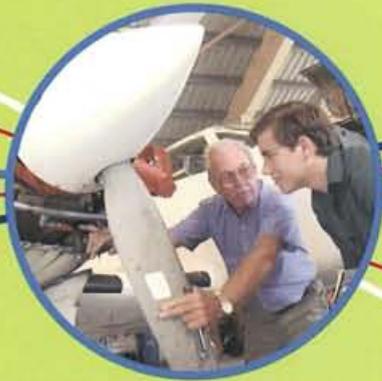


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SMART INVESTMENT

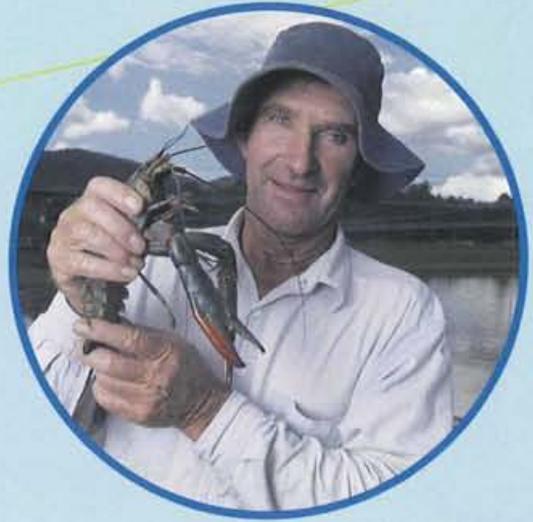
Queensland Training and Employment Priorities

2003–2004



**Queensland
Government**

Department of
Employment and Training



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Current as at August 2003

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Message from the Minister

Smart investment: Queensland training and employment priorities 2003–2004 is about creating sustainable employment for Queenslanders by increasing their employability, skills and qualifications.

This requires a substantial and shared financial investment by government, industry and employers. The challenge for government is to ensure the publicly funded training and employment programs prioritise expenditure in line with industry, population group and regional priorities of the Smart State.

The demand for vocational education and training programs is increasing. People are learning for longer, having several careers during their working life. Workers need to keep on learning and skilling to maintain their employability and create opportunities for promotion and growth. Industry in general requires higher skill levels, and our emerging 'smart industries' require new skills.

A key challenge is to ensure that jobseekers across the state are able to gain the skills and support needed to share in the opportunities arising from the Smart State, and to contribute to meeting the workforce needs of industry and the community.

The Queensland Government's successful *Breaking the Unemployment Cycle* initiative will continue to play a pivotal role in providing such skills and assistance—particularly for young people, the long-term unemployed, indigenous peoples and others who are disadvantaged in the labour market.

To meet all these demands and ensure a dynamic, publicly-funded training system, the Queensland Government must prioritise its training investment. *Smart investment: Queensland training and employment priorities 2003–2004* outlines this investment strategy. Developed by the Department of Employment and Training in consultation with industry, employers, the unions and the community and endorsed by the Training and Employment Board, this plan supports the Queensland Government's broader industry, social, regional and sustainability objectives.

The growth and very significant improvements in training productivity of the public provider over the past two years will be consolidated in 2003–2004. Importantly, the priorities in the *Smart investment: Queensland training and employment priorities 2003–2004* will be the funding priorities of our public training providers: TAFE institutes and Queensland's agricultural colleges. They will be required to leverage the government's investment in vocational education and training by securing industry contributions to grow Queensland's vocational education and training investment.

Both our public and private training providers must plan to stay one step ahead of the changing demands on Queensland's vocational education and training system, continually refining their training products and services, their workforce capability and their training infrastructure.

The ultimate test for the state is the extent to which industry and employers contribute to the total investment required to increase the employability, skills and qualifications of our community and our workforce.

Smart investment: Queensland training and employment priorities 2003–2004 is the Department of Employment and Training's priority commitment to skilling Queenslanders for the Smart State.

Matt Foley MP
Minister for Employment, Training and Youth
Minister for the Arts



SMART INVESTMENT

To enable Queensland to be the Smart State, Queensland is investing in our most valuable resource: our people.

Queenslanders have a wide range of opportunities available to develop their skills and improve their employability through vocational education and training and employment programs—from pre-vocational, certificate and advanced diploma courses to apprenticeships, traineeships and work placement schemes. These programs are being delivered throughout the state by public and private training providers including TAFE institutes and the agricultural colleges of Queensland, local government, indigenous councils, community organisations and enterprises.

The Department of Employment and Training invests in vocational education and training, and employment initiatives. This crucial public resource is strategically allocated. Thorough planning identifies and prioritises the needs of industries, communities and regions, and the special needs of Queenslanders including young people, people with a disability and indigenous peoples. Approximately 300 000 Queenslanders benefit annually from training and employment services funded by government.

Through collaboration with industry, communities and other government agencies, the department has developed *Smart investment: Queensland training and employment priorities 2003–2004*. Government employment and training funds will be prioritised this financial year to enable the Queensland Government's economic, employment and social development priorities.

The government's commitment to the wellbeing of young people and indigenous Queenslanders, the future of our state's communities, and the prosperity of our emerging and established industries, lies at the very heart of this document.

This commitment is brought to life by the Cape York partnerships; *Education and training reforms for the future: A white paper*; Aviation Australia Pty Ltd, the centre of excellence for skilling the aeroskills industry; and the *Central Queensland training and employment strategy*—all underway and making a difference.

The key component of the Queensland Government's training and employment investment plan, *Smart investment: Queensland training and employment priorities 2003–2004*, identifies how government funding for priorities will be allocated over the next year. It provides details of the key areas where the government will—over one to two years—seek to address specific needs of industry, regions and key population groups. Priority strategies that are already in place, producing great results and subject to further investment in 2003–2004, are also outlined.

This investment will assist the Queensland Government to achieve its Smart State goals: more jobs for Queensland through skills and innovation, safer and more supportive communities, community engagement and a better quality of life, valuing the environment, and building Queensland's regions.

WHAT CONSTITUTES A PRIORITY?

