



**Victorian  
Skills Authority**

# **Inquiry into Victorian Universities' investment in Skills**

Craig Robertson

14 June 2022



Education  
and Training

**Slide 1**

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**L21**

Tuesday - Layal to format/proof read and review Tuesday noon

Thursday - HE Division

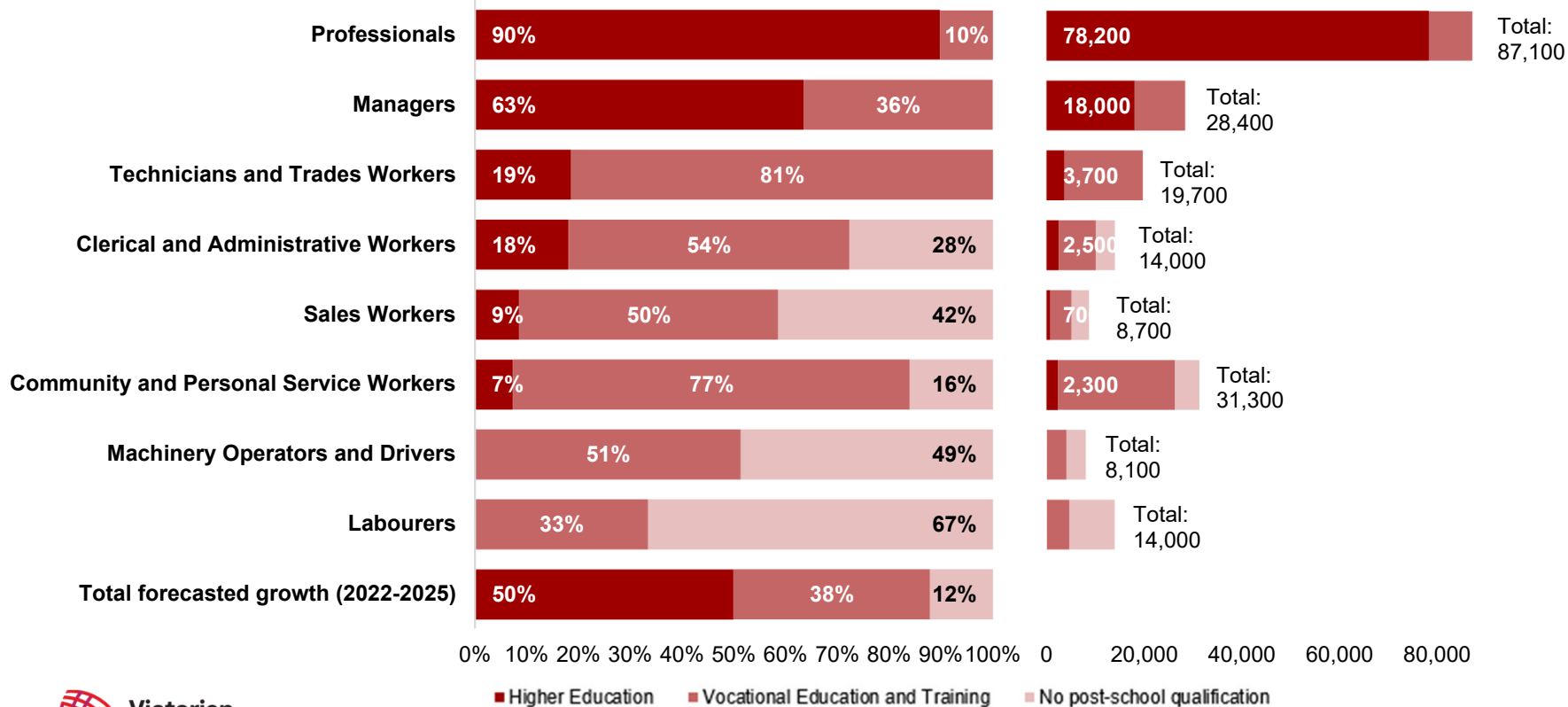
Layal, 6/06/2022

# Employment growth and skills needs

# It is expected that half of Victoria's forecast employment growth will be met by university-qualified workers

Share of forecasted employment growth by education attainment  
Occupation major group, Victoria, 2022 to 2025

