



**Australian Workforce  
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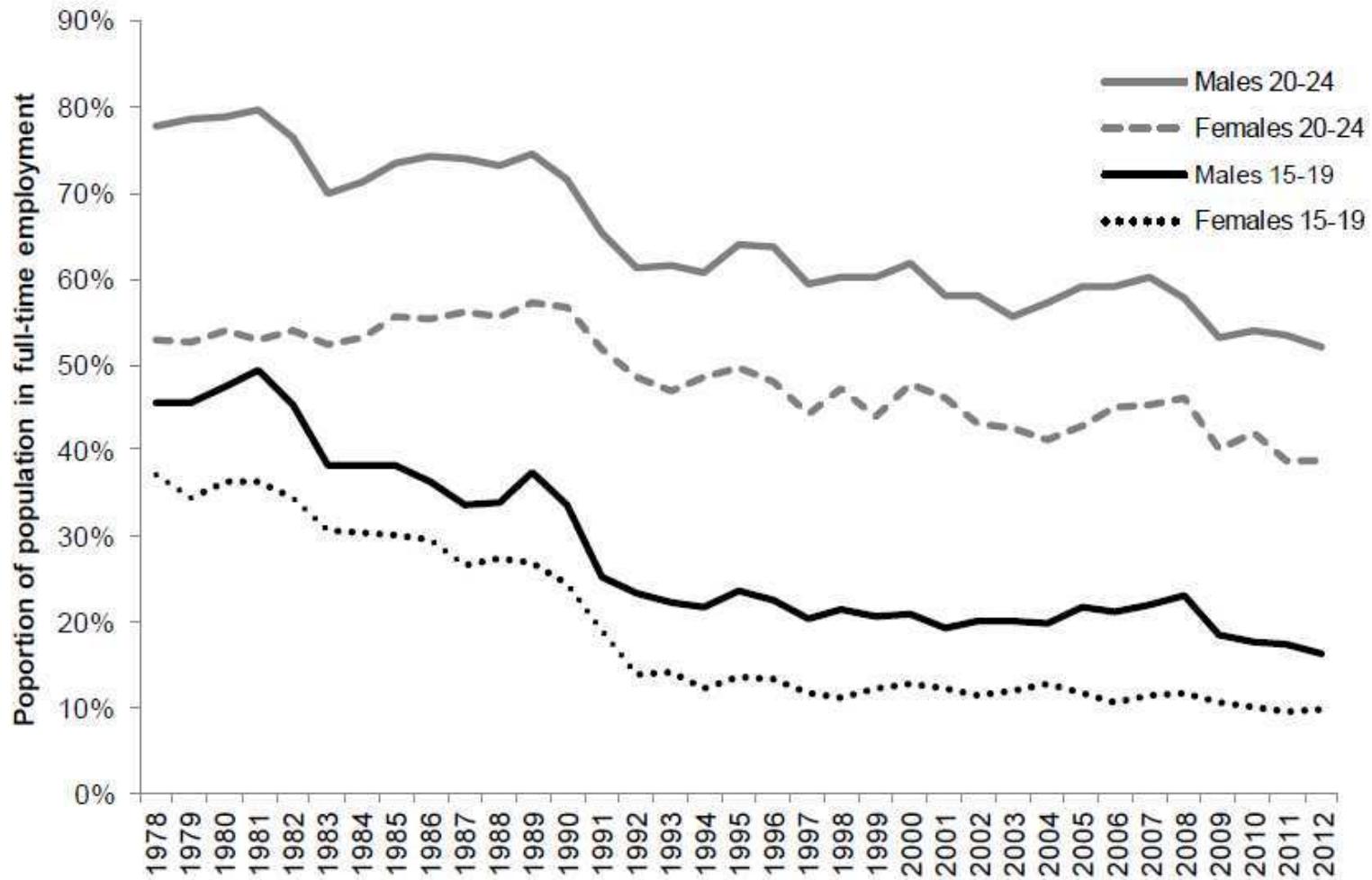
# Youth transitions in Australia and their relationship with the Retail, Resources and ICT Industry Sectors

