

MILDURA, VIC | 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.

32%

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

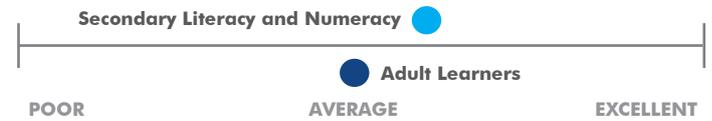


Mildura's highest proportion of at risk jobs are located in the agriculture and manufacturing industries, while those least at risk are in healthcare, social assistance and retail trade.

Future of Work Scorecard

Learning Ready

Education outcomes in Mildura are roughly equivalent to the national average for adult learning measures and perform above average in secondary literacy and numeracy scores.



Innovation Ready

Mildura boasts a high proportion of business entries compared to the national average, however its overall skill level is relatively low. This suggests Mildura has strong foundation for innovation but could do more to increase its innovative capacity.



Digital Ready

Although Mildura has strong measures of digital infrastructure such as mobile broadband coverage, its Information and Communications Technology (ICT) industry is relatively small compared to other regions across the country.



Jobs at Risk

Mildura's proportion of jobs at risk of technological disruption is close to the national average, with nearly a third of its jobs likely to be at risk over the next 15 years.



REGIONAL AUSTRALIA INSTITUTE



Australia's broadband network



The future of work in Mildura

Mildura is an Industry and Service Hub www.regionalaustralia.org.au/home/the-future-of-work/ located in the far north-western corner of Victoria, on the banks of the Murray River. It is an irrigation area known for its food and wine.

Agriculture is one of its key industries along with retail, manufacturing and health and community services.

Although these industries are expected to remain the important drivers of Mildura's economy, the types of jobs available are likely to change. Our kids will need different skills and experiences to be able to take on these new jobs.

For example, kids will need to be able to work more flexibly, moving from task to task, job to job and even place to place. Their ability to innovate and be entrepreneurial will give them the greatest chance of success in the future workforce.



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

Mildura has a solid foundation in education. Education outcomes are roughly equivalent to the national average. This includes early childhood development, primary and secondary outcomes and technical qualifications. University qualifications, on the other hand, are less common, however this is typical in many regional areas.

As parents and educators look to grow this foundation it is important that efforts are directed towards building skills that will help kids to thrive in the future workforce.

Research is showing that they will need a mix of 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, as well as Entrepreneurship, Art and Design will also be critical. These areas need to be a priority for Mildura.



In Focus: Mildura Innovation Awards

The Mildura Innovation Awards encourage businesses and organisations to showcase new ideas, dynamic products or improved services. The Awards aim to communicate the importance of embracing an innovative culture and promote a positive outlook for the future of the region.

The Awards are much more than one night of celebrating innovation. Over an eight month period, events and programs are held to recognise everyday innovators, and to stimulate innovation and entrepreneurship across the region.

The Innovation Awards are a chance for Mildura to promote innovative thinking and entrepreneurship to local students. Having these local role models and celebrating these skills will be vital for kids to thrive in regional areas.

The Future of Work

With 32 per cent of jobs at risk from digital disruption in the coming years, the types of jobs available in Mildura 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, 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.

Mildura's occupation projections suggest that the town is expected to see growth in higher skilled occupations in the near future. If Mildura follows national trends it could see 1,306 new positions in professional occupations and 424 new managers across several industries in the next five years.

The **nbn**[™] network rollout is likely to impact on the types of work in Mildura. Yet access to digital infrastructure is just the first step. We need to make sure that kids are ready to take advantage of it, with good career options relying on young people having the necessary skills to match future needs and make the most of more flexible working arrangements.

Looking Ahead

Like the future of work, Mildura is in transition. There is a big push locally to stimulate innovation and investment. The challenge for these innovators is two-fold. The first is to connect with traditional industries, such as agriculture, retail, manufacturing, health and community services and stimulate more innovation in these foundation industries which are likely to continue to underpin employment in Mildura.

The second is to immerse local kids in the growing innovation culture. If kids in Mildura can be inspired by new ideas and have the skills to transform them into business ventures, they will be well placed to drive the expected changes in the job market, rather than just being taken along on the ride.



In Focus: UpStart Co-Working Space

UpStart is an opportunity for entrepreneurs to work in an open plan space free from the distractions of home in an environment where they can connect with and learn from like-minded people.

For example, entrepreneur A might be great at grant writing, whilst entrepreneur B might be great at marketing and social media. By co-locating, entrepreneur A and entrepreneur B can share their experience and skills to increase the likelihood that their businesses will succeed.

Co-directors Deb Bogenhuber and James Price are also looking to make workshops available in the space to build new skills in local entrepreneurs.

UpStart was created to develop a 'yes' culture and foster a dynamic and supportive start-up community that allows new ideas to flourish. Like the Innovation Awards, UpStart is part of a larger movement to promote a culture of innovation in Mildura.

It is important that Mildura brings the younger generation along with them in this journey. Many of the skills that innovators need are the same skills that our kids will need to thrive in the future workforce.

Is Mildura Ready?

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

- With a good foundation in education, Mildura is well placed to grow this opportunity – but are kids given the opportunity to develop their hard and soft skills?
- Do teachers in Mildura 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 Mildura? 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/

