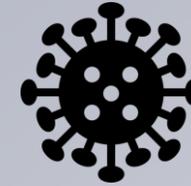


Skill Shortages in the Illawarra - Roundtable Outcomes

October 2021

Roundtable – Skills Context

The COVID pandemic – and its associated health measures – has had a significant and lasting impact on the structure of the workplace.



Pre-Pandemic:

- ▶ Lack of training investment
- ▶ Historic issues
- ▶ Chronic sectoral and occupation skill shortages



Pandemic Influences on Skills

Lockdowns: Stop & start businesses	Remote working – employee flexibility	Frontline service provision challenges
Mandatory Vaccinations	Furloughed workforces	JobKeeper/ Disaster payments
Priority Migrant Skill List more than doubles	Population changes, reduced migrant workers	Lack of Mobility (border closures)

Furlough: 'suspend an employee from work temporarily, typically without pay'.

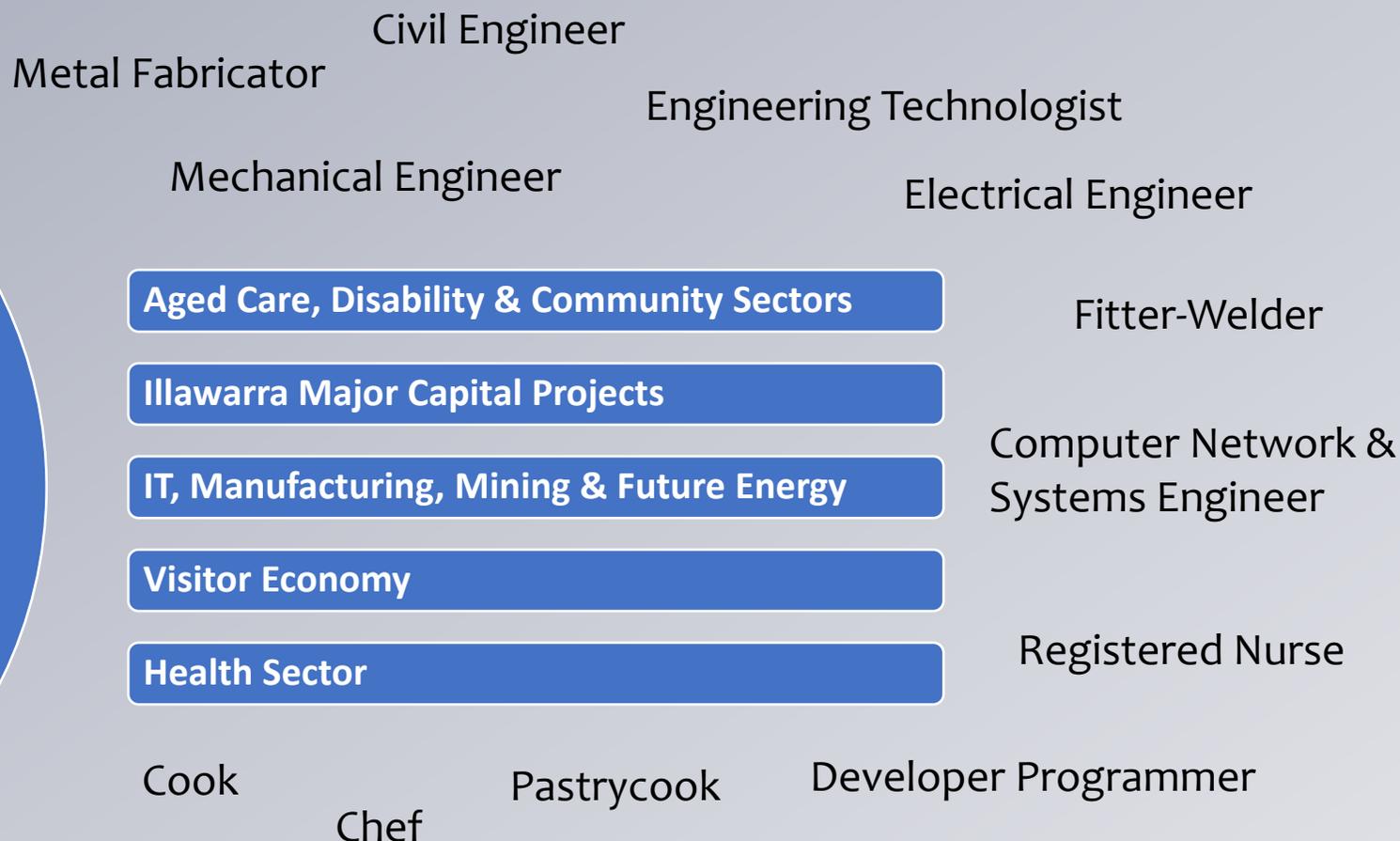
“More than 500 Melbourne hospital workers have been furloughed in recent days, largely at the Royal Melbourne Hospital, which has the largest cluster.”

