

JOBS TASMANIA



Strategic Plan 2021-2024

Department of State Growth

Jobs Tasmania Strategic Plan 2021-2024

Our purpose

To work with and across governments, community, and business to increase employment outcomes, workforce participation and re-engagement with work, education or training for all Tasmanians.

Our values

We have the courage to make a difference through:

- Teamwork – our teams are diverse, caring and productive
- Respect – we are fair, trusting and appreciative
- Excellence – we take pride in our work and encourage new ideas to deliver public value
- Integrity – we are ethical and accountable in all we do.

The way we work

Jobs Tasmania will be:

- Solutions focused – we start with the outcome we want, and work back to find a way to deliver the results
- Evidenced – not anecdote-based decision making
- Patient – we listen, we relate, and we bring people along
- Transparent – we are clear and fair
- Informed – we know, or we know who knows, or we will find out
- Connected – we join the dots, share the knowledge and networks
- Collaborative – we work with stakeholders to understand, to improve practice and co-design solutions.

Operating context

State of the economy and the labour market

- The Tasmanian economy has been one of the strongest performing in the country.
- Labour and skill demand for key industries was high before COVID-19 but it has now been further exacerbated due to constraints on migrant supply and labour mobility more generally.

Premiers Economic and Social Recovery Advisory Council Final Report

- The Premier's Economic and Social Recovery Advisory Council (PESRAC) Report chapter on Job Services and associated recommendations provide the rationale and framework in which Jobs Tasmania and the local network of Regional Jobs Hubs has been created and will operate.
- The Premier's 2021 State of the State address and the 'Working Tasmania' announcements spell out other specific programs Jobs Tasmania needs to deliver.

Creating opportunities for particular cohorts

- Not all Tasmanians have had the opportunity to engage in Tasmania's economic recovery.
- Women, people with disability, migrants, Aboriginal Tasmanians, young people, and older Tasmanians all face a range of unique barriers to economic participation which is reflected in labour market data and contemporary media or as advocated by the various peaks.
- Jobs Tasmania has assumed responsibility for the objectives of the former Strategic Growth portfolio to work towards addressing these issues. Other Government policies, for example the Child and Youth Wellbeing Strategy, interface with Jobs Tasmania's objectives

Regional Tasmania

- On almost all labour market indicators, regional Tasmania is not performing to the same level as metro areas.
- The Employment Partnership: Jobs Action Package has demonstrated place-based interventions, supported with the right expertise and appropriate policy and programmatic responses, can begin to address some of these barriers.

Australian Government employment services system

- The Australian Government is ultimately responsible for the Employment Services System.
- PESRAC, business and community stakeholders have all expressed concern at the performance of the system over recent years.
- A new employment services system will be implemented on 1 July 2022 – its performance will have significant implications for Jobs Tasmania.

Tasmanian education and training system

- Education and training is a key lever for increasing labour market outcomes (including productivity).
- The Vocational Education and Training system, pathways from compulsory education, the Adult Learning Strategy interface directly with Jobs Tasmania's work program and objectives.

Our strategic priorities

WHAT WE WILL DELIVER	HOW WE WILL DELIVER
Regional Jobs Hub Network	<ul style="list-style-type: none"> • We will work with stakeholders to build capacity, share knowledge and continuously improve the Regional Jobs Hub model through the facilitation of a community of practice. • We will connect with local communities ensure their issues are reflected in design and deliver and we leverage what is already working. • We will ensure that Jobs Hubs are representative of their communities. • We will provide practical support through information sharing, data, systems and communications. • We will listen and try to support problem solving in and across Jobs Hubs. • We will facilitate the connection of local communities and service providers into and across the broader work of the Department of State Growth. • We will work with stakeholders to continue to support regional employment outcomes and improved labour force participation.
Employment and Participation Programs	<ul style="list-style-type: none"> • Programs will be designed to deliver public value and target market or government failure/gaps. • Opportunities to leverage and/or integrate with other Australian or State Government programs will be a feature of implementation. • Jobs Tasmania brand awareness will be built through our programs and communications about other supports available will be clear, targeted and accessible. • We will connect people to the right services and supports. • We will monitor, review, evaluate and redesign programs based on evidence. • We will be innovative in our thinking and always focussed on outcomes and impact. • We will be administratively simple, helpful and transparent in decision making.

