

Plan on a Page 2023–2027

Our purpose

The Department of Jobs, Skills, Industry and Regions is focused on growing Victoria’s prosperity, building the productive capacity of our economy and increasing participation – by creating more opportunities for people through skills and jobs; helping businesses and industries to thrive; and building vibrant communities and regions.

For Victoria this means



Growing prosperity by creating more opportunities for people through skills and jobs



Building the productive capacity of our economy to help businesses and industries thrive



Increasing participation and supporting vibrant communities and regions

Our Strategies



Our Ministerial Portfolios

Community Sport	Manufacturing Sovereignty	Tourism, Sport and Major Events
Creative Industries	Outdoor Recreation	Trade and Investment
Employment	Regional Development	Training and Skills
Higher Education	Small Business	
Industry and Innovation	Suburban Development	

Our values

Our values underpin everything we do



ACCOUNTABILITY



INTEGRITY



RESPECT

Strategies and Departmental Focus Areas

Strategies	Departmental Focus Areas
Impact: Growing prosperity by creating more opportunities for people through skills and jobs	
01. Create jobs and attract investment	<ul style="list-style-type: none">Deliver services that provide opportunities for Victorians to build their skills and find good, safe, secure, fair and sustainable employment.Facilitate investment, job creation, export and skilling opportunities across regional Victoria and metropolitan Melbourne.Support growth industries, sectors and businesses to access the workers they need and benefit from new opportunities.Support industries, sectors and businesses to grow, adapt or transition.Build capability and supply chain resilience to support industry and sector growth.Attract and retain a skilled sport and active recreation workforce (paid and unpaid).
02. Identify and address current and future skills needs	<ul style="list-style-type: none">Address skills shortages across priority Victorian industries. Understand the demand for skills and the issues which impact on employers, industry, communities, and individuals building the skills they need.Position TAFE at the centre of the vocational education system and strengthen its role in building new and adaptable skills.Review and revise vocational education system settings, including for Free TAFE.Increase access to quality pre-accredited and accredited education and skills, and accessible pathways to further and higher education.Support improved higher education access and outcomes for Victoria and strengthen University governance.
Impact: Building the productive capacity of our economy to help businesses and industries thrive	
03. Strengthen the business environment and develop key industries	<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 into commercial opportunities.Support business to maximise opportunities in the digital economy.
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, talent, visitors and students.Empower and position Victorian businesses and organisations to trade and engage successfully with international markets.Maintain a strong pipeline of global sport and cultural events within the Victorian events calendar.
Impact: Increasing participation and supporting vibrant communities and regions	
05. Build prosperous and liveable suburbs and regions	<ul style="list-style-type: none">Support Victoria’s regions and suburbs with infrastructure, amenity and services they need to thrive.Deliver high-quality infrastructure that enables economic development, provides opportunity for innovation and productivity and delivers community benefits.Partner with local councils and local communities through innovative and inclusive place-based approaches.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 in 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 more Victorians and visitors to engage in creative, cultural, social, sport and recreational activities in their communities.Support public entities to operate effectively and sustainably to deliver on the needs of community.Increase and promote opportunities 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.
07. Support Aboriginal economic development	<ul style="list-style-type: none">Proactively drive Aboriginal self-determination through increasing the skills and employment outcomes for Aboriginal people and businesses and strengthening economic development.
08. Contribute to the transition to a net zero economy	<ul style="list-style-type: none">Support communities and businesses to 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) by, for example, progressing the CarbonNet Project.Provide skills and workforce development leadership across government to drive the provision and acquisition of skills required for the clean economy workforces.

Our purpose and operating context

Our purpose

The Department of Jobs, Skills, Industry and Regions is focused on growing Victoria's prosperity, building the productive capacity of our economy and increasing participation – by creating more opportunities for people through skills and jobs; helping businesses and industries to thrive; and building vibrant communities and regions.

For Victoria, this means

Growing prosperity by creating more opportunities for people through skills and jobs

We're helping people access training, and get the, support and skills they need to find and succeed in work. And as Victoria's demand for skilled workers increases, we're bringing employers, TAFE and training providers, universities and employment services together so businesses and industries have access to a world-class workforce and more Victorians can achieve their education and career aspirations.