The Age, 26 Aug 2021

Skills Roundtable - Hypothesis

RDA Illawarra suggests that the following skills are in high demand within the region...

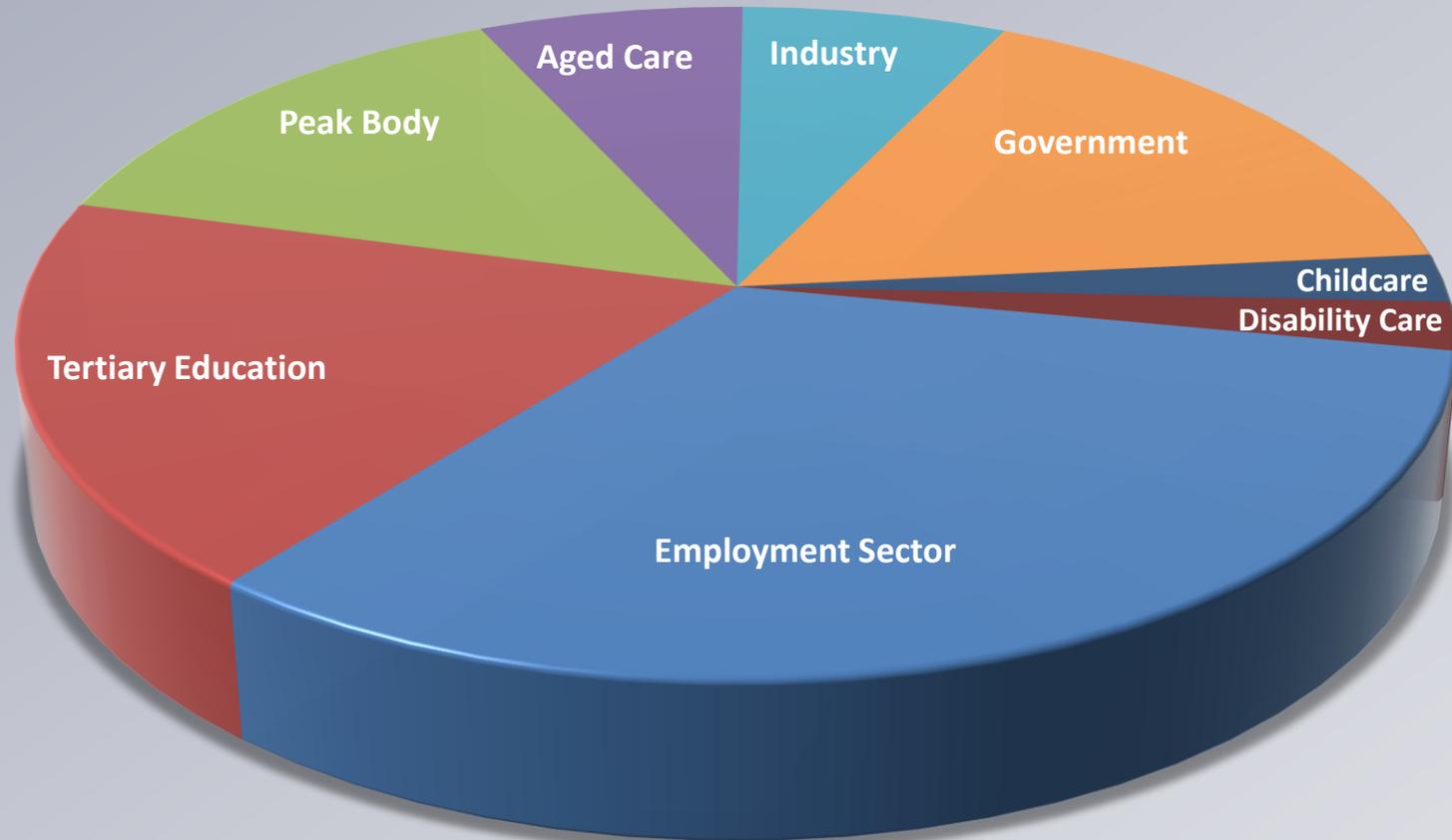
RDA Illawarra Skills Hypothesis – Top 5



Roundtable Representation

Key stakeholders were represented by attendance from the employment sector, peak bodies, education, government, industry and health/social assistance

Skills Roundtable Representation



Roundtable Attendees

RDA Illawarra was proud to coordinate this roundtable event, and to have representatives from a diverse range of organisations as well as all levels of government – emphasising the importance of the issue and its regional impact.

