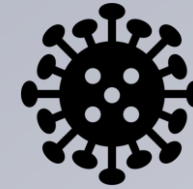


# Skill Shortages in the Illawarra - Roundtable Outcomes

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.

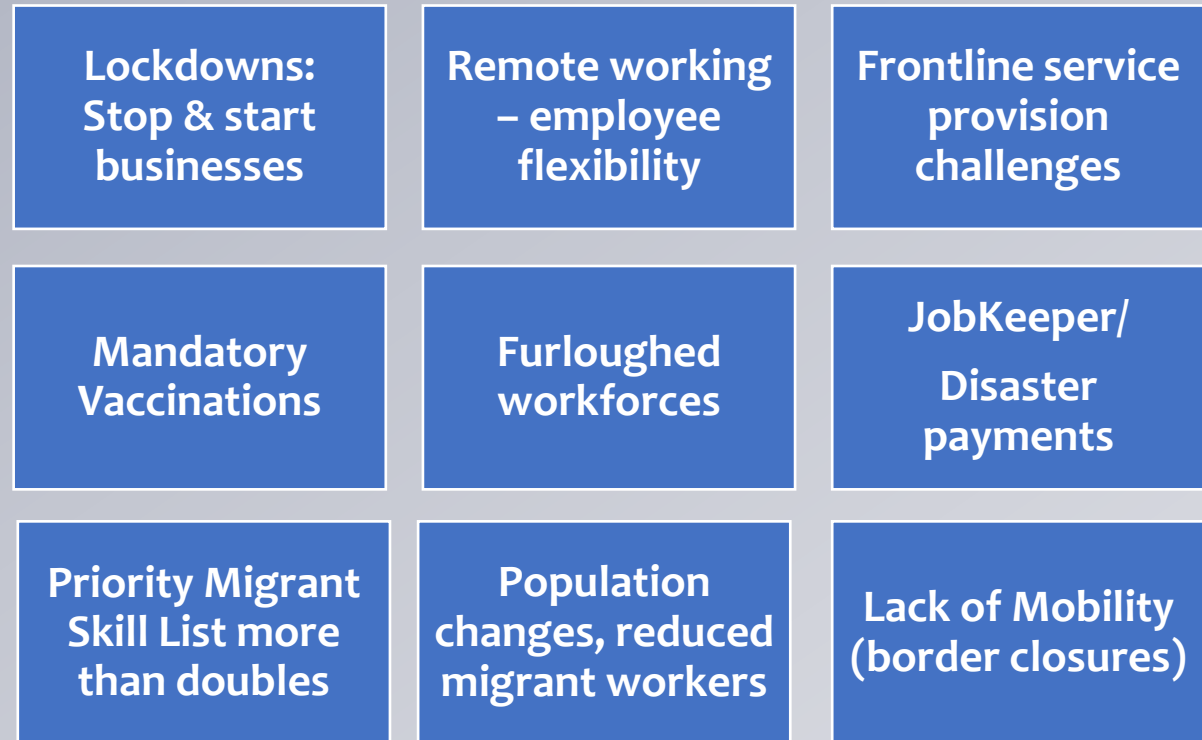


## Pre-Pandemic:

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



## Pandemic Influences on Skills



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

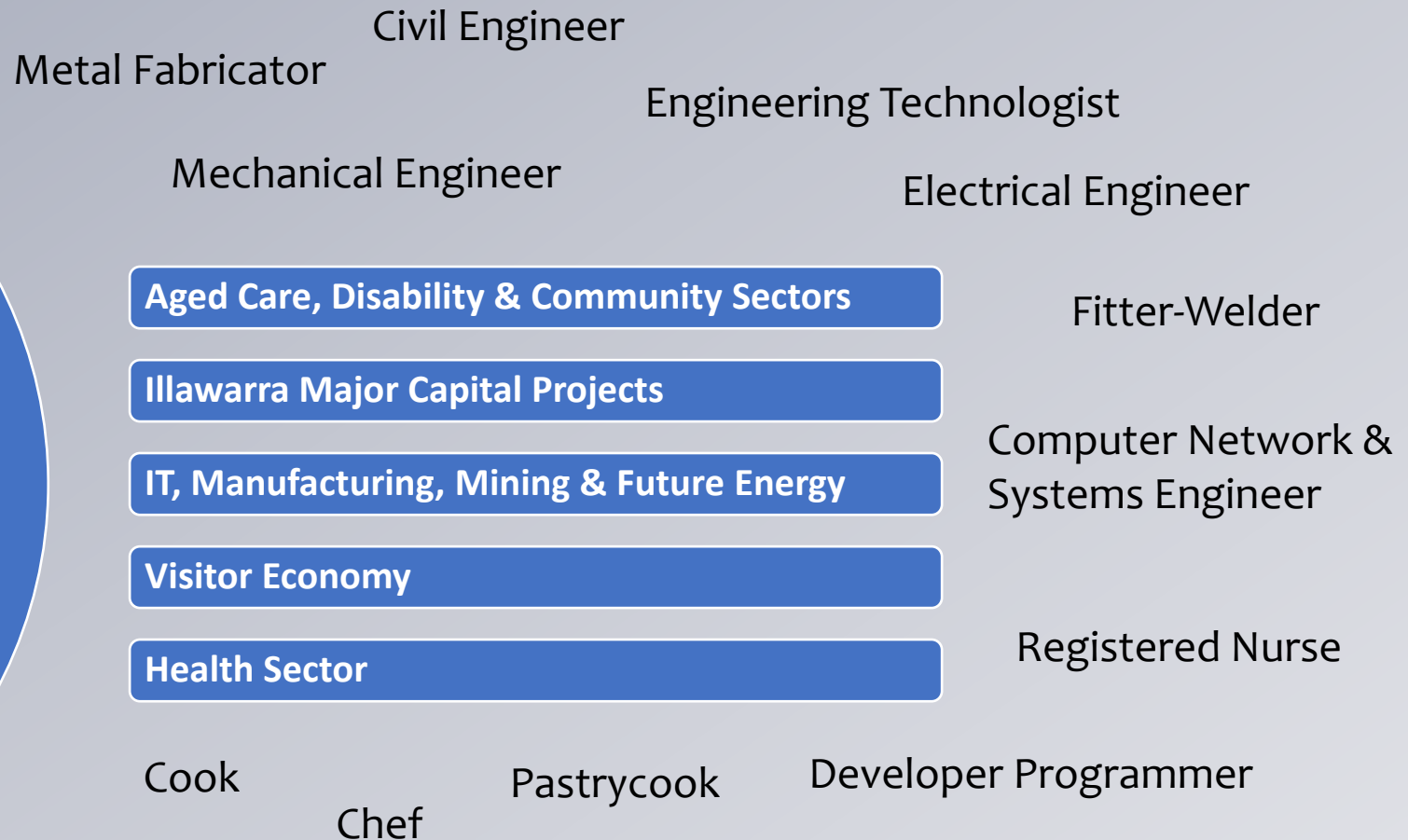
“More than 500 Melbourne hospital workers have been furloughed in recent days, largely at the Royal Melbourne Hospital, which has the largest cluster.”

