

Plan on a Page 2023–2027 (2025 update)

Our purpose

The Department of Jobs, Skills, Industry and Regions (DJSIR) is dedicated to fostering economic development and creating opportunities for growth – by supporting businesses and industries to invest and grow, including our creative and tourism sectors; fostering skills development to support jobs across the whole economy; and supporting regional and community development to deliver long-term economic growth and liveability across the State.

For Victoria this means

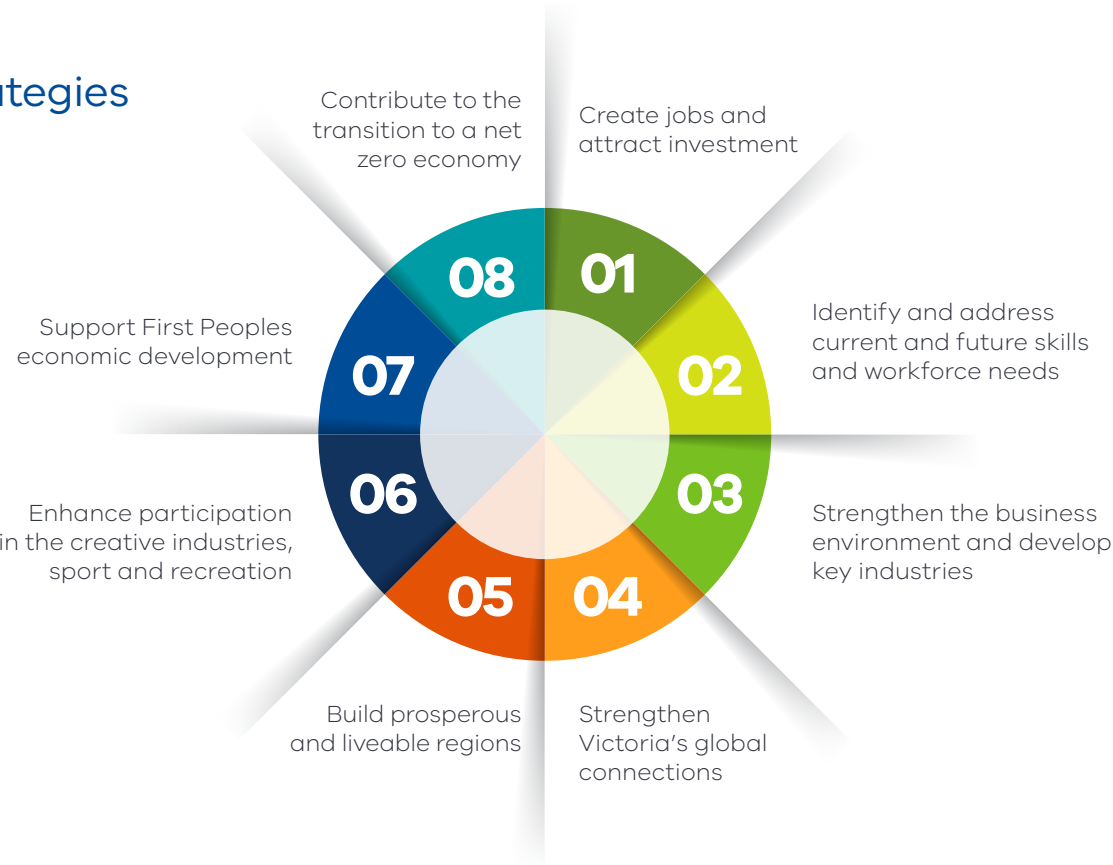
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Fostering skills development to support jobs across the whole economy
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Supporting businesses and industries to invest and grow, including our creative and tourism sectors
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Supporting regional and community development to deliver long-term economic growth and liveability

Our Strategies



Our Ministerial Portfolios

- Community Sport
Creative Industries
Economic Growth and Jobs
- Industry and Advanced Manufacturing
Outdoor Recreation
Regional Development
- Skills and TAFE
Small Business and Employment
Tourism, Sport and Major Events

Our values

Our values underpin everything we do

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INTEGRITY
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ACCOUNTABILITY
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RESPECT