Priorities areas are typically industries, regions or key population groups identified by government for attention to grow employment opportunities for Queenslanders or to diversify the social and economic capital of the state. All priorities are important, irrespective of the level or type of intervention proposed. Relatively modest initial training investment in emerging industries—aquaculture, for example—can be sufficient to trigger sustainable growth of employment; more substantial investments in employment programs and training for major population groups—for instance, Aboriginal and Torres Strait Islander communities of Cape York—are necessary to enable progress towards significant and substantial outcomes.

The training and employment priorities for 2003–2004, as outlined in this document, do not account for 100 per cent of the public training budget. The balance of funds will be used by TAFE institutes and community providers to respond to local industry and community training needs.

It is expected that over a period of three to five years, new priorities will be identified, and existing priorities may become mainstream activities.

WHERE IS THIS INVESTMENT BEING MADE?

The Department of Employment and Training allocates funds to achieve two essential aims: to provide skill development opportunities that meet the labour demands of industry and communities, and to support Queenslanders as they make the transition from school, training or unemployment to work.

Delivering training—skilling our workforce

Queensland's public training providers—TAFE institutes and the agricultural colleges of Queensland—will receive **direct grant** funding of \$416 million in 2003–2004. TAFE institutes and agricultural colleges deliver priority training contributing to the achievement of the Queensland Government's broader economic and social objectives. Their primary challenge is to design and deliver training to increase the employability of their local labour force. They also provide further education programs for individuals seeking personal development and growth through training.

In addition, registered training providers—both public and private—are awarded **User Choice** contracts to deliver structured training to priority Queensland apprentices and trainees. These contracts allow employers and their apprentices or trainees to select a quality registered training organisation from a preferred provider list. The User Choice budget will be increased by a further five per cent to \$102.5 million in 2003–2004. In addition, TAFE institutes will be required to allocate up to a further \$6 million of direct grant funding to support priority apprenticeship and traineeship training beyond their contract values. The User Choice program will give priority to skills-rich qualifications in industry sectors where sustainable employment opportunities exist, and to key population groups marginalised from learning and earning.

For 2003–2004, financial incentives will also be available to encourage employers in skill shortage areas to take on additional apprentices and trainees and provide them with quality on-the-job training.

Registered public and private training organisations will also be contracted to deliver training under the \$25.5 million **Strategic Priority Purchasing Program**. This funding generally targets skilling existing workers in new and emerging industries and in industries experiencing change, as well as the strategic skilling and training priorities of government.



Government vocational education and training funding also supports:

- community responsive training including **Community Training Partnerships**
- community training organisations such as the Royal Blind Foundation and the Open Learning Network Queensland
- industry training advisory bodies, apprentice and trainee travel and accommodation, group training organisations, and training product development
- the administration and regulation of the vocational education and training system in Queensland.

Supporting Queenslanders— building pathways

The *Breaking the Unemployment Cycle* initiative, introduced in October 1998, offers equitable labour market access to people who would otherwise not have that access. The initiative assists disadvantaged job seekers to develop their skills and take advantage of employment or training opportunities.

The initiative funds:

- additional apprenticeships and traineeships that address skill shortages in designated industries and occupations
- retrenched worker assistance
- wage subsidies for mature workers and
- community employment programs to assist the long-term unemployed or those at risk of becoming long-term unemployed, including disadvantaged young people.

For instance, the **Community Jobs Plan** provides the long-term unemployed with job placements in public works and environmental and community projects, and the **Community Employment Assistance Program** offers pre-employment services.

In addition to the *Breaking the Unemployment Cycle* initiative, community organisations also provide accredited training to disadvantaged people through the **Community Responsive Training Program**.

A commitment to community development for Aboriginal and Torres Strait Islander peoples will be supported through an investment of over \$6 million for training and employment initiatives. These include the development of a training and employment strategy for Aboriginal and Torres Strait Islander peoples in Queensland. Further enhancement of the *Cape York training and employment strategy* and specific programs that build the capacity of Aboriginal and Torres Strait Islander communities will also be implemented. Innovative support arrangements will continue to be tailored to local Aboriginal and Torres Strait Islander needs to maximise employment outcomes.

Other public agencies such as schools, universities, and state and federal departments also invest in building a Smart State. In addition, many employers and individuals invest in their own skills development.

Capital infrastructure

Around \$46.9 million has been allocated for capital acquisitions in 2003–2004. A further \$6 million is planned against capital grant investments, including the **Skill Centre Program**.

Capital infrastructure funding ensures that TAFE institutes are equipped to provide accessible, quality, off-the-job and institutionally-based training that develops skills and competencies and fosters the capacity of individuals and communities to learn for life. Government funds construct, purchase, maintain, refurbish and equip the state's public training infrastructure.

Skill Centre Program funding allows for the flexible delivery of vocational education and training throughout Queensland. Funding aids the establishment of three types of skill centres—for industry, for school students and for indigenous Queenslanders. The department assists community groups to secure Commonwealth Government funding to establish skill centres in Queensland. The Queensland Government funds feasibility and demand studies to ensure that skill centres are not only viable, but that they do not duplicate existing vocational education and training infrastructure.

Funding of \$17.4 million will be invested in the TAFE institutes' information and communication technology assets. This will primarily involve continuing development of the TAFE Institute Student Administration System (an investment of \$7 million) that will manage student administration, enrolments, results and awards within an e-business framework.

Remaining information and communication technology funding (\$10.4 million) will improve the capacity of TAFE institutes to provide flexible training that is responsive to service delivery demands. This continuing investment will provide improved services for regional and remote communities, greater convenience for the larger community, and training relevance and accessibility for all.

An amount of \$19.2 million will be invested in new facilities.

During 2003–2004, existing projects will be completed at the Cooloola Sunshine Institute of TAFE (the Noosa Arts and Environmental Tourism Centre), the Logan Institute of TAFE (the new western campus), The Bremer Institute of TAFE (the Inala campus), and the Wide Bay Institute of TAFE (the Maryborough engineering facility).