**Robin Shreeve**  
CEO AWPA

December 2013

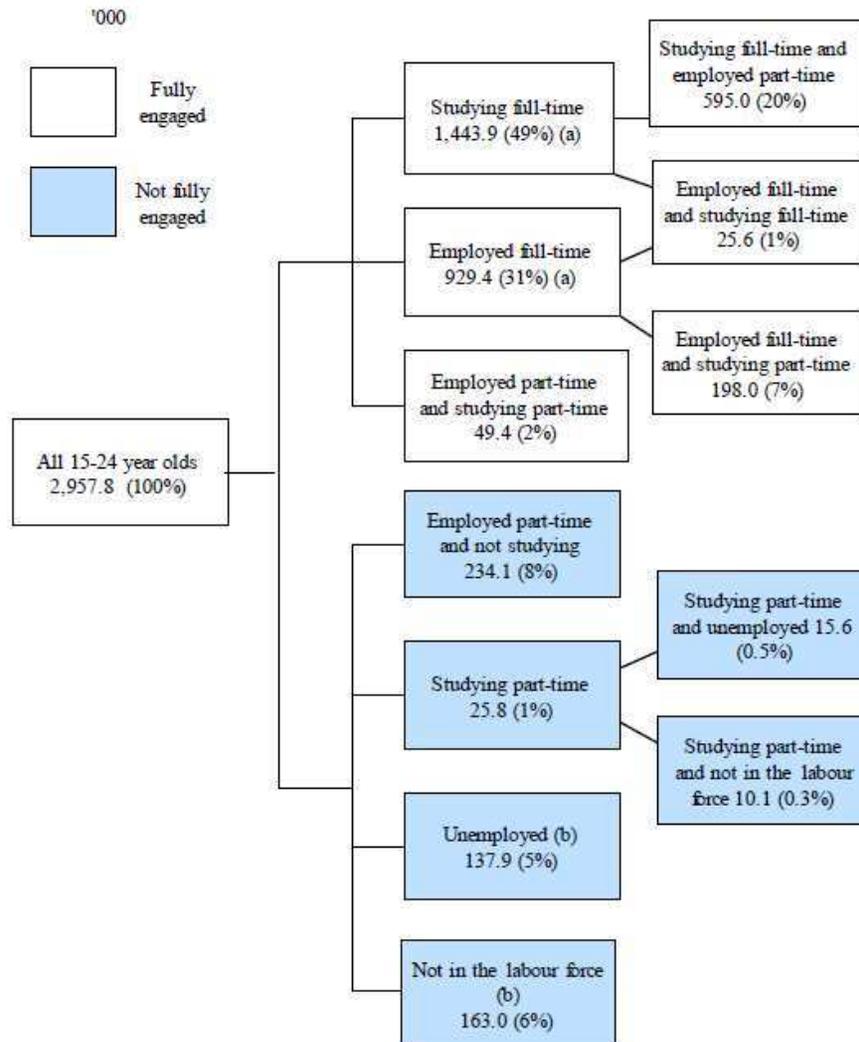
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**Figure 3 Proportion of youth population in full-time employment, by gender and age**

