



University of
Western Sydney

Bringing knowledge to life



Partnerships for Skills in Booming, Shrinking and Global Cities: the case of Australia

Presentation to OECD LEED
Forum on Partnerships and Local Governance
18-19 February 2008

A/Professor Cristina Martinez-Fernandez c.martinez@uws.edu.au
Urban Research Centre

Overview

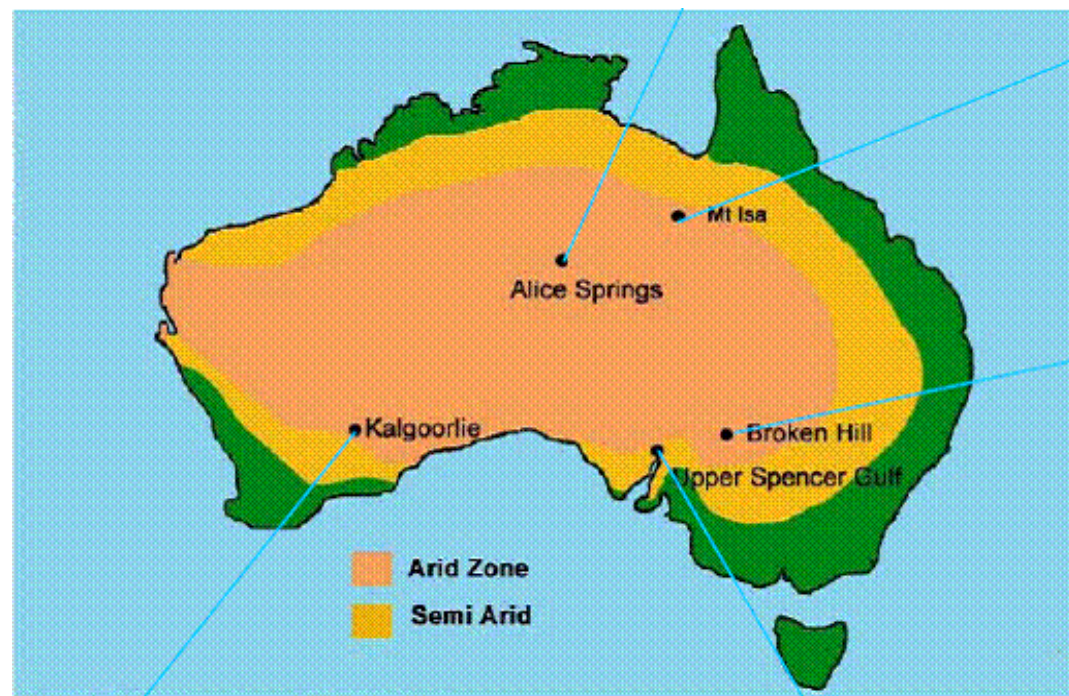
- **Scenarios for Skills & Employment Development. Partnerships.**
 - Booming Cities: Mackay
 - Shrinking Cities: Broken Hill
 - Global Cities: Sydney Metropolitan Region
- **Lessons**
 - Skills and Employment Development
 - Role of Local Government
 - Partnerships for Skills and Competitiveness