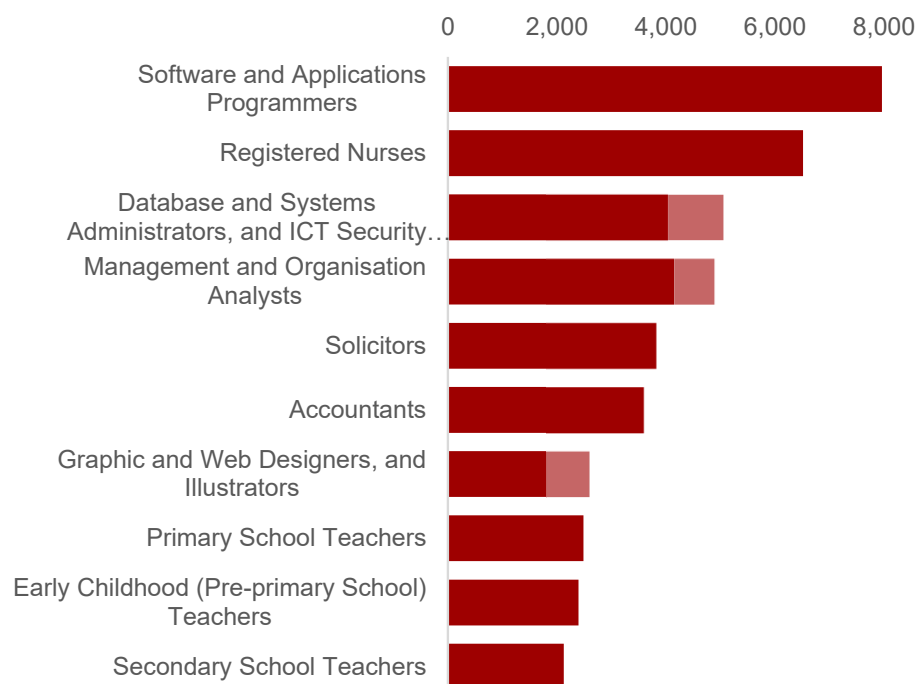
Growth in employment from 2022 to 2025 by  
occupation major group, Victoria



# Jobs with the highest forecast growth in employment among professionals and managers

**Professional occupations with the highest forecast employment growth between 2022 and 2025, Victoria**

**Manager occupations with the highest forecast employment growth between 2022 and 2025, Victoria**



# Education and training is critical to addressing skills shortages and boosting labour market productivity

Occupation name	Employment (Feb 2022)	Employment growth (2022 - 25)	Compound annual growth rate (2022 - 2025)
4231 Aged and Disabled Carers	73,300	11,900	5.0%
2211 Accountants	69,000	3,600	2.1%
2613 Software and Applications Programmers	55,200	8,000	5.2%
3513 Chefs	33,900	2,200	3.8%
3622 Gardeners	31,300	1,600	2.6%
4211 Child Carers	30,600	1,300	1.2%
3411 Electricians	29,300	2,600	2.3%
2332 Civil Engineering Professionals	26,700	1,700	3.0%
1351 ICT Managers	23,500	2,600	3.6%
Database and Systems Administrators, and ICT Security Specialists	21,400	5,100	7.0%
1399 Other Specialist Managers	21,100	1,900	3.5%
3223 Structural Steel and Welding Trades Workers	15,200	300	0.5%
2335 Industrial, Mechanical and Production Engineers	12,200	300	1.3%
2612 Multimedia Specialists and Web Developers	9,600	400	2.9%
2723 Psychologists	9,000	700	2.6%
2212 Auditors, Company Secretaries and Corporate Treasurers	8,900	1,300	4.3%
2515 Pharmacists	8,500	600	1.9%
2333 Electrical Engineers	8,500	500	2.1%
3511 Bakers and Pastrycooks	7,600	200	0.7%
3514 Cooks	7,000	300	0.9%

- › The slow rebound in inbound migration will impact Victoria's ability to utilise skilled migration to address skills and labour shortages.
- › Greater focus must be placed on boosting productivity and participation to grow Victoria's economy.
- › Education and Training will play an important role in addressing skills and workforce shortages and boosting labour market productivity and participation.