Building the productive capacity of our economy to help businesses and industries thrive

We're helping businesses and industries grow, adapt and transition. By strengthening Victoria's business environment and global connections, we're attracting investment, helping build new industries and supporting the expansion of Victorian businesses into international markets. We're fostering research, innovation and commercialisation, digital and creative economies, and advanced manufacturing. We're also working to cement Victoria's position as Australia's leading tourism and major events destination.

Increasing participation and supporting vibrant communities and regions

We're creating the conditions that support vibrant, resilient suburbs and regions, and encourage participation in the economy, community, the creative industries, sport and recreation. Our tailored, place-based approaches enhance connectedness, boost livability, leverage local economic strengths and opportunities, and improve access to community infrastructure. We're working to support Aboriginal self-determination through employment and economic development.

Our relationships across government, communities and businesses aspire to ensure the benefits of a robust economy are available to Victorians – supporting a stronger and fairer society.

Underpinning all our work is our recognition that we are in an active sovereign relationship with First Nations, and we're committed to developing the skills we need to support a fair treaty process that can realise positive outcomes for Victorians.

Operating Context

State of the economy

Victoria is experiencing the strongest labour market conditions in decades.

Since late 2021, Victoria's economy has delivered robust employment growth, low unemployment and high rates of workforce participation. Nearly 265,000 more Victorians are in work today than in March 2020.

Victoria's unemployment rate has averaged 3.7% in 2023 – well below its long-term rate – and almost all cohorts and regions have experienced improved employment outcomes.

With many jobs available, more of Victoria's young people, long-term unemployed and other priority cohorts have been able to find work.

While unemployment is low, there is still work to do to ensure that Victorians benefit from this strong labour market. Higher unemployment and disadvantage persists in some parts of the state, largely as a result of structural factors. Many Victorians have also seen their living standards impacted by a decline in real wages.

Employment growth has been uneven across industries, and concentrated in business services, healthcare and construction. Some consumer-facing industries, such as hospitality and retail, continue to face difficulties filling jobs lost during the pandemic.

Victoria's post-pandemic economy is significantly different to what it has been for some time. With close to full employment, growing the productive capacity of the economy is a key priority.

Delivering inclusive growth amidst a challenging outlook

While the economic context for Victoria's industries, regions and workers is generally positive, the macroeconomic outlook is challenging due to high inflation, higher interest rates and weak global growth.

As a result, economic growth is expected to moderate over the coming period and unemployment is expected to gradually rise, albeit to a level lower than before the pandemic.

Victorian businesses face some ongoing financial pressures, structural change, some economic uncertainty and lower consumer confidence levels.

Workforce shortages remain widespread in some sectors, with only 1.3 unemployed people per job vacancy (in May 2023) and shortages of labour and skills are expected to continue to impact some businesses. The Victorian Skills Plan estimates that 352,000 new workers are anticipated to be required between 2023 and 2026 to meet the needs of the Victorian economy.

Addressing these challenges and supporting sustained growth in wages, incomes and living standards requires a renewed focus on increasing the productive capacity of our industries, regions and workforce. The department is focused on supporting the government to deliver good job opportunities for Victorians and supporting productive, competitive and innovative industries and regions, drawing on the state's competitive strengths.

At DJSIR, we are responding to these challenges and opportunities by:

- identifying and addressing current and future skills needs
- strengthening global connections in trade, investment and people
- helping Victoria's industries become more competitive and productive through the adoption of new technologies and ways of working
- improving job opportunities for disadvantaged cohorts and driving industry development by leveraging government investments in infrastructure, the clean economy and other key sectors
- addressing localised disadvantage and meeting the challenges of growth in our outer suburbs and peri-urban areas
- boosting economic opportunities through targeted, regional and suburban development initiatives
- supporting the ongoing recovery of the experience and creative economies to benefit Victorians.

By delivering the strategies and initiatives detailed in this plan, we will make a significant contribution to responding to these challenges and seizing new opportunities that will emerge in an ever-changing economic landscape.