The Age, 26 Aug 2021

# Skills Roundtable - Hypothesis

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

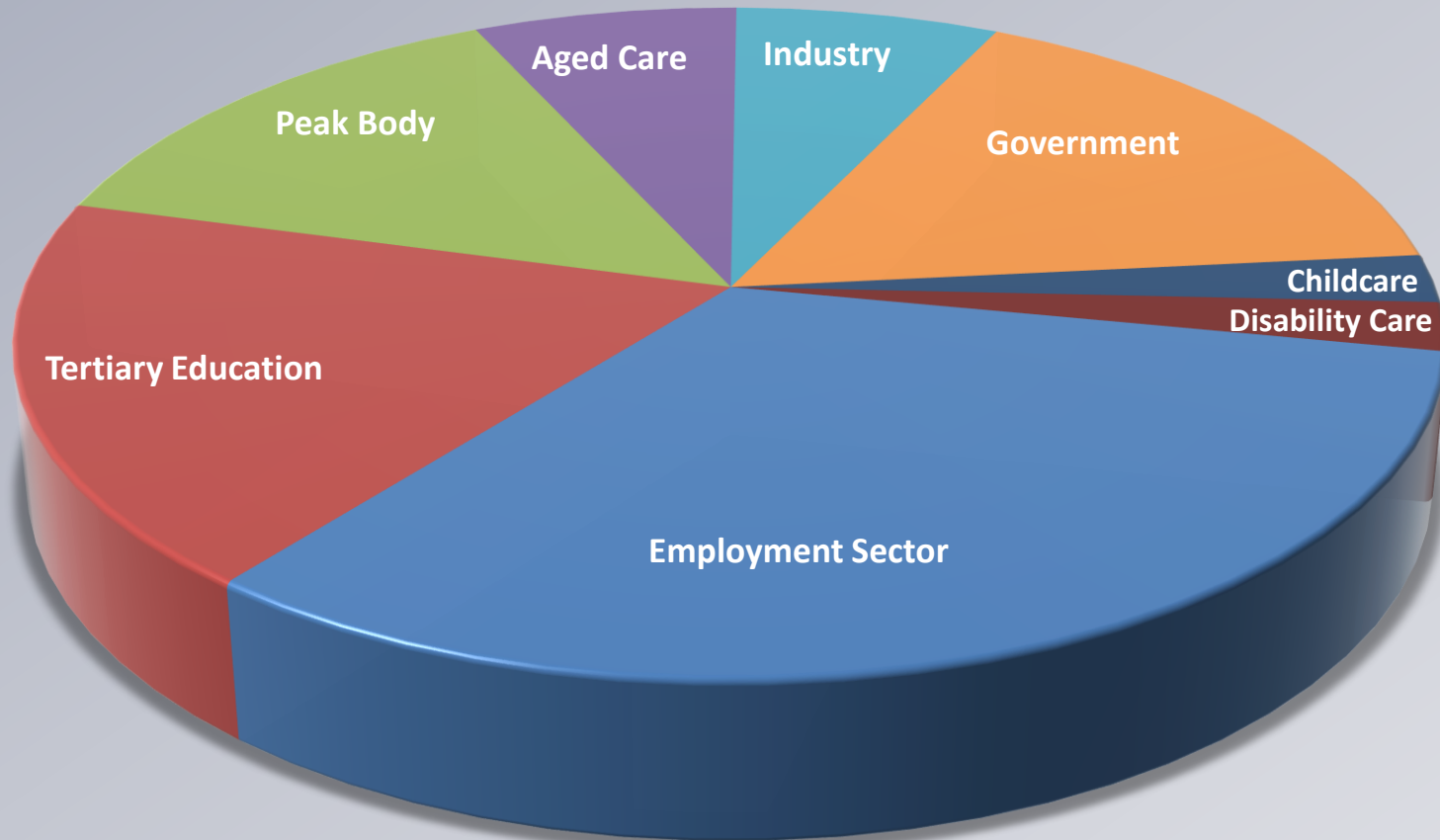
## RDA Illawarra Skills Hypothesis – Top 5



