WA Workforce Strategy – on a page

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Workforce challenges

- Workforce supply
- Competition for skills
- Attraction and retention
- Training system capacity
- Workforce pipelines
- Upskilling and reskilling
- Participation barriers
- Regional workforce challenges
- Specialist occupations

Addressing the challenge

01 Explore opportunities to leverage government infrastructure projects to scale apprenticeships

02 Explore opportunities to leverage Government Trading Enterprises to scale apprenticeships

03 Target government incentives to scale apprenticeships

04 Establish a Clean Energy Skills Hub

05 Explore options to grow defence industry skills and training opportunities through partnerships with the Commonwealth Government and industry

Grow apprenticeships

Grow training capacity

TAFE and training

Action 1: Deliver TAFE and training infrastructure commitments to expand training in priority industries

Action 2: Enhance apprenticeship training through innovative training delivery models and expanding TAFE-industry partnerships to grow training capacity

Action 3: Expand initiatives to grow the TAFE lecturing workforce through industry partnerships, regional trainer models and enhanced digital systems to meet training and assessment regulatory requirements

Action 4: Expand digital and technology training options to support skilling, reskilling and upskilling and enable the workforce to keep pace with rapid technology changes

Career promotion and pathways

Action 5: Increase promotion of career, education and training pathways in priority industry areas

Action 6: Leverage the Defence Industry VET Steps to Uni explorer to expand promotion across all TAFE-university pathways

Action 7: Consider expansion of the Collie job matching app to enhance services across the statewide network of Jobs and Skills Centres

Senior secondary pathways

Action: 8: Continue delivery of the Career Taster Program to increase industry experiences and early career information for secondary students in priority industries

Action 9: Continue supporting participation of senior secondary students through industry-endorsed VET pathways leading to apprenticeships, training and employment in priority industries

Action 10: Expand use of existing school-based trade training centres for industry endorsed pre-apprenticeships and apprenticeship delivery

Increasing workforce participation

Action 11: Continue supporting small and medium enterprises to employ apprentices and trainees in priority industries through the WA Group Training Program

Action 12: Explore opportunities to improve access to foundation skills support to help more people from priority cohorts to access training and employment pathways

Skilled migration

Action 13: Prioritise State skilled migration settings with immediate workforce demand

Action 14: Support skills recognition and coordinate licensing pathways for migrants to gain skilled employment

Action 15: Advocate for Commonwealth migration policy settings to meet Western Australia's skills needs

Clean energy

Action 16: Explore opportunities to leverage government infrastructure investment and employer incentives to grow the clean energy trades workforce (leverage key strategies 1, 2 and 3)

Action 17: Consider employer incentives and supports to increase women in electrical pre-apprenticeships and apprenticeships (leverage key strategy 3)

Action 18: Expand the Clean Energy Skills National Centre of Excellence in the Pilbara to rapidly grow a skilled clean energy workforce through industry and community partnerships and leveraging the Midland Clean Energy Skills Hub

Building and construction

Action 19: Consider opportunities to leverage government infrastructure and maintenance investment and employer incentives to grow the building and construction trades workforce (leverage key strategies 1, 2, and 3)

Action 20: Increase attraction and retention of interstate workers and skilled migrants to increase the supply of skilled workers

Action 21: Grow existing worker traineeships to upskill workers transitioning to work in the building and construction industry

Action 22: Target employer support provided by the Construction Training Fund to support small and medium enterprises to improve workplace culture and increase workforce diversity

Defence

Action 23: Consider defence-specific employer incentive settings to ensure a defence-ready trades workforce (leverage key strategy 3)

Action 24: Grow existing worker traineeships for defence trades to upskill workers transitioning to work in the defence industry

Action 25: Grow TAFE- University Diploma pathways to attract students to work in the defence sector (leverage career pathways and promotions)

Advanced manufacturing

Action 26: Grow the advanced manufacturing trades workforce (leverage key strategies 2 and 3)

Action 27: Upskill existing workers transitioning from other industries through existing worker traineeships, work integrated learning and TAFE-industry partnerships

Action 28: Grow TAFE-University Diploma pathways to attract students to the advanced manufacturing sector (leverage career pathways and promotions)

Action 29: Innovate training through industry partnerships to upskill workers

Care

Action 30: Adjust existing worker incentive and program eligibility settings to increase worker attraction and retention through work integrated learning, student work placements, skills recognition and workforce pathways across health, aged care and disability settings

Action 31: Prioritise training and investment to employment pathways to grow the workforce, including through stackable-entry level training and enterprise training aligned with care sector employment and service delivery models

Tourism and hospitality

Action 32: Promote diverse tourism and hospitality job opportunities to attract workers to the industry in seasonal peaks, particularly in the regions (leverage career pathways and promotions)

Action 33: Explore opportunities to partner with the Aboriginal tourism and hospitality sector to develop training and workforce initiatives (embedded in the Closing the Gap strategic response)

Action 34: Explore opportunities to target training to upskill workers for small business operators in high-growth regional tourism areas (embedded in TAFE and training and regions responses)

Closing the Gap

Action 35: Strengthen capability, sustainability and growth of Aboriginal Community Controlled and First Nations-owned RTOs to increase training and employment outcomes for Aboriginal people

Action 36: Develop an Aboriginal VET Partnership to enable shared decision-making between Aboriginal organisations and government to shape VET policy, priorities, investment and system transformation to strengthen training and employment pathways

Action 37: With CASWA and AHCWA, partner with the Indigenous Centre of Vocational Excellence to identify culturally appropriate skills and training priorities and guide system responses to ensure training is connected to workforce requirements of the community-controlled sector and sustainable employment outcomes for Aboriginal people

Regions

Action 38: Enhance regional workforce planning to drive regional education, training and workforce development opportunities aligned to local industry priorities and economic development objectives

Action 39: Expand partnerships between TAFEs, universities, industry and regional stakeholders to strengthen workforce pathways for regional students (embedded in career pathways and promotions)

Action 40: Leverage government infrastructure investment to grow regional apprenticeships and traineeships (embedded in key strategy 2)