A national workforce development strategy
Implications for the retail industry

Skilling the Retail Workforce across Australia
The Australian Retail Industry

1.2 million employees at Feb 2009
11.1% of the total workforce in Australia
1.1% p.a. growth predicted over next 5 years

Source: skillsinfo.gov.au
The Australian Retail Industry

73% of workforce under 44 years of age
20% aged 15-19
57% of workers are female

Source: skillsinfo.gov.au
The Australian Retail Industry

33% of workers have Certificate III or above
Half have LLN skills below level 3

Source: skillsinfo.gov.au
Skills Australia objectives
70% of workers to have Certificate III or above by 2025……..

Current shortfall in Retail 444,000 workers
Skills Australia objectives
Lift unacceptably low level of LLN skills……..

Currently around 600,000 Retail workers are below level 3
Skills Australia objectives
Increase workforce participation to 69% by 2025…….

Averages around 30,000 new workers pa – demand from Retail around 12,000 pa
## Investment in improving LLN skills

<table>
<thead>
<tr>
<th>Country</th>
<th>Annual Expenditure (in $m AU)</th>
<th>Number trained in LLN</th>
<th>Expenditure per trainee</th>
<th>Expenditure per head of population</th>
<th>Trainees per head of population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>$103</td>
<td>36,400</td>
<td>$2,830</td>
<td>$4.90</td>
<td>1/580</td>
</tr>
<tr>
<td>New Zealand</td>
<td>$50</td>
<td>26,000</td>
<td>$1,920</td>
<td>$12.50</td>
<td>1/154</td>
</tr>
<tr>
<td>UK</td>
<td>$2,000</td>
<td>1 million</td>
<td>$2,000</td>
<td>$32.80</td>
<td>1/61</td>
</tr>
</tbody>
</table>

*Source: Australian Workforce Futures, Skills Australia*
Skills Australia objectives

Develop capacity in the tertiary education sector to deliver required skills

Investment is needed in VET workforce development and professional development
Skills Australia objectives

- Make better use of skills in the workplace
- Lead a partnership approach to workforce development

Government must invest in meeting its own objectives
Realising objectives

1. Increase investment in improving LLN skills and supporting VET practitioners
2. Support a strategic VET workforce development model, including traineeships, PPP, etc.
3. Invest in Australia’s largest employing industry – 600,000 currently have “unacceptably low levels of core skills”
4. Support enterprises national workforce development strategies
5. Ensure that small businesses are not left behind