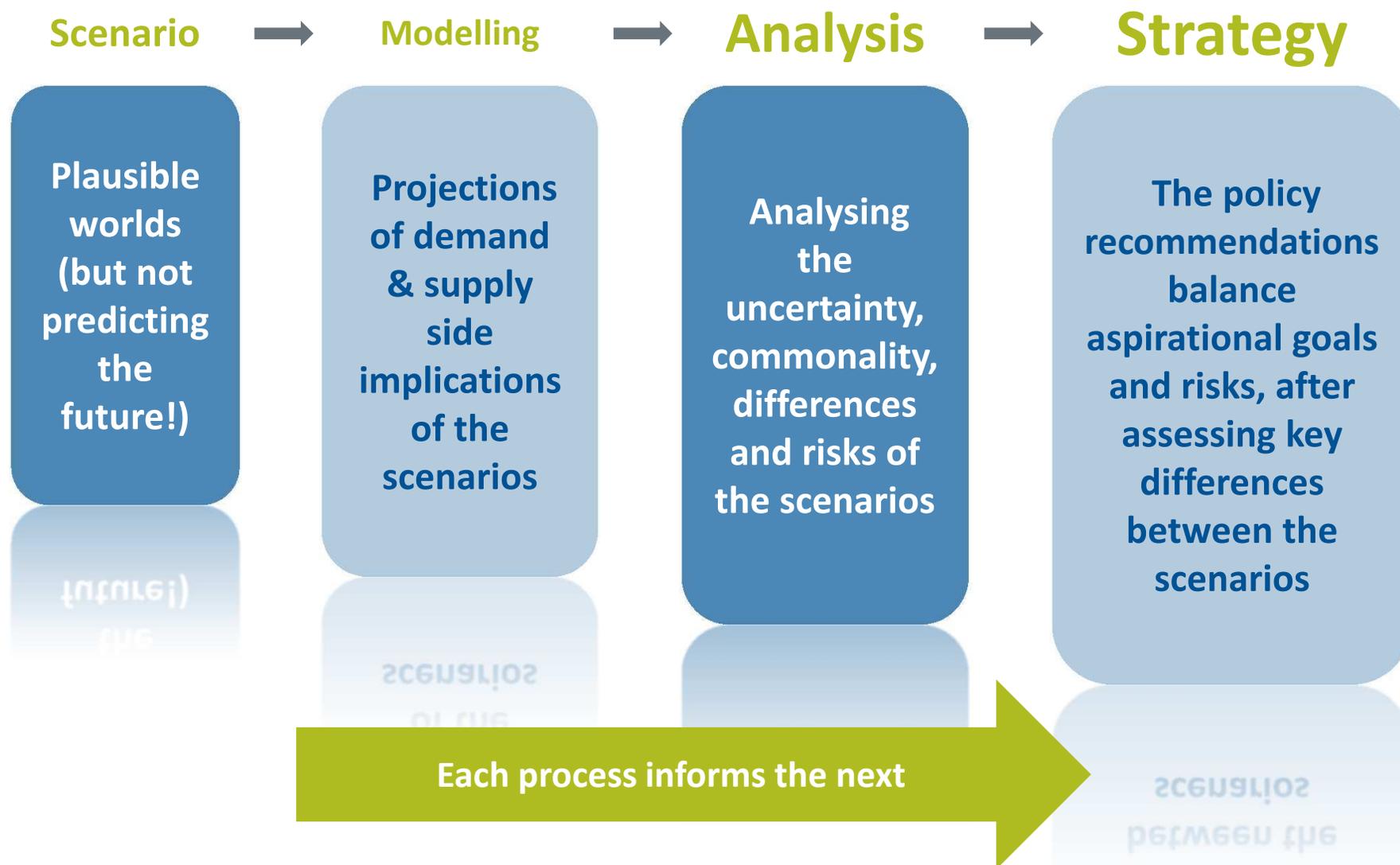


Source: ABS Cat no 6291.1.0.55.001, Labour force, Australia, detailed – electronic delivery, May 2012. Data shown for May 1978 – 2012.

## Young people aged 15-24 years, engagement in education and the labour force – May 2009



# Approach to the 2013 strategy



# Australia will need a more highly skilled and qualified workforce

Total qualifications held by persons employed, unemployed and not in the labour force, by scenario and qualification level ('000)

Qualification held	2011	2025 ('000)				Average annual change 2011–25 (%)			
		Long boom	Smart recovery	Terms of trade shock	Ring of fire	Long boom	Smart recovery	Terms of trade shock	Ring of fire
Postgraduate	1,588.0	3,104.7	2,714.9	2,941.4	2,187.5	4.9	3.9	4.5	2.3
Undergraduate	4,126.3	7,256.9	6,475.3	6,877.5	5,435.7	4.1	3.3	3.7	2
Advanced diploma/Diploma	2,299.5	3,842.3	3,428.2	3,632.4	2,920.1	3.7	2.9	3.3	1.7
Certificate III & IV	3,597.6	6,195.8	5,323.0	5,671.9	4,441.9	4	2.8	3.3	1.5
Certificate I & II	1,563.1	2,079.2	1,914.9	1,961.2	1,774.6	2.1	1.5	1.6	0.9
<b>Total</b>	<b>13,174.6</b>	<b>22,479.0</b>	<b>19,856.4</b>	<b>21,084.5</b>	<b>16,759.8</b>	<b>3.9</b>	<b>3</b>	<b>3.4</b>	<b>1.7</b>

Derived from Deloitte Access Economics, 2012, *Economic modelling of skills demand and supply*, Tables 5.10–5.17.