# 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.

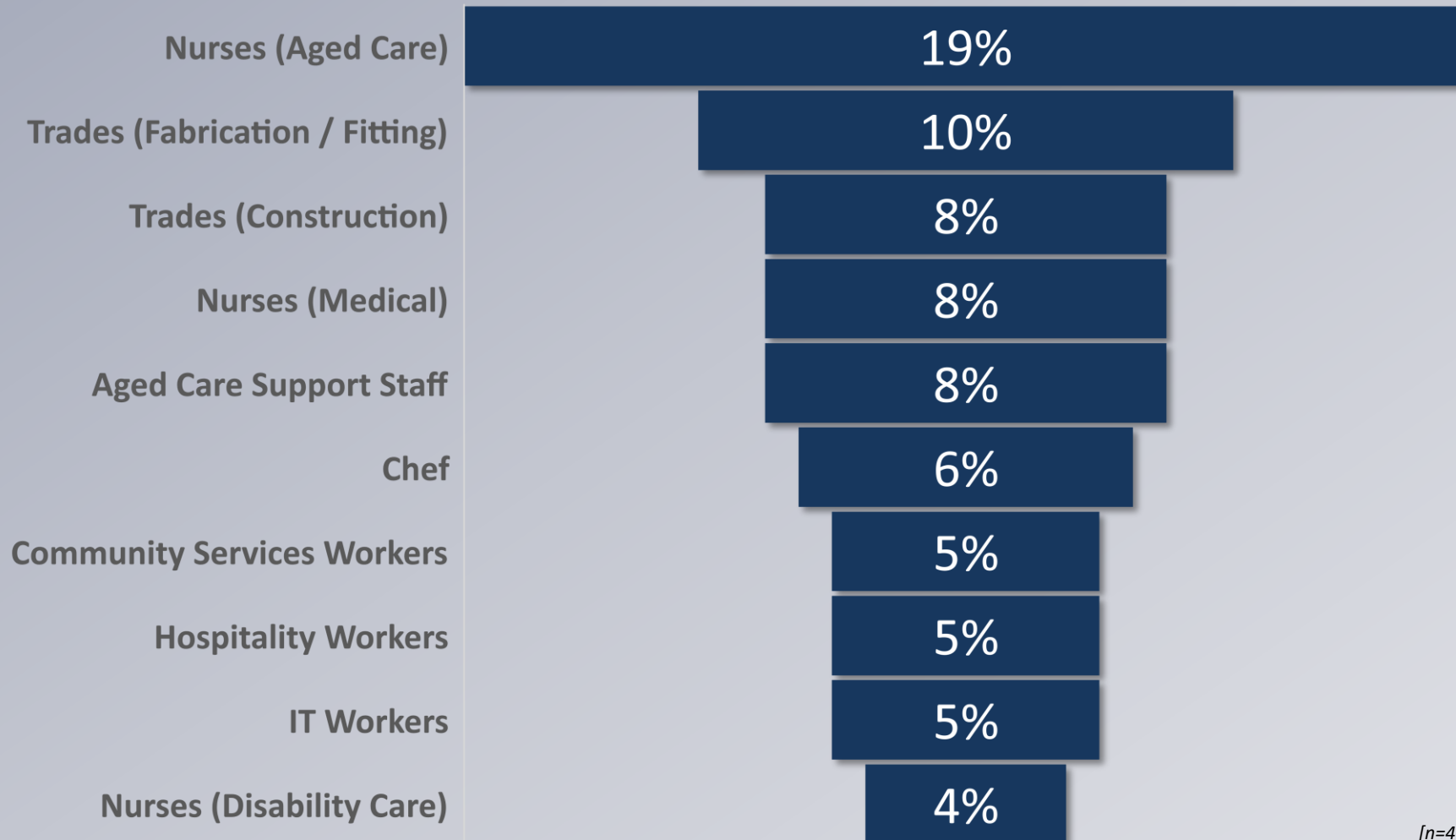


**43 participants  
attended the  
Roundtable**

