and on-going skills development.
- Improving collaborations between industry, education and training organisations to increase agility and innovation.
- Providing a clearer framework for upgrading skills by clarifying and refining the relationship between soft skills and technical skills, mapping skills to create clarity about pathways and progressions and getting ahead of the game by identifying the skills required for the future.
- Appointing an Industry 4.0 champion.



## WORKSHOP 4: Industries meeting new and changing needs

### Workshop Questions

1. How can we expand labour force participation and promote an inclusive workforce?
2. How do we support the workforce and organisations to embrace new technology and automation?
3. What are the new skills required in delivering services in a customer-centric, changing economy?
4. How do we identify international opportunities and tap into global markets for services?

### What solutions were proposed?

- Cooperation between employers, unions and government to target increased participation by disadvantaged groups, including through better skills recognition/translation.
- Improving the affordability of skills acquisition.
- Improving digital literacy in the workplace with a focus on executives and leaders.
- Supporting skills needed for running and building small and medium sized enterprises.
- Establishing a mechanism to link providers to international markets and facilitating the development of Queensland consortia offerings.

## Next steps

The valuable input received during the Summit is informing the development of the Queensland Government's strategic policy agenda. In particular, the ideas generated at the Summit are helping inform the development of a Skills Strategy to ensure Queensland has the skilled population needed to attract investment, encourage job creation and take advantage of future opportunities. The Government will continue to work with stakeholders as new ideas are further developed and put into action.

