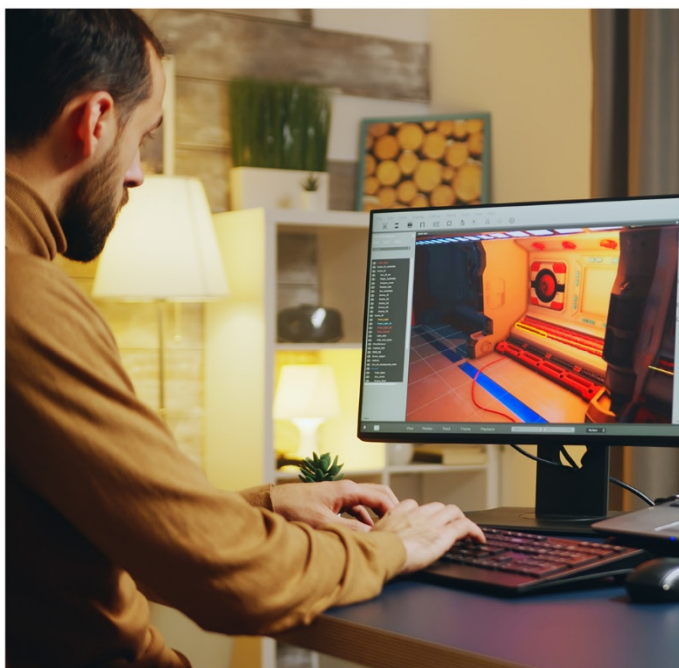


# Snapshot of Training Needs

A snapshot of current funding priorities for Skills Tasmania's contestable grant funding programs.



# Snapshot of Training Needs

This Snapshot of Training Needs summarises some of what Skills Tasmania has heard from stakeholders regarding context and current priorities for subsidised Vocational Education and Training in Tasmania. Skills Tasmania will use this Snapshot as a reference when assessing applications for contestable training programs. The Snapshot is not comprehensive and further context and priorities are expected to be identified through individual funding applications.

1. The **building, construction and infrastructure** sector in Tasmania has projected that \$16 billion worth of public and private projects and 30,000 homes will be built in the next decade. In addition, the Infrastructure Pipeline has forecast \$27.38 billion of infrastructure investment in Tasmania over the next 10 years.<sup>i</sup> The building and construction workforce is predicted to grow significantly over the next four years. There is also a focus on encouraging inclusion and diversity, particularly women in the construction industry. The industry is a crucial employer of young people and people transitioning back into the workforce, highlighting the importance of pathway training that prepares people to work on construction sites.
  - In the year to February 2023, 2,100 workers entered the industry who were previously not employed.<sup>ii</sup>
  - Most workers in building and construction are either studying or already have relevant qualifications. 28 per cent of young workers employed in building and construction hold a relevant qualification, which is high when compared to other industries.<sup>iii</sup>
2. The **community services and health industry** is currently experiencing the fastest employment growth of all industries in Australia. It is projected that Tasmania's community services sector will continue to grow significantly. Currently, at least 50 per cent of educators in early education centres must be qualified at Diploma level or higher, all other educators must be qualified at Certificate III level. Demand continues for the recently updated Certificate III in Individual Support with dual specialisations of aged care and disability, which recognises common skills across sub-sectors and provides greater flexibility for workers.
  - The most significant occupations in this industry in Tasmania are aged and disabled carers (7,243 persons), registered nurses (5,847 persons), nursing support and personal care workers (2,476 persons) and child carers (1,576 persons).<sup>iii</sup>
  - Jobs and Skills Australia has projected 15.8 per cent employment growth in health care and social assistance in the five years to November 2026.<sup>v</sup>
3. The **information, communication and technology sector** is experiencing significant growth across the sector with technical skill gaps emerging in multiple areas. Skills and training in cyber security, cloud computing and user experience design are significant needs across the economy.
  - Jobs and Skills Australia has reported that nationally ICT Managers and Software Applications Programmers have some of the highest occupation growth, with 8,400 employment increase for each since May 2022.<sup>iv</sup>
  - The number of ICT professionals is anticipated to grow by 26.3 per cent in the five years to November 2026.<sup>v</sup>
4. The **Tasmanian energy sector** is investing heavily in decarbonisation and renewable energy sources with projects such as Battery of the Nation and Project Marinus along with the establishment of Tasmania's Green Hydrogen Hub. The potential for onshore and offshore wind farms and electric vehicle programs has presented Tasmania with a unique opportunity for growth in the renewable energy sector.

