

Priority Area 4: Better workforce planning

Significant and wide-ranging data about the current and predicted tourism and hospitality workforce is available in a range of government agencies.

However there are significant gaps, the data is not available in the one place and it is not provided in an easily accessible way to business. The many small business which dominate the industry find it hard to use in everyday operational settings.

It will be impossible to accurately predict and respond to the challenges confronting the industry without the availability of timely information on current and future labour market information. This information needs to be linked to broader industry and economic development processes at the regional, state, and national level.

Improved information is essential to support growth projections and investment decisions.

For many smaller businesses in the industry, everyday management decisions are similarly fraught due to a lack of operational data.

Industry has been provided with Commonwealth funding to establish a process to explore the feasibility of consolidating existing data sources into a comprehensive labour force information system. This system will assist businesses at the regional level by providing a profile of the current and future labour force and specific challenges. The profile will analyse such things as:

- The size and makeup of existing regional workforce.
- The number of high school and tertiary students.
- Level of unemployment and underemployment.
- Demographic profile of community and tourism and hospitality labour force.
- Industry growth projections.
- Options to increase the regional labour force.

Regional plans and workforce development plans should work together to maximise the benefit delivered to industry and the Australian Economy.

The profiles would cover the different sectors within the tourism and hospitality industry and provide appropriate regional projections of whole of industry, sector-specific and occupation-specific workforce and skill needs.