



**Victorian
Skills Authority**

SKILLS AND THE VICTORIAN LABOUR MARKET – A LOOK AHEAD

AEN Mid-Year Conference

17 July 2024



Jobs, Skills,
Industry
and Regions

About the Victorian Skills Authority



Independent authority with a CEO and an Advisory Board, whose members reflect the diversity of the sector



Established in July 2021



Accountable to the **Minister for Training and Skills**



Provide evidence-based planning and solutions to **meet current and future skills needs** in Victoria



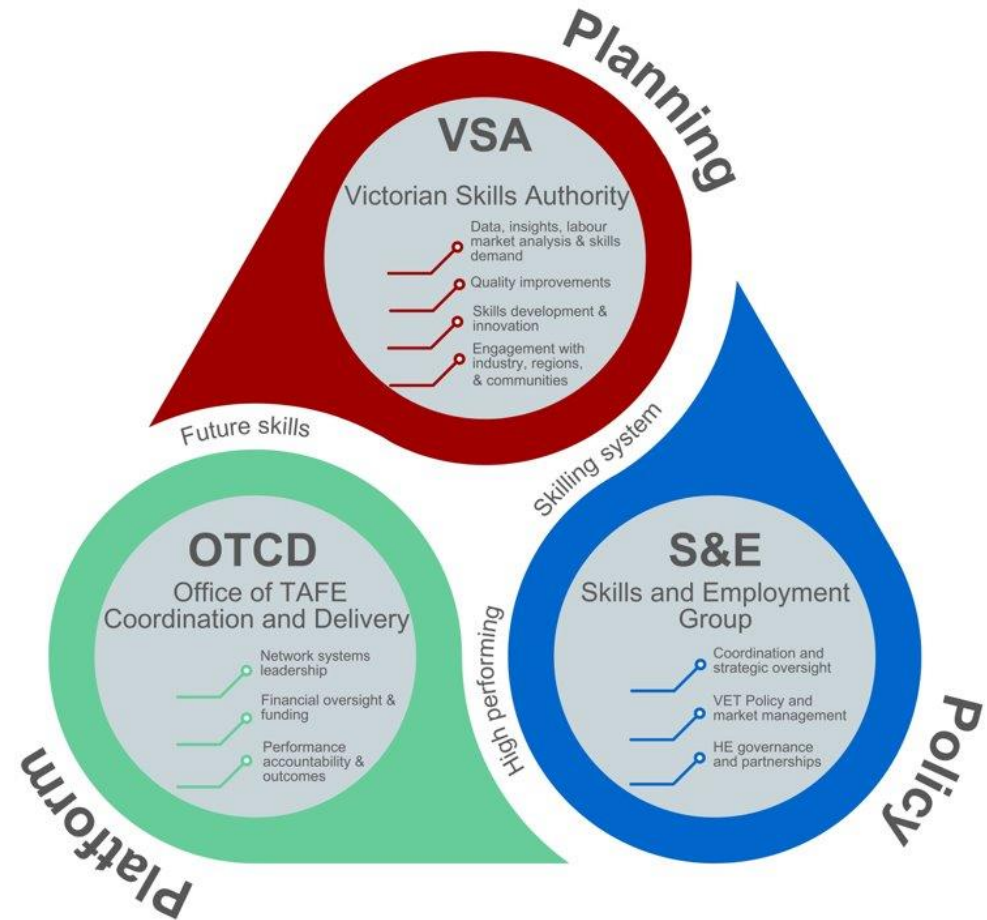
Work with industries, employers, unions, TAFEs, and education & training providers to **help learners and communities access the skills they need for success**



Ensure Victorians can access quality vocational education they need to **hold a good job and build a career.**

Victoria's skills system architecture

- Alignment of skills and training to deliver skills-focused responses to industry needs
- Ensuring access to quality pre-accredited and accredited education, training and skills.



Victorian Skills Plan key products

The Victorian Skills Plan for 2023 into 2024 provides insights into the priorities for skills responses



[Victorian Skills Plan for 2023 into 2024](#)

- Highlights actions and recommendations across priorities such as promoting post-secondary education skills and career pathways, lifting participation in education and training and delivering the right skills for the jobs of today and tomorrow.



[Victorian Skills Plan Implementation Update](#)

- Advises on the work underway to complete the actions in the Victorian Skills Plan for 2022 into 2023.



[Employment Forecast Dashboard 2023-2026](#)

- Provides up-to-date information about current and future demand for jobs to raise awareness of employment opportunities in Victoria.



[State of the Victorian Labour Market Report](#)

- Provides in-depth analysis of labour market trends and challenges in Victoria over the past year to identify areas requiring an education and training response.

For further information, see: vic.gov.au/victorian-skills-plan

And in Regional Victoria

- Place-based insights on skills and workforce needs
- Industry insights from regional stakeholders
- Analysis of common issues within and across industries and regions
- Case studies and success stories
- Point-in-time data:
 - regional population projections
 - economic performance and strengths
 - labour force demand.
- Online resources for students, careers advisers and parents



New industry and regional profiles for students and learners

Training and careers in Shepparton, Seymour and surrounds



TAFE and training providers in Shepparton, Seymour and surrounds

Explore local TAFE and training providers in Shepparton, Seymour and surrounds to help you prepare for work.



Find a training course

Thinking of doing some training? Find out how to choose a course or training provider to prepare for work, and learn what financial assistance is available.



Help finding a job in Shepparton, Seymour and surrounds

Learn what support is available to find work in Shepparton, Seymour and surrounds.



Future job growth in Shepparton, Seymour and surrounds

Explore jobs in demand in Shepparton, Seymour and surrounds and how many workers will be needed in the coming years.

Local career stories



Styled for self-image: Paige's hairdressing impact

"Our apprenticeships are naturally very practical. You're in the salon getting first-hand experience which opens up windows of opportunity for learning, growth and making connections in the industry."



Tahlia channels her creative flair into a career in floristry

"I found that the skills I was learning in the course I was able to practise in the workplace. It lights up people's faces when they see their idea come to life from the flowers they have chosen."

Over the next 3 years, Victoria's employment needs will be diverse across industries, occupation and regions

352,000

new workers expected to enter the Victorian economy between 2023 and 2026



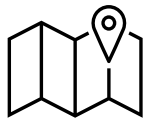
64%

of these new workers will need higher-order skills



277,000

of these new workers expected in metropolitan Melbourne



75,000

of these new workers expected in regional Victoria

The top industries expecting new workers:



83,300
health care and social assistance



46,400
education and training



35,000
professional, scientific and technical services



32,300
accommodation and food services

Occupations in demand:



17,600
ageing and disability carers



10,200
registered nurses



6,400
software and applications programmers



5,700
university lecturers and tutors



5,300
primary school teachers



4,900
secondary school teachers



4,600
accountants

Regional Victoria will be home to many more workers

75,000

new workers expected to enter Regional Victoria between 2023 and 2026



61%

of these new workers will need higher-order skills

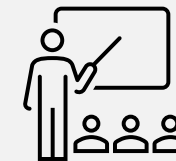
The top industries expecting new workers