- Jobs and Skills Australia reported that nationally electricians had amongst the highest growth of all occupations, with a 7,500 employment increase since May 2022.<sup>iv</sup>
  - Energy sector roles are highly productive, with an average \$197,866 in average productivity output per worker in 2021-22.<sup>vi</sup>
5. The **transport and logistics sector** is a key player in the Tasmanian economy, facilitating growth and exports in the sectors of construction, agriculture and aquaculture. The industry is experiencing considerable workforce challenges such as an ageing workforce, a shortage of heavy vehicle drivers and limited access to local training and education providers.
- The Transport and Logistics industry has one of the oldest workforces within Tasmanian industries, with an estimated 45 per cent of workers 50 or over. Only 22 per cent of the workforce is female.<sup>iii</sup>
6. The **tourism and hospitality sector** is experiencing significant growth and has high needs for training in job readiness and industry leadership. The current market presents opportunities for investment in dynamic and responsive training programs that meet the needs of this diverse industry. This is an important industry for young people entering the workforce. An immediate training need for certain food services, caterers and retail businesses will be created by the need to appoint at least one appropriately trained Food Safety Supervisor from December 2023.<sup>vii</sup>
- 5,500 workers entered the industry who were previously not employed (in the year to February 2023).<sup>ii</sup>
  - Job vacancy fill rates suggest that there are strong fields of applicants for roles, with 61 per cent of positions filled for food trades and 59 per cent for hospitality services roles. There is a high number of qualified applicants in hospitality, with 8.8 qualified applicants per role advertised.<sup>viii</sup>
7. Continued access to a highly skilled and flexible workforce is a strategic priority for the **mining and minerals industry**. Digital and smart technologies are playing a critical role in product and service design along with production and downstream processes. Simulators are also critical and have proven their investment not only in the training of workers, but also in attracting younger workers into the industry.
8. The **automotive sector** is a key part of the energy transition, requiring new skills and training in renewables and electric vehicle servicing and maintenance.
9. Tasmania's **agriculture industry** is highly diversified in terms of the range of products and regional locations. Innovative training development and delivery will be important in enabling the sector to meet its particular skills needs. Supporting and maintaining high productivity will require a highly skilled workforce that is proficient with new technologies, including automation, remote sensing and drones.
- Employment in the agriculture, forestry and fishing sector is projected to grow by 5.1 per cent in the five years to 2026.<sup>v</sup>
  - The agriculture, forestry and fishing sector has the fourth highest level of productivity amongst industries in Tasmania, reflected in the demand for highly skilled staff, with an average \$271,577 in average output per worker in 2021-22.<sup>vi</sup>
10. The Tasmanian **forestry sector** encompasses native forest and plantation resource (softwood and hardwood), and the production of logs, woodchips, hardwood and softwood sawn timber, pulp and paper, veneer, fuel wood and other wood products. The forestry industry continues to experience shortages of new workers and a contributing factor to this is limited access to training and training providers.

11. The **seafood industry** is committed to building economically successful, environmentally responsible, socially beneficial and sustainable businesses. A key strategic pathway for the sector is to build a diverse and skilled workforce and to improve the capacity, capability and professionalism of new workforce entrants. The regional and remote location of much of the work undertaken in the aquaculture sector presents challenges in attracting and retaining workers, particularly when expansion requires an immediate increase in the number of workers. Given the physical nature of the work and challenging conditions working on the water, it can also be difficult attracting people to specific roles. Another key issue is low levels of language, literacy and numeracy skills in the workforce and the increasing demand for digital literacy skills as the sector increases its use of technology and automation.
12. **Advanced manufacturing** supports numerous supply chains throughout Tasmania, underpinning thousands of jobs in other sectors including services and primary production. Agile and innovative training programs are needed to ensure the sector has the skilled people to manage current and rapidly emerging technological changes.
- The most significant occupations in Tasmania are food and drink factory workers (1,146 persons), structural steel and welding trades workers (1,029 persons), metal fitters and machinists (561 workers) and production managers (534 persons).<sup>iii</sup>
  - The fill rate for engineering, ICT and science technicians was 76 per cent.<sup>viii</sup>
13. Feedback from industry and from training providers identifies issues with **attracting and retaining vocational trainers and assessors**. There is demand in many industries to increase the quality and quantity of supervisors and trainers, including an opportunity for more people from industry working as trainers in a part-time or casual capacity. The Australian Government is proposing changes to current Registered Training Organisation (RTO) Standards to increase flexibility and broaden the workforce pool available to RTOs.
14. **Pre-employment and work readiness skills** remain a priority. Language, literacy, numeracy and digital literacy are required, particularly for jobseekers or those wanting to change careers at entry level, as are basic safety and general entry-level skills. RTOs are encouraged to work collaboratively with the Tasmanian Government's Jobs Hubs to identify specific learner cohorts and their needs.
15. Training for Tasmanians living in **regional and remote communities** remains a priority. This includes supporting school leavers who want to train and work in their home region, as well as older workers who may need to upskill or reskill in response to emerging job opportunities in regions.

The Snapshot of Training Needs is intended as a reference for RTOs applying for contestable funding programs. It will be updated as needed.

Important: this document does not override any requirements set out in Grant Program Guidelines or Frequently Asked Questions. Please refer to these documents when applying for funding.

## Other sources of information

[Skills Tasmania Website](#) – includes information for RTOs about funding opportunities, access to Guidelines, FAQ documents and application forms.

[Regional Enrolments Data Tool](#) – a graphical overview of government-funded enrolments in vocational education and training within Tasmania by local government area.

Industry Skills Compacts – agreements between industry bodies and government that support stronger collaborative partnerships between participants in the training and workforce development system.

[Skills Tasmania Grant Program Release Schedule 2023-24](#) – when contestable grant programs will be released.

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<sup>i</sup> [Tasmanian 10 Year Infrastructure Pipeline](#)

<sup>ii</sup> Australian Bureau of Statistics 6223.0 Job Mobility, February 2023

<sup>iii</sup> 2021 Census

<sup>iv</sup> [Jobs and Skills Australia, Labour Market Update – September 2023](#)

<sup>v</sup> Jobs and Skills Australia (formerly National Skills Commission), [2021 NSC Employment Projections](#)

<sup>vi</sup> [Economy.id](#)

<sup>vii</sup> Tasmanian Department of Health, Food safety supervisor, <https://www.health.tas.gov.au/health-topics/food-safety/food-safety-businesses-and-community-organisations/food-safety-supervisor>

<sup>viii</sup> [Jobs and Skills Australia, Skills Shortage Quarterly – June 2023](#)



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