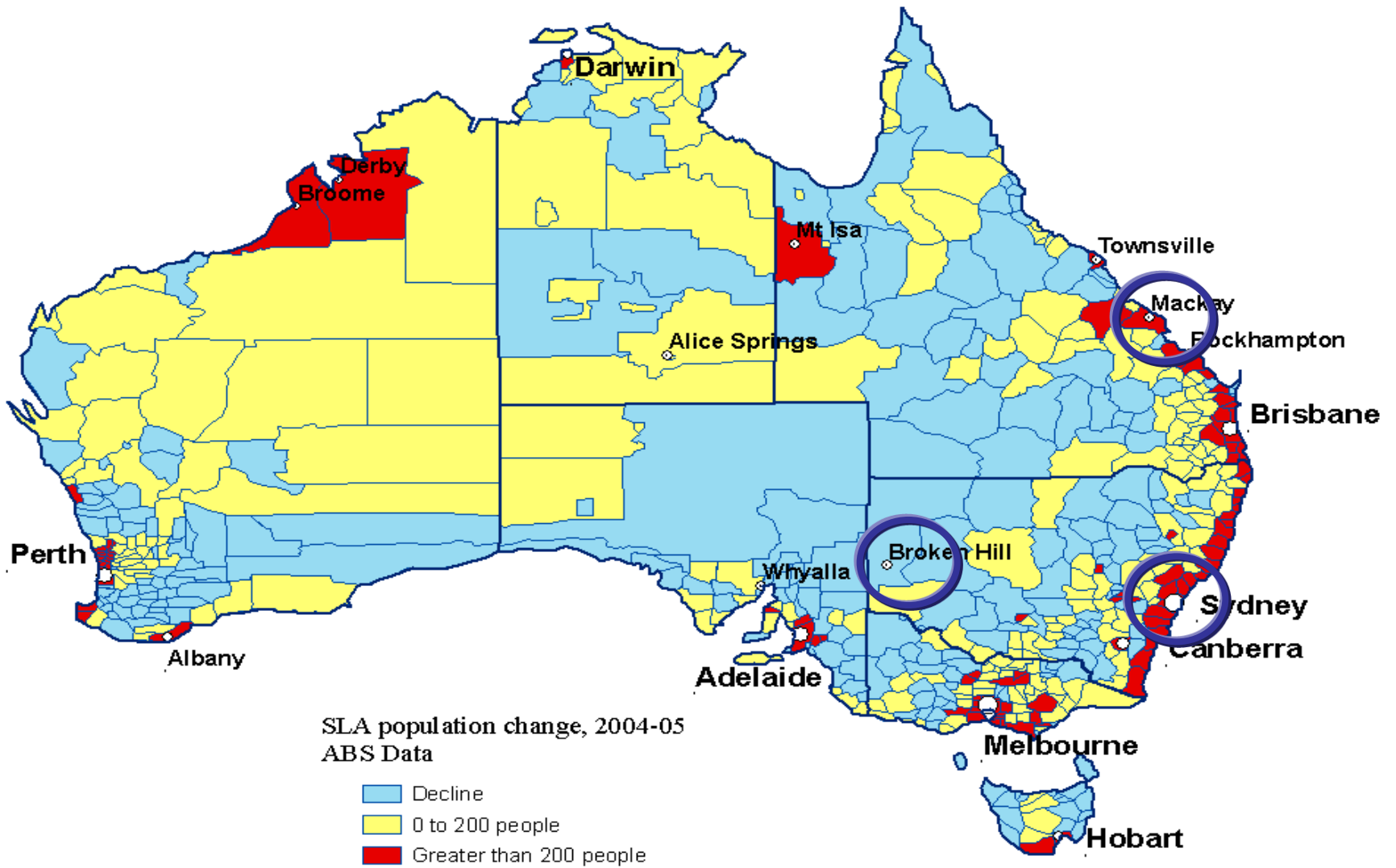
Scenarios for SED

Booming Cities
Shrinking Cities
Global Cities
Lessons

Scenarios for Skills & Employment Development (SED)

- 20.6 million, 7 capital cities;
- 85% live in urban areas;
- 70% land is arid or semi-arid;
- 23% migrants (UK, NZ, Italy);
- 1.7% Indigenous;
- Ageing population: negative increase by mid 2030;
- Unequal distribution of knowledge infrastructure.





MC Martinez-Fernandez (2007)

