



Australian Government

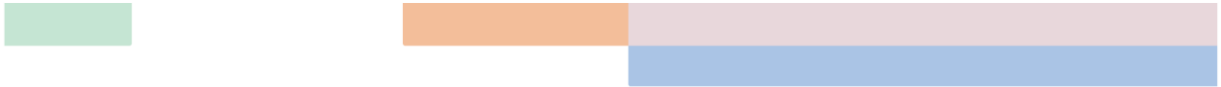


# Jobs + Skills Summit

## Outcomes

1–2 September





# Jobs and Skills Summit September 2022 – Outcomes

The Jobs and Skills Summit brought Australians together to work constructively on the challenges and opportunities facing the Australian labour market and economy. As a result of the consensus reached at the Summit, immediate actions will be taken to build a bigger, better trained, and more productive workforce – to help deliver secure jobs with growing wages, boost incomes and living standards and create more opportunities for more Australians. The Summit has also laid out priorities for further work and future action.

Key to these outcomes are the objectives of full employment and growing productivity for the benefit of all Australians – they are at the centre of the Government’s economic agenda. This also means embedding women’s economic participation and equality as a key economic imperative. We will work towards reducing barriers to employment and advancement so that all Australians benefit from a strong economy.

# A better skilled, better trained workforce

| Immediate actions  | Areas for further work  | Complementary existing commitments   |
|--|---|--|
| <p>The Government and states and territories agreed to:</p> <ul style="list-style-type: none"> <li>• A \$1 billion one-year National Skills Agreement that will provide additional funding for fee-free TAFE in 2023, while a longer-term agreement that drives sector reform and supports women’s workforce participation is negotiated</li> <li>• Accelerate the delivery of 465,000 additional fee-free TAFE places, with 180,000 to be delivered next year, and with costs shared with the states and territories on a 50:50 basis</li> </ul> <p>The Government will:</p> <ul style="list-style-type: none"> <li>• Legislate Jobs and Skills Australia as a priority based on tripartite governance</li> <li>• Establish the Jobs and Skills Australia work plan in consultation with all jurisdictions and stakeholders, to address workforce shortages and build long term capacity in priority sectors</li> </ul> | <p>The Government and states and territories will:</p> <ul style="list-style-type: none"> <li>• Kick-start skills sector reform and restart discussions for a 5-year National Skills Agreement based on guiding principles agreed by the National Cabinet and Skills Ministers</li> <li>• Develop a comprehensive blueprint with key stakeholders to support and grow a quality VET workforce</li> </ul> <p>The Government, in partnership with states, territories and stakeholders will:</p> <ul style="list-style-type: none"> <li>• Reinvigorate foundation skills programs to support workers and vulnerable Australians to gain secure employment choices</li> <li>• Explore options to improve the apprenticeship support system and drive-up completions</li> <li>• Include specific sub-targets for women in the Australian Skills Guarantee and ensure</li> </ul> | <ul style="list-style-type: none"> <li>• \$1.2 billion Future Made in Australia Skills Plan</li> <li>• Up to 20,000 additional Commonwealth-supported university places for under-represented groups in areas of skills shortages</li> <li>• Establish an Australian Universities Accord to drive lasting reform at our universities</li> <li>• Boost quantum technology research and education</li> <li>• One in ten workers on major government projects to be an apprentice, trainee or cadet through the Australian Skills Guarantee</li> <li>• Train 10,000 New Energy Apprentices and fund a New Energy Skills Program</li> <li>• Establish Jobs and Skills Australia, an independent body to strengthen workforce planning</li> </ul> |

## A better skilled, better trained workforce

| Immediate actions  | Areas for further work  | Complementary existing commitments |
|--|---|------------------------------------|
| <ul style="list-style-type: none"><li>Task Jobs and Skills Australia, once established, to commission a workforce capacity study on the clean energy workforce</li></ul> | <p>the Guarantee includes a focus on the need for digital skills</p> <ul style="list-style-type: none"><li>Work together to reform the framework for VET qualifications and micro-credentials to ensure they are most relevant to labour market needs. Micro-credentials, including work-based learning will be placed in a proper framework and be able to be 'stacked' into full VET qualifications</li></ul> |                                    |