Higher education related occupations | Vocational education and training related occupations

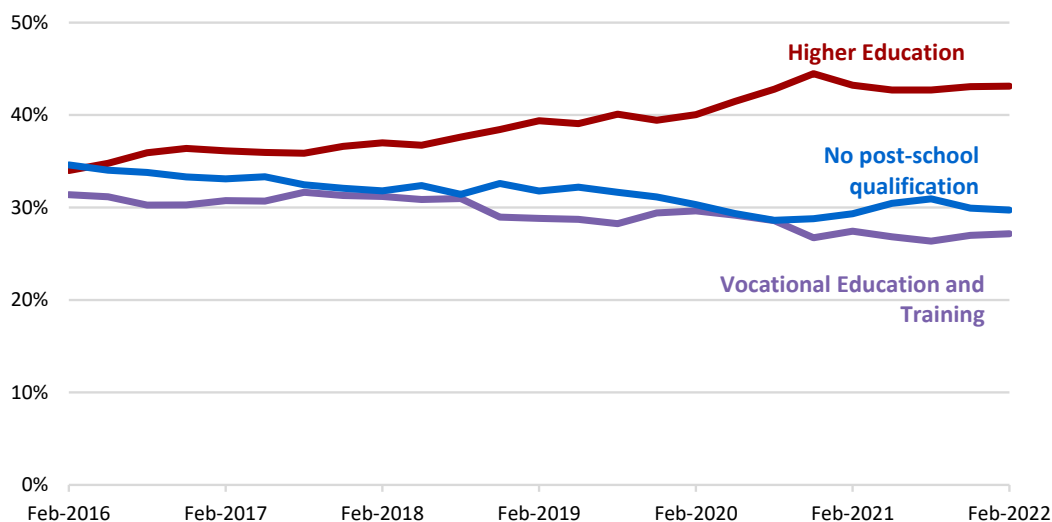
\* Source: DELWP population projections, Jun-2019 and Centre for Population forecasts sourced in DJPR Quarterly economic update, March 2022.

# Student numbers in Higher Education and VET

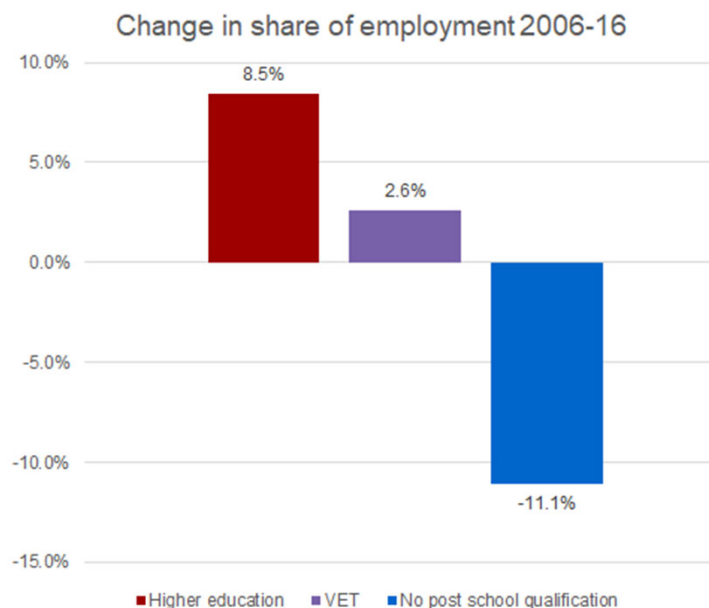
# There has been a shift in skills demanded in the workforce

Accelerating advancements in technology, altering business models, changing workforce composition and preferences and increasing job flexibility are shifting the skills requirements of jobs – increasing demand for technical, creative, social and digital skills whilst reducing demand for low and medium-level skills.