# Role of Industry



- contributes to training policies and priorities through Industry Skills Councils
- consulted during the development of occupational standards and qualifications
- represented on the AQFC and NSSC
- provide feedback to regulators to inform RTO risk assessments and audits

# Education matters to participation

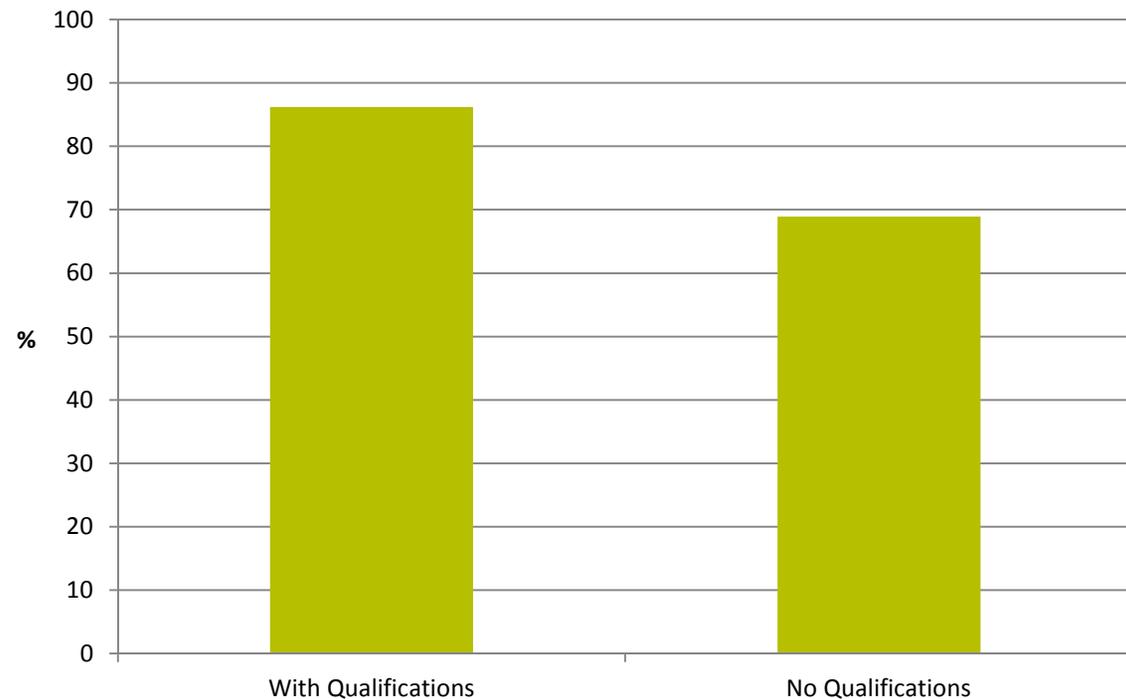
## Older workers

- *Increasingly, mature-aged people are participating in work, particularly in professional occupations.*

## Young workers

- *In January 2012, 26.8% of teenagers of working age were neither working nor engaged in full-time learning.*

People with non-school qualifications are more likely to be in the labour force



Source: ABS 6227.0 Education and Work, Australia, May 2011 (aged 15-64 years).

