

QG Breakfast Series

6 August 2019 event - transcript

Interviews with presenters

Brett Hall, Acting Executive Director, Jobs Queensland

MALE: Brett welcome.

BRETT: Thank you very much.

MALE: What impact are you seeing on jobs today in terms of technology?

BRETT: The work that Jobs Queensland has done, particularly looking at future work across Queensland shows a range of changes on jobs. Now that's being driven by technology, but it's also being driven by other drivers like changes to demographics and some of the legal and institutional and policy changes as well. So we're seeing a shift towards a services based economy. Certainly seeing significant jobs growth in some of those industries such as health care and social assistance, as well as the professions and education and training.

MALE: Do you think that most sectors are prepared for what's to come?

BRETT: It's been interesting. So Jobs Queensland's been talking about these issues across Queensland for the last few months through quite an extensive consultation process and I think what's safe to say is that the level of preparedness and level of understanding about these issues is quite mixed. Some industries and some businesses and individuals are very well prepared and have their eye very much on the future, and others are sitting sort of at the other end of that spectrum.

MALE: Where do you see some of the challenges for some organisations?

BRETT: So nobody has a crystal ball. That I think is inherent in the challenges. And one of the things that I'll be talking about today is that when we delve into some of the research and the literature on these topics there's a range of things where there's a level of consensus in the literature. But there's a range of areas where there isn't a consensus and there isn't agreement. And particularly when we start looking at the future and what are the impacts going to be and which jobs will be impacted and how they will be impacted. In some cases nobody really knows. And there are some indicators of the ways that those impacts may play

out, but nobody has a crystal ball. And the thinking around how do you prepare for something when you can't actually define exactly what that looks like can create quite a challenge.

MALE: What would be some of those indicators?

BRETT: A good example here is some of the work that Jobs Queensland's done. Some economic modelling and looking at future employment demand across Queensland. And what we see there is that looking across a number of different scenarios that may affect the Queensland economy over the coming years. Across all of those scenarios employment in Queensland is projected to grow. But that growth isn't uniform across the labour market and across the economy. We see some industries that are growing quite strongly. Particularly those focused on the provision of services, and other industries that while growing are growing less strongly than some others. So we can get a sense of looking at the structure of the labour market and the structure of industries across the labour market, the types of jobs that are projected to grow, and from that you can draw some conclusions around where the future jobs and skills opportunities may lie.

MALE: And in terms of preparing, are there ways that those in the workforce now and those that are coming into the workforce over the next few years what should they be thinking about at least?

BRETT: Education and training is critical. There was some research put out by the World Economic Forum last year I think it was that talks about the half life of a skill. And this research suggested that the half life of a skill in the last couple of decades has reduce from 30 years down to about 6 years. And this notion of finishing school and doing a course or a degree and that's setting you up for a job for life just doesn't really hold now in a lot of cases. We're going to see a significant increase in people going back and forth between work and education and training throughout their working lives. And this mentality of lifelong learning is absolutely essential for individuals and businesses to be able to prepare for change. But as well as education and training I think it's also a mindset and a focus and an eye to the future to consider what is coming, what is on the horizon, and how can you put steps in place that may just be incremental steps to be able to position yourself for opportunities in the future.

MALE: And Brett what excites you about the future when it comes for the job force and jobs here in Queensland?

BRETT: Look, I think it's about opportunity. There will be opportunities across the economy. And some of those opportunities will look quite similar to how they look today. But there's a range of jobs and a range of opportunities in the labour market that quite possibly we haven't even considered or we haven't even conceptualised as yet. And I think if people and individuals are considering how they can continually skill themselves and upskill themselves, particularly with skills and capabilities that are transferable across the labour market they'll be positioning themselves well to be able to take advantage of those job opportunities.

MALE: And how is Jobs Queensland preparing the workforce in this State now and into the future?

BRETT: So Jobs Queensland was established a few years ago now to provide independent advice to government around future jobs and skills opportunities in Queensland. So Jobs Queensland provides a range of advice to government around future skills needs, future workforce development and planning, and the apprenticeships and traineeships system. And that advice goes to the types of changes that may be coming over the horizon, but also the ways in which government may consider responding to some of those changes. We also place quite a strong focus on promoting the outcomes of the research that are carried out. And there's a range of information that's been published on the Jobs Queensland website that people can access to delve into some of the research and insights that comes from the work of Jobs Queensland.

MALE: And Brett what are some of the ways which people working in government can use the research undertaken by Jobs Queensland to help them now and into the future?

BRETT: So Jobs Queensland places quite a strong focus on promoting the outcomes of the research that is carried out with the intent that the research and data can underpin quality decision making, whether that's policy development or program management or work being undertaken by industries or regions as well. I mentioned a little bit earlier some of the economic modelling work that's been undertaken looking at future employment demand in Queensland and that data's been made publicly available. There's data for several hundred occupations, several hundred industries across 15 regions in Queensland. And there's a series of data tools on the Jobs Queensland website that people can log on and have a look at that data and access the data in a way that is useful to them in their context and their interest to inform that decision making. And we're in the process of updating that data at the moment to use the most up to date inputs to the modelling and we'll be publishing some updated data in the not to distant future as well.

MALE: Brett Hall thanks for joining us.

BRETT: Thank you very much.