Share of total employment by educational attainment  
Victoria, 2016 to 2022



Source: ABS, Labour force survey, Feb 2022

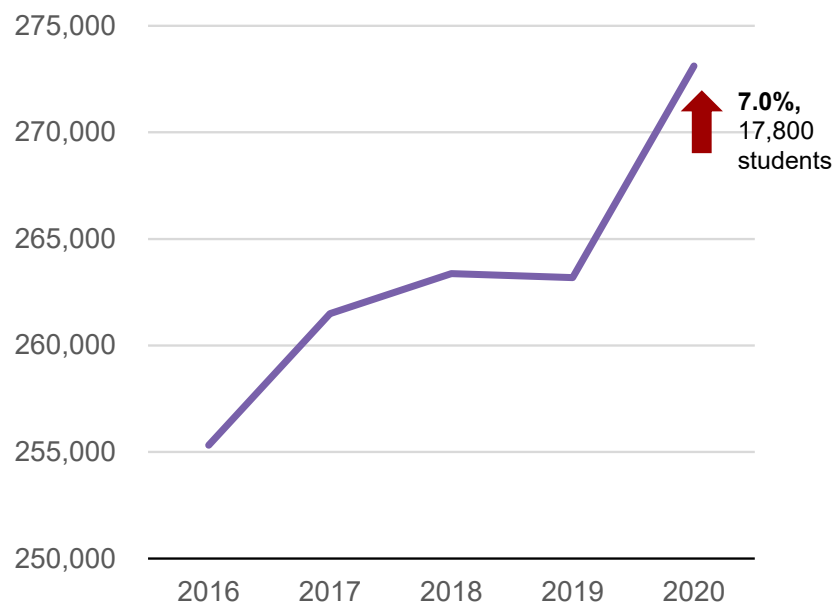


Source: ABS, Census 2006 and 2016

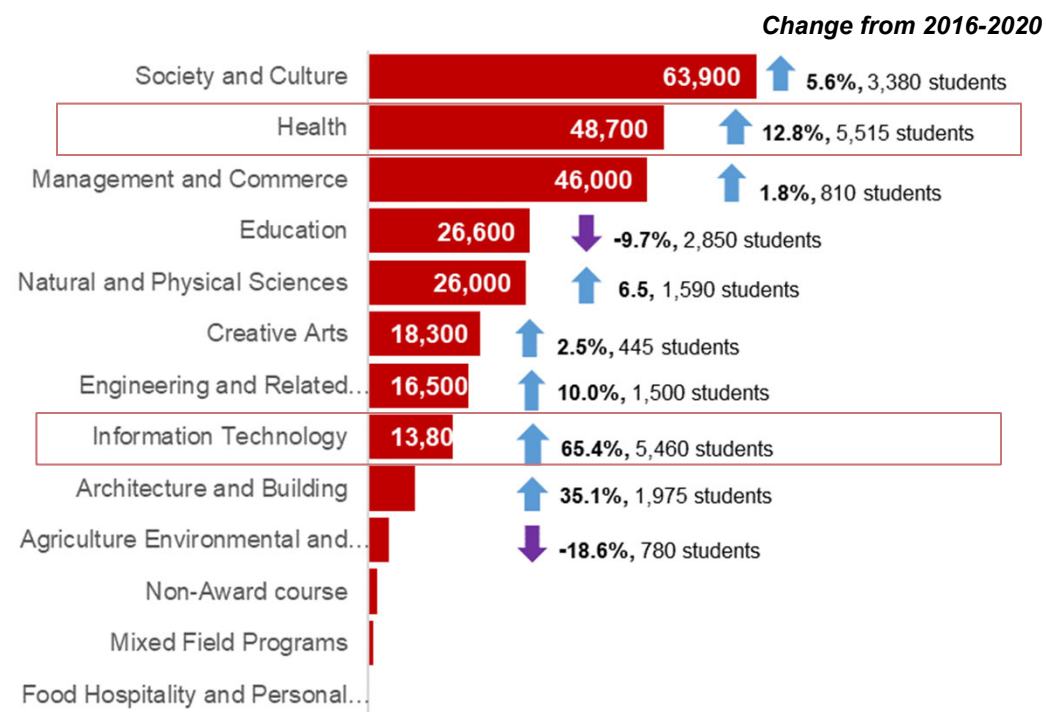


# Student enrolments in higher education are increasing, particularly in information technology and health.

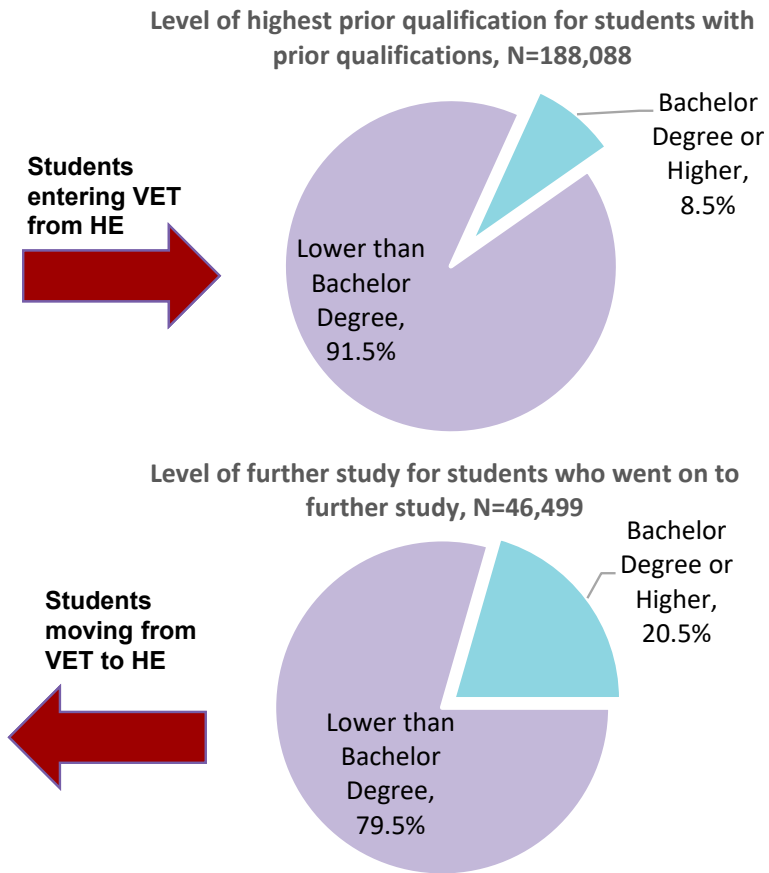
Domestic higher education student enrolments  
Victoria, 2016 to 2020