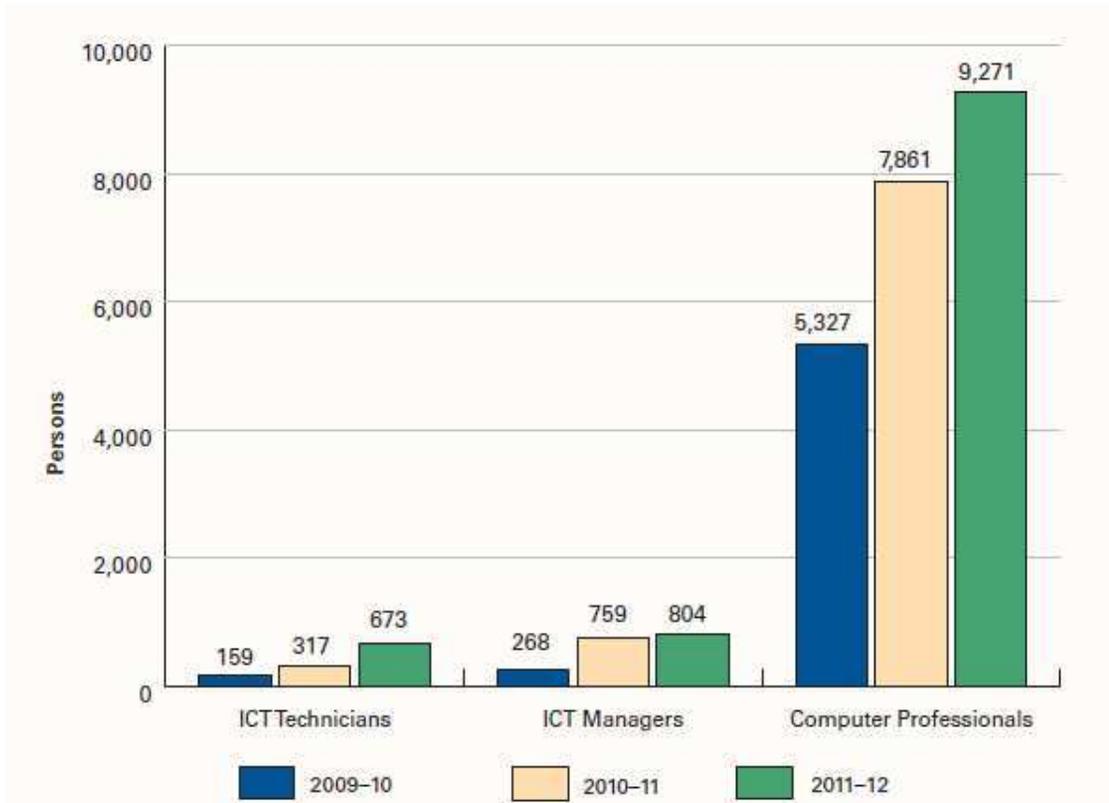


# ICT workforce study

July 2013

# The data picture - temporary migration

Number of primary subclass 457 visa applications granted for selected ICT workers



Source: Department of Immigration and Citizenship data, 2012.



# No skill? No goldmine

Amy Wilson-Chapman Business Reporter | The Sunday Times | June 23, 2012 5:00pm

73 comments

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Driving a truck like this isn't as easy as most people think. Picture: Supplied

MINING chief Mike Young says workers are living in "la-la land" if they think they can land a lucrative job without experience.

The BC Iron managing director said he was always meeting people who thought they could fly into a mine site with no trade, ticket or experience.

# Skills vs experience gap?

**Project Manager** - A demonstrated track record in project management for Construction Projects to the value of \$30M or over, **with a minimum of 10 years experience to support this.** Must hold a professional qualification in Construction.

**Structural Engineer** - Demonstrated track record in structural engineering for construction projects, (26 levels and upwards) **with a minimum of 10 years experience to support this.** Must hold a professional qualification in Structural Engineering.

**Site Manager** - Knowledge and experience in Site Management for low level construction projects, \$10M-\$40M. Must have excellent communication skills, and **a minimum of seven year's experience within the construction industry**

**Senior Site Manager** - Must have substantial knowledge and experience in Site Management for high rise construction projects, (15 levels and upwards) to the value of \$40M, knowledge and experience in Occupational Health & Safety regulations, and excellent communication skills. **A minimum of eight years experience and a tertiary qualification is required.**