# Addressing Skills Shortages and Strengthening the Migration System

| Immediate actions  | Areas for further work  | Complementary existing commitments   |
|--|---|--|
| <p>The Government will:</p> <ul style="list-style-type: none"> <li>• Increase the permanent Migration Program planning level to 195,000 in 2022-23 to help ease widespread, critical skills shortages</li> <li>• Provide \$36.1 million in additional funding to accelerate visa processing and resolve the visa backlog</li> <li>• Increase the duration of post study work rights by allowing two additional years of stay for recent graduates with select degrees in areas of verified skills shortages to strengthen the pipeline of skilled labour in Australia, informed by advice from a working group</li> <li>• Extend the relaxation of work restrictions for student and training visa holders until 30 June 2023 to help ease skills and labour shortages</li> <li>• Widen the remit of the National Housing Infrastructure Facility, making up to \$575 million available to invest in social and affordable housing. The funding can be used</li> </ul> | <p>The Government will conduct a review of the purpose, structure and objectives of Australia’s migration system to ensure it meets the challenges of the coming decade.</p> <p>The Government will also progress work to:</p> <ul style="list-style-type: none"> <li>• Assess the effectiveness of the skilled migration occupation lists</li> <li>• Expand pathways to permanent residency for temporary skilled sponsored workers</li> <li>• Raise the Temporary Skilled Migration Income Threshold (TSMIT) following broad engagement on equitably setting the threshold and pathway for adjustment</li> <li>• Reform the current labour market testing process following consultation with unions and business</li> <li>• Bring forward a package of reforms to address migration worker exploitation during 2023</li> <li>• Examine the potential for industry sponsorship of skilled migrants</li> </ul> | <ul style="list-style-type: none"> <li>• Implement the recommendations of the Migrant Workers’ Taskforce to tackle migrant worker exploitation</li> <li>• Encourage more migration from our region by reforming the Pacific Australia Labour Mobility scheme and creating a new Pacific engagement visa</li> <li>• Under the one-year National Skills Agreement the Government is providing (unmatched) \$50 million to modernise TAFE technology infrastructure and \$24 million to support vulnerable students to be successful</li> </ul> |



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## Addressing Skills Shortages and Strengthening the Migration System

### Immediate actions

to partner with other tiers of government and social housing providers, and to attract private capital including from superannuation funds

### Areas for further work

- Embed a role for Jobs and Skills Australia’s analysis of skill shortages in setting priorities of the skilled migration program
- Consider policies to address regional labour shortages and how to improve small business access to skilled migration

All levels of government will work together to ensure infrastructure, housing and social services are well-planned to meet the needs of a growing population

### Complementary existing commitments

# Boosting Job Security and Wages, and Creating Safe, Fair and Productive Workplaces

| Immediate actions  | Areas for further work   | Complementary existing commitments   |
|--|--|--|
| <p>Business, unions and Government committed to work proactively together to:</p> <ul style="list-style-type: none"> <li>• Strengthen tripartism and constructive social dialogue in Australian workplace relations</li> <li>• Revitalise a culture of creativity, productivity, good faith negotiation and genuine agreement in Australian workplaces</li> <li>• Establish a tripartite National Construction Industry Forum to constructively address issues such as mental health, safety, training, apprentices, productivity, culture, diversity and gender equity in the industry</li> </ul> | <p>In consultation with unions and business, the Government will:</p> <ul style="list-style-type: none"> <li>• Consider options to support the Fair Work Commission build cooperative workplace relationships</li> <li>• Consider how to best help employer representatives and unions to improve safety, fairness and productivity in workplaces</li> <li>• Amend relevant legislation to give workers the right to challenge unfair contractual terms</li> </ul> | <ul style="list-style-type: none"> <li>• Include gender pay equity and job security in the objects of the Fair Work Act and legislate a statutory equal remuneration principle to improve the way pay equity claims can be advanced under the Fair Work Act</li> <li>• Legislate same job, same pay</li> <li>• Establish two new expert panels in the Fair Work Commission for pay equity and the care and community sector</li> <li>• Prohibit pay secrecy clauses, and give employees a right to disclose their remuneration if they wish</li> </ul> |
| <p>The Government will update the Fair Work Act to create a simple, flexible and fair new framework that:</p> <ul style="list-style-type: none"> <li>• Ensures all workers and businesses can negotiate in good faith for agreements that benefit them, including small businesses, women, care and community services sectors, and First Nations people</li> </ul>  | <ul style="list-style-type: none"> <li>• Initiate a detailed consultation and research process on the concept of a living wage, reporting back in late 2023.</li> <li>• Initiate a detailed consultation and research process considering the impact of workplace relations settings (such as rostering arrangements) on work and care, including childcare</li> </ul>   | <ul style="list-style-type: none"> <li>• Set an objective test in legislation for determining when a worker is casual</li> <li>• Extend the powers of the Fair Work Commission to include “employee-like” forms of work, allowing it to make orders for minimum standards for new forms of work, such as gig work</li> <li>• Limit the use of fixed-term contracts</li> </ul>  |