A permanent Caboolture community campus—a joint development between the Brisbane North Institute of TAFE, the Queensland University of Technology and the Caboolture Shire Council—will be established. Development of a major new health services facility at the Southern Queensland Institute of TAFE will also commence.

Investing in skilling for industry growth

Queensland's diverse range of industries call for an array of skills development programs to provide sustainable employment. Investing in the Smart State means investing in programs that provide the wide range of skills required by:

- export industries that generate Queensland's wealth
- emerging industries or technologies that may be constrained if relevant skills are not developed
- arts, cultural and creative industries that contribute to both Queensland's economic development and community wellbeing
- restructuring industries that need help to prevent jobs being lost, or to manage the job loss process
- enabling industries and skills that support all sectors of the economy
- industries facing skills shortages.

Maintaining a globally competitive **export** sector is critical for Queensland's continued prosperity. Therefore it is imperative to build and maintain the skills base of our export sector including the rural, mining and minerals, manufacturing and tourism industries.

A skilled workforce is essential if Queensland is to realise its potential to become a leader in **emerging** industries and technologies including aquaculture, aviation, biotechnology and environmental services.

Queensland cannot rely on the continuation of its traditional competitive advantage in the rural, mining, mineral, food processing and tourism industries. Increasingly, it is Queensland's capacity to be **creative and innovative** that is generating our competitive advantage. In our knowledge economy, industries that rely on creativity and intellectual property are fast becoming an integral part of the state's economy. New economies are increasingly being based on services and intellectual property rather than manufacturing and capital assets. Investing in ideas and innovation, the foundation of the cultural industries and the Smart State, will boost the capacity for Queensland enterprises to prosper.

Industries that are restructuring, as well as those that are challenged by legislative or technological change, are priorities for employment and training programs. In the case of child care, new legislation requires existing workers to attain formal qualifications. Sugar, forestry, community services and building and construction are other industries identified as priorities because of restructuring or change.



Enabling technologies, such as information and communication technologies, underpin Queensland's capacity to participate fully in the global economy. The department funds the development of information and communication technology skills at three levels:

- basic computer literacy for the general community
- medium level skills for people whose jobs are enabled by these skills
- high level skills for information and communication technologies professionals.

Likewise, skills for small business owners and managers support all sectors of the Queensland economy.

Maintenance of training effort in industries experiencing, or potentially facing, skills shortages is a key priority of the training and employment system. Queensland skills shortage areas include metal and engineering trades, building and construction trades, commercial cookery, child care and enrolled nursing.

However, while increasing training and employment program effort is perhaps the most obvious strategy for addressing skills shortages, it should not be just an automatic response. Increasingly, the Queensland Government, along with industry, regional and community stakeholders, is looking to develop integrated industry, regional or community workforce strategies in which training and employment programs are but one important part of the overall solution to skills shortages.

Investing in the employability of key population groups

A good education improves an individual's job prospects and their capacity to lead a rewarding life. Consequently, significant resources are invested to assist individuals, who are marginalised from learning and earning or disadvantaged by circumstance, in their search for sustainable employment.

A continuing priority during 2003–2004 will be to ensure unemployed jobseekers—including those at risk of long-term unemployment, those returning to work and those transitioning from education to work—have opportunities to gain skills and work experiences to help build the Smart State.

With the ageing of our workforce, there is also a need to assist older jobseekers into new employment opportunities through both formal and informal training and work experiences.

While job creation in Queensland leads the rest of Australia and major improvements have been made in our employment levels, there is still significant unemployment in a number of communities and regions. This reflects the highly decentralised and diverse nature of the state's economy, workforce and job opportunities.

Almost \$83 million will be made available through the *Breaking the Unemployment Cycle* initiative to assist those jobseekers who are most disadvantaged in the labour market. The programs funded under this initiative will help them to gain the skills and work experience necessary for them to participate in the labour market and share in the state's strong economic growth.

The government's *Breaking the Unemployment Cycle* initiative assists long-term unemployed and disadvantaged jobseekers who are likely to be locked out of employment without appropriate skills development and assistance, even in an improving labour market. In 2003–2004, particular attention will be given to the needs of young people, indigenous jobseekers, people with disabilities and people from non-English speaking backgrounds.

This year, over 15 000 apprenticeships, traineeships and job placements will be supported by this initiative. The job target of some 56 000 placements over six years (1998–2004) was, in fact, achieved ahead of time in May 2003.

The development of new skills and opportunities, particularly for adult jobseekers, will also be the main thrust of the **Worker Assistance Program** that will continue during 2003–2004 to assist workers displaced as a result of large-scale or regional retrenchments.

The department seeks to influence whole-of-government policy decision making through the inclusion of employment and skills development impact statements in all Cabinet policy submissions, and submissions to the Cabinet Budget Review Committee.

A key focus of the initiative during the latter half of the year will be supporting the trials of reforms outlined in the Queensland Government's *Education and training reforms for the future: A white paper*. Funding will support additional school-based apprenticeships and traineeships and employment programs that provide options for at-risk young people.



Investing in the capacity of regional Queensland

Regions often form natural labour markets as people live, work and undertake training in the same area. Within these markets, specific training and employment needs and opportunities emerge.

To be successful, regional training and employment programs must be integrated with existing regional planning processes and initiatives. The department prepares training and employment plans for each of Queensland's six regions: North Queensland, Central Queensland, Wide Bay and Sunshine Coast, Brisbane North, Brisbane South and Gold Coast, and South-West Queensland. These are developed locally, in collaboration with regional industry, the community and government agencies.

The government, as a whole, also targets specific regional economic and social development priorities to support the economic or social imperatives of specific places—for example, Cape York and Central Queensland.

Building social capital and enabling innovation

In 2003–2004, the department will designate leadership accountability for training and employment priorities of government. Designated leaders will facilitate engagement between public training and employment program providers and representatives of whole-of-government, peak industry and key population groups.

This engagement will directly inform innovation in training and employment programs consistent with the rapidly changing needs of business and industry, and the needs of key population groups.