# 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.

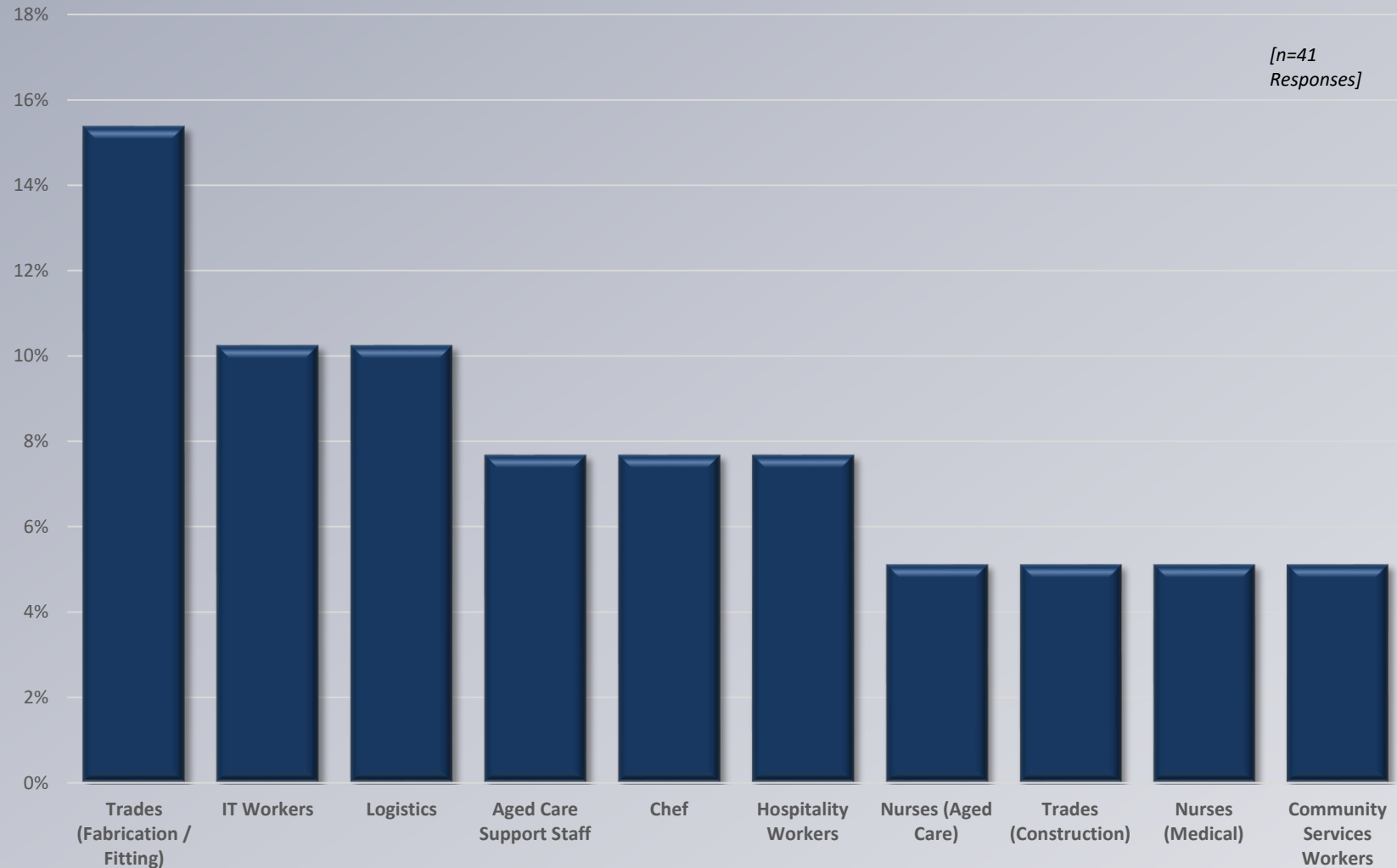
## Critical Skill Shortages (Illawarra)