# Boosting Job Security and Wages, and Creating Safe, Fair and Productive Workplaces

| Immediate actions   | Areas for further work  | Complementary existing commitments   |
|---|---|--|
| <ul style="list-style-type: none"><li>• Ensures workers and businesses have flexible options for reaching agreements, including removing unnecessary limitations on access to single and multi-employer agreements</li><li>• Allows businesses and workers who already successfully negotiate enterprise-level agreements to continue to do so</li><li>• Removes unnecessary complexity for workers and employers, including making the Better Off Overall Test simple, flexible and fair</li><li>• Gives the Fair Work Commission the capacity to proactively help workers and businesses reach agreements that benefit them, particularly new entrants, and small and medium businesses</li><li>• Ensures the process for agreement terminations is fit for purpose and fair, and sunsets so called 'zombie' agreements</li></ul> | <ul style="list-style-type: none"><li>• Consider allowing the Fair Work Commission to set fair minimum standards to ensure the Road Transport Industry is safe, sustainable and viable.</li><li>• Ensure workers have reasonable access to representation to address genuine safety and compliance issues at work</li><li>• Consider possible improvements to Modern Awards and the National Employment Standards</li></ul> | <ul style="list-style-type: none"><li>• Establish a right to superannuation in the National Employment Standards</li><li>• Criminalise wage theft</li><li>• Enhance the Fair Work Act compliance and enforcement framework, including the small claims procedure though increasing civil penalties for breaches to ensure workers' wages are protected</li><li>• Implement recommendation 28 of the Respect@Work Report by expressly prohibiting sexual harassment in the workplace and enabling the Fair Work Commission to resolve disputes relating to workplace sexual harassment</li><li>• Restore balance to our Fair Work institutions</li><li>• Establish the Secure Australian Jobs Code to prioritise secure work in government contracts and ensure that government purchasing power is being used to support</li></ul> |



# Boosting Job Security and Wages, and Creating Safe, Fair and Productive Workplaces

| Immediate actions   | Areas for further work | Complementary existing commitments   |
|---|------------------------|--|
| <p>The Government will also update the Fair Work Act to:</p> <ul style="list-style-type: none"><li>• Provide proper support for employer bargaining representatives and union delegates</li><li>• Provide stronger access to flexible working arrangements and unpaid parental leave so families can share work and caring responsibilities</li><li>• Provide stronger protections for workers against adverse action, discrimination, and harassment</li></ul> <p>The Department of Employment and Workplace Relations will commence detailed consultations with business and unions on these matters next week.</p> |                        | <p>business that engage in fair, equivalent, ethical and sustainable practices</p> |