Collaborative, incremental innovation emerging from this engagement will bring increased advocacy of Queensland's vocational education and training system, and bring positive changes in the work and community lives of Queenslanders. It will also maximise the value-for-money of the government's investment in training and employment and provide a framework to position business and industry as genuine partners and investors in skilling the workforce of the Smart State.

“Regions often form natural labour markets as people live, work and undertake training in the same area. Within these markets, specific training and employment needs and opportunities emerge.”



AT A GLANCE

Investing in skilling for priority industries

Aquaculture

Policy driver/government plan:

Draft policy on sustainable land-based aquaculture industry development

Draft policy on sustainable marine-based aquaculture industry development

Regionally-based industries enabling long-term sustainability

Smart investment:

- \$640 000 will fund some 85 full-time equivalent TAFE places
- potential to grow traineeships from a low base

Strategy highlight:

Consolidating training opportunities

Leadership:

Cooloola Sunshine Institute of TAFE

Aviation

Policy driver/government plan:

2001 election commitment, *Queensland takes off Queensland aviation strategy*

Emerging, technology-oriented sectors in the manufacturing industry

Smart investment:

- \$2.5 million in vocational education and training through Aviation Australia, including:
 - 108 full-time places in Brisbane
 - 24 full-time places in Cairns
- operational grants of \$2.7 million to Aviation Australia
- an additional \$775 000 in industry-specific skill centre infrastructure to Cairns Aviation Skills Centre
- a further \$1.1 million to maintain existing training investments through other training providers

Strategy highlights:

Growing training opportunities

- 80 funded places in Aviation Australia in 2002
- 132 funded places in Aviation Australia in 2003
- 132 funded places in Aviation Australia in 2004

Leadership:

Office of Industry and Community Development, Department of Employment and Training

Biotechnology

Policy driver/government plan:

Queensland bioindustries strategy

Skilling Queensland: A strategy for vocational education and training (2001–2004)

Technological advances and innovations, including enabling industries

Smart investment:

- \$3 million will fund some 400 full-time equivalent TAFE places in the Diploma of Applied Science (Biotechnology) and qualifications from the Laboratory Operations Training Package
- potential to grow traineeships from a low base

Strategy highlights:

Consolidating training opportunities

Growing traineeships

Leadership:

Southbank Institute of TAFE

Building and construction

Policy driver/government plan:

Review of Queensland Building Services Authority license classes

State government building and construction contracts—Structured training policy (the 10% Training Policy)

Indigenous employment policy for Queensland Government building and construction contracts

Smart investment:

- around \$12.5 million will fund an estimated 1700 full-time equivalent TAFE places
- an estimated \$12.6 million to train apprentices and trainees (Note: Currently 6500 apprentices and trainees are in training.)
- \$580 000 to purchase priority skills such as steel fixing, dogging, rigging and scaffolding
- relocation of Yeronga Institute of TAFE building and construction training capacity to Construction Training Centre
- \$480 000 under the *Breaking the Unemployment Cycle* initiative over three years to run the Central Queensland Construction Joint Venture Project to re-skill retrenched meat workers so they can access opportunities made available through major industrial projects

Strategy highlight:

Up-skilling of existing workers

Leadership:

Yeronga Institute of TAFE



Aviation

Queensland's aviation industry is taking off. Qantas and Virgin Blue, among a host of aviation companies setting up base in the state, will commence operations of their heavy maintenance facilities in Brisbane, establishing Queensland as the aviation hub of the Asia-Pacific region.

Aviation Australia, Queensland's aviation training centre of excellence, was established by the Queensland Government in 2001 to train the skilled workforce needed to sustain this growth. Aviation Australia produced its first 67 graduates in 2002. Of these graduates, 80 per cent had already gained employment with major organisations including Qantas and Boeing by April 2003, with further employment offers still pending.

Executives from the national aviation and aerospace industry sit on Aviation Australia's advisory council. International companies including Air Niugini and Cathay Pacific have already contracted training in recognition of Aviation Australia's growing reputation for excellence.

Aviation Australia's world-class \$4.6 million training centre was opened at the Brisbane airport in December 2002.

To date, the Department of Employment and Training and the Department of State Development have allocated \$8.3 million and \$1.7 million respectively to construct and operate this training facility. The Department of Employment and Training allocated a further \$2.135 million from the Australian National Training Authority's skill centre funds.

The Department of Employment and Training approved \$1.4 million in aviation training delivery in 2001–2002 through Aviation Australia. In 2002–2003, \$2.43 million of funding allocated through Aviation Australia was used to fund 108 student places in Brisbane and a further 24 student places in Cairns. All of these students are completing a unique accelerated apprenticeship program in the Certificate IV in Aeroskills, which was negotiated with industry and unions. It is expected that some \$2.5 million will be allocated through Aviation Australia in 2003–2004.

Approximately \$1.1 million was approved for training through other training providers in 2002–2003. This commitment will be consolidated in 2003–2004 with a further investment of \$1.1 million through those providers.

The Cairns Aviation Skill Centre will open at the Cairns airport in 2003. This is an initiative of the Cairns Regional Aviation Group, supported by Australian National Training Authority skills centre funding brokered by the Department of Employment and Training. Training services will be provided by Aviation Australia.

Aviation Australia will also be allocated operational grants totalling \$2.7 million in 2003–2004.



Community and health services

Policy driver/government plan:

Safer more supportive communities

Industries challenged by major change, requiring significant up-skilling of existing workers

Smart investment:

- an estimated \$55.2 million to fund some 7400 full-time equivalent TAFE places
- about \$6.9 million to train trainees and apprentices (Note: Currently over 2700 trainees and apprentices are in training.)