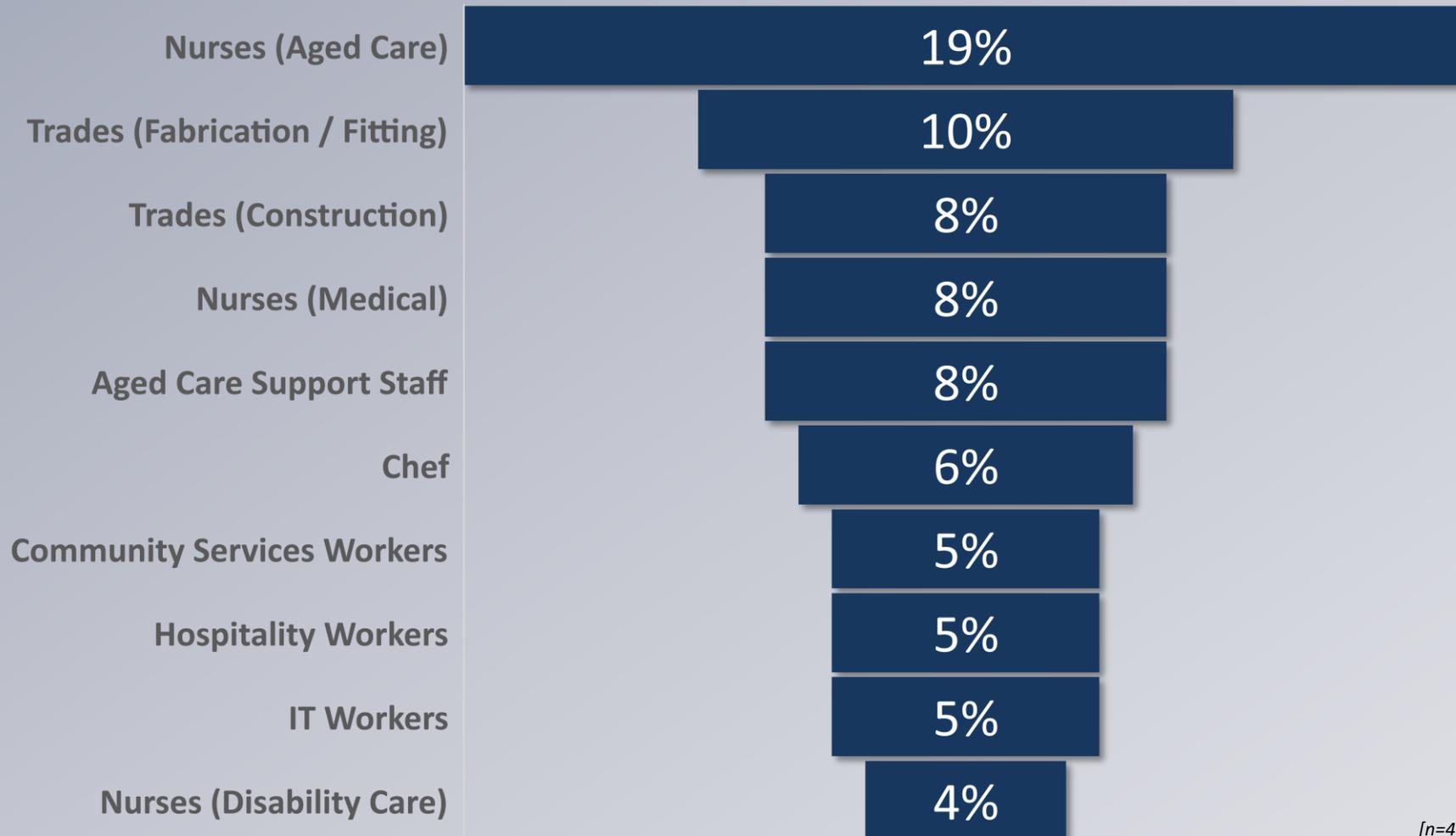


**43 participants
attended the
Roundtable**

Critical Skill Shortages now

Participants indicated that the following skills were in