

National Workforce Strategy

Vision: Australia has a dynamic, responsive and capable workforce that meets the needs of employers now and into the future, to drive employment, economic growth, productivity and prosperity.

Principles

Use Data

Skill Australians

Remove Barriers

Activate Industry

Target Migration

Use data to create transparency and drive Government action

Equip workers with in-demand skills and focus employment services on employment outcomes

Remove barriers and disincentives to work

Activate industry to design and drive change

Target migration to fill skills and labour gaps

Outcomes

Decisions and actions are informed by data, with sectoral workforce strategies including detailed data analysis of workforce needs along with digital and data-driven solutions

Australians can access high quality education and training to gain in-demand and transferable skills and benefit from lifelong learning. Employment services are outcomes-focused and informed by high quality data on local employer needs.

All Australians, including those under-represented, can participate and work to their full capacity in line with their abilities and aspirations.

Industry has a lead role in workforce development, identifying their needs and addressing them through training, upskilling and reskilling staff, establishing attractive career pathways, and incentivising them to take up jobs.

A migration system that complements the changing needs of the Australian labour market to fill skills and labour gaps.

APS Actions

Draw on data to understand workforce needs and issues, and measure and report outcomes from training and employment services to drive performance and transparency.

Utilise skills and employment services reform to identify occupations in demand, help people train for the jobs of today and the future, and strengthen employment services job placements.

Encourage workforce participation and prevent drop-out by removing barriers to participation, enabling geographic mobility, and providing employment incentives.

Engage industry in the design and delivery of policy and support them to play a key role in training and reskilling. Support employers to drive workplace flexibility, diversity and cultural change.

Target migrant workers to meet labour market needs through skilled migration occupation lists and criteria for temporary visa holders.

Framework

The National Workforce Strategy will provide a framework for Government to ensure sector-specific workforce plans activate industry to drive change, enable and equip Australians to take up available work, remove barriers to participation, use migration to complement the domestic workforce, and are data-driven.

Critical Enablers

National Skills Commission: Provides expert advice and national leadership on Australia's labour market, current, emerging and future workforce needs and plays an important role in simplifying and strengthening Australia's training system.

National Careers Institute: Provides Australians with accurate and authoritative information about career pathways and employment prospects.

Employment Services Reform: Improves job matching through better digital technology, focuses resources on those who need more help to find and keep employment, while engaging more closely with businesses to help secure the workers they need.

Skills Reform: Strengthens Australia's VET system and improves the quality, relevance, and accessibility of training so Australians develop the skills needed by Australian businesses.

Australian Skills Quality Authority: Provides the skills sector's quality is maintained through effective regulation, and ensure employers, the community, students and governments have confidence in national qualifications.

National Workforce Taskforce: Provides a clear picture of Australia's workforce, and works with agencies to develop individual data-driven workforce strategies which address labor market and industry needs.