Strategy highlight:

Consolidating training opportunities while up-skilling existing workers to meet legislative requirements

Up-skilling approximately 2400 existing workers in child protection, juvenile justice and statutory care, mental health non-clinical, youth work and community work

Leadership:

The Bremer Institute of TAFE

Child care

Policy driver/government plan:

Child Care Act 2002

Industries challenged by major change, requiring significant up-skilling of existing workers

Smart investment:

- \$10.6 million in vocational education and training to up-skill existing workers (\$10 million from the Department of Employment and Training and \$600 000 from the Department of Families)
- \$1.5 million to fund the *Remote area Aboriginal and Torres Strait Islander child care training strategy* (\$1.2 million from the Department of Employment and Training and \$300 000 from the Department of Families)
- \$6.7 million to fund 900 full-time equivalent TAFE places for new entrants
- additional funding for around 1500 child care trainees and apprentices who are in training

Strategy highlight:

Consolidating training opportunities while up-skilling existing workers to meet legislative requirements

Leadership:

Statewide: Cooloola Sunshine Institute of TAFE

Remote area Aboriginal and Torres Strait Islander child care training strategy: Tropical North Queensland Institute of TAFE



Creative industries (including graphic arts and printing)

Policy driver/government plan:

Creative Queensland

Investing in cultural enterprises: A partnership statement between Arts Queensland and the Department of Employment and Training

Innovation and creativity in artistic and cultural endeavours contributing to Queensland's economic and community development

Smart investment:

- an estimated \$29.8 million will fund around 4000 full-time equivalent TAFE places
- the creative industries are a traineeship priority
- \$500 000 through the Creative Arts Training Initiative Fund
- an additional \$215 000 for the Youth Arts Pathways Initiative in partnership with Arts Queensland
- *Breaking the Unemployment Cycle* initiative to continue
- an additional \$6 million in TAFE infrastructure (Noosa Arts and Environmental Tourism Centre)

Strategy highlight:

Engaging young people through creative industries strategies

Leadership:

Southbank Institute of TAFE

Enrolled nursing

Policy driver/government plan:

Agreement between Queensland Health and the Department of Employment and Training

Industries facing skill shortages

Smart investment:

- around \$3.5 million in vocational education and training, including 300 student quota TAFE places (150 in each year of a two-year program), and the publicly funded component of additional leveraged training activities

Strategy highlight:

Addressing skills shortages through leveraging private funds

Leadership:

Moreton Institute of TAFE



Creative industries

Film, graphic design, public art, contemporary music, and festival and event management—they are just a few of Queensland's emerging creative industries, an important source of future economic growth and a contributing factor to community wellbeing.

Creative Queensland, the Queensland Government's cultural policy, was launched in 2002, and the state's creative industries strategy is now being developed. The department has also teamed with Arts Queensland and produced a partnership statement, *Investing in Cultural Enterprises*.

The department will invest about \$29.8 million in arts training through TAFE annual grant funding in 2003–2004.

The Creative Arts Training Initiative Fund will provide a total of \$500 000 to established artists to attain additional skills across a range of disciplines, enabling them to undergo further training or secure sustainable employment, and develop business and marketing skills to promote their craft or product.

Funding of \$215 000 (comprising \$100 000 from Arts Queensland and \$115 000 from the Department of Employment and Training) is being used to pilot the Arts Pathways Initiative (a school-to-work transition program) to re-engage unemployed, at-risk young people within the learning process via the arts and music.

In 2003–2004 the department will fund the delivery of priority training to enhance employment pathways in indigenous art and culture, and indigenous heritage tourism; heritage and cultural tourism; festivals and events management; regional art development; music composition and production; and the film and television industry, particularly post-production and digital and animation support services.



Environment

Policy driver/government plan

Government priority of valuing the environment

Regionally-based industries enabling long-term sustainability

Smart investment:

- \$3 million in vocational education and training will fund approximately 400 full-time equivalent TAFE places
- potential to grow traineeships from a low base
- \$6 million in TAFE infrastructure (Noosa Arts and Environmental Tourism Centre)
- the *Breaking the Unemployment Cycle* initiative to continue

Strategy highlight:

Technological advances and innovation, including enabling technologies

Forestry and timber

Policy driver/government plan:

South-East Queensland forests agreement

Regionally-based industries enabling long-term sustainability

Smart investment:

- over \$300 000 allocated through a leveraging arrangement managed by the industry training advisory body
- additional funding for around 200 apprenticeships and traineeships

Strategy highlight:

Leveraging industry contributions to meet the skills needs of existing workers

Information and communications technologies

Policy driver/government plan:

Smart State

Technological advances and innovations, including enabling technologies

Smart investment:

- \$44.4 million in vocational education and training will fund some 6000 full-time equivalent TAFE places
- around \$5 million for trainee training (Note: There are currently 1700 trainees in training.)
- an estimated \$17.4 million in TAFE information and communication technology infrastructure
- the *Breaking the Unemployment Cycle* initiative to continue

Strategy highlight:

Balancing three skill levels:

- e-literacy skills across the community
- workers whose skills are enabled by basic-to-medium information technology skills
- workers who require specialised and in-depth qualifications

Leadership:

Information and communication technologies, and e-commerce: Brisbane North Institute of TAFE

E-government and learning technologies:

Open Learning Institute of TAFE

Manufacturing

Policy driver/government plan:

Making Queensland's future—A manufacturing development plan

Smart investment:

- an estimated \$33.2 million for an estimated 4400 full-time equivalent TAFE places
- around \$29.9 million to train apprentices and trainees (Note: There are currently some 13 000 apprentices and trainees in training.)
- around \$300 000 to purchase priority plastics manufacturing skills
- around \$4.8 million to consolidate engineering at the Maryborough TAFE campus
- the *Breaking the Unemployment Cycle* initiative to continue

Strategy highlight:

Shifting the emphasis from traditional to emerging, technology oriented sectors in the manufacturing industry

Training and employment strategies will be developed in 2003–2004 for key manufacturing sectors

(see also Central Queensland, aviation and biotechnology)

Leadership:

Light metals: Central Queensland Institute of TAFE

Electronic equipment: Yeronga Institute of TAFE

Machinery, equipment and heavy engineering: Moreton Institute of TAFE

Food processing: Brisbane North Institute of TAFE

Meat processing: Southern Queensland Institute of TAFE

Boat building: Gold Coast Institute of TAFE

Aerospace: Office of Industry and Community Development, Department of Employment and Training





Marine

Policy driver/government plan:

Review of TAFE marine training
Maritime Safety Queensland
Department of State Development Marine
Industries Taskforce

Regionally-based industries enabling long-term sustainability

Smart investment:

- at least \$2.2 million will fund at least 300 full-time equivalent TAFE places
- potential to grow traineeships from a low base

Strategy highlight:

Growing traineeships including school-based traineeships

Leadership:

Wide Bay Institute of TAFE

Mining

Policy driver/government plan:

Regionally-based industries enabling long-term sustainability

Smart investment:

- \$1 million from the Department of Employment and Training plus \$1 million from industry per year for 400 full-time equivalent student places
- \$700 000 to fund around 100 full-time equivalent student places in TAFE
- additional funding for traineeships (Note: There are currently over 400 mining trainees registered.)