1. Booming Cities: Mackay

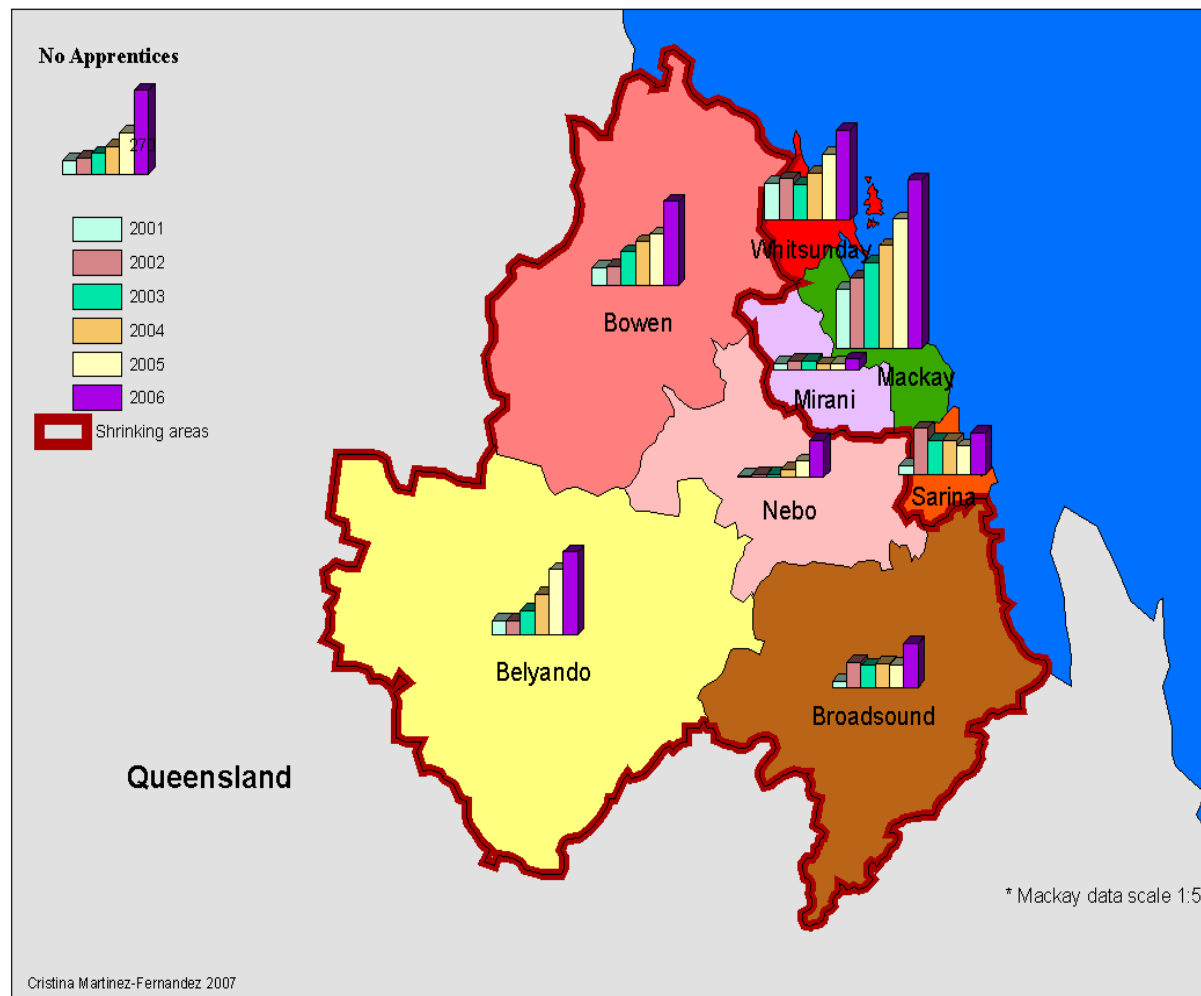
- 85,000 people;
- Continuous growth from 1996 to 2026;
- 20 coal mines;
- Hay Point – biggest coal exporter port in the southern hemisphere;
- Unemployment rate 3.5%;
- Mismatch of talent (sugar industry) and skills shortages in most occupations.



Mackay: the partnership

MAIN CARE Scheme

- Started as informal industry network – formalised in 1996;
- Skills challenge: disappearing trades in SMEs;
- Industry lead + State Government (Queensland Skills Plan) + Federal Government (Australian Apprentices Scheme) + Local gov agencies + Local Training providers.
- Self-sustained.