Domestic higher education student enrolments, by field of education  
(primary), Victoria, 2020



# Many students move between Higher Education and VET



Top 10 VET courses by proportion of students going on to Higher Education

Course	Proportion of students studying this course at Dual Sector Universities	Proportion of students going on to higher education
Advanced Diploma of Business (Public Relations)	100%	57.5%
Advanced Diploma of Surveying	100%	55.9%
Diploma of Emergency Health Care	81.5%	51.5%
Diploma of Teacher Education Preparation	100%	51.3%
Advanced Diploma of Interior Design	78.6%	51.2%
Advanced Diploma of Screen and Media	81.3%	44.2%
Advanced Diploma of Graphic Design	57.5%	40.6%
Certificate IV in Sport Development	0%*	38.9%
Advanced Diploma of Accounting	48.2%	37.0%
Diploma of Marketing and Communication	79.0%	35.9%

\* 100 per cent of students undertook this course at non-TAFE providers

## Contact us

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# The Victorian Skills Plan

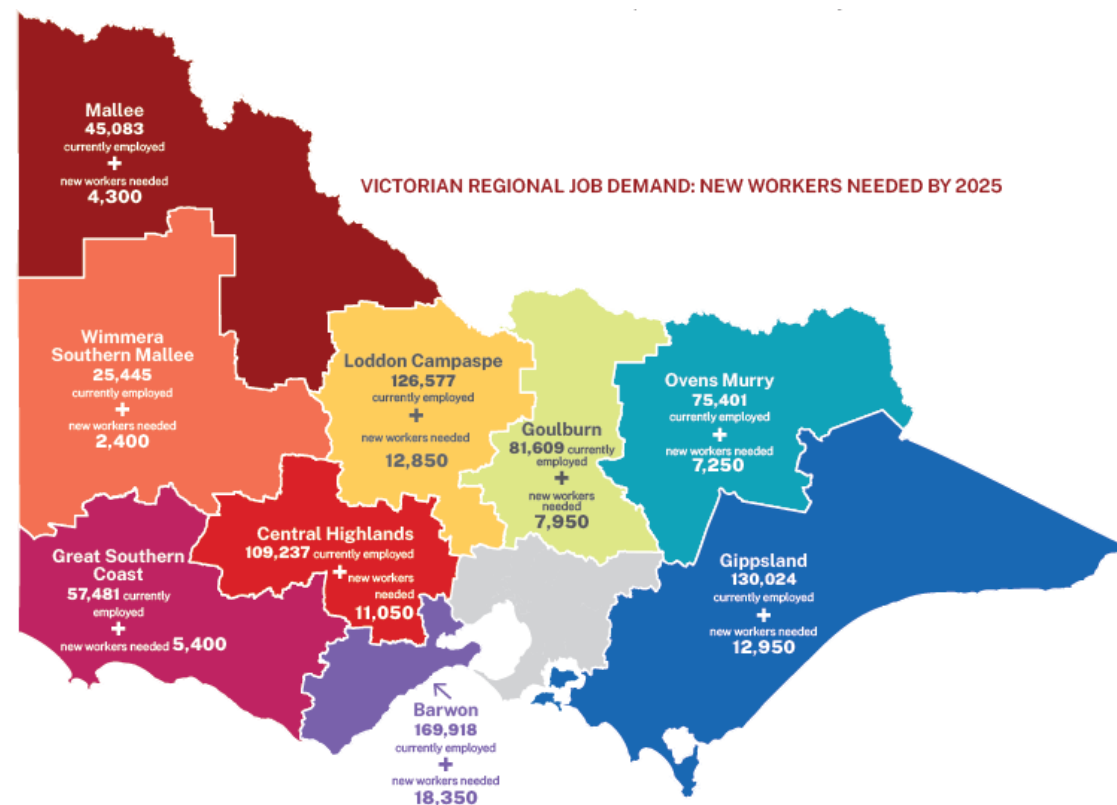
# The Victorian Skills Plan

Developed in collaboration with industry, learners, education providers, government and community, the VSP will act as a dynamic, transparent roadmap detailing Victoria-wide skilling challenges and way forward across three chapters

PURPOSE		KEY ELEMENTS		STRUCTURE	
<ol style="list-style-type: none"> <li><b>Define</b> current and emerging skill needs</li> <li><b>Prioritise</b> focus areas for post-school education and training in Victoria</li> <li><b>Communicate</b> to the community opportunities for education and training</li> <li><b>Align</b> priorities across Industry and Government to support improved outcomes for all Victorians</li> </ol>		<ol style="list-style-type: none"> <li>Detail demand by occupation, both current and with a three-year forecast</li> <li>Provide State-wide demand and regional breakdowns (nine regions, single metro)</li> <li>Canvas emerging and future occupations, and dynamically assess trends within existing occupations</li> <li>Deliver deep dives into key areas: the Clean Economy, Care Economy, Digital, Gender, Inclusion and Participation</li> <li>Identify immediate and medium-term skilling issues for dedicated focus</li> </ol>		<p><b>Main report</b></p> <ol style="list-style-type: none"> <li>Purpose</li> <li>State of the Victorian labour market</li> <li>Workforce priorities</li> <li>Skilling priorities</li> <li>The way forward</li> <li>VSA insights: covering key issues such as future skills, industry, digital economy, regional Victoria, inclusive workforce and participation, and gender equality.</li> </ol> <p><b>Occupation and skills needs</b></p> <ol style="list-style-type: none"> <li>Dashboard of current and forecast demand and skills needs for all occupations</li> <li>Associated detail to support HES and OTCD provisioning</li> </ol>	