22,600
health care
and social
assistance



8,900
accommodation
and food
services



7,100
education
and
training

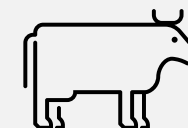
Occupations in demand



5,200
ageing and
disability
carers

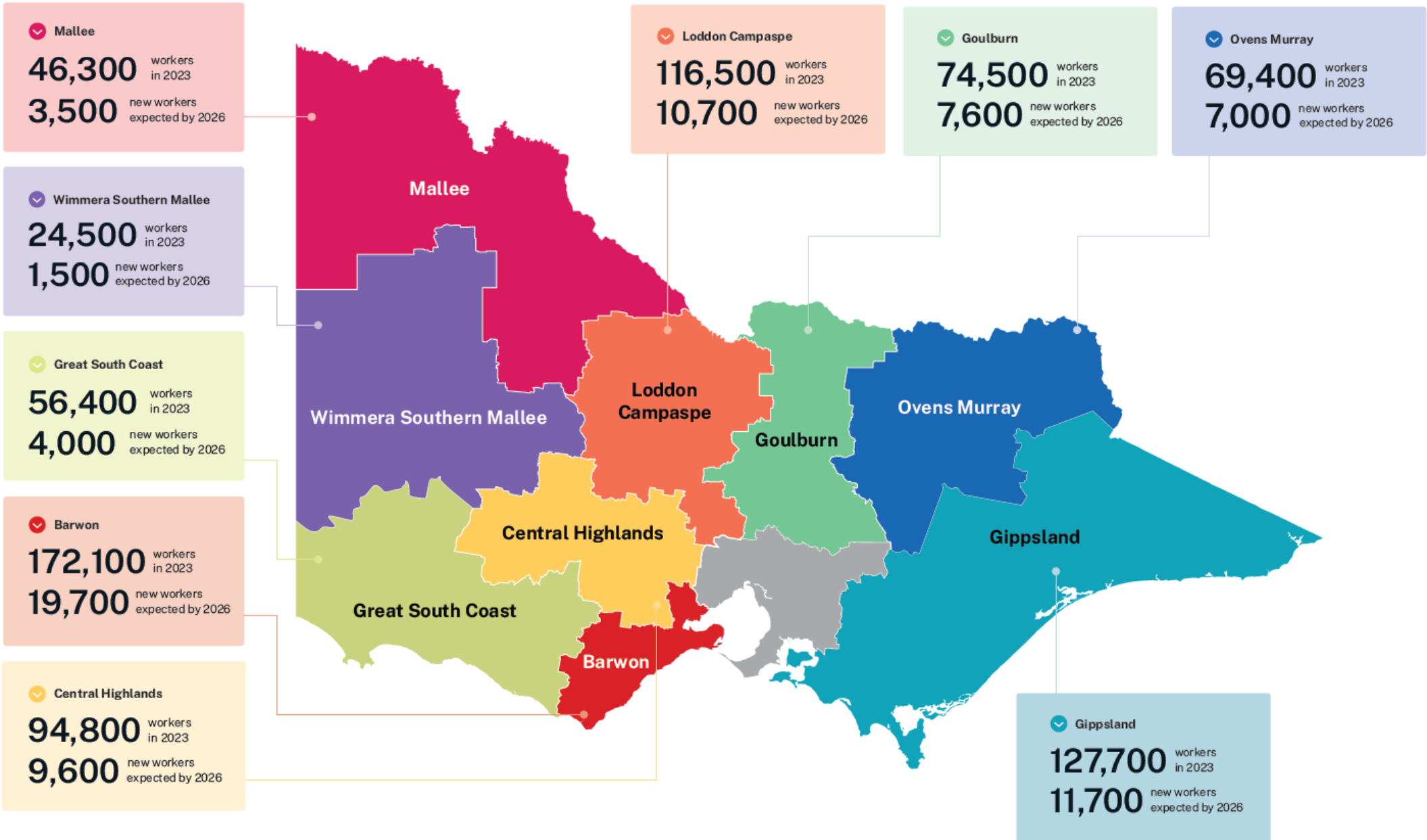


2,600
registered
nurses



1,700
Livestock
Farmers

Regional Victoria in more detail



Setting the scene for the 2024 Skills Plan

Worker demand

Continued high demand for workers across Victoria

Clean economy

10,000 additional jobs per year are expected until 2030

Care economy

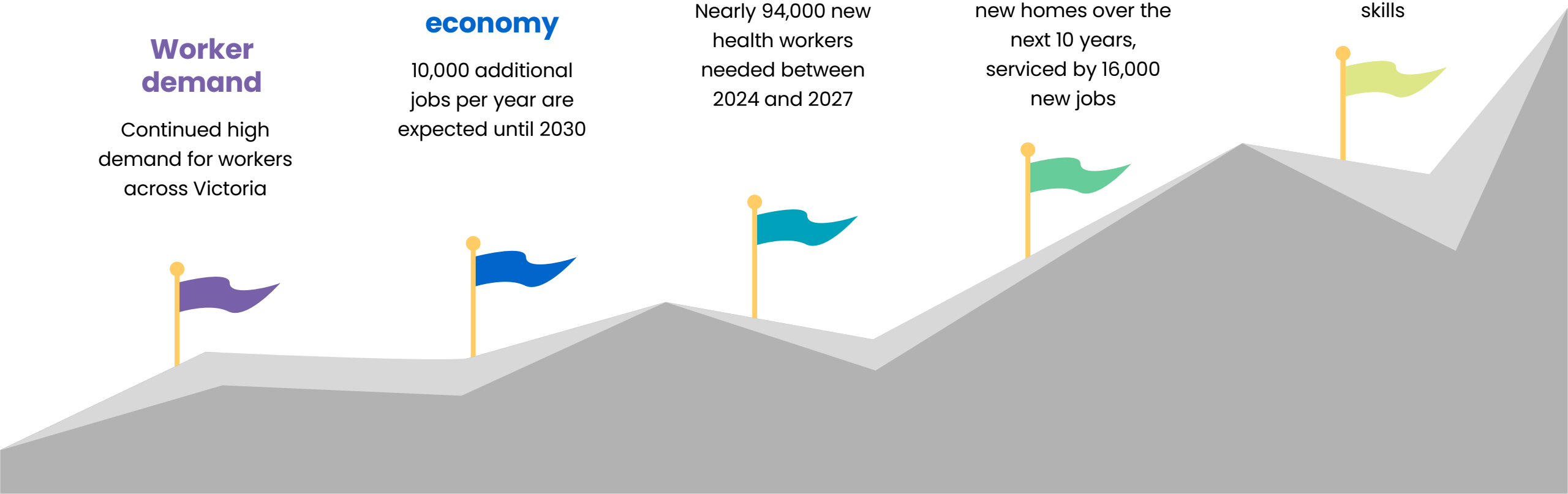
Nearly 94,000 new health workers needed between 2024 and 2027

Construction agenda

Housing Statement to deliver 800,000 new homes over the next 10 years, serviced by 16,000 new jobs

Digital transformation

Over the next 10 years, over 1 million new workers will require at least foundation digital skills





Data explorer



**Victorian
Skills Authority**



Jobs, Skills,
Industry
and Regions

Welcome

Access and download employment forecast data for any combination of industries, regions and occupations.

Download an accessible version of the employment forecast data as an MS Excel file [from this page](#).