2. Shrinking Cities: Broken Hill

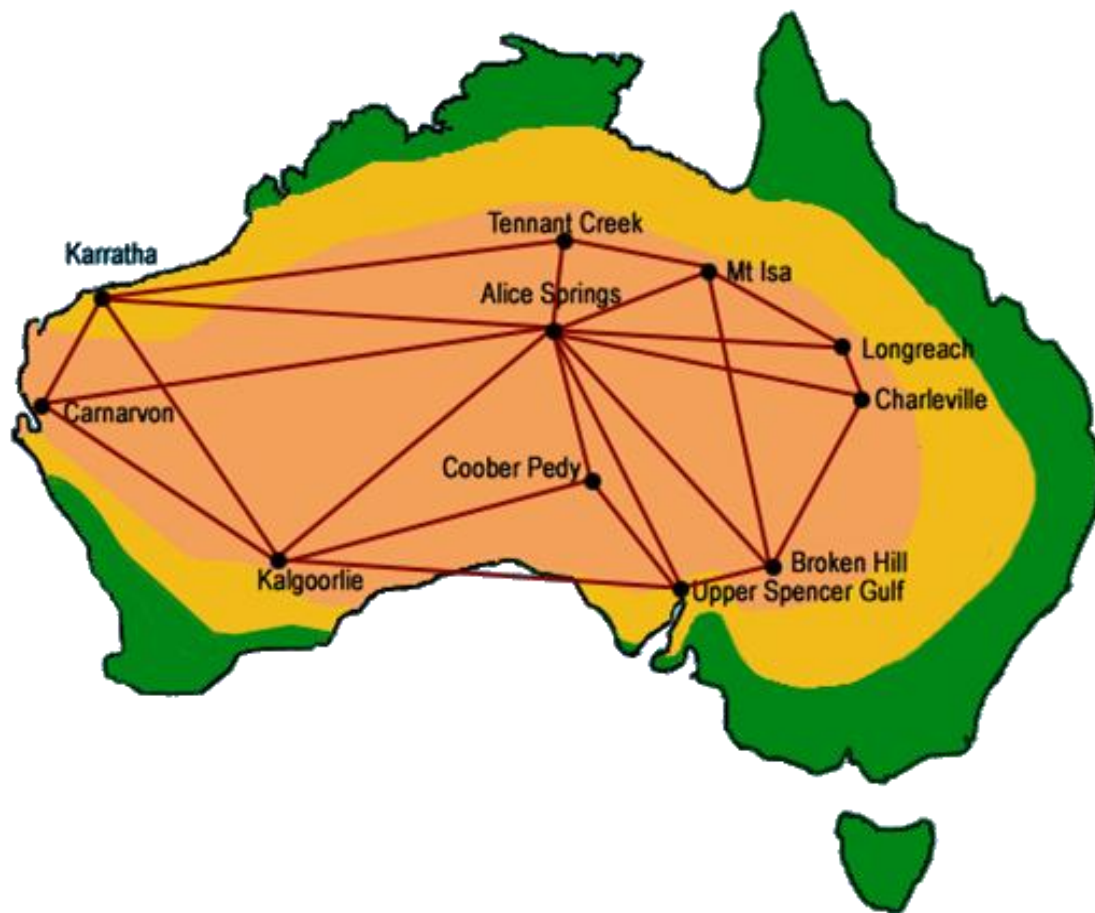


- 20,000 people;
- Declining from 30,000 people in 1952 to 15,000 by 2031;
- Former mining city in outback NSW;
- Unemployment rate 8.3%;
- Acute loss of skills: knowledge workers, computer professionals and trades (up to 40%);
- Growth of Aboriginal population → low qualified, low income, marginalised communities;
- Limited knowledge infrastructure.

Broken Hill: the partnership

Desert Knowledge Linking Business Network

- Project based partnership formalised in 2004;
- Skills challenge: skills upgrade, networking skills, connecting to national and international markets, attracting & retaining business and skills.
- NT Gov+ Telstra + Federal Gov + industry groups + local organisations + Research organisation: the DKCRC;
- Multiple networks: MTS, desert foods, tourism, sustainable building.



3. Global Cities: Sydney



- 4.5 million people;
- Additional 1.1 million & 500,000 jobs by 2031;
- Multicultural-hub: 31% born overseas;
- The 'City of Cities': specialised centres and employment lands;
- High cost of living in key employment areas;
- Marginalised communities: low skills;
- 77.7% NSW refugees live in Western Sydney (38% Australia wide).

