

Plan on a Page 2023–2027 (2024 update)

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	Jobs and Industry	Skills and TAFE
Creative Industries	Medical Research	Small Business
Economic Growth	Outdoor Recreation	Tourism, Sport and Major Events
Employment	Regional Development	

Our values

Our values underpin everything we do



INTEGRITY



ACCOUNTABILITY



RESPECT

Strategies and Departmental Focus Areas

Strategies	Departmental Focus Areas
Impact: Growing prosperity by creating more opportunities for people through skills and jobs	
<p>01. Create jobs and attract investment</p>	<ul style="list-style-type: none"> • Facilitate investment, job creation, export and skilling opportunities across regional Victoria and metropolitan Melbourne. • Deliver services and activities that provide opportunities for Victorians to build their skills and find good, safe, secure, fair and sustainable employment. • Support growth industries, sectors and businesses to access the workers they need and benefit from new opportunities. • Support industries, sectors and businesses to innovate, adapt and grow. • 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).
<p>02. Identify and address current and future skills needs</p>	<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. • Address skill shortages through a responsive VET system 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: Building the productive capacity of our economy to help businesses and industries thrive	
<p>03. Strengthen the business environment and develop key industries</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. • Support businesses to maximise opportunities in priority sectors. Strengthen the department's analytical capabilities, evidence base and industry intelligence to support better economic outcomes for Victorians.
<p>04. Strengthen Victoria's global connections</p>	<ul style="list-style-type: none"> • Grow and maintain Victoria's position as a state of choice for international investment, creativity, talent, visitors and students. • Empower and position Victorian businesses and organisations to trade with and build Victoria's brand in international markets. • Maintain a strong pipeline of global sport, industry and creative events within the Victorian events calendar.
Impact: Increasing participation and supporting vibrant communities and regions	
<p>05. Build prosperous and liveable regions</p>	<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. • 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.
<p>06. Enhance participation in the creative industries, sport and recreation</p>	<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, cultural, social, sport and active recreation activities in their communities. • Support public entities to operate effectively and sustainably to deliver on the needs of community. • 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.
<p>07. Support Aboriginal economic development</p>	<ul style="list-style-type: none"> • Grow and develop the domestic and export capability of Aboriginal businesses and Traditional Owner corporations across urban and regional-based sectors and industries. • Support career advancement, training, employment and skill development opportunities for Aboriginal Victorians. • Proactively drive and prioritise Aboriginal self-determination across the department's work, and support Truth-telling and Treaty processes.
<p>08. Contribute to the transition to a net zero economy</p>	<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) 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 workforce.

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, Victoria's TAFE Network, universities, other training and education providers 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 and resilient regions, and encourage participation in the economy, community, the creative industries, sport and recreation. Our tailored, place-based approaches enhance connectedness, boost liveability, leverage local economic strengths and opportunities, and improve access to community infrastructure. We're working to support Aboriginal self-determination 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.

We are committed to incorporating self-determination into how we work as a department.

Our People

DJSIR celebrates our diverse workforce and strives for equality and fairness for all of our people. We value the different experiences and perspectives this 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.

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

Investing in the development and training of our people and providing opportunities to grow and develop is key to continuing to build capabilities and leadership across the department.

Through employment programs, such as graduate programs, internships, and traineeships, the department aims 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 labour market has been strong in recent years.

In 2023–24, employment in Victoria grew by 129,000 people or 3.6%. The unemployment rate averaged 4.0% in 2023–24 – well below its long-term average – and the number of people in employment grew for most cohorts and regions. More Victorians than ever are participating in the workforce, driven by a big uplift in the participation of women.

While total employment growth remains robust, it has varied across industries, and concentrated in healthcare and social assistance. Some consumer-facing industries – such as hospitality and retail – continue to face difficulties from softer consumer demand.

Cost of living pressures resulting from high inflation and rising interest rates have reduced households' purchasing power and disposable incomes. This is currently weighing on consumer spending and business conditions.

While Victoria's labour market conditions remain positive, these cost of living pressures and lower spending – occurring both here and globally – resulted in an easing in labour market conditions and economic growth in 2023–24.

Delivering growth and productivity amidst challenging conditions

As was expected, domestic and global economic growth has slowed due to the impacts of high inflation, rising interest rates and global disruptions.

While the Victorian economy has proven resilient, Victorian businesses face financial pressures, structural change, and lower consumer demand. Businesses in some industries are facing particularly tough conditions including construction, hospitality, and retail trade.

Widespread workforce shortages have eased, but remain acute, particularly in the care economy. The *Victorian Skills Plan for 2023 into 2024* estimates that 352,000 new workers are anticipated to be required between 2023 and 2026 to meet the needs of the Victorian economy.

The department is focused on supporting more people into high-paid, secure jobs and growing workers' wages and incomes.

To deliver on this, we have a comprehensive, multi-faceted approach to economic development focused on:

- fostering a competitive and dynamic business environment
- driving innovation and better ways of working
- addressing current and future skills and labour needs
- strengthening global connections in trade, investment and people
- developing strategically-important industries (including manufacturing, construction, tourism and creative industries) and harnessing new opportunities in emerging industries (including the clean economy)
- leveraging economic opportunities from government investment and service delivery (including in the care economy, clean economy and housing)
- building prosperous, liveable and resilient communities
- addressing barriers to employment and economic opportunity for priority cohorts, including First Nations people and women.

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