critically short supply in the Illawarra region – primarily Healthcare, Trades, Hospitality and IT.

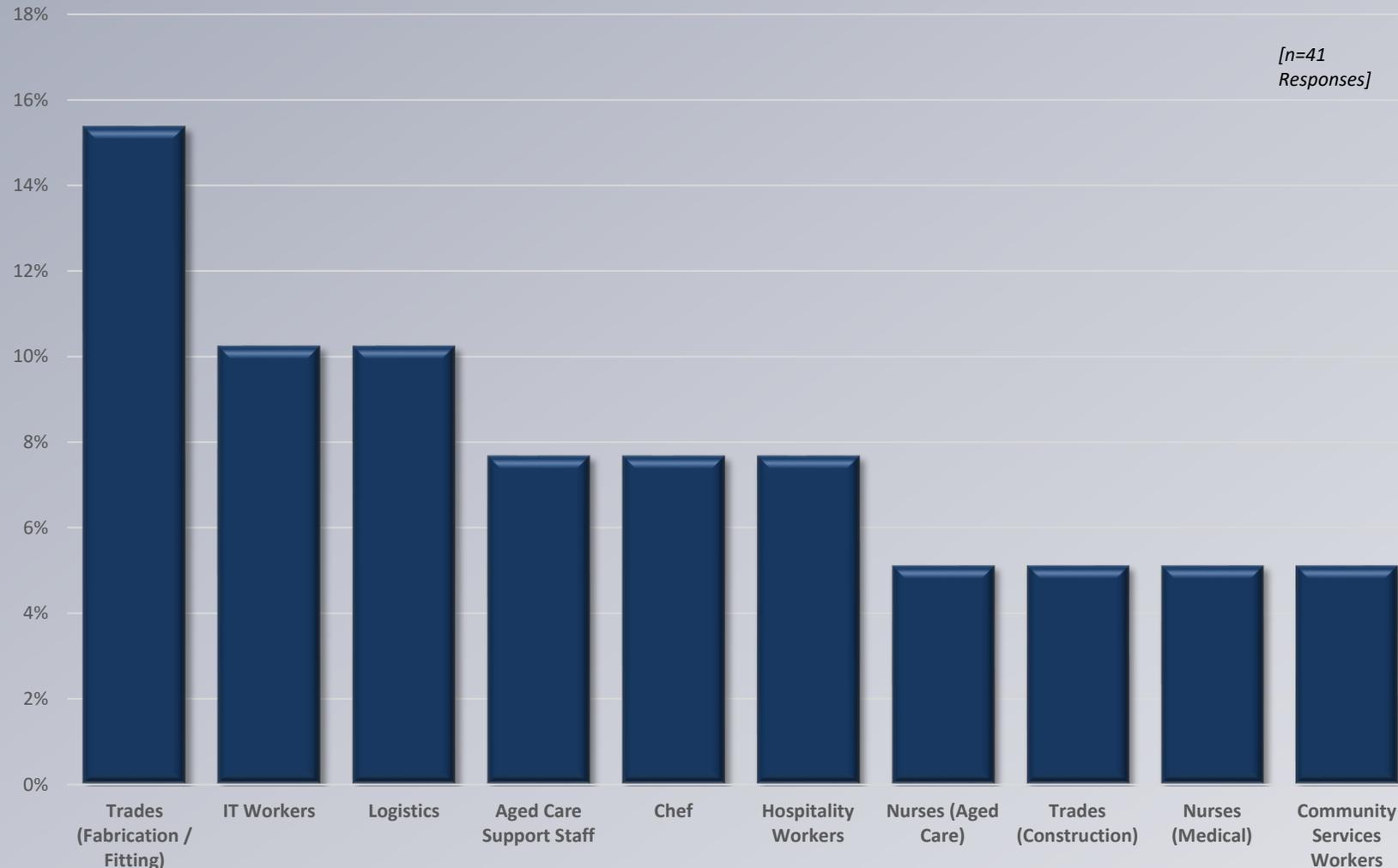
Critical Skill Shortages (Illawarra)