Workforce
Summary

Select data:

Region

All

Industry(ANZSIC1)

All

Occupation (ANZSCO4)

All

Occupation

ANZSCO4 Occupation

Employment 2023

**Annual employment
growth rate (%)
2023-2026**

**Employment
growth 2023-2026**

**Retirements
2023-2026**

**Total new workers
expected by 2026**

ANZSCO4 Occupation	Employment 2023	Annual employment growth rate (%) 2023-2026	Employment growth 2023-2026	Retirements 2023-2026	Total new workers expected by 2026
Aged and Disabled Carers	64,782	5.3%	10,871	6,683	17,554
General Clerks	69,860	2.9%	6,178	7,497	13,676
Registered Nurses	84,217	2.0%	5,028	5,205	10,233
Sales Assistants (General)	139,169	-0.0%	-100	7,097	6,997
Software and Applications Programmers	56,838	2.9%	5,084	1,364	6,448
University Lecturers and Tutors	17,634	7.3%	4,137	1,604	5,741
Storepersons	47,252	1.5%	2,209	3,180	5,389
Primary School Teachers	54,986	0.8%	1,253	4,005	5,258
Management and Organisation Analysts	31,925	3.4%	3,384	1,617	5,000
Secondary School Teachers	50,349	0.8%	1,228	3,670	4,898
Human Resource Managers	28,714	3.2%	2,886	1,709	4,596
Total	3,534,919	1.3%	136,560	215,576	352,136

Data Explorer

Data Notes



Industry



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Jobs, Skills, Industry and Regions

Welcome	Select industry	Employment 2023 ⓘ	Employment growth rate (%) 2023-2026 ⓘ	Employment growth 2023-2026 ⓘ	Retirements 2023-2026 ⓘ	Total new workers expected by 2026 ⓘ
	Construction ▾	335,215	-0.1%	-824	18,262	17,438

Workforce Summary

Profile of workers in the Construction industry

Higher Education	VET	No Post School	Female	Age 50+
15%	53%	32%	14%	25%
Vic. 41%	Vic. 30%	Vic. 29%	Vic. 48%	Vic. 29%

Occupation

Industry

Top 5 Occupations in Construction (Employment growth 2023-2026)

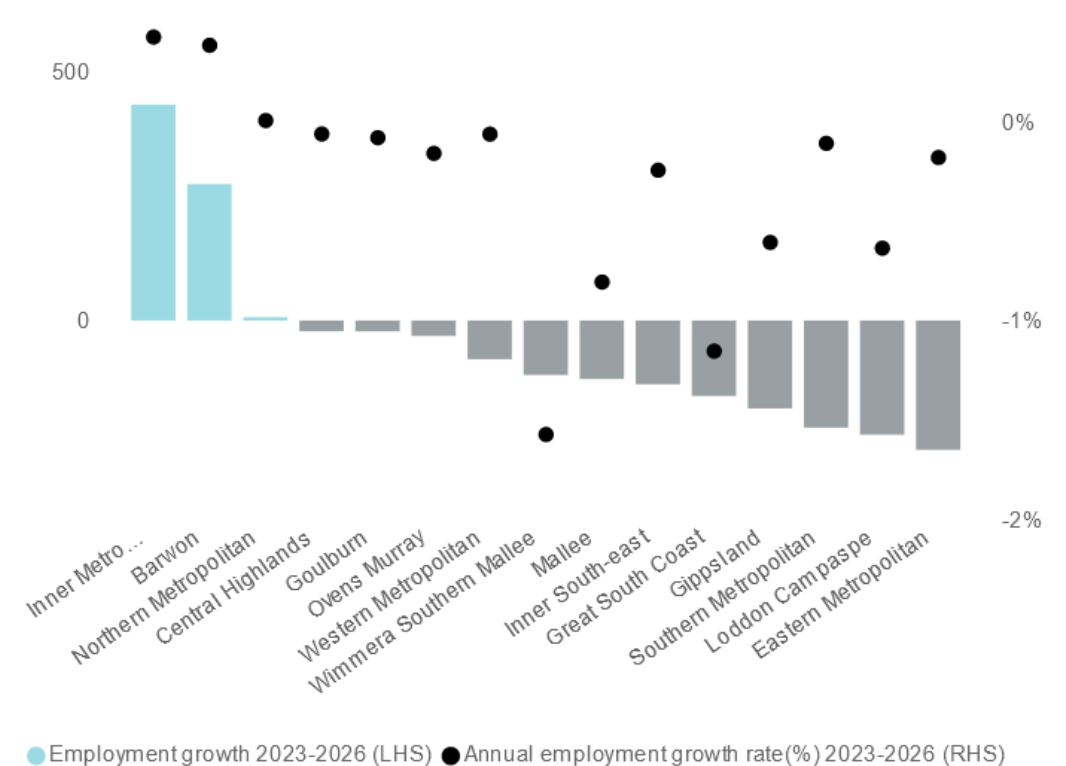
Construction Managers	812
Civil Engineering Professionals	426
Electricians	299
Plumbers	287
General Clerks	282

Region

Data Explorer

Data Notes

Employment growth and Annual employment growth rate, region





Industry



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Jobs, Skills, Industry and Regions

Welcome	Select industry	Employment 2023 ⓘ	Employment growth rate (%) 2023-2026 ⓘ	Employment growth 2023-2026 ⓘ	Retirements 2023-2026 ⓘ	Total new workers expected by 2026 ⓘ
	Electricity, Gas, Water and ... ▾	40,873	0.9%	1,100	2,466	3,566

Workforce Summary

Profile of workers in the Electricity, Gas, Water and Waste Services industry

Higher Education	VET	No Post School	Female	Age 50+
40%	35%	25%	29%	31%
Vic. 41%	Vic. 30%	Vic. 29%	Vic. 48%	Vic. 29%

Occupation

Industry

Region

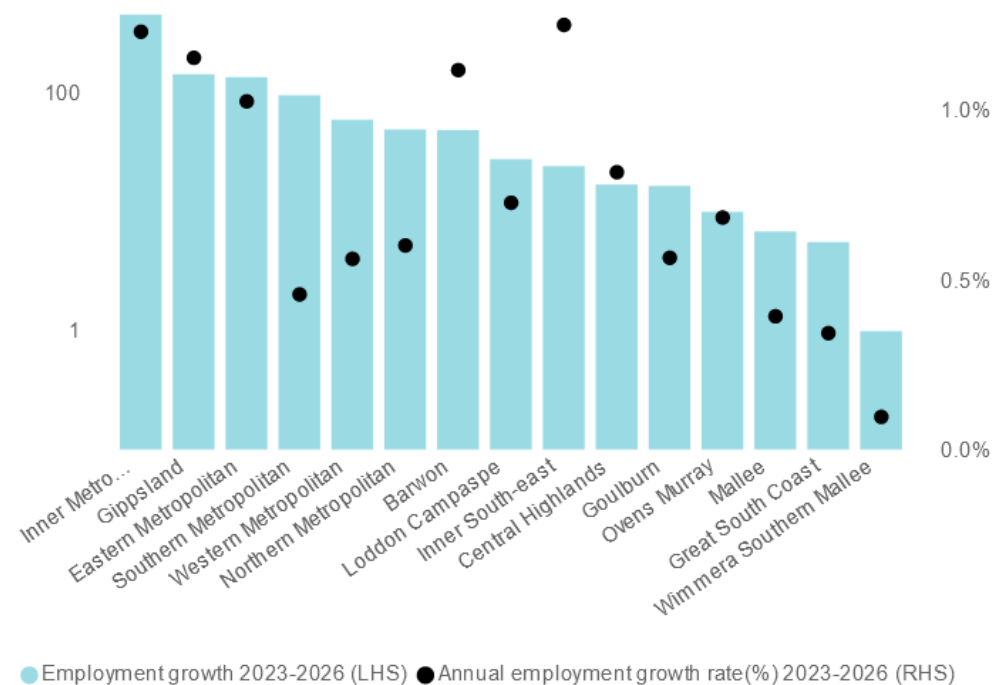
Data Explorer

Data Notes

Top 5 Occupations in Electricity, Gas, Water and Waste Services (Employment growth 2023-2026)