# 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.

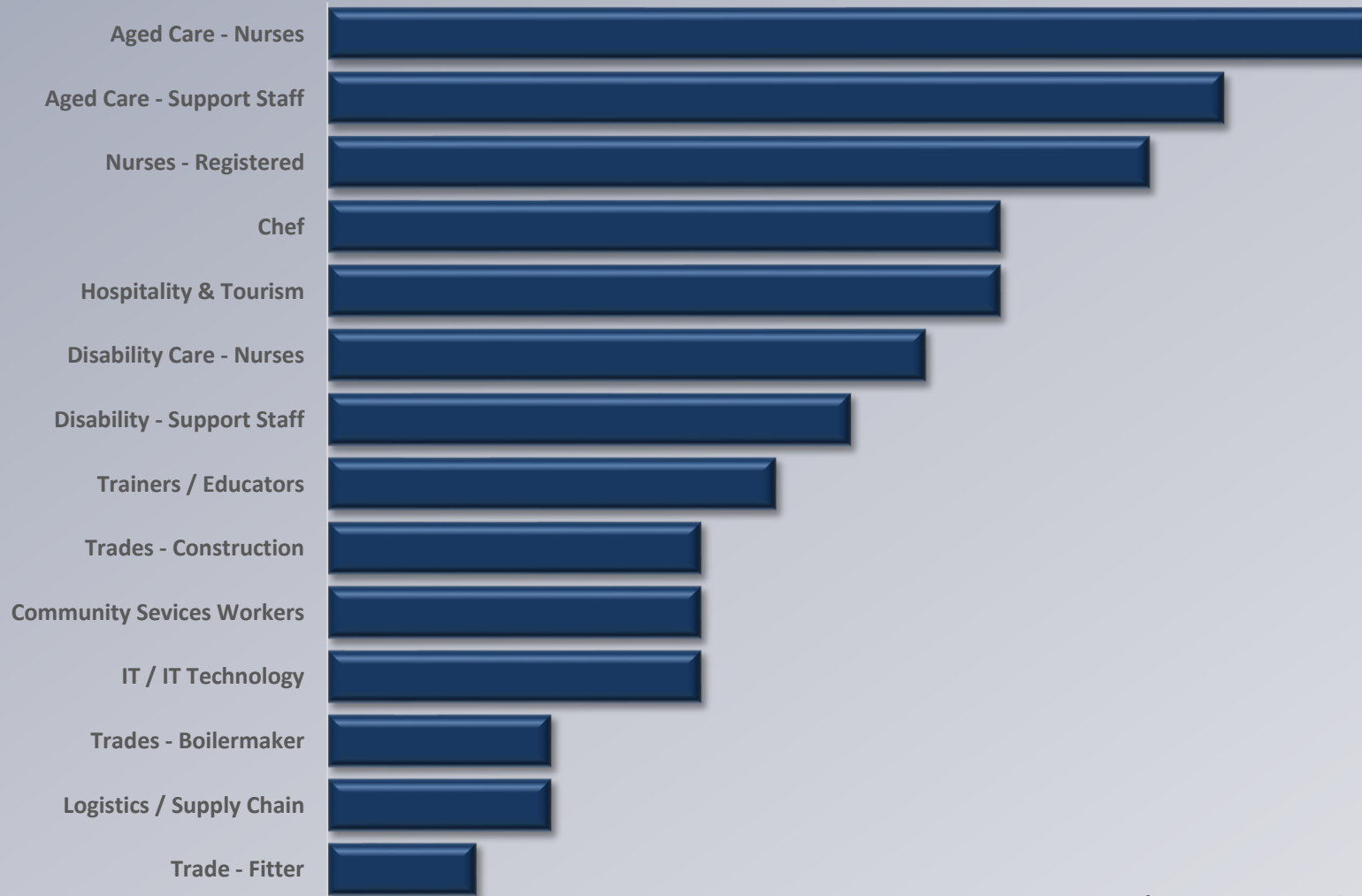
## Skill Shortage Areas Post-Lockdown (Illawarra)



