

Opening the door to industry-led solutions

REIF Dubbo, 7 August 2024

Enabling industry-led solutions

- Industry is working behind the scenes to develop solutions to some of the challenges that we have heard
 - Workforce solutions
 - Circular economy solutions
 - Community leadership solutions
- How data, connection and targeted investment is supporting industry to achieve this





Established 2015
not-for-profit
registered charity



27,000+ clients
27% First Nations



\$34.1m income
\$24.2m in wages into
regional NSW



300+ staff
15% First Nations
120+ allied health



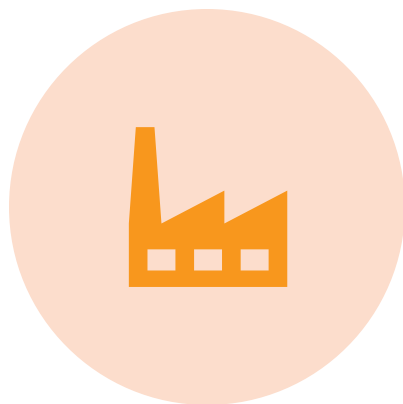
71% of services are face-to-
face, plus national disability
support phone service



Focus on data to drive
improvement



Our challenge



REGIONAL WORKFORCE
SHORTAGES ACROSS
MULTIPLE INDUSTRIES



CLEAR SIGNALS ABOUT THE
TRAINING NEEDS OF
AUSTRALIA INTO THE FUTURE



PARTS OF OUR COMMUNITIES
WITH MORE SIGNIFICANT
CHALLENGES AROUND
SUSTAINABLE EMPLOYMENT
AND THE CONCEPT OF
CAREERS



National care workforce challenges

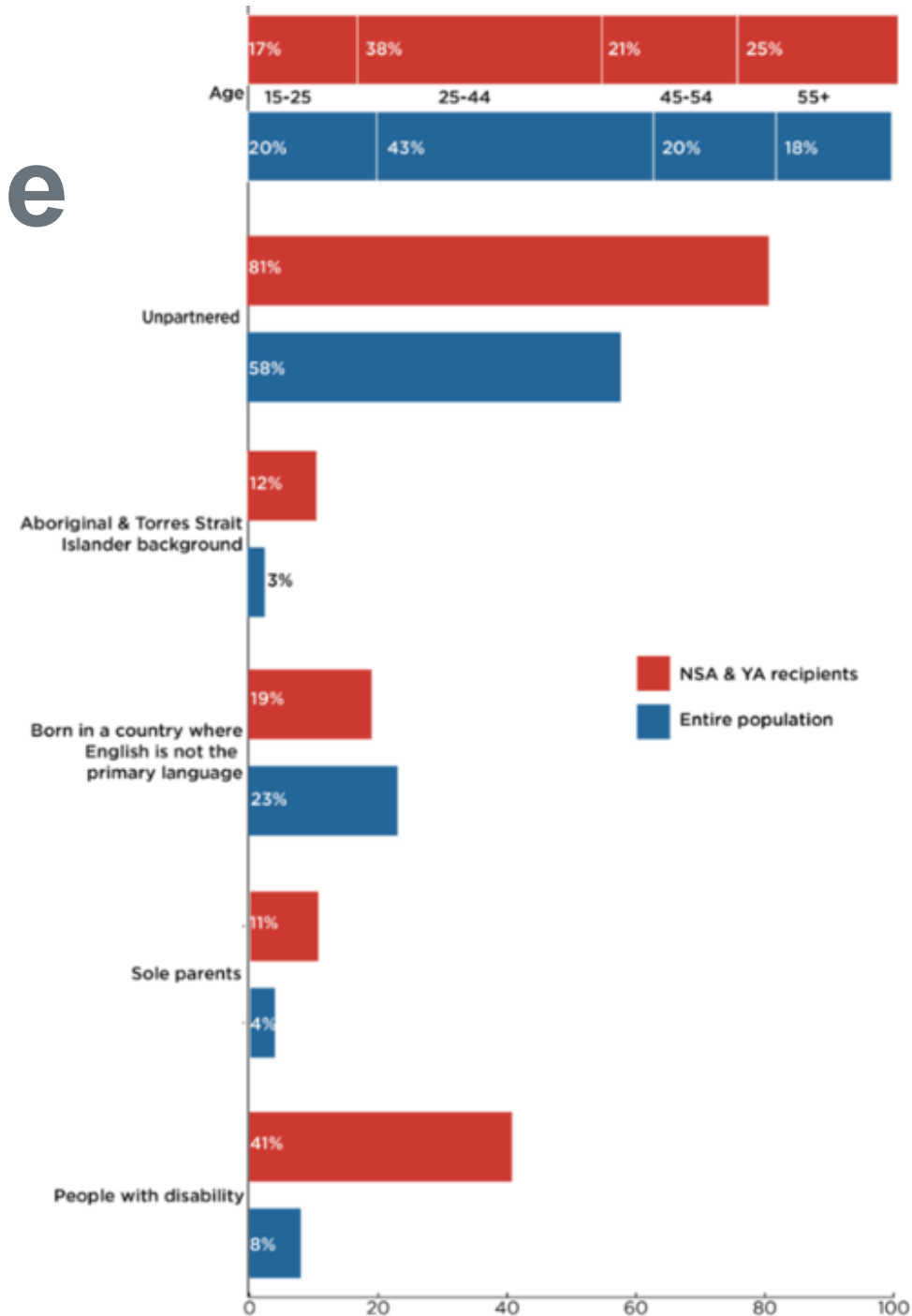


Source: Deloitte Access Economics, 2021.

Workforce disadvantage

Higher levels employment vulnerability in:

- Older Australians
- Unpartnered people
- First Nations people
- Sole parents
- People with a disability



Training reforms

TARGETS



The Accord recognises that to meet the future skills requirement of our workforce, greater levels of tertiary attainment are required

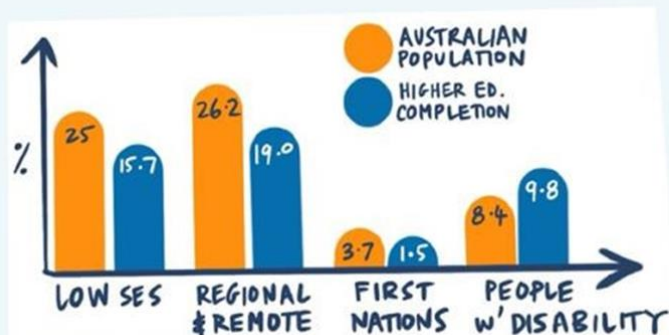
- Tertiary attainment of 80% by 2050 (Current 60%)
- University education attainment 55% (Current 40%)
- 1,800,000 Commonwealth supported places by 2050 (Current 860,000)

To meet these targets, Australian higher education must be more inclusive of historically under-represented cohorts

EQUITY



“By 2050, those groups most under-represented in higher education should increase to achieve parity across the Australian population.”



Lifting participation will be achieved by;

- Needs based funding
- Expanding University Regional Study Hubs program
- Strengthen regional tertiary education

86%

Share of enrolment growth to achieve parity by 2035

Case study – Health

- Aboriginal Workforce Development Initiative
 - 30 First Nations health traineeships completed across 10 rural Western NSW communities
 - Supporting community infrastructure and health seeking behaviour



The model

- Employer-led models
- Recruit for values
- “Earn and Learn”
- Train people in place
- Wrap around support



Our VET pathway approach



Success factors

- A living wage
- Wraparound supports
- Pathways
- Cross-industry partnership to support outcomes