Electrical Engineers	109
Other Specialist Managers	97
Electricians	74
Human Resource Managers	62
Management and Organisation Analysts	60

Employment growth and Annual employment growth rate, region





Region



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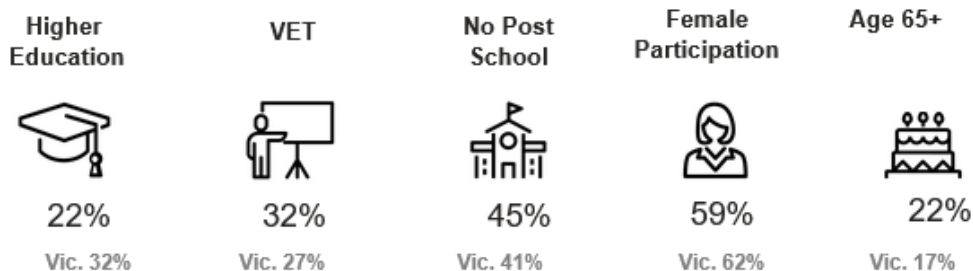


Jobs, Skills, Industry and Regions

Welcome	Select region	Employment 2023	Employment growth rate (%) 2023-2026	Employment growth 2023-2026	Retirements 2023-2026	Total new workers expected by 2026
	Loddon Campaspe	116,528	0.9%	3,314	7,430	10,744

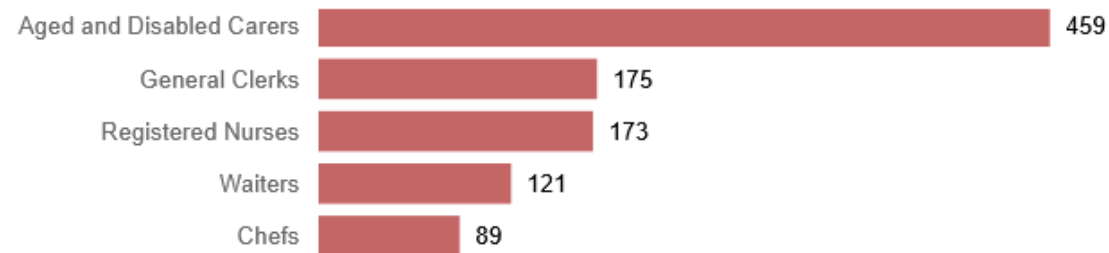
Workforce Summary

Profile of people in Loddon Campaspe



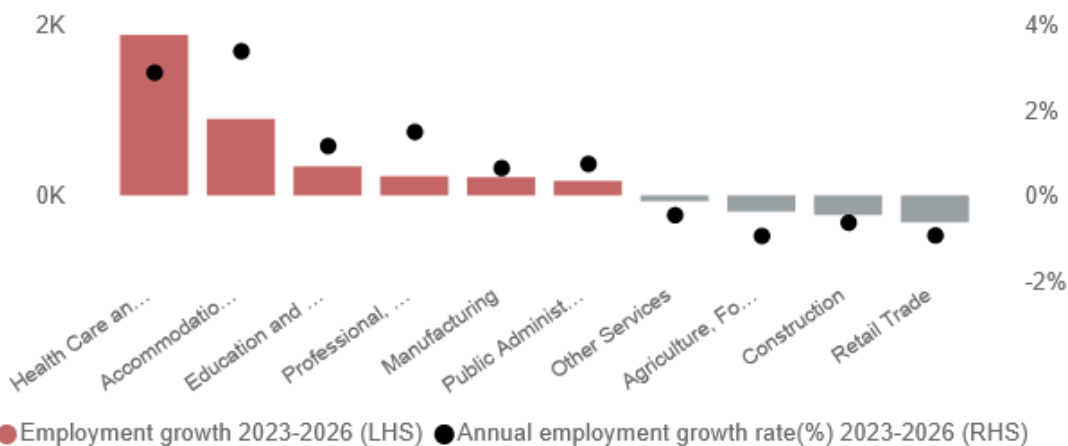
Occupation

Top 5 occupations in Loddon Campaspe (Employment growth 2023-2026)



Industry

Employment growth and Annual employment growth rate, top 10 industries



Region

Location of Loddon Campaspe Region



Data Explorer

Data Notes

Skills and workforce needs and challenges are common across all industries

AGRICULTURE

CLEAN ENERGY

CONSTRUCTION &
HOUSING





EDUCATION & TRAINING

VISITOR ECONOMY

MANUFACTURING

HEALTH CARE AND
COMMUNITY SERVICES



	
Core competencies	Digital and technology skills
	
Leadership skills	Strategic problem-solving skills

ILO global framework for core skills

Social and emotional skills

- ▶ Communication
- ▶ Collaboration and teamwork
- ▶ Conflict resolution and negotiation
- ▶ Emotional intelligence

Basic skills for green jobs

- ▶ Environmental awareness
- ▶ Waste reduction and waste management
- ▶ Energy and water efficiency



Cognitive and metacognitive skills

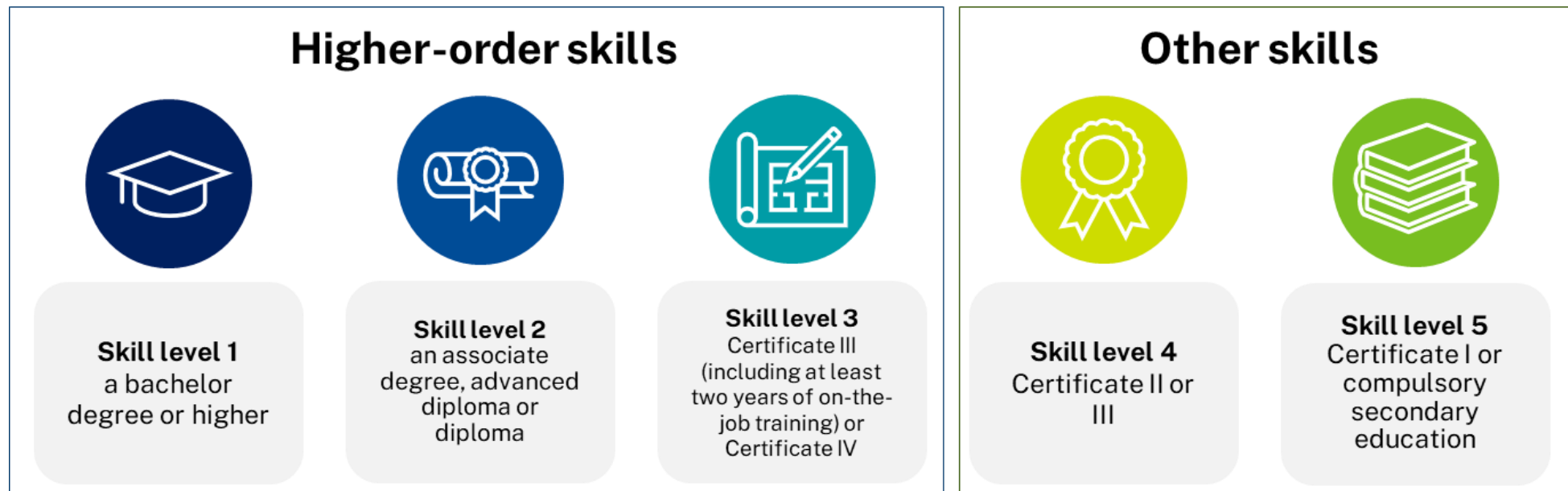
- ▶ Foundational literacies
- ▶ Analytical and critical thinking
- ▶ Creative and innovative thinking
- ▶ Strategic thinking
- ▶ Problem-solving and decision-making
- ▶ Self-reflection and learning to learn
- ▶ Collect, organize and analyse information
- ▶ Planning and organizing
- ▶ Career management

