

LAUNCESTON, TAS | CASE STUDY

Is your community ready for the future of work? To answer this question we need to explore the opportunities and challenges in your local community, how the local job market stacks up and the predicted changes in employment in the next 15 years.

Understanding the skills required to succeed and preparing the next generation for the future of work has never been more important. It's time to get ready – visit www.thefutureofwork.net.au to access the *Future of Work* online toolkit and join the conversation.

25%

of current jobs are predicted to be **at risk** from digital disruption in the future



Launceston's manufacturing and construction industries represent the highest proportion of at risk jobs. The jobs least at risk are within industries like education and training and healthcare and social assistance.

Future of Work Scorecard

Learning Ready

Educational outcomes are a key asset for the city of Launceston, with above national average performances across secondary school literacy and numeracy scores and adult learning measures.



Innovation Ready

With high business entries, as well as strength in traditional research and development (R&D) measures, there is a strong foundation for a culture of innovation. Launceston's below average skills mix, however, suggests there is room for improvement.



Digital Ready

With a high degree of mobile broadband coverage in place and high numbers employed in Information and Communications Technology (ICT) and electronics, Launceston has a real advantage in terms of digital readiness.



Jobs at Risk

Launceston has comparatively few jobs (25 per cent) predicted to be at risk over the next 15 years. But Launceston will still need to be proactive to ensure its workforce is skilled up and flexible enough to meet the future demands of work.



REGIONAL AUSTRALIA INSTITUTE



Australia's broadband network



The future of jobs in Launceston

Launceston is a Regional City www.regionalaustralia.org.au/home/the-future-of-work/ in northern Tasmania, roughly 200km north of Hobart. As a historical city, Launceston is transitioning away from traditional industries like manufacturing into more diverse service provision, such as education, training, healthcare, social assistance and retail trade.

As Launceston's economy continues to develop, the types of jobs available are likely to change. For our kids to be successful, they will need different skills and experiences to take on these jobs.

The challenge for Launceston will be leveraging its assets to enable more kids to develop these skills. Encouraging students to make the most of the opportunities both inside and out of school will be key for them to reach their full potential.



SOFT SKILLS

collaboration
problem solving
critical thinking
communication
creativity
embrace culture
utilise connectivity



HARD SKILLS

science
technology
engineering
maths
design
programming
entrepreneurialism

Upskilling the Next Generation

Research is showing that the future workforce will need both hard specialised knowledge and soft personal skills such as critical thinking, communication and collaboration. Hard specialised knowledge in the fields of Science, Technology, Engineering and Maths, plus Entrepreneurship, Art and Design will also be critical.

As Launceston makes its transition to a more diverse service economy, these hard and soft skills will be in even greater demand. Consequently, these skills need to be a priority in our kids' education.

At the moment, Launceston is a regional leader when it comes to primary, secondary and tertiary education. As a result, a significant proportion of the city's residents have either a university or technical qualification. The presence of the University of Tasmania campus in the city provides the region with the full gamut of education opportunities.

Diverse education opportunities are a huge advantage, but it is important to prioritise the skills and subjects that will create a capable and thriving workforce. This doesn't just apply to learning in a formal education setting. Kids need opportunities to learn and explore outside of school. Redstone Rangers and Level Up are great examples of resources to help kids develop their hard and soft skills in and out of school.



In Focus: Bitlink's Programs *Redstone Rangers* and *Level Up* Teaching Young Kids a Raft of Skills

Recognising the limited opportunities for younger kids to develop future of work skills, tech consulting group Bitlink developed a number of different workshops to give kids a chance to explore and learn with technology.

Aimed at kids aged 9-14 *Redstone Rangers* uses the video game *Minecraft* to teach kids basics in computational thinking, while *Level Up* lets kids of the same age group design their own basic video game from concept to completion – creating original artwork to programming a playable game.

These workshops not only aim to get kids comfortable with technological skills from a young age, but use a fun environment to develop skills in design, problem solving and collaboration that are also vital.

CEO of Bitlink, James Rigall, says that by giving kids a baseline level of skills, they can explore what they are interested in and get creative whilst still having a supportive learning environment around them.

In addition to being fun, the hard and soft skills developed in these programs will be crucial to success in the future of work.

The Future of Work

With 25 per cent of jobs at risk in Launceston due to technology change, the types of jobs available in the city are likely to change.

Low skill jobs based on routine tasks are the most at risk of disruption from technological change. On the other side, jobs based on high level technical knowledge, or on strong interpersonal contact, or involving individualised care activities, are the least likely to be at risk. The strongest future employment growth areas place more reliance on the right mix of technical and personal (hard and soft) skills.

Launceston's occupation projections suggest that the City is expected to see strong growth in higher skilled occupations in the near future. If Launceston follows national trends, it could see another 2,732 position in professional occupations and 488 new managers across several industries in the next five years. A good outcome for Launceston will rely on local people having the necessary skills to take up these jobs and make the most of more flexible working arrangements.

As one of the first regions to receive rollout of the **nbn**[™] network, Launceston is tech ready. Access to this digital infrastructure, however, is just the first step. We need to make sure that kids are ready to take advantage of Launceston's capabilities.



In Focus: HIT Lab Getting Hands on with New Technology

Focusing on how people use and interact with technology, the Human Interface Lab (HIT Lab) at Launceston's University of Tasmania (UTS) campus gives students the opportunity to explore creative and innovative new technologies and build new ideas.

While technology skills are the core focus, Director of HIT Lab Australia, Henry Duh, emphasises the importance of an interdisciplinary and collaborative approach to learning. Interactions, he says, are vital to foster the ability to share knowledge with others.

With opportunities to collaborate with industry groups throughout the courses, HIT Lab aims to develop students who not only have great skills but are either industry or entrepreneur ready. Experiences like this will help students to more easily transition from education to the future workforce.

Looking Ahead

Exciting times are ahead for Launceston. There is a growing innovative and entrepreneurial energy in the city, with 'hackathons' and innovation spaces increasingly popping up. Over the past few years, the state of Tasmania has increasingly recognised the value of digital technology to its economy and the importance of developing hard and soft skills in its people. This is an ideal time for Launceston to keep finding ways to engage kids to learn skills and pathways into the future of work.

The variety of education and training facilities in Launceston and the surrounding area is a significant advantage for equipping local kids with the skills they need to participate in the future workforce. The challenge for Launceston will be to ensure they are making the most of their advantage.

Is Launceston ready?

As Launceston prepares for the future of work, think about these questions:

- With access to a range of education facilities, Launceston is well placed to provide kids with a good education – but are kids given the opportunity to develop their hard and soft skills?
- Do teachers in Launceston have access to the skills and tools they need to use digital technology to help students build essential skills?
- Do students and parents have access to practical information about the expected changes to jobs and industries in Launceston? Are they using this information to inform their choices about their future careers?
- Are there clear pathways from education and training to work for young workers?

To find out more about tools and resources to help your kids develop the right mix of skills, visit the Future of Work Toolkit at www.thefutureofwork.net.au.

For more information on the Future of Work visit
www.regionalaustralia.org.au/home/the-future-of-work/