Critical Skill Shortages Post-Lockdown

Regarding skills required post-lockdown, the picture changed to include Logistics as the country re-opens, and IT increased in priority – but previously mentioned skills remain in high demand.

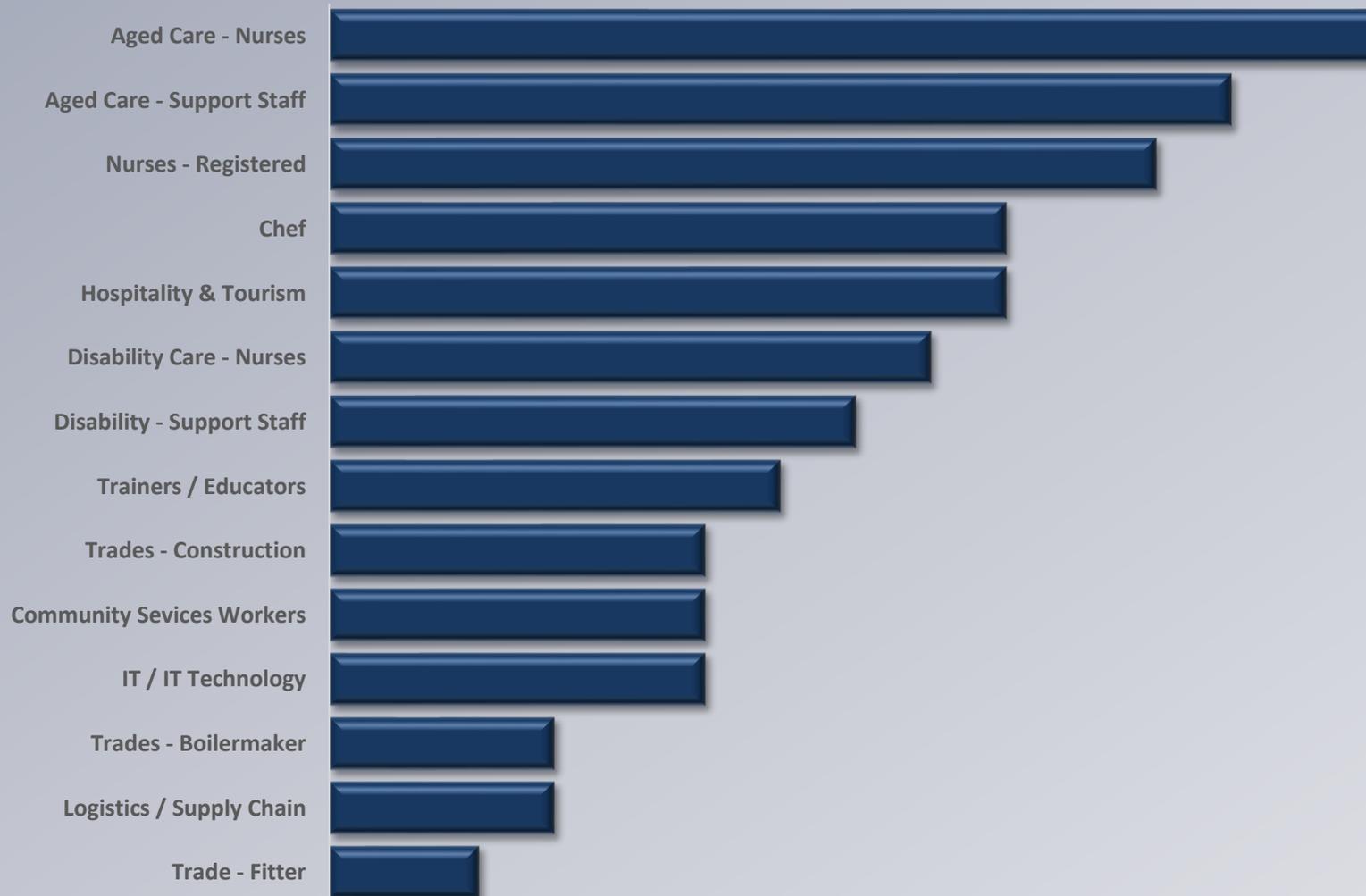
Skill Shortage Areas Post-Lockdown (Illawarra)



Top Skill Shortages

Asked to select the top future skill shortage areas, there was little change with Healthcare, Social Assistance, Hospitality and Trades skills remaining in highest demand.