Policy and Advocacy	<ul style="list-style-type: none"> • We will support the Minister for Skills, Training and Workforce Growth to advocate for changes to Australian Government policies and program design that is in the best interest of Tasmania. • We will work with Jobs Hubs, stakeholder groups and service providers we will identify systems failures and try to broker solutions. • We will be viewed by stakeholders as the authoritative point of contact in the Tasmania Government on all things employment. • We will use evidence and evaluation to assess impact.
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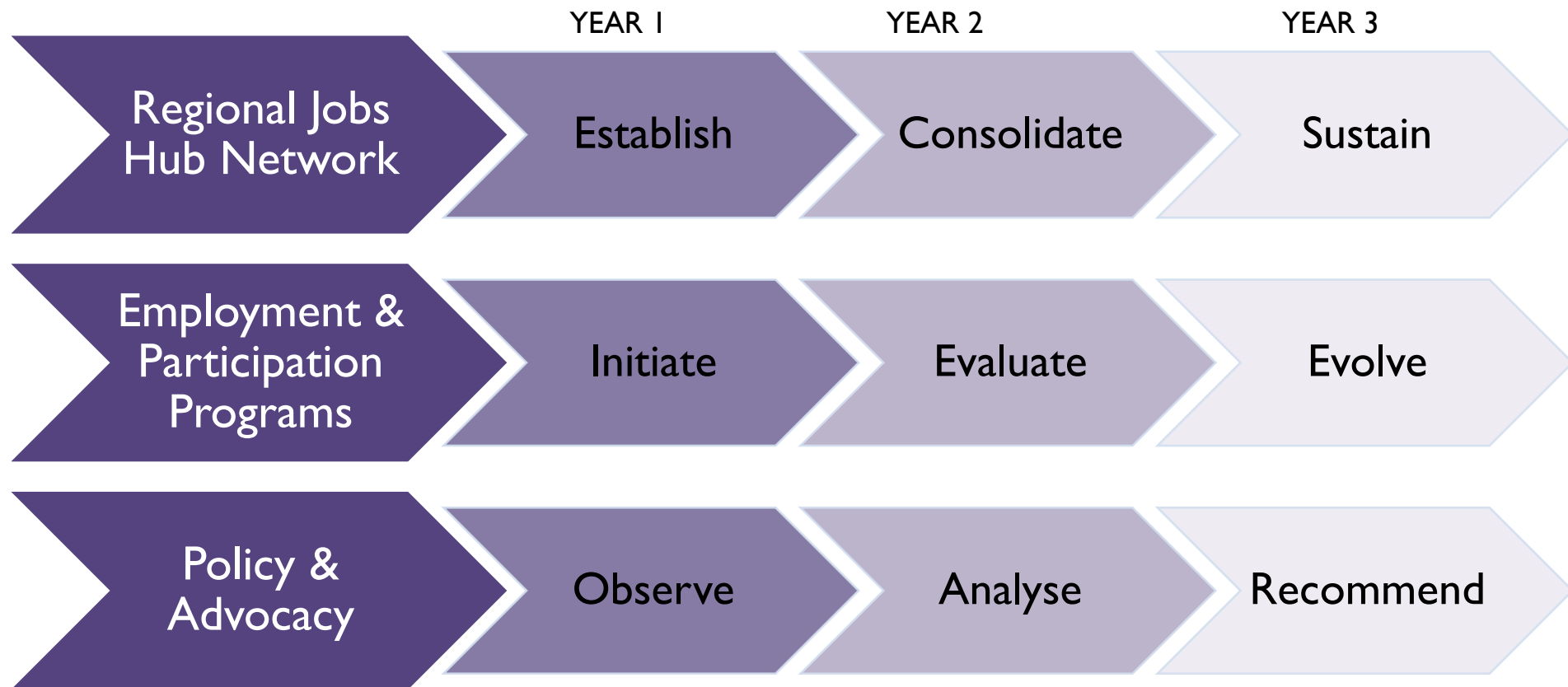
Measuring success

Jobs Tasmania will be successful when:

- We are recognised as the authoritative point of engagement on employment and workforce participation in Tasmania and have brand awareness across governments, community and business.
- More Tasmanians have access to meaningful and ongoing work opportunities.
- Tasmanian businesses are connected to a workforce that can help their business grow.
- All Tasmanians feel supported and know where and how to engage with the labour market or formal education and training at different stages of their life/career.
- Improved employment opportunities and outcomes in regional Tasmania.
- Services and supports relating to employment and/or education or training are understood, integrated, and aligned.

We measure ourselves and our stakeholders' impact to inform us on what we keep doing, stop doing or start doing. We work with our Learning Partners to help us do this.

Implementation strategy snapshot





Department of State Growth

4 Salamanca Place
Hobart TAS 7000 Australia

Phone: 1800 030 688

Email: info@jobstasmania.tas.gov.au

Web: www.stategrowth.tas.gov.au