Strategies and Departmental Focus Areas

| Strategies | Departmental Focus Areas | |
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| Impact: Fostering skills development to support jobs across the whole economy | | |
| 01. Create jobs and attract investment | <ul style="list-style-type: none">Support industries, sectors and businesses to innovate, adapt and grow in line with the <i>Victorian Industry Policy</i> and the <i>Economic Growth Statement</i>.Facilitate investment, job creation, export and skilling opportunities across regional Victoria and metropolitan Melbourne through the delivery of the Victorian Investment Fund.Deliver services and activities that provide opportunities for Victorians to build their skills and find good, safe, secure, fair and sustainable employment. | <ul style="list-style-type: none">Support growth industries, sectors and businesses to access the workers they need and benefit from new opportunities.Support the start-up ecosystem through departmental programs and engagement.Build capability and supply chain resilience to support industry and sector growth. |
| 02. Identify and address current and future skills and workforce needs | <ul style="list-style-type: none">Understand and align Government funded training with demand for current and future skills.Improve labour supply in priority areas through increased course completions in Government funded training.Boost economic participation by supporting disadvantaged and under-represented cohorts through provision of VET learner supports and pathways that are accessible and effective and meet the diversity of learner needs.Drive innovation through a joined-up tertiary system including stronger links between employment services, pre-accredited training, VET, schools, industry and higher education. | <ul style="list-style-type: none">Address skill shortages through a responsive VET system, backing the establishment of fit for purpose, accredited training and strong system stewardship.Support TAFE in its critical role at the centre of the VET system through network reforms that further build capacity, coordination, innovation and quality.Support improved higher education access and outcomes for Victoria and strengthen university governance. |
| Impact: Supporting businesses and industries to invest and grow, including our creative and tourism sectors | | |
| 03. Strengthen the business environment and develop key industries | <p>In line with the <i>Victorian Industry Policy</i> and the <i>Economic Growth Statement</i>:</p> <ul style="list-style-type: none">Leverage Victoria's competitive strengths and continually improve regulatory systems and practices to support the long-term success of our industries and businesses.Invest in innovation capabilities, grow our startup ecosystem and translate ideas and research into commercial opportunities. | <ul style="list-style-type: none">Foster business creation and growth, supporting businesses to maximise opportunities in key industries.Strengthen the department's analytical capabilities, evidence base and industry intelligence to support better economic outcomes for Victorians. |
| 04. Strengthen Victoria's global connections | <ul style="list-style-type: none">Grow and maintain Victoria's position as a state of choice for international investment, the creative industries, talent, visitors and students. | <ul style="list-style-type: none">Empower and position Victorian businesses and organisations to trade with international markets and promote Victorian industry capability.Maintain a strong pipeline of global sport, industry and creative events within the Victorian events calendar. |
| Impact: Supporting regional and community development to deliver long-term economic growth and liveability | | |
| 05. Build prosperous and liveable regions | <ul style="list-style-type: none">Support Victoria's regions with infrastructure, amenity, activities and services they need to thrive, including access to training.Deliver high-quality, fit for purpose infrastructure, investment and jobs that enable economic development, provide opportunities for innovation, creativity and productivity and deliver community benefits. | <ul style="list-style-type: none">Partner with local councils and local communities through innovative and inclusive place-based approaches and activities.Support Victorians in response, relief and recovery from natural disasters and emergencies and anticipate and lessen the negative impacts and consequences of emergencies.Support regional industries and communities to grow and transition. |
| 06. Enhance participation in the creative industries, sport and recreation | <ul style="list-style-type: none">Further strengthen community resilience by working with Victorians in anticipating, preparing for and responding to chronic shocks and acute stresses.Support and motivate more Victorians and visitors to engage in creative, social, sport and active recreation activities in their communities and to ensure these sectors are inclusive.Support public entities to operate effectively and sustainably to deliver on the needs of community. | <ul style="list-style-type: none">Increase and promote new opportunities in the sector so Victorians can participate in sport and active recreation in ways that suit them.Ensure Victoria's game and fisheries are used sustainably and continue to improve the boating experience across Victoria.Attract and retain a skilled sport and active recreation workforce (paid and unpaid). |
| 07. Support First Peoples economic development | <ul style="list-style-type: none">Grow and develop the domestic and export capability of Traditional Owner corporations and First Peoples businesses across urban and regional-based sectors and industries.Support leadership, career advancement, training, employment and skill development opportunities for First Peoples in Victoria. | <ul style="list-style-type: none">Proactively drive and prioritise First Peoples self-determination across the department's work, and support Truth-telling and Treaty processes.Partner with the First Peoples Directions Circle, a group of esteemed First Peoples leaders and professionals working across the creative industries, education, community and philanthropic sectors, to ensure a thriving future shaped by Community and culture. |
| 08. Contribute to the transition to a net zero economy | <ul style="list-style-type: none">Support communities and businesses to design, adapt to, transition and realise opportunities and economic benefits from decarbonisation of the economy.Provide solutions for hard to abate industries to contribute to climate change goals (net zero emissions by 2045), for example, by progressing the CarbonNet Project. | <ul style="list-style-type: none">Reduce emissions from government operations to contribute to the Whole of Victorian Government emissions reduction pledge (net zero emissions by 2045) by preparing and delivering on a Portfolio Emissions Reduction Plan.Provide skills and workforce development leadership across government to drive the provision and acquisition of skills required for the clean economy workforce. |