Strategy highlight:

Leveraging industry training contributions

Leadership:

Central Queensland Institute of TAFE

Small business

Policy driver/government plan:

Industries experiencing significant employment growth

Smart investment:

- almost \$1 million in vocational education and training will fund over 100 full-time equivalent TAFE places in Certificate IV Business (Small Business Management)
- \$10.4 million to be invested in information and communication technology infrastructure to improve TAFE's capacity to deliver flexible and responsive training—thus improving small business access to training options

Strategy highlights:

Linker pilot programs to support small business access to training

Leadership:

Logan Institute of TAFE

Sugar

Policy driver/government plan:

Queensland's sugar industry—The way forward

Smart investment:

- \$550 000 in sugar production training
- \$500 000 in industry restructuring training
- \$450 000 through Community Training Partnerships

Strategy highlight:

Customised program support for sector challenged by major change

Tourism and hospitality

Policy driver/government plan:

Growing tourism strategy

Queensland ecotourism plan

National industry skills initiative—Recipe for change

Regionally-based industries enabling long-term sustainability

Smart investment:

- \$37 million in tourism and hospitality vocational education and training will fund around 5000 full-time equivalent TAFE places
- \$11 million to train apprentices and trainees (Note: There are currently almost 6000 apprentices and trainees in training.)
- \$6 million in TAFE infrastructure (Noosa Arts and Environmental Tourism Centre)

Strategy highlight:

Consolidating hospitality training while improving quality of outcomes

Leadership:

Tourism: Brisbane North Institute of TAFE and the Gold Coast Institute of TAFE

Hospitality: College of Tourism and Hospitality, Southbank Institute of TAFE



INVESTING IN THE EMPLOYABILITY OF KEY POPULATION GROUPS

Aboriginal and Torres Strait Islander peoples

Policy driver/government plan:

Towards a Queensland Government and Aboriginal and Torres Strait Islander ten year partnership

Skilling Queensland: A strategy for vocational education and training (2001–2004)

Partners in a learning culture

Indigenous employment policy for Queensland Government building and construction contracts

Smart investment:

- over \$6 million for specific training and employment initiatives

Strategy highlights:

A Queensland Aboriginal and Torres Strait Islander employment and training strategy will be developed in 2003–2004 to improve outcomes

- a traineeship priority client group
- a priority population group of the public training providers
- a priority for assistance through *Breaking the Unemployment Cycle* initiative programs
- better alignment with Community Development Employment Program projects
- continued implementation of the Indigenous Employment Policy
- continued implementation of a statewide model for indigenous land use agreements
- indigenous employment and training support officers

Leadership:

Office of Industry and Community Development,
Department of Employment and Training

Supported by:

Southern Queensland Institute of TAFE
Tropical North Queensland Institute of TAFE

Adults in or exiting correctional centres

Policy driver/government plan:

National strategy for vocational education and training for adult prisoners and offenders in Australia

Equity group requiring targeted strategies to increase its participation in, and improve outcomes from, employment and training

Smart investment:

- \$1.247 million in vocational education and training

Strategy highlights:

- the *Breaking the Unemployment Cycle* initiative will continue to fund employment assistance under the Prisoner Post Release Program to assist offenders following their release to become work-ready and gain sustainable employment

Apprentices and trainees

Policy driver/government plan:

Funding the User Choice policy in Queensland 2003–2006

Smart investment:

- User Choice budget increased by 5 per cent to \$102.5 million, plus up to an additional \$6 million of TAFE direct grant funding to support priority apprenticeships and traineeships beyond their contract limits
- the *Breaking the Unemployment Cycle* initiative will pay incentives to employers who take on additional apprentices and trainees in skills shortages and emerging occupations
- additional support payments such as tool and protective equipment allowance, travel and accommodation for those who have to travel to attend training, and disability support services

Strategy highlights:

Managing growing demand within available resources
Shift from open market, growth policy to managed market, prioritised funding policy

Australian South Sea Islanders

Policy driver/government plan: Queensland Government action plan: Australian South Sea Islander community

Smart investment:

- targeted training and employment programs

Strategy highlights:

- a traineeship priority client group
- Australian South Sea Islanders will have the opportunity to access public sector traineeships and employment assistance through the *Breaking the Unemployment Cycle* initiative



Long-term unemployed and disadvantaged jobseekers

The *Breaking the Unemployment Cycle* initiative was introduced in the latter half of 1998 to provide opportunities for young people, the long-term unemployed, and other disadvantaged job seekers. The initiative continues to play a pivotal role in achieving several of the government's key priorities, particularly *More jobs for Queensland—skills and innovation—the Smart State* and *Building Queensland's regions*.

To date, the initiative's yearly targets have been met and the initiative has exceeded its 56 000 jobs target (1998–2004). A review conducted last year found that among the key success factors that underpin these strong outcomes is the voluntary nature of participation by jobseekers in the various programs. The review also found harnessing the skills, capacity and resources of the more than 450 government agencies, councils, and indigenous and community organisations across the state was another key factor of its success.

Assisting these jobseekers through the *Breaking the Unemployment Cycle* initiative will remain a key priority for 2003–2004. During the year over 15 000 apprenticeships, traineeships and job placements will be supported.