# Promoting Equal Opportunities and Reducing Barriers to Employment

| Immediate actions  | Areas for further work   | Complementary existing commitments   |
|--|--|--|
| <p>The Government will:</p> <ul style="list-style-type: none"> <li>• Provide Age pensioners with a temporary upfront \$4,000 income bank credit to allow them to work and earn more before their pension is reduced</li> <li>• Strengthen existing reporting standards to require employers with 500 or more employees to commit to measurable targets to improve gender equality in their workplaces</li> <li>• Require businesses with 100 employees or more to publicly report their gender pay gap to the Workplace Gender Equality Agency</li> <li>• Require the Australian Public Service to report to the Workplace Gender Equality Agency and to set targets to improve gender equity in the public service</li> <li>• Strengthen the Respect@Work Council by giving business and unions a permanent seat at the table, along with government and civil</li> </ul> | <p>The Government will:</p> <ul style="list-style-type: none"> <li>• Work with other levels of government to explore further options on place-based approaches that drive co-ordination at the local level and address barriers to employment among disadvantaged groups and the long-term unemployed</li> <li>• Continue to work with stakeholders to expedite the development of new remote and disability employment service models</li> <li>• Work with members of the National Closing the Gap Agreement to examine a Closing the Gap policy partnership on economic participation of Aboriginal and Torres Strait Islander people</li> </ul> <p>The Government and states and territories will:</p> <ul style="list-style-type: none"> <li>• Identify priority areas where government can collaborate to support better outcomes across the early childhood education and</li> </ul> | <ul style="list-style-type: none"> <li>• Introduce gender responsive budgeting, and apply gender impact analysis on decision-making processes, and deliver an annual Women’s Budget Statement</li> <li>• Establish a Women’s Economic Equality Taskforce to provide independent advice and inform the National Strategy to Achieve Gender Equality</li> <li>• Support to help end family, domestic and sexual violence, including 500 new community sector workers to support women in crisis, including 250 new workers in rural, regional and remote areas</li> <li>• Ten days of paid family and domestic violence leave in the National Employment Standards (legislation introduced on 28 July 2022)</li> <li>• Deliver 4,000 new social housing properties for women and children fleeing family and domestic violence and older women on low incomes who are at risk of homelessness</li> </ul> |

# Promoting Equal Opportunities and Reducing Barriers to Employment

| Immediate actions  | Areas for further work   | Complementary existing commitments  |
|--|--|---|
| <p>society to support women’s safety and respect at work</p> <ul style="list-style-type: none"> <li>Put in place a Carer Friendly Workplace Framework which includes a self-assessment tool and learning modules, for businesses to be recognised as a carer friendly workplace</li> <li>Partner with the Tech Council of Australia to develop and deliver a free national virtual work experience program, which will build awareness of tech careers and support early stage-talent pathways for those who face heightened barriers to employment</li> <li>Provide additional funding to the ABS to strengthen information on the barriers and incentives to work through the Labour Force Survey</li> </ul> <p>The Government will work to improve disability employment outcomes through:</p> <ul style="list-style-type: none"> <li>A Visitor Economy Disability Employment pilot to deliver place-based employment outcomes by connecting small businesses,</li> </ul> | <p>care (ECEC) system, with a particular focus on workforce shortages</p> <ul style="list-style-type: none"> <li>Develop through National Cabinet, a long-term vision for early childhood education and care reform to better support parents’ workforce participation as a national priority</li> </ul> <p>Government, business, unions and the community to develop a set of best practice principles to guide meaningful work experience opportunities and workplace based mentoring programs for people experiencing disadvantage.</p> <p>The philanthropic sector has committed to partner with government on its Early Years Strategy over ten years, pending co-development of an investment dialogue. The Government will work with the sector, including philanthropic foundations, to create a whole of government approach to improve early childhood development and education</p> | <ul style="list-style-type: none"> <li>Increase Child Care Subsidy rates from July 2023 and raising the maximum family income threshold</li> <li>A Productivity Commission review of the childcare sector and an Australian Competition and Consumer Commission inquiry into childcare prices</li> <li>Support and, if successful, provide funding to support increases to award wages for aged care workers through the Government’s submission at the Fair Work Commission</li> <li>Develop a whole-of-government Early Years Strategy</li> <li>A Disability Employment Centre for Excellence to improve ideas and increase capacity among employment services</li> <li>Replace the Community Development Program with a more effective program</li> <li>Double the number of Indigenous Rangers to 3,800 and set a gender equality target for rangers</li> </ul> |