Our purpose and operating context

Our purpose

The Department of Jobs, Skills, Industry and Regions (DJSIR) is dedicated to fostering economic development and creating opportunities for growth – by supporting businesses and industries to invest and grow, including our creative and tourism sectors; fostering skills development to support jobs across the whole economy; and supporting regional and community development to deliver long-term economic growth and liveability across the State.

For Victoria, this means

Fostering skills development to support jobs across the whole economy

To meet the growing demand for skilled workers in Victoria, the department is focused on helping people access the training, support and skills they need to succeed in the workforce.

As Victoria’s demand for skilled workers increases, we’re bringing employers, workers, Victoria’s TAFE network, universities, and other training and education providers together so businesses and industries have access to a highly-skilled workforce and more Victorians can achieve their education and career aspirations.

Supporting businesses and industries to invest and grow, including our creative and tourism sectors

The department is helping businesses and industries grow, adapt and transition by strengthening Victoria’s business environment and global connections, attracting investment, fostering new industries and supporting the expansion of Victorian businesses into international markets.

We’re driving research, innovation and commercialisation, digital and creative economies, and advanced manufacturing, and working to cement Victoria’s position as a tourism and major events destination.

Supporting regional and community development to deliver long-term economic growth and liveability

The department is supporting the conditions that create vibrant and resilient regional cities and towns, encouraging participation in the economy, community, creative industries, sport and recreation.

Our place-based approaches enhance connectedness, boost liveability, leverage local economic strengths and opportunities, and improve access to community infrastructure and outdoor recreation.

We’re supporting First Peoples self-determination across Victoria through employment, education and training, and economic development. Our relationships across government, communities and businesses aspire to ensure the benefits of a robust economy are available to all Victorians – supporting a stronger and fairer society.

Our People

DJSIR celebrates our diverse workforce and strives for equality and fairness for all our people. We value the different experiences and perspectives diversity brings to our department.

We take pride in building and retaining a workplace culture of respect, inclusion and flexibility, where individual differences are valued, and people can perform at their best to deliver on our strategic objectives.

Through the annual People Matter Survey we listen to our people and use the feedback to build on strengths and address areas that require development, with a goal of achieving high levels of employee engagement, satisfaction and wellbeing.

DJSIR is proud to have a number of employee-led networks, which are open for all employees to join and are formed and managed by our people for our people. Staff-led networks provide insight and advice to the department’s executive, as well as peer support and increase awareness regarding matters of importance for our people and workforce.

We remain committed to providing and maintaining workplaces that are safe and healthy, without risks to mental or physical health, and where, if any injury does occur, we provide effective return to work pathways.

We continue to invest in the development of strategies and frameworks that support cultural safety and build and retain a diverse workforce representing the community we serve. Our investment includes supporting personal and professional growth through capability and development offerings.