# The retail pathway.....



# WORK INTEGRATED LEARNING



## Developing the workforce of the future

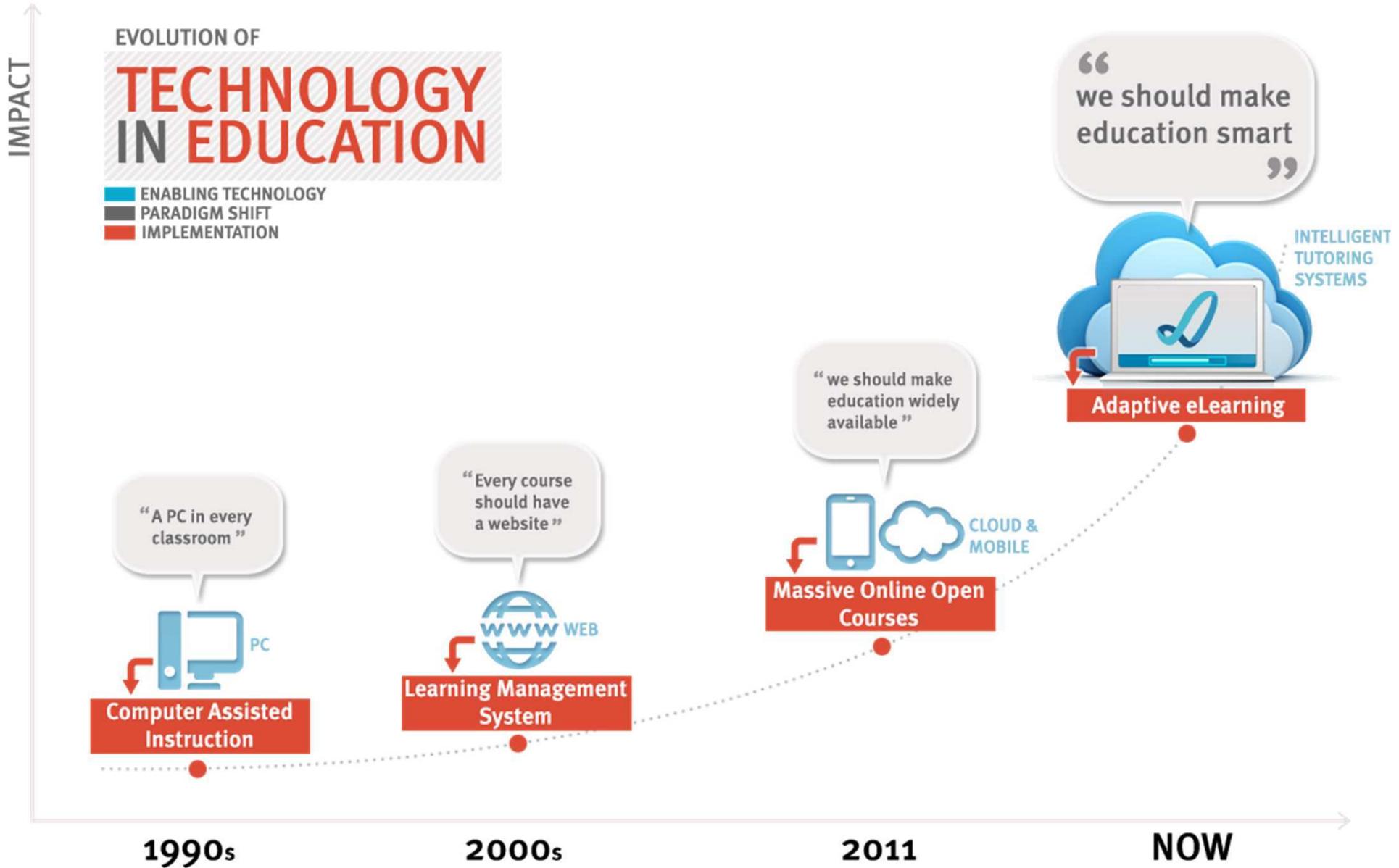
Employers participating in work integrated learning programs find the benefits run both ways.

Work integrated learning (WIL) provides opportunities for higher education students to apply the theory and skills they learn at university in a workplace. For students, the experience is invaluable and plays an important role in their preparation for the work force. For employers, the experience goes beyond altruistic outcomes; the student can – and often does – add demonstrable value to workplaces in small, medium and large businesses.

## Key benefits of WIL for employers

Recruitment pathway | Flexible options | Partnerships with Universities  
Workplace-ready graduate | Return on investment | Fresh ideas and approaches







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Thank you