Basic digital skills

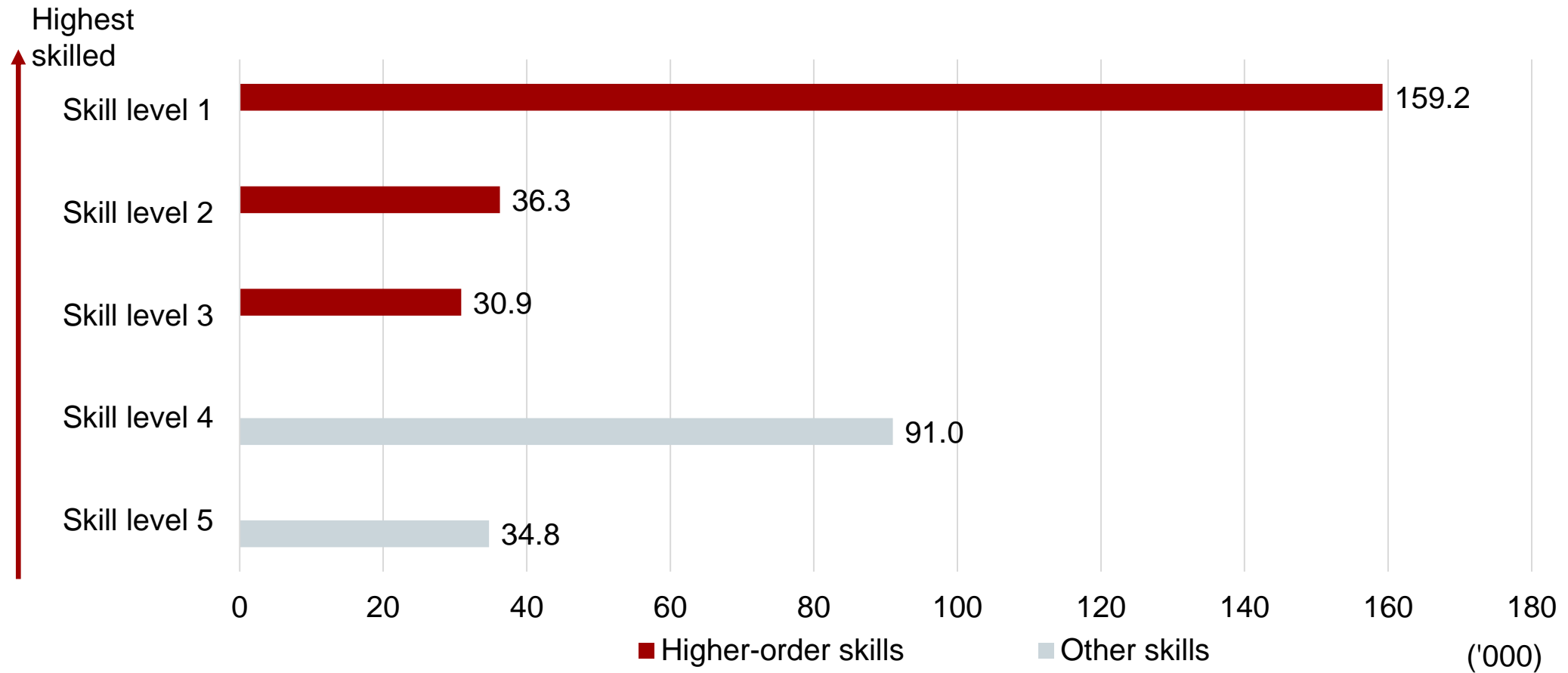
- ▶ Use basic hardware
- ▶ Use basic software
- ▶ Operate safely in an online environment

What are higher-order skills?

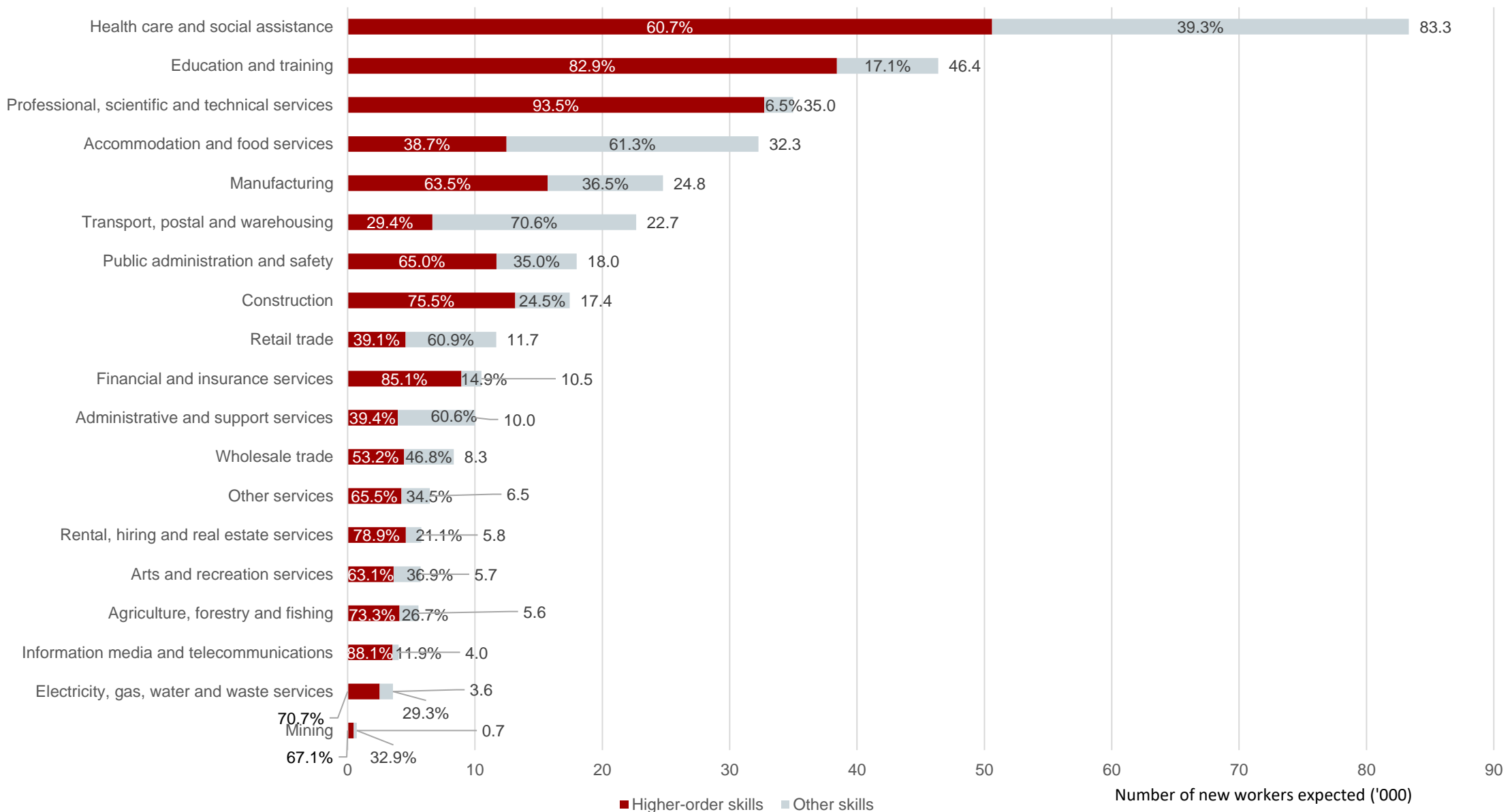
- Higher-order skills are occupations that have a skill level of 1 to 3
- Higher-order skills align with qualifications from Certificate III (plus a minimum of 2 years of on-the-job experience) to a bachelor degree or higher
- Experience may substitute for formal qualification, or in other cases relevant experience may be required in addition to the formal qualification