Mature-aged workers and parental jobseekers



Policy driver/government plan:

Queenslanders working together

Smart investment:

- *Queenslanders working together* initiative will provide \$335 000 to run the Planning Your Career Program in 15 centres
- *Breaking the Unemployment Cycle* initiative funds will be provided to assist mature-aged jobseekers through the Experience Pays and Back to Work programs

- People aged 45 years and over are a priority population group for User Choice

Strategy highlight:

Queenslanders working together initiative will provide primary support to mature aged and parental jobseekers

Leadership:

Employment and Youth Initiatives, Department of Employment and Training

Long-term unemployed and disadvantaged jobseekers

Policy driver/government plan:

Government priority, *More jobs for Queensland—skills and innovation—the Smart State*
Breaking the Unemployment Cycle initiative

Smart investment:

- the *Breaking the Unemployment Cycle* initiative has exceeded its target to provide 56 000 apprentice, trainee and job placement opportunities at a total cost of \$470 million over six years to June 2004

Strategy highlights:

Unemployed jobseekers across Queensland will continue to have the opportunity to gain skills and work experience

- a traineeship priority client group

Leadership:

Employment and Youth Initiatives, Department of Employment and Training

Regional offices, Department of Employment and Training



People with a disability

Policy driver/government plan:

Bridging pathways: Australia's national strategy for increasing opportunities for people with a disability in vocational education and training 2000–2005

Queensland Government strategic framework for disability: 2002–2005

Smart investment:

- \$2.2 million for training places for people with a disability with high support needs
- up to \$2.3 million for a range of programs, support services and personnel, and adaptive equipment

Strategy highlights:

Implementing Bridging Pathways

A priority population group for User Choice

People from culturally and linguistically diverse backgrounds

Policy driver/government plan:

Multicultural Queensland policy

Smart investment:

- intervention strategies to ensure fair access and participation

Strategy highlights:

Non-English speaking background participants will be a key focus of the *Breaking the Unemployment Cycle* initiative

- a traineeship priority client group
- employment workshops for jobseekers

People with English language, literacy and numeracy needs

Policy driver/government plan:

Equity group requiring targeted strategies to increase its participation in, and improve outcomes from, employment and training

Smart investment:

- an estimated \$31.85 million for language, literacy and numeracy related activity, including \$29.48 million to TAFE training

Strategy highlight:

Equity and population group requiring targeted strategies to increase its participation in, and improve outcomes from, employment and training

Young people aged 15 to 17

Policy driver/government plan:

Education and training reforms for the future: A white paper

Smart investment:

- \$2.5 million for training through youth access programs
- 300 places in the Get Set for Work Program for at-risk and disengaged young school-leavers
- incentives to public and private sector employers to increase school-based apprentices and trainees
- priority funding commitment by public training providers
- public training providers will lead the development of community and regional response to the learning and earning needs of 15–17 year old Queenslanders

Strategy highlights:

Trialing a range of local initiatives for early school leavers and those at risk of leaving school

- a traineeship priority client group

Leadership:

Gold Coast Institute of TAFE

Office of Industry and Community Development,
Department of Employment and Training



Young people in or exiting youth detention centres

Policy driver/government plan:

Memorandum of understanding between the Department of Families, Education Queensland and the Department of Employment and Training

Smart investment:

- \$267 000 in vocational education and training
- funding under the *Breaking the Unemployment Cycle* initiative for employment project officers at five youth justice service sites

Strategy highlight:

Linkages with other service agencies to support this cohort on release from detention

Women and girls

Policy driver/government plan:

National framework: Women in VET futures

Education and training reforms for the future: A white paper

Smart investment:

- intervention strategies that ensure fair access and participation
- women returning to the workforce are a traineeship priority population group



Young people aged 15 to 17

Education and training reforms for the future: A white paper

Education and training are at the heart of the Smart State vision and that means providing the very best learning opportunities for every young Queenslanders regardless of their economic and social circumstances.

In November 2002, following extensive consultation with the education and training sectors, the Queensland Government announced the *Education and training reforms for the future: A white paper*. It outlines landmark reforms that will reshape the state's education and training systems. The reforms aim to provide 15 to 17 year olds with greater choice and flexibility in achieving a senior certificate or vocational education qualification.

The Department of Employment and Training, in collaboration with Education Queensland, is working to enhance relationships and local networks with parents, schools, local industry, employers and community agencies in order to provide local, coordinated solutions for young people. Communities throughout the state will participate in seven initial trials as a means of phasing in the Queensland Government's package of reforms.

In 2003, an Education Leaders Network was established to bring an educational or service delivery perspective to discussions surrounding the youth cohort. Membership comprises representatives from TAFE institutes, agricultural colleges and key areas of the department including regional offices.

As part of the reform agenda, the department is building the capacity of Queensland's public training providers to better meet the training needs of young Queenslanders. All TAFE institutes and agricultural colleges are expected to play a lead role in the development of community and regional responses to the learning and earning needs of 15 to 17 year old Queenslanders.

Through the *Breaking the Unemployment Cycle* initiative, funding will be provided to support additional school-based apprenticeships and traineeships, and employment programs.

INVESTING IN THE CAPACITY OF REGIONAL QUEENSLAND



Central Queensland

Policy driver/government plan:

Central Queensland training and employment strategy
Industries experiencing significant employment growth

Smart investment:

\$5.5 million strategy incorporating innovative entry-level, skills development and responsive training strategies

Strategy highlight:

Regionally-based industry enabling long-term sustainability

Leadership:

Central Queensland Institute of TAFE
Central Queensland regional office, Department of Employment and Training

Cape York

Policy driver/government plan:

Cape York training and employment strategy
Indigenous employment policy for Queensland
Government building and construction contracts

Smart investment:

- over \$6 million in specific employment and training programs for Aboriginal and Torres Strait Islander peoples, including Cape York
- including over \$500 000 to fund five indigenous employment and training support officers to collaborate with Cape York communities

Strategy highlight:

Equity group requiring targeted strategies to increase its participation in, and improve outcomes from, employment and training

Leadership:

Tropical North Queensland Institute of TAFE
North Queensland regional office, Department of Employment and Training

Central Queensland training and employment strategy

The *Central Queensland training and employment strategy* provides a statewide response to training and skills development requirements resulting from major industrial projects occurring in Central Queensland.

