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 Subject: ONLINE SUBMISSION - Employment Creation



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**Queensland's traditional and emerging economic strengths:**

Employment is about an appropriate and fair skills mix that delivers productivity for the employer in terms of efficiency, effectiveness, equity and ethics together with opportunities for employee engagement in work, professional development and reward. In the field of teaching many students engage in achieving what they hope will be an entry into their chosen profession. Sadly many of these people remain under-employed or worst still with limited employment as not enough full time jobs are available and part-time work appears offered only to those already in the system. In my own case I hold degrees in Arts (UQ) majoring in Public Administration, Public Policy, Government and Industrial Relations, Bachelor's and Masters Degrees in Education (QUT) majoring in Adult, Workplace and Community Education. Advanced Diploma of Social Science (first two years of social work) and I am currently completing a Master of Human Services at ACU. In addition I have 25 Years public sector administrative experience yet the best employment outcome I have been able to achieve is a small number of day contracts for supply teaching. My last teaching contract was for nineteen days. I feel this gives a clear example of someone who is massively underemployed and could given the opportunity be more productively employed. I believe others are similarly under-employed and people will always be the best and available resource as they alone are capable of value-adding at more than one level through a practice of reflection and thinking rather than a preoccupation with routine, single step, youth or other barriers to holistic employment. As our population ages and work structures change more and more people over 45 will find themselves socially and economically disadvantaged how can this be a smart Queensland? Government prides itself with standards for others and a classical example of this is the registration renewal for provisionally registered teachers at the end of this year. I know I won't meet the recency of practice test over five years albeit that I would over the ten years I have been a supply teacher. Currently schools do not do enough to professionally develop temporary (supply and contract) teachers. Investment must be in people whether it be knowledge, skills, capacity or opportunity oriented and it must remove barriers created by age or gender or cultural or other attributes if it is to be equitable and encourage participation by the greatest possible numbers. In my own field this means putting more resources into education as we hold on trust the future for the children of today. I have no standing or doctorate but I hope the commonsense above will be heard.

**Support for industry:**

Queensland industry is starting to be productive by negotiating with their workers to work four days a week or take leave during the slowdown rather than engage in massive layoffs. Industry in some cases is using the fifth day for training something I feel should be applauded. Industry does however need to engage more with the opportunities created by a skilled and sometimes professional over 45 workforce seeking work and the public sector needs to take the lead and show its understanding of the ripple effect of more people engaging in productive activities.

**Unemployment in Queensland:**

The Queensland Government can look at how it is under-employing people through its workpractices not only in education but in health and other areas as well. Queensland should be prepared to offer a greater employment mix of full-time and part-time jobs and at least a fair proportion of these should be located in regional or outer metropolitan areas (e.g. Caboolture, Strathpine, Redcliffe, Sippy Downs in my region).

**Government role in job creation:**

Yes the Queensland Government role is like any employer to employ a diverse and representative range of people and skills and work with these people to professionally develop these essential and value-adding resources. Outcomes for over 45 may mean a greater mix of available full-time and part-time positions and a more plain english selection process. Stimulating employment within the private sector may involve tax relief or even shared infrastructure development. Best practice wise one should respect and value what really makes Queensland great its people.

**Skills requirements for the Queensland economy:**

Skill requirements are diverse and must satisfy entry, advanced, professional, technical and other occupational settings. One incentive would be to be prepared to train entry level personnel from the ground up rather than presuming they all come with an ideal set of attributes. Few of my students in the past would not have the generic skills desired but these need to be developed and employers need to stop blaming the education system. Perhaps this means more apprenticeships and traineeships across the whole employment spectrum but at more realistic income levels. Training and professional development do not cease with being job ready, selection or indeed at any set point these are investments rather than costs in what makes an organization tick.

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**Interaction between regulation and economic growth and recovery:**

Regulation can often be heavy handed, unintentional and arrest development. The focus and structure of development is when people believe an investment is feasible and potentially rewarding. Making Queensland an attractive destination has always been about tax incentives but it must equally be about access to assistance, decision-makers and advisors.

**Any other Comments:**

I believe in Queensland, I believe in myself but like to many Queenslanders feel somewhat left behind despite my level of skills and in part this is because of bureaucratic intent to make one size fit all. I am a unique individual proud of it, studied hard following learning the ropes (doing my time in the public eservice) about how, where, why and when things happen. For me and others a fairer more equitable employment market is sought.