# Promoting Equal Opportunities and Reducing Barriers to Employment

| Immediate actions  | Areas for further work | Complementary existing commitments  |
|--|------------------------|---|
| <p>employment service providers and jobseekers with disability</p> <ul style="list-style-type: none"><li>• Signing a Memorandum of Understanding with the Business Council of Australia to develop an Economic Initiative Pilot aimed at increasing employment and improving career pathways of people with a disability</li><li>• Better embedding employment in National Disability Insurance Scheme plans, to ensure participants who want to work are supported to do so</li></ul> |                        | <ul style="list-style-type: none"><li>• Work with Australia’s largest 200 employers on public reporting and improving employment levels of First Nations employees</li><li>• Set a target to increase First Nations employment in the Australian Public Service to 5 per cent by 2030</li><li>• Establish a Select Committee of the House of Representatives to examine the implementation of Workforce Australia</li></ul> |

# Maximising jobs and opportunities in our industries and communities

| Immediate actions  | Areas for further work  | Complementary existing commitments  |
|--|---|---|
| <p>The Government will:</p> <ul style="list-style-type: none"> <li>Implement a Digital and Tech Skills Compact, with business and unions, to deliver ‘Digital Apprenticeships’ that will support workers to earn while they learn in entry level tech roles, with equity targets for those traditionally under-represented in digital and tech fields</li> <li>Deliver 1,000 digital traineeships, in the Australian Public Service, over four years, with a focus on opportunities for women, First Nations people, older Australians, and veterans transitioning to civilian life</li> </ul> <p>Companies that sign up to the Compact are expected to commit to employing a proportion of their new employees through a Digital Apprenticeship scheme, once implemented</p> <p>Summit participants supported broader commitments from the business community to boost future technology jobs and training, and</p> | <p>The Government will:</p> <ul style="list-style-type: none"> <li>Support clean energy supply chain resilience and jobs growth by increasing Australia’s value adding, and clean energy manufacturing industries, including through the National Reconstruction Fund</li> <li>Review STEM programs to attract and retain more women, First Nations people, Australians in regions, those who are culturally and linguistically diverse, people with a disability and Australians from low socio-economic backgrounds into STEM careers</li> <li>Examine ways to build scale in local manufacturing</li> </ul> <p>The Government, states and territories will agree a common set of principles for an orderly transition to the net zero economy</p> <p>The Government committed to a coordinated approach with industry, unions, local governments and communities to assist</p> | <ul style="list-style-type: none"> <li>\$15 billion National Reconstruction Fund to create secure well-paid jobs, drive regional development, and invest in our national sovereign capability</li> <li>Invest in cleaner and cheaper energy through the Powering Australia plan</li> <li>Provide investment certainty to businesses through legislating Australia’s emission reductions targets and delivering stable policies like a reformed safeguard mechanism</li> <li>\$20 billion Rewiring the Nation plan to rebuild and modernise the grid</li> <li>New Energy Apprenticeships plan to support 10,000 apprenticeships</li> <li>Work with states and territories on development of a National Energy Workforce Strategy to identify current and future skills gaps in the energy sector, and provide a plan to ensure Australia has the skilled workforce it needs</li> </ul> |

# Maximising jobs and opportunities in our industries and communities

| Immediate actions   | Areas for further work   | Complementary existing commitments   |
|---|--|--|
| <p>commitments to cross-jurisdictional energy transition workforce planning.</p> <p>The Commonwealth and South Australian Government will co-chair a South Australian Defence Industry Workforce and Skills Taskforce to support delivery of Australia’s defence capabilities, including critical maritime capabilities such as frigates and submarines</p> | <p>affected workers and regional communities prosper in a clean energy future</p> <p>The Government will work with investors, including superannuation funds to leverage greater private capital into national priority areas, including housing and clean energy</p> <p>Government, industry and unions will pursue solutions to better skill, attract, protect and retain workers in the agriculture sector through a tripartite agriculture workforce working group</p> | <ul style="list-style-type: none"> <li>• Establish a First Nations Clean Energy Strategy, through the National Energy Transformation Partnership, co-designed with states and territories</li> <li>• Partner with the Queensland Government to create a Battery Manufacturing Precinct</li> <li>• Improve reporting of climate and nature related financial risks</li> </ul> |

Note: The list of other complementary government commitments includes some of the key policies announced by the Government during and since the May federal election. It is not intended to provide an exhaustive list of all government commitments in these areas.