# 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)

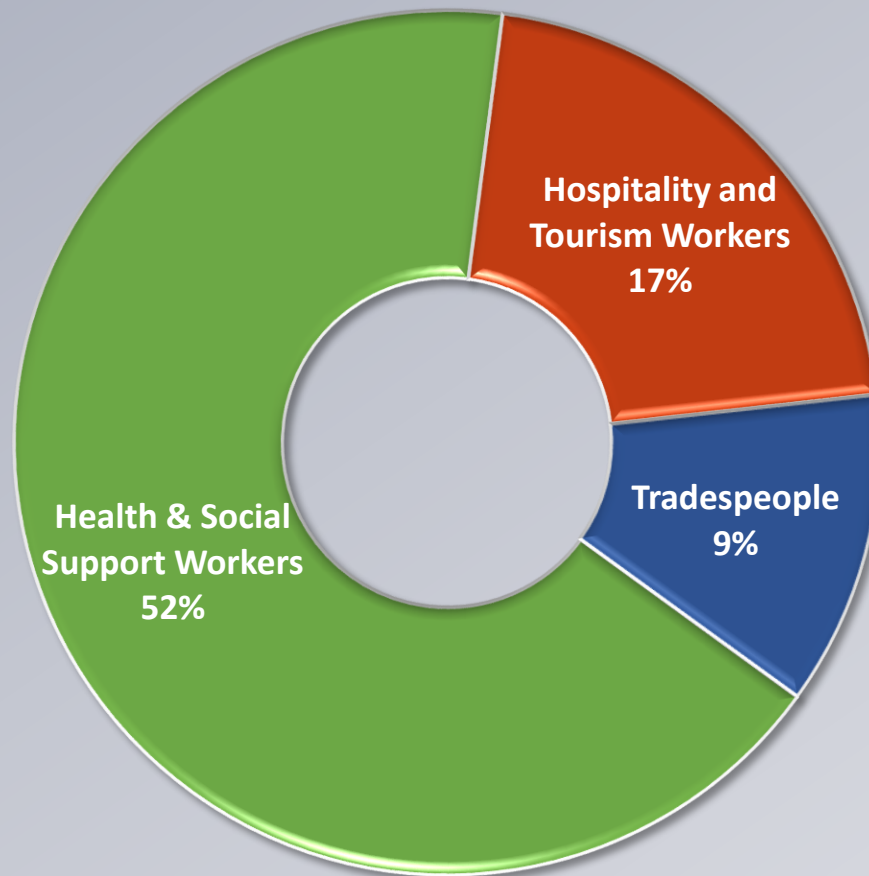




# Top 3 Skill Shortage Areas

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  
Coordinate supply and demand (research)  
More TAFE funding / centres  
Coordinate existing programs (Public/Private)  
Mandate more apprenticeships / traineeships  
Address transport barriers

Develop more VET trainers  
Address mental health issues  
Better funded training  
Jobs Expo  
Lower entry level by employers

Connect students and employers

Create pathways school to jobs  
Create more semi-skilled opportunities  
Fund targeted scholarships  
Localise supply chains  
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.