PRODUCTS					
Main report and plan		Industry profiles		Regional snapshots	
Government priorities		Regional Skills Demand Profiles		Victorian Employ Skills Survey findings	
Employment and skills demand dashboard		Future training requirements dashboard			

## The Victorian Skills Plan has a strong regional focus

- › Victorian Skills Plan acknowledges the unique place-based opportunities and challenges faced by regional Victoria in rebuilding their industries and communities after the disruption of the COVID pandemic.
- › Workforce challenges are most acute in regional areas. Changing demographics are putting pressure on local services, while skills shortages can hamper local industry growth.
- › Regional Victoria represents over a fifth of the State's total workforce and an additional 82,400 workers will be needed up to 2025 to meet regional workforce demands.
- › The Victorian Skills Plan will be complemented by regional snapshots and Regional Skills Demand Profiles.



# Victorian Skills Plan – selected focus areas

## Clean Economy

- › Acknowledge in the Victorian Skills Plan the need for new skills and capabilities to enable the state to achieve its target of net zero emissions by 2050.
- › The Clean Economy Workforce Strategy, due for completion in late 2022, will outline priorities for schooling, education and training to empower businesses, workers and households to take up the de-carbonisation challenge.

## Future Skills

- Work with key partners to establish skills Labs that bring together various entities to design new skills and new approaches to teaching and learning.
- Think of new approaches to VET qualifications that support future skills.

## Placements

- › Work with industry to improve the availability of placements to attract more workers, especially in regional areas.
- › Explore how technology can enable new placement models that are more flexible.

## Inclusion

- Promote an inclusive skills system that equips all Victorians with the skills to meet future workforce needs across industries and regions and improve outcomes for Victorians experiencing disadvantage.

# Key strategic responses

## Increase labour force participation

- Underutilised groups and people outside of the labour force

## Increase flow of workers through migration

- Meet current, emerging and future skills need

## Support firm productivity

- For example, digital skills and capability

## Facilitate labour market mobility

- Greater flexibility and ability to respond

## Skillsets to support re-skilling and up-skilling

- A Victorian community that can drive growth and prosperity

## Improve efficiency in the skills system

- Better alignment of skills delivery against demand
- Better quality and relevance of training

## Plan for future skills

- Improved workforce planning e.g. clean economy