An investment of \$5.5 million will enable more Queenslanders to access appropriate, up-to-date and flexible skills through innovative entry-level, skills development and responsive training strategies.

The strategy will lead to the creation of almost 2000 full-time and part-time engineering and manufacturing training places including 350 places in a skills development program that articulates into apprenticeships.



Cape York training and employment strategy

The *Cape York training and employment strategy* is a collaborative response to the training, employment and community development needs of Cape York indigenous communities.

In 2002–2003, the department committed \$4.4 million to support the Cape York strategy. The strategy is a collaborative departmental response to the skills, employment and community development needs of Cape York Aboriginal and Torres Strait Islander communities. The strategy also contributes significantly to the departmental implementation of key government priorities such as those identified in *Meeting challenges, making choices*, which is the Queensland Government's response to the *Cape York justice study* (the Fitzgerald Inquiry).

More than 50 community training plans—with customised training delivered in communities including Aurukun, Bamaga, Hopevale and Pormpuraaw—have been completed so far.

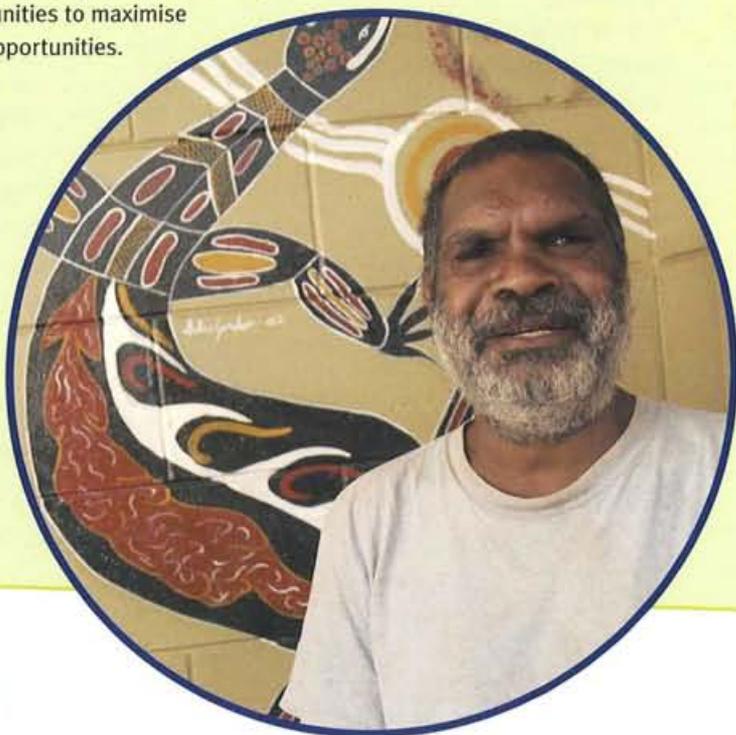
Community training plans tell the department what skills are needed in the local community for employment and community development. The plans are put together using community negotiation tables or information gathered in the region by employment and training coordinators. In the future, all training will increasingly be linked to the *Regional economic development strategy* projects.

In 2003–2004, over \$500 000 will fund five indigenous employment and training support officers to collaborate with Cape York communities to maximise employment and vocational education and training opportunities.

These officers will also provide culturally appropriate mentoring and support for indigenous apprentices and trainees to assist them to gain the appropriate qualifications and employment outcomes.

Employment and training programs will be delivered to enable Cape York people to participate in opportunities arising from the *Indigenous employment policy for Queensland Government building and construction contracts*.

The *Cape York training and employment strategy II* will soon be developed and will include a greater focus on training programs that are linked to employment.



Community renewal and urban renewal

Policy driver/government plan:

Department of Housing programs

Smart investment:

- the *Breaking the Unemployment Cycle* initiative will provide funds to promote, facilitate and fund local employment and training programs in community renewal areas

Strategy highlight:

Customised responses to community needs identified and designed through community engagement processes

Leadership:

Employment and Youth Initiatives, Department of Employment and Training



Regional Queensland in drought

Policy driver/government plan:

Drought assistance initiative

Smart investment:

- apprenticeship and traineeship wage subsidies (up to \$16 000 each to fund up to 50 additional public sector rural and agricultural trainees)
- up to \$250 000 for drought coordinator positions within peak industry and community groups

Strategy highlights:

Funding redirected in response to identified need

Leadership:

Employment and Youth Initiatives, Department of Employment and Training

Western corridor

Policy driver/government plan:

Western corridor economic development strategy

Smart investment:

- identified education and training issues in the western corridor will be resolved through a partnership between industry and education and training providers
- South-West Queensland regional office of the Department of Employment and Training, in conjunction with The Bremer Institute of TAFE, will work with Aviation Australia, Education Queensland and the University of Queensland's Ipswich campus to design and implement strategies to address identified issues and barriers

Strategy highlights:

Funding redirected in response to identified need

Leadership:

South-West Queensland regional office, Department of Employment and Training
The Bremer Institute of TAFE

Queenslanders in rural and regional communities

Policy driver/government plan:

Building Queensland regions, policies of the Office of Rural Communities and the Office of Regional Communities

Smart investment:

- up to \$10 million of training funds will be allocated responsively to community-based and not-for-profit entities
- rural industries (agriculture, horticulture, forestry, fishing, and land care) will benefit from:
 - around \$19.3 million to fund almost 2600 full-time equivalent TAFE places
 - \$13.79 million to fund some 1200 full-time equivalent agricultural college places
 - an estimated \$6.9 million to deliver training to rural industries trainees (Note: There are currently around 2000 rural trainees registered.)
 - the Strategic Priority Purchasing Program providing high priority training in areas including forestry, sugar, wine and pigs, and a skills passport initiative for seasonal rural workers

Strategy highlights:

Regionally-based industries enabling long-term sustainability

A traineeship priority population group

Leadership:

Agricultural colleges of Queensland
Southern Queensland Institute of TAFE

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