Through employment programs, such as graduate programs, internships, and traineeships, we aim to attract a broad range of individuals from diverse backgrounds. These programs play an integral role in building sustainable talent pipelines and maintaining a diverse and inclusive workforce.

Operating Context

State of the economy and labour market

Victoria’s economy continues to grow, and the labour market remains healthy. Employment in Victoria increased by 94,200 people (2.6%) in 2024–25¹, with growth recorded across most population cohorts and regions. The state’s unemployment rate averaged 4.4% in 2024–25² – which was below its long-term average – and the share of Victoria’s working-age population who were employed hit a record high.

Victoria has recorded strong business investment in recent years, that supports the state’s economic capacity and future productivity growth. International exports have grown rapidly, outpacing all other states in 2024³. The state’s population grew by more than 132,600 people in 2024⁴ – more than any other state – reflecting Victoria’s position as a great place to live, work and study.

While these are positive outcomes, the Victorian economy has faced several national and global challenges. The lingering impacts of high inflation, high

interest rates and global disruptions have weighed on conditions and confidence for households, businesses and industries. Cost pressures have been particularly challenging in some industries – including construction and manufacturing – while softer consumer demand has been challenging for hospitality, tourism and retail trade.

Victoria’s regions have recorded strong employment growth, but also faced unique challenges, including persistent workforce shortages and industry transition.

Shifts in technology, geopolitics, and the global policy landscape have created uncertainty but also new opportunities to increase productivity and economic growth.

Despite these challenges, Victoria’s economic fundamentals are strong, and the outlook is positive. Economic growth is forecast to strengthen in the next few years, with expected lower interest rates, moderate inflation, and stronger income growth likely to support increased levels of spending, elevated rates of investment and more favourable conditions for Victorian business.

DJSIR will continue to play a key role in driving economic growth and better living standards

The department is dedicated to fostering economic development and creating opportunities for growth and jobs, building on the state’s strengths to drive prosperity.

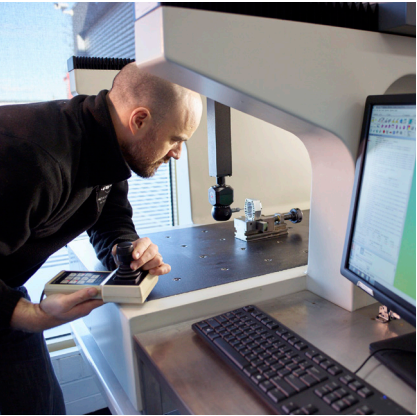
We will achieve this by:

- creating and maintaining jobs, including supporting First Peoples economic inclusion
- fostering a competitive business environment
- supporting economic growth through trade and investment attraction
- building prosperous and liveable regions, and managing and promoting outdoor recreation
- growing vibrant, active and creative communities, including by increasing the economic, social and cultural value of the creative, sport, tourism and recreation industries to Victoria
- delivering high-quality training and skills to meet industry needs and support Victorians to participate in employment opportunities within a growing economy.

We are playing a key role in delivering the Government’s *Economic Growth Statement*, making it easier, simpler and faster to do business and invest in Victoria. The department is responsible for delivering more than half of the statement’s initiatives, including several major initiatives – a new *investment front door*, *Investment Coordinator-General*, *Future of Housing Construction Centre of Excellence*, *Boosting Victorian Exports Package*, and *Trunk infrastructure to unlock regional economic growth*.

Through the *Victorian Industry Policy*, the department has a strong commitment and clear direction for priority sectors, placing industry at the core of the state’s prosperity.

By delivering the strategies and initiatives detailed in this plan, we will make a significant contribution to building a more productive, globally competitive, inclusive and resilient Victorian economy and better living standards.



1 2024–25 average, change from 2023–24 average. ABS Labour Force, Australia, July 2025.

2 ABS Labour Force, Australia, July 2025.

3 2024 total, change from 2023 total. ABS Balance of Payments, March 2025.

4 Change from December 2023 to December 2024, ABS National, State & Territory Population.