



COMMITTED TO IMPROVING THE STATE OF QUEENSLAND

SUMMARY REPORT

Sandwich Workshop

Jobs and Employment Growth in Queensland

Wednesday 27 March 2019

12.30pm - 2pm

BDO, Level 10, 12 Creek St, Brisbane

Moderator

Jonathon Hadley, Partner, Corporate Advisory, Gadens

Panellists

Jane Dionysius, Head of Human Resources (Acting), Brisbane Airport Corporation

Rohan Dyster, General Manager, Organisation Development & Learning,

The Star Entertainment Group

Russell Luhrs, Chief Operating Officer, Springfield City Group

Colin Mitchell, National General Manager - Strategy, BMD

QFI thanks its Workshop Sponsor



Workshop Summary

The *Jobs and Employment Growth in Queensland* workshop focused on the importance of current and future focal projects in providing sustainable employment growth.

The workshop also addressed challenges facing current projects, the role of State Government in supporting these projects and ongoing threats to Queensland's workforce.

In addition, the audience was encouraged to explore ideas and initiatives to further advance Queensland's Industry and foster job growth.

Key comments by panellists

Jane Dionysius, Head of Human Resources (Acting), Brisbane Airport Corporation

- Brisbane Airport Corporation faces increased exposure to the challenges faced by the Retail and Hospitality Industries, as well as Aviation.
- Brisbane Airport currently employs over 480 businesses, employing 23,000 people.
- By 2034, this number is expected to grow to 50,000, with airport operations and projects contributing \$8.2 billion a year to the Queensland economy
- Brisbane Airport's new runway is on track for completion in 2020 and will lead to the creation of 7,800 new jobs.

Rohan Dyster, General Manager, Organisation Development & Learning, The Star Entertainment Group

- The Star Entertainment Group is expected to reach up to 8,000 employees in Queensland with the Queen's Wharf Brisbane project which is due for completion in 2022.
- A strong partnership has been forged with TAFE Queensland and the Queensland Hotel and Hospitality School continues to ensure a strong pipeline of trained employees to the local industry.

Russell Luhrs, Chief Operating Officer, Springfield City Group

- Springfield is 24 kilometres from Brisbane and 16 kilometres from Ipswich; it is well-positioned for growth from 41,000 to 140,000 within 26 years, with jobs growth is expected to increase to 80,000 over this time.
- Springfield currently attracts \$650 - \$700 million in investment annually, with BMD a major contractor.
- Springfield's current focus is population growth, the provision of services and job creation. Springfield is also committed to expanding its position as a centre of influence for the wider region.
 - It has recently experienced stimulus in Social Services and Development including the building of Mater Private Hospital Springfield, 14 new schools with an additional five planned, and a new stadium planned for the relocation of the Brisbane Lions to Springfield.

Colin Mitchell, National General Manager - Strategy, BMD

- BMD is currently partnering with Brisbane Airport Corporation to deliver the new Brisbane Runway.
- They employ 700-800 people across their contractor workforce in South-East Queensland.

Questions

How can we increase employment in Queensland?

- Removing the political nature of infrastructure would encourage investment and construction necessary to sustain higher employment, particularly for independent infrastructure groups.
- In line with increased Corporate Social Governance, sustainable employment growth which avoids boom and bust cycles is required and would provide a stable supply of skilled labour.

What will drive future employment growth in Queensland?

- Developments currently within scope are Queen's Wharf, the Cross River Rail project and the recently completed Howard Smith Wharves.
- A successful Olympic bid will spur further infrastructure investment and job creation but require strategic development, planning and funding.

How does Queensland attract workers despite flat wage growth?

- Training and a focus on diversity in the workforce is the key.
- Automation remains a threat to certain jobs and tasks – retraining is crucial in avoiding loss of workers.
- Competition in the job market ensures strong skill sets of workers, especially for university graduates.



