

Executive Summary

Background

A skilled labour force is one of the pre-conditions for sustainable economic development, and there are strong broader social and community benefits to be gained by developing a more fully employed and engaged workforce. Many other local government areas around Tasmania have undertaken workforce planning for their regions. On the strength of those precedents, the Circular Head Council and its key stakeholders in industry, education and training – the Circular Head Education and Training Consultative Committee is committed to advance workforce planning for the region.

Project Objectives

CHETCC and Council established the following specific project objectives:

1. Better linkage of regional workforce planning to regional economic development.
2. Improved collaboration and dialogue between industries and regional bodies.
3. Finding ways to achieve a better connection between jobs seekers, the needs of employers and the education sector.
4. Improved employment outcomes and participation for disadvantaged members of the Circular Head community.

The study worked through a structured process with high levels of stakeholder engagement in order to address **Steps 1 and 2** of the approach shown below..

Step 1: Regional workforce understanding

- What is the region's current workforce capability and capacity?
- What workforce capability and capacity is required to meet the future needs of the region?

Step 2: Regional workforce development planning

- What workforce development activities are needed to address the workforce capability and capacity gaps?

Step 3: Regional workforce development implementation

- Implement initiatives that aim to better meet workforce development needs by:
 - Increasing attraction & retention of skilled labour
 - Increasing participation of local people
 - Increasing qualifications and skills
 - Pursuing other regional attraction measures

Industries in focus

The study has focussed on industries of key significance to Circular Head and Tasmania more broadly. A broad consultative process was undertaken to understand their current workforce challenges and growth prospects.

Step 3 will now require collective community effort to look at the findings and actions and prioritise strategies going forward.

More information is available in the more detailed Workforce Planning Study documents - Headlines and Action Plan, Volume 1 and Volume 2- Data Pack.



Headlines



Circular Head's social and economic indicators point to some strengths, weakness, opportunities and threats. Key concerns are an ageing and stable population of around 8,000, under employment and lower participation. Many younger people leave the region to pursue education, jobs and lifestyle opportunities.



Some of the strengths include low unemployment, many workers living and working in the region and some signs of improving trends in education attainment. Output has grown over the last 20 years and the region is well served by its schools, trade training centres and a new Study Centre.



Around 3,900 workers is the starting point for this study. Labour force estimates and consultations indicate there is a serious shortage of up to 300 or more workers both now and over the next few years. Workforce challenges exist across all the key growth sectors, especially ageing workers, low core employability skills and access to training.



Circular Head is not alone with many other regions experiencing shortages in occupations such as nursing and care, most trades (plumbers, electricians etc.), plant operators and cookery. Many employers indicated they would consider anyone with a 'work ethic' and train them on the job.



There are also some broader regional challenges facing Circular Head. Housing supply is a key issue, along with access to child care, health care and community services. These issues are affecting workforce attraction to the region, and so some innovative responses will be needed that go beyond the usual remit of a Jobs Hub.



Four broad themes have emerged that require attention by a wide range of stakeholders across industry, education and government. The new Jobs Hub can play a lead role but can't succeed without widespread support. Circular Head has the opportunity to be a strong voice at the table.

Findings and Actions

The workforce planning study has found that four broad themes have emerged that all require attention, both short and longer term. These themes extend beyond previous workforce planning studies to include other elements of broader economic development that have presented as barriers to meeting the region's workforce needs.

Theme #1: Pursue skill development & job recruitment initiatives

The Circular Head region is facing a range of immediate workforce shortage challenges and skill deficiencies across many industries that require urgent attention. Circular Head should focus on these initiatives.

- 1.1. Focus on pre-employment training and related support services that address barriers
- 1.2. Activate local job matching services to meet immediate needs
- 1.3. Pursue grants & incentives available to support job seekers and employers
- 1.4. Unlock the resources in the long term unemployed and under employed cohorts
- 1.5. Look to ongoing immigration programs to augment the local workforce

Theme # 2: Strengthen the link between industry needs & education pathways

The disconnect between the outputs of the education system and the needs of employers is a common issue across Tasmania. Further work is therefore required across government and with stakeholders to close those gaps.

- 2.1. Continue to develop partnerships between the education sector and industries in the region
- 2.2. Influence educational pathways to meet current needs and future work direction

Theme #3: Pursue broader economic development measures

The Circular Head region, like many others in Tasmania, is facing a wide and complex range of broader demographic, social and economic development challenges. These will also need to be addressed in order to attract and retain a sustainable workforce.

- 3.1 Progress a broad based settlement strategy to address key community development and growth priorities for Circular Head, with a focus on housing
- 3.2. Continue to implement economic development initiatives to drive growth in sectors of comparative advantage

Theme #4: Embrace and embed a Jobs Hub into the Jobs Tasmania network

A Jobs Tasmanian local network will inevitably be formed in the North West with a link to Circular Head, and so the region should be prepared for a Jobs Hub to become an integral part of the region's workforce support system

- 4.1. Establish and position Circular Head within the context of a North West Jobs Tasmania Network
- 4.2. Engage with employers and industry bodies to continuously understand their workforce needs
- 4.3. Solidify the Job's Hub's role in the training and employment 'system'

First Priorities

Top Priorities/ Actions

- Unlock labour - from underemployment, participation and other areas (geographical) with housing & without housing
- 'Taste' careers
- Clearly define pathways and skill-sets for priority roles
- Jobs hub - meet with burnieworks
- Jobs fair
- Identify social needs
- Kinaesthetic learners
- Employment/ open to work pledge
- Develop & frame models for pre-employment

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