A changing economy requires more workers with higher-order skills

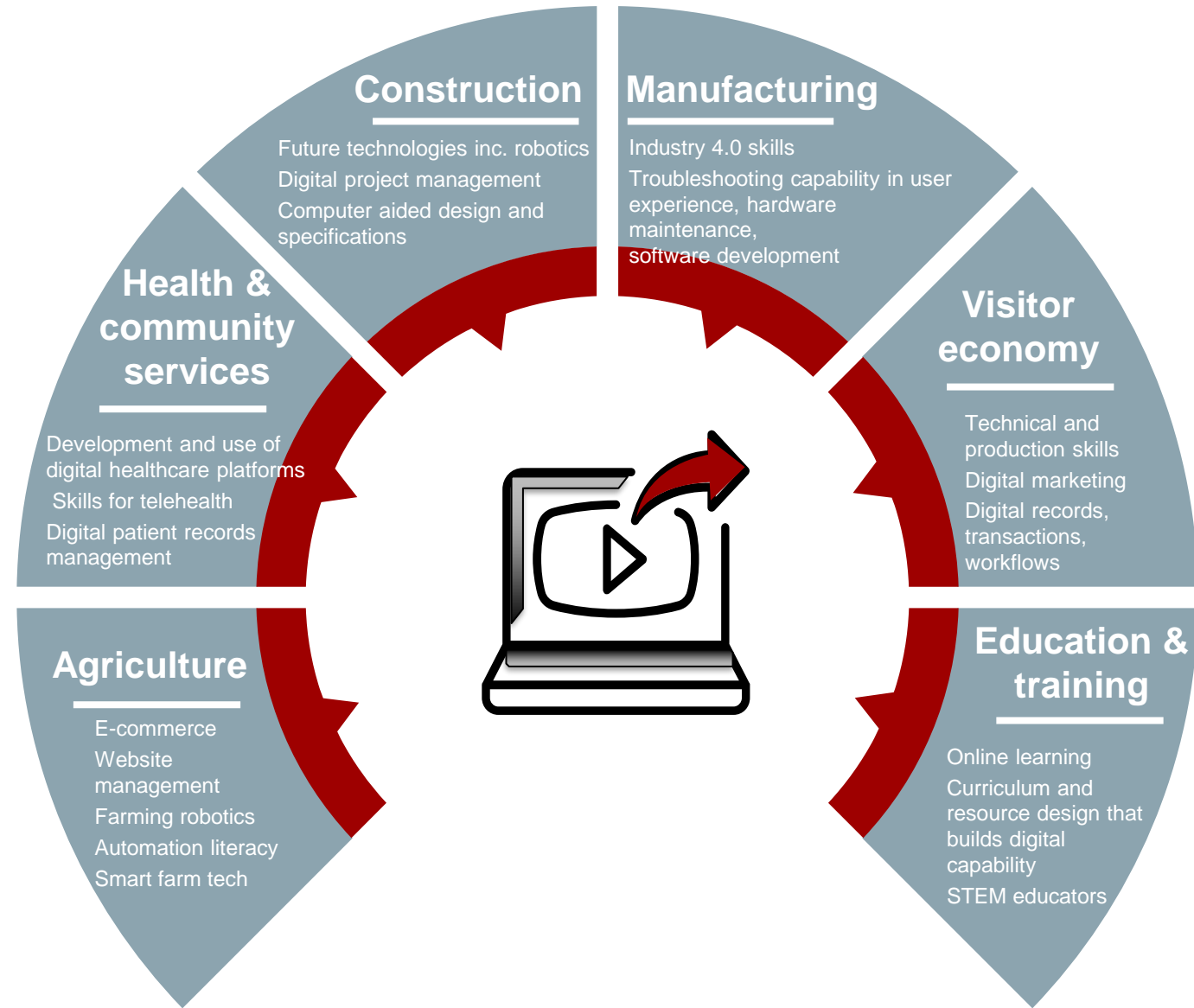


Most new workers will require higher-order skills across all industries



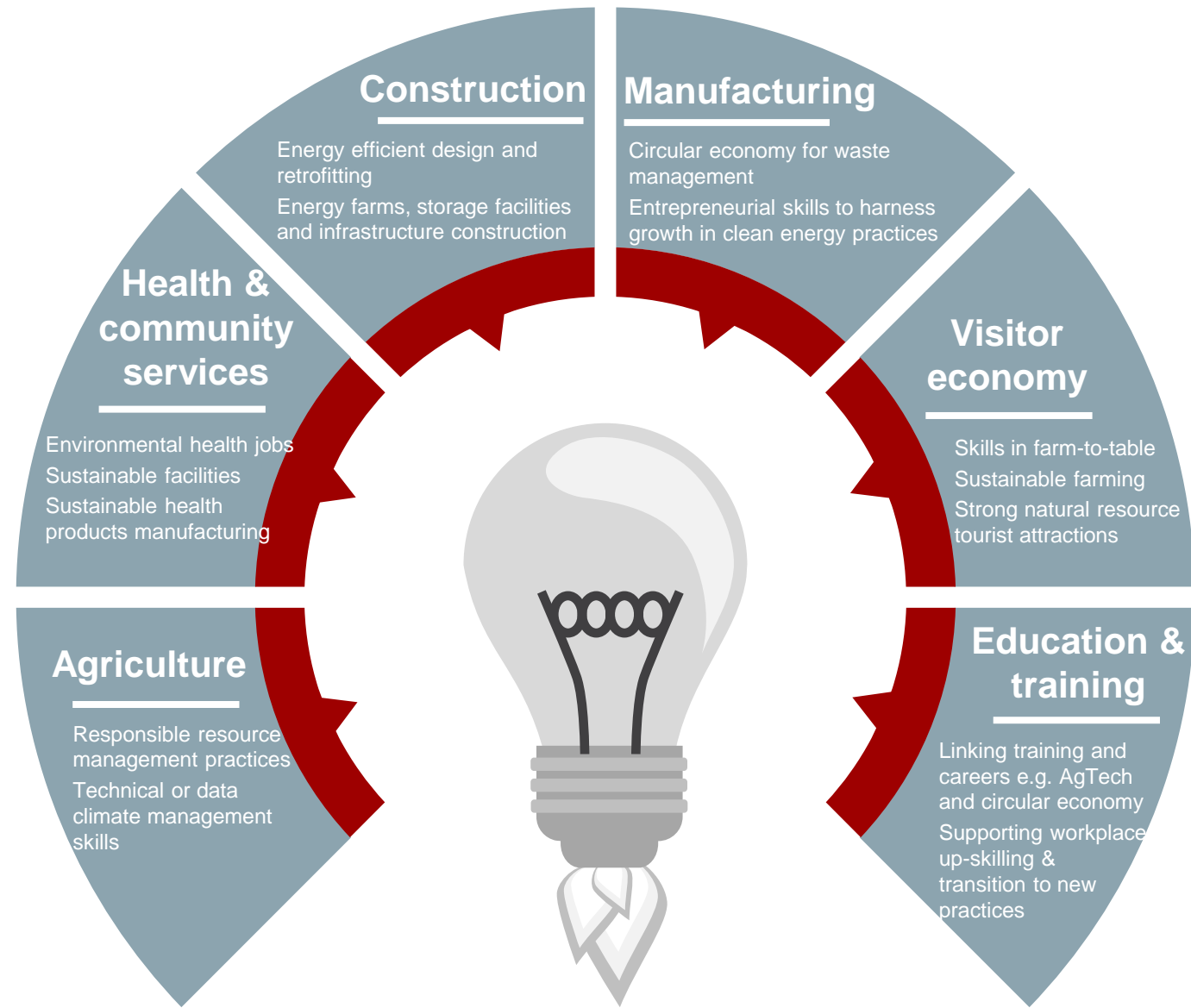
Digital skills needed in all industries

- Data analysts
- Cloud engineers
- Systems integration skills
- IT generalists
- Cyber security



Clean economy skills needed in all industries

- Specialist roles across industries
- Technical and digital skills
- Leadership, entrepreneurial capability and collaboration skills



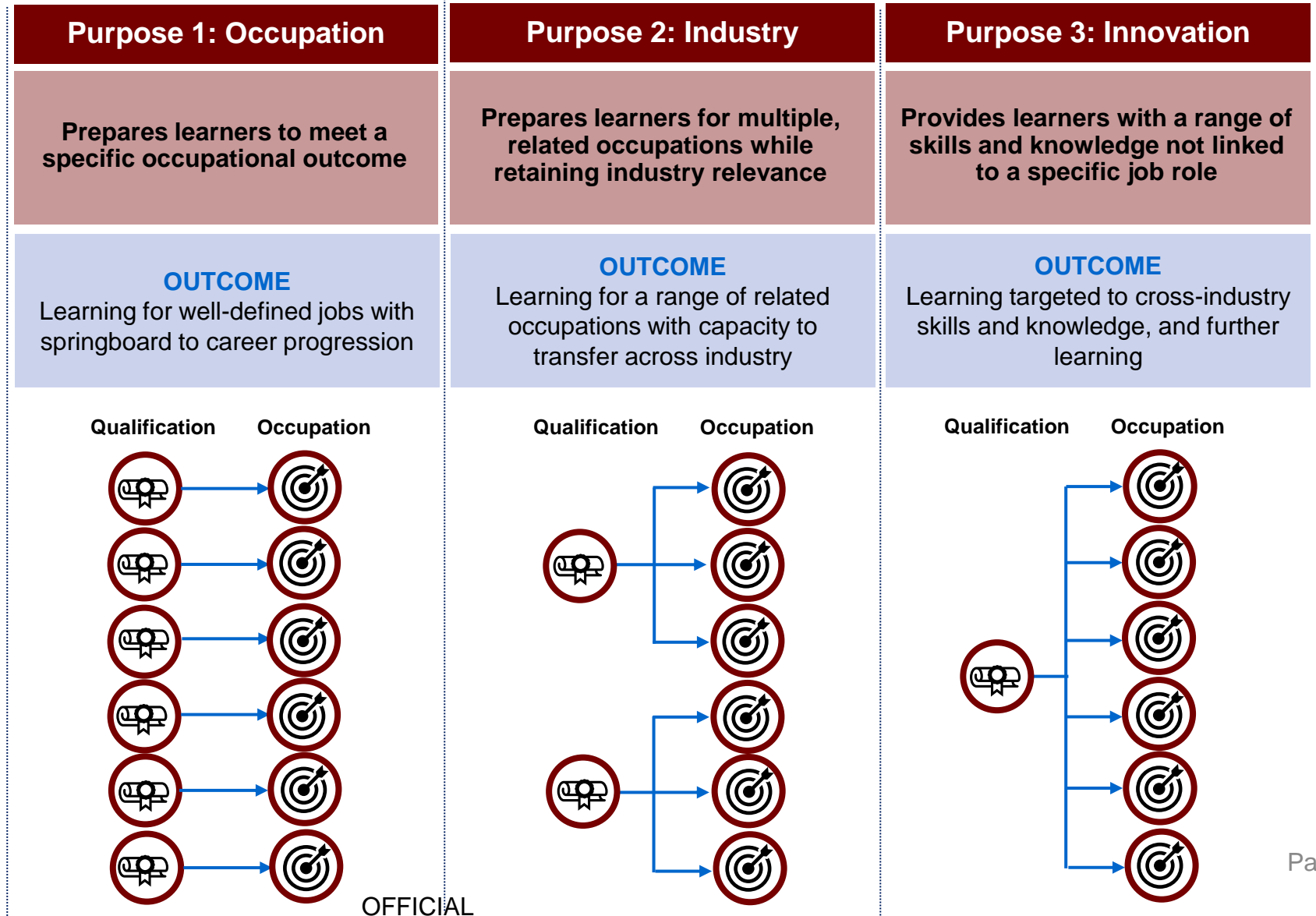
Proposed new purpose-driven qualifications system focused on learning outcomes

Skills Ministers have agreed to trial a new purpose-driven qualifications system

Benefits of the proposed system

- **Retain what is working well** where qualifications have clear links to labour market outcomes (Purpose 1)
- **Generate new models** for use across industries, giving graduates a base of transferable knowledge and skills
- **Bring more students into VET** by delivering knowledge, skills and core capabilities they need for life and work, and building confidence in the future that VET offers
- **Encourage industry** to think about new ways to design and organise qualifications that are not directly linked to specific occupations and deliver broader capabilities
- **Enable quality delivery** by reducing overspecification, leading to better learning experiences and outcomes and leveraging the capability of quality VET providers

Jobs and Skills Councils will trial the new system in priority industries in 2024 to refine proposals for reform