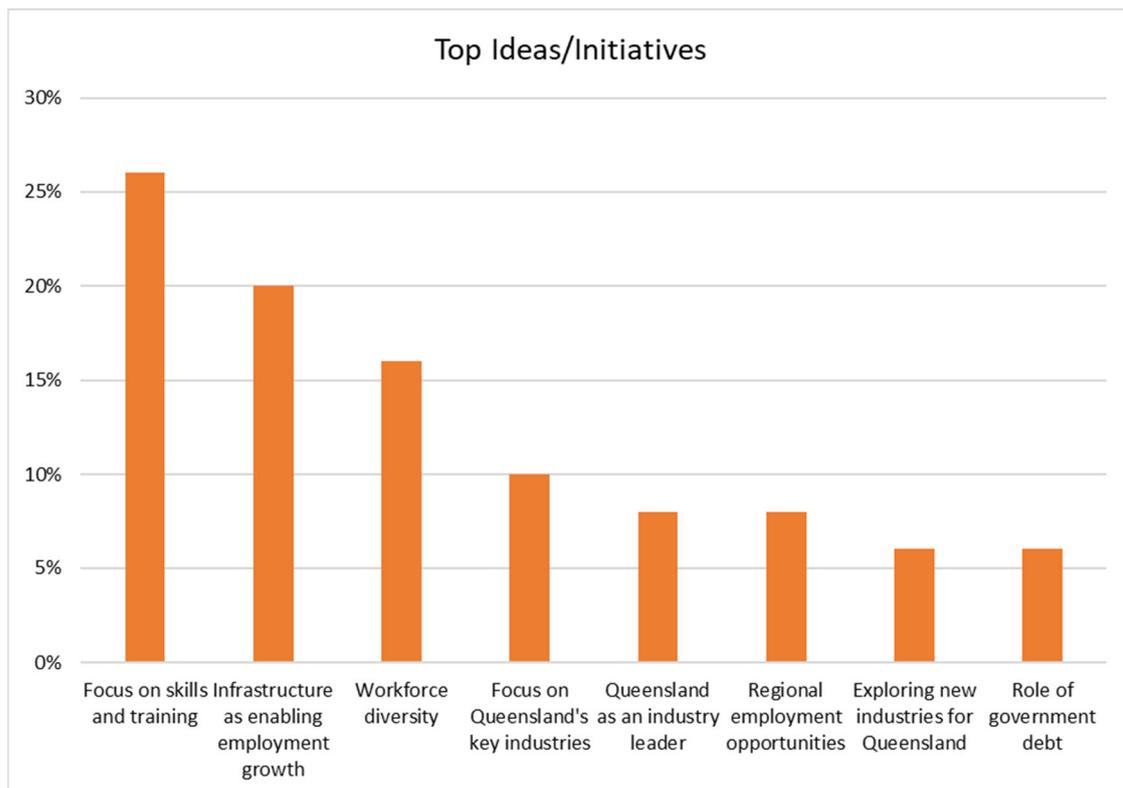
General Discussion

- Tourism, Healthcare and Hospitality remain Queensland's pivotal areas. Queensland's natural assets remain key to eco-tourism and related hospitality growth. A steady supply of skilled labour in addition to Brisbane's second runway is important in supporting this industry.
- Static wage growth is putting pressure on the 'living wage', worrying Queensland businesses. The flow-on effects are being felt in housing affordability as well as in Industry. Household debt is increasing, as home owners are borrowing higher amounts relative to their incomes than in previous decades. Equally cost pressures are flowing through to Industry with Brisbane Airport Corporation starting to see impacts from cost pressure on the airlines.

Olympics

- Prior to bidding for the Olympics, costs and benefits must be quantified and the case appropriately analysed.
- State debt used in the funding of the project would also need to be appropriately managed through business cycle booms and busts moving forward – this requires responsible governance and judgement by politicians.

Summary of Workshop Comments



Summary of Ideas

- Future planning is required to improve skills and training, as well as maintain a strong pipeline of human resource for essential industries. In addition, retraining should be prioritised for areas threatened by automation and channelled into areas of need.
- Infrastructure investment is critical to support population growth and remove frictions to employment – focus on transport and digital infrastructure, removing the need to travel to work.
- Leverage a diverse population – use the knowledge and skills of Queensland's ageing, immigrant and youth demographics.
- Innovation around strengthening Queensland's current key industries and fostering growth in others.

The Queensland Futures Institute acknowledges the support of UQ Business School Commerce Honours student, Jordan Ferrari, for his summary of the Workshop.



Our Members



www.qldfutures.com.au