Top 15 Skill Shortage Areas (Illawarra)

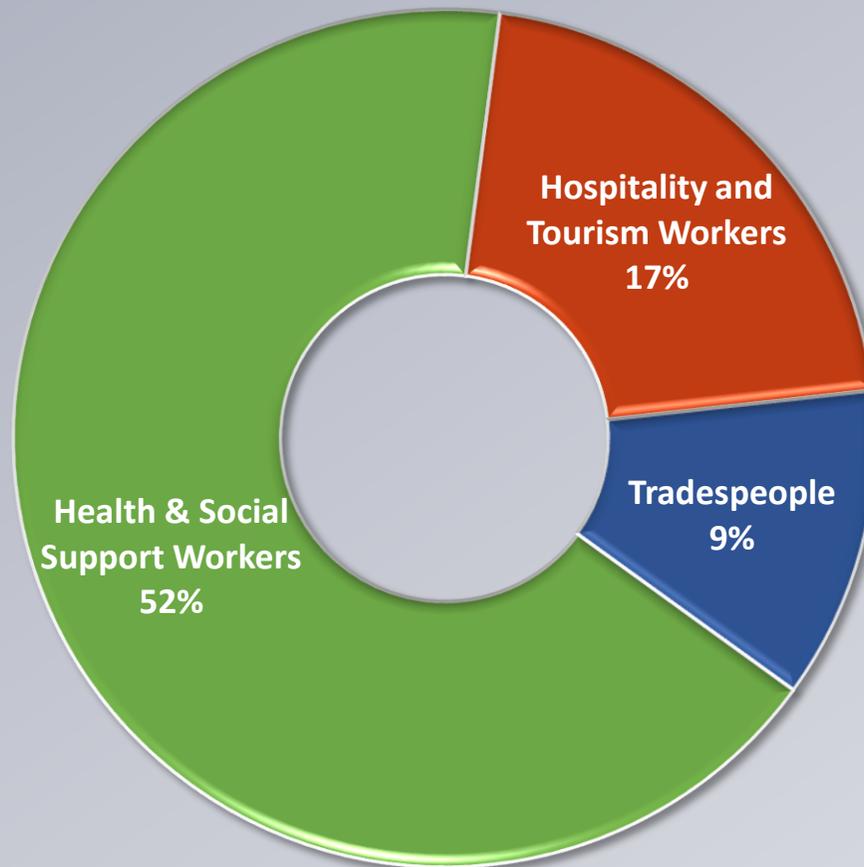


[n=109 Responses, Multiple Response allowed]

Top 3 Skill Shortage Areas

Combining aligned skills gives a clear picture of the Top 3 Skill Shortage areas in the Illawarra – Health & Social Support, Hospitality and Trades skills.

Top 3 Skill Shortage Areas (Illawarra)



How to Address the Issue?

Responses were diverse, but 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.

Engagement with University/TAFE
Develop more VET trainers
Coordinate supply and demand (research)
Address mental health issues
Better funded training
Jobs Expo
More TAFE funding / centres
Lower entry level by employers
Connect students and employers
Coordinate existing programs (Public/Private)
Mandate more apprenticeships / traineeships
Create pathways school to jobs
Create more semi-skilled opportunities
Fund targeted scholarships
Localise supply chains
Address transport barriers
Work experience at high school



Next Steps

We propose moving forward with a focus on short and long-term objectives. Skills shortages in the industries identified will require training and qualification of staff over a number of years, or the attraction of skilled labour into the region as demand increases and more employment becomes available.

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

RDA Illawarra will **continue to engage** with stakeholders through targeted surveys, small-group discussion and further roundtable engagement over the next few weeks.