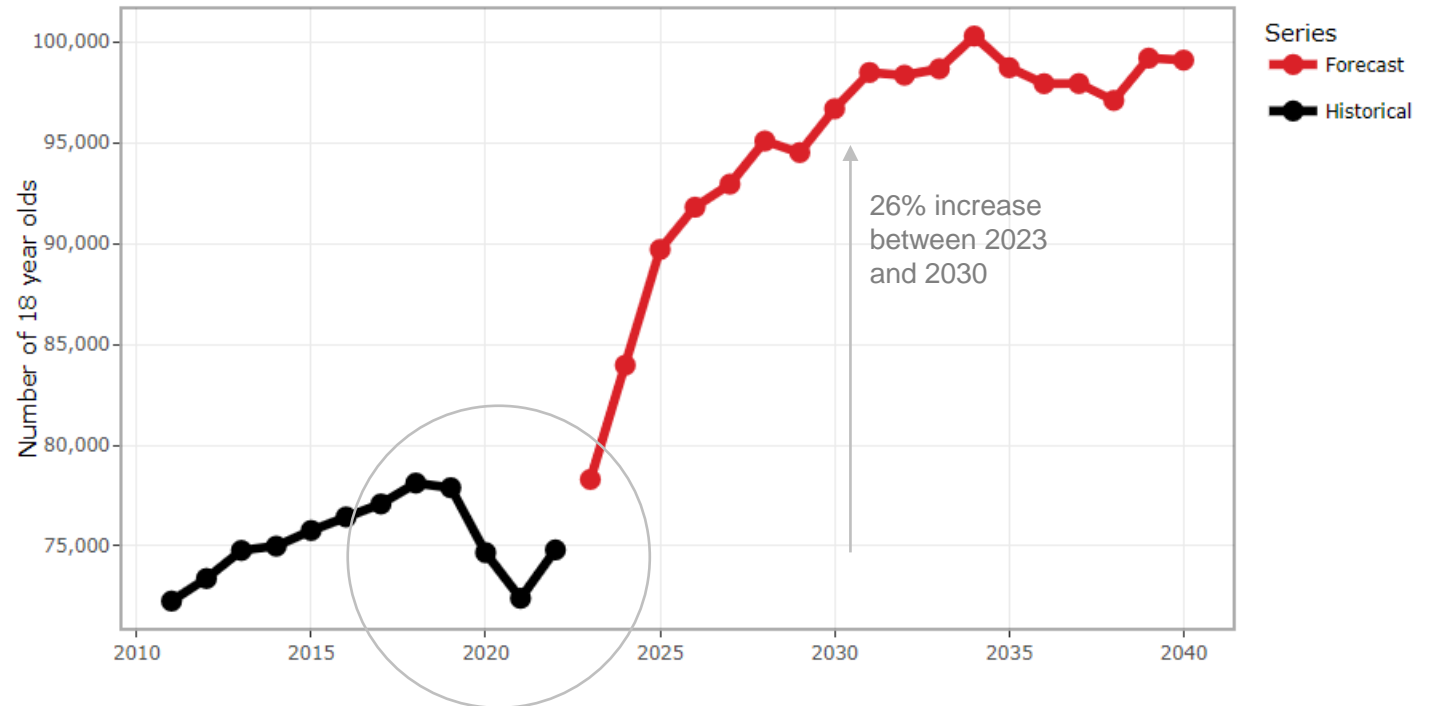
The coming boom of gen z school-leavers presents major new skilling opportunities

Between 2023 and 2030, the Victorian Government is projecting a 26% increase in the number of 18 year olds.

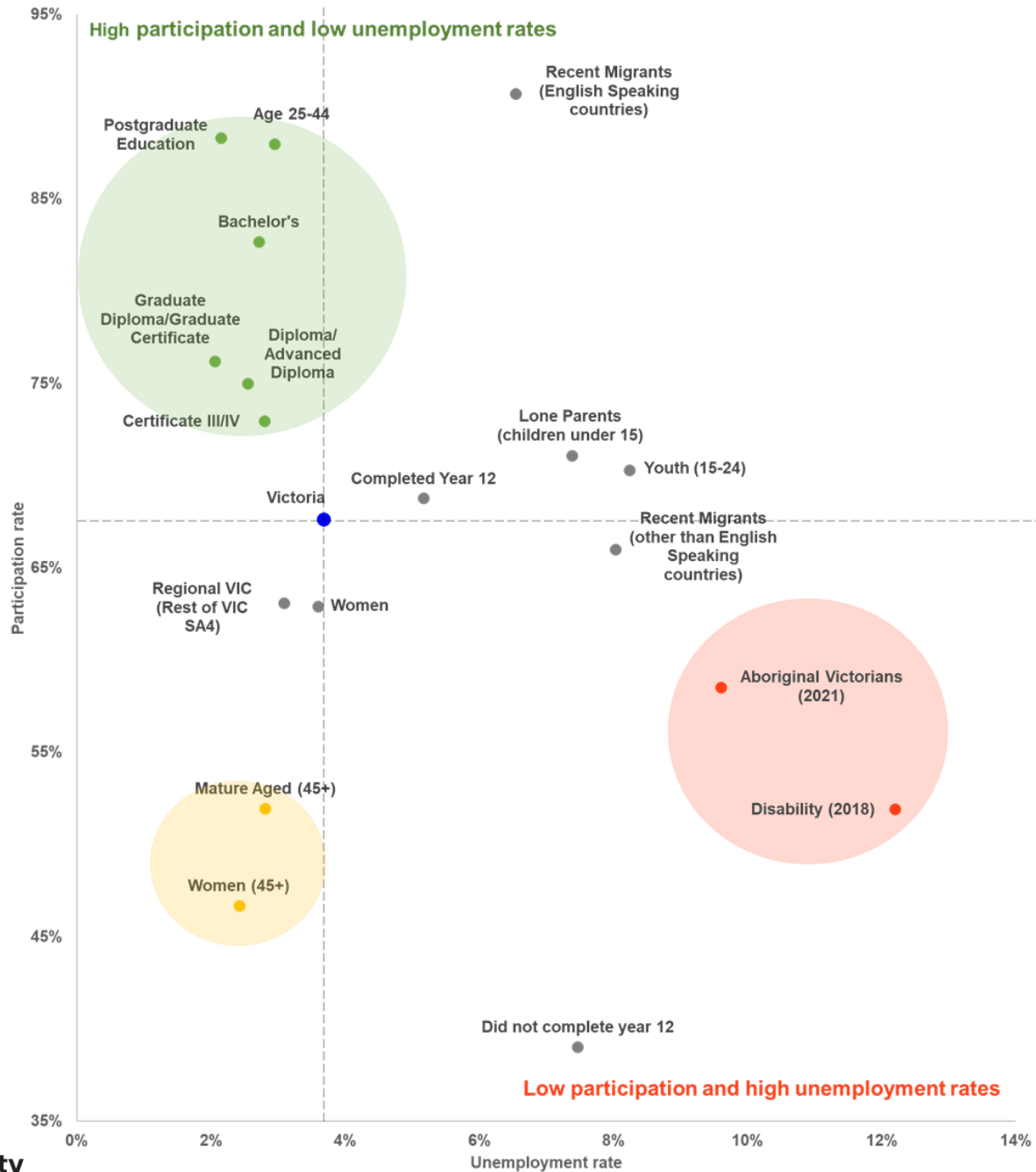
Migration is the primary driver of the boom. After a severe recession in the 1990s, the turnaround of Victoria's economy in the 2000s attracted domestic and international migrants. Many of their children are now at school graduation age.

International students also feature in this age group. Recent changes to migration policy may mean a lower result than suggested by this projection.

The Howard-Costello 'Baby Bonus' policy may have also played a very small role, with a slight increase in fertility in the 2000s.



Swift departure and gradual return of international students during the pandemic



Priority cohorts – participation & unemployment rates

Thank you

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For more information on the Victorian Skills Plan, visit:
vic.gov.au/victorian-skills-plan