


Skill Shortages in the Illawarra – Roundtable 2:

Progress towards Plan and targeted actions

November 2021

Short & Longer Term Opportunities

Roundtable 1 identified a number of short and long-term opportunities to address skills shortages in the industries identified.



Immediate focus on
practical, tactical actions

SHORT TERM OPPORTUNITIES INCLUDE

- ▶ Explore options for holding a Jobs Expo
- ▶ Identify tangible solutions that will meet Illawarra skill needs
- ▶ Collaborate to develop better pathways from school-to-jobs and pilot program
- ▶ Coordinate & communicate existing public/private jobs programs
- ▶ Undertake research into on-going demand for skills

LONGER TERM OPPORTUNITIES INCLUDE

- ▶ Secure support (resources and/or funding) for program implementation
- ▶ Industry & tertiary education engagement
- ▶ Connect students and employers
- ▶ Ensure tailored training/pathway solutions for specific skill issues are funded
- ▶ Address barriers to working in the region (accommodation, transport, social support)
- ▶ Targeted Skilled Migration program with higher intake of migrants

Short-Term Opportunities

Roundtable 1 proposed moving forward with short and long-term objectives and Roundtable 2 added further definition to short-term opportunities

SHORT TERM OPPORTUNITIES PROGRESS...

- ▶ Explore options for holding a Jobs Expo
 - Planning underway for event culminating on 7 December
 - ▶ Identify practical actions that will meet Illawarra skill needs
 - Use 'pop-up' career hubs to promote/recruit for specific occupations
 - Increased use of job 'drop-in' centres (as piloted in Eurobodalla)
 - Increase focus on moving people with a disability into jobs
 - Target employment of migrants and returning international students
 - ▶ Collaborate to develop better pathways from school-to-jobs and pilot program
 - Pathways not always from school to jobs; should include support for moving between jobs/careers during working life
 - Engage Careers Advisors, Dept. Education and Regional Industry Education Partnerships (RIEP) in this discussion
 - Develop 'Case Studies' of real-life pathways and how barriers were overcome
 - More emphasis on 'entry-level' roles (health care, construction, hospitality)
 - ▶ Coordinate & communicate existing public/private jobs programs
 - Involve employment service providers, employer peak bodies, key employers, TAFE, UOW
 - Collate and summarise all skills-related work currently underway in the region
 - ▶ Undertake research into on-going demand for skills
 - Develop further information on 'supply' of skills and 'demand' for skills
 - Regular data-gathering from industry peak bodies & key employers regarding future skills needs
- 

Hospitality Jobs Expo progress

There has been significant progress on this targeted initiative over the past four weeks.



Jobs Drive – Hospitality Sector

1. Jobs Pledge by Employers – 18 November to 7 December 2021:

- KITL.Co platform selected – currently being tailored for our needs
- Employers engaged via DSSS, DW, RDAI, BI & all stakeholders to pledge jobs, incl # of roles, type of roles and skills and qualifications sought
- Employers choose to participate either online (solely) or both via online and directly meeting with jobseekers at face-to-face hiring event on 7 December

2. Promotion to jobseekers – 18 November to 7 December 2021:

- MP's, Job Actives, ISWLP, service providers, careers advisers, schools to promote to jobseekers
- Media outlets + on-line promotion via stakeholders
- Jobseekers register their interest in roles / matching through KITL

3. Hiring Event – 7 December 2021 – 10am to 2pm:

- Face-to-face event; bring together all parties in outdoor environment – with music and marquees at Osborne Park, Wollongong (free bus @ doorstep)
- Jobseekers can meet with employers to discuss roles and learn more about organisations

Other Targeted Actions

Three further specific items gained consensus for action...

SPECIFIC SHORT-TERM OPPORTUNITIES

1. Careers for Carers:

Use 'pop-up' career hubs to promote/recruit

- Increase focus on moving people with a disability into jobs
- Develop better pathways from school-to-jobs and between jobs/careers
- More emphasis on 'entry-level' roles
- Develop 'Case Studies' of real-life pathways and how barriers were overcome

2. Evidence-based examination of skills demand & supply

- Develop further information on 'supply' of skills and 'demand' for skills
- Regular data-gathering from industry peak bodies & key employers regarding future skills needs

3. Collaborate to coordinate all skills-related work currently underway in the region

- Engage Careers Advisors, Dept. Education and Regional Industry Education Partnerships (RIEP) in this discussion
- Involve employment service providers, employer peak bodies, key employers, TAFE, UOW

CHAMPIONED BY...

1) Community Industry Group

Actions:

- 1) Tanya Southworth (CIG) to provide synopsis of project
- 2) Tanya to call sub-group meeting re attraction & recruitment initiatives sharing

2) RDA Illawarra

Actions:

- 1) Alex to call sub-group meeting re ongoing evidence based approach

3) RDA Illawarra

Actions:

- 1) All stakeholders to provide details of contacts to be invited to Roundtable 3 to RDAI

Resources

These useful links were shared by participants during the roundtable.

Link to the current TAFE NSW Pathway Brochures:

<https://www.tafensw.edu.au/schools/pathway-brochures>

RDA Illawarra - Aged Care, Disability and Community Services Sector Employer Toolkit

<https://www.rdaillawarra.com.au/projects/industry/acdc-project/>

Includes:

- [Employer Toolkit](#)
- Youth perceptions of ACDC - [focus group report](#)
- Aged Care:
 - [Qualifications Pathways](#)
 - [Behavioural Characteristics](#)
 - [Career Opportunities](#)
- Disability Sector:
 - [Qualifications Pathways](#)
 - [Behavioural Characteristics](#)
 - [Career Opportunities](#)
- [Final ACDC Project Report](#)

Addressing the Issue

In Roundtable 1, there was strong support for better connection between students and employers; work experience at high school; creating pathways from school to jobs; better coordination of existing public/private programs and an increased focus on funding TAFE and apprenticeships.