Sydney Metropolitan Strategy 2006-2031

7 interconnected sub-strategies:

1. Economy & Employment
2. Centres & Corridors
3. Housing
4. Transport
5. Environment & Resources
6. Parks & Public Space
7. Implementation & Governance

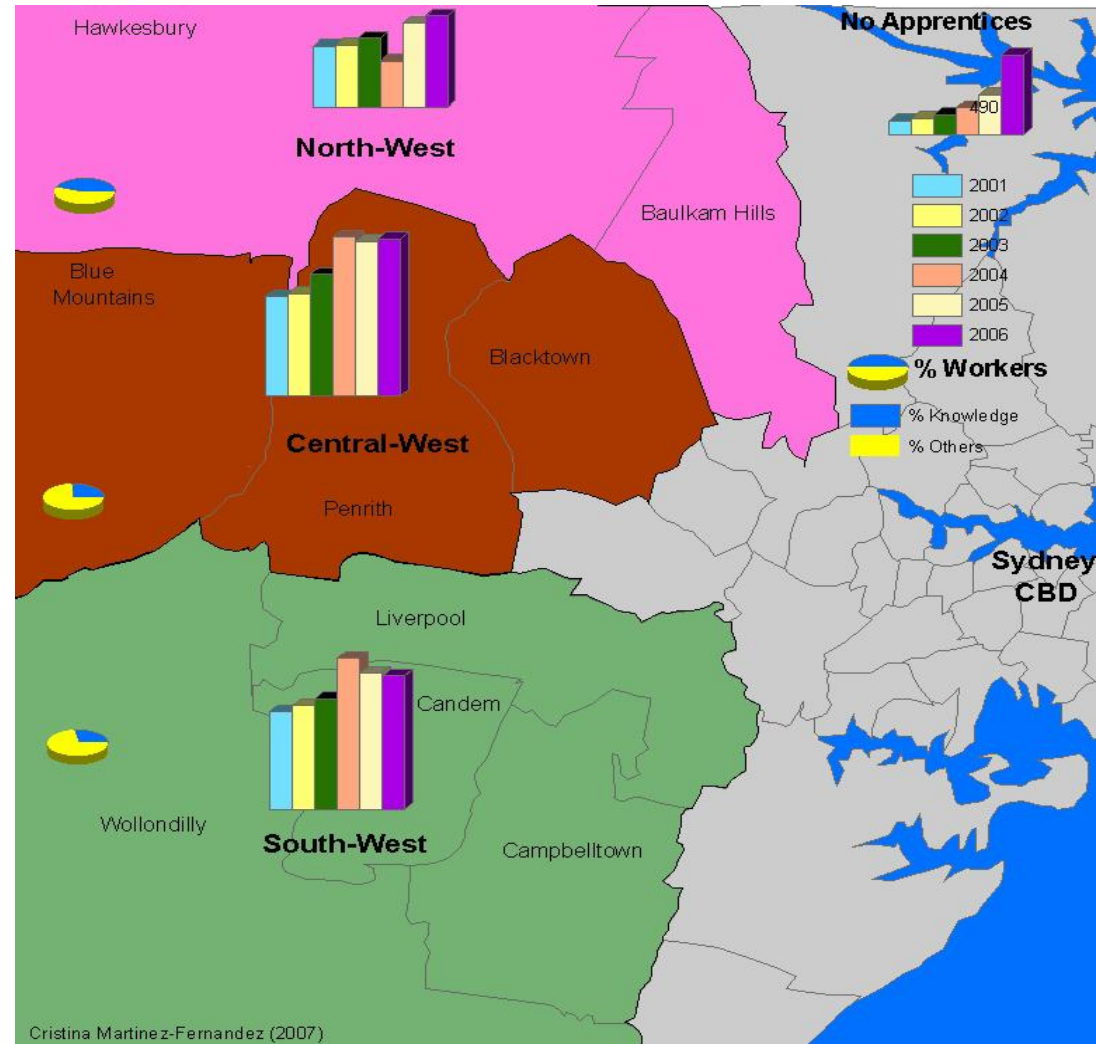
Challenge: Uneven distribution of skills.

- Professional & Managerial – global economic corridor CBD (40%);
- Manufacturing – Western Sydney (8% professionals);
- Skills shortages: building & construction (trades), nursing & medical, science teachers, toolmakers & machine operators;
- New skills: nanotechnology, bioinformatics, computer-aided manufacturing, computer-aided design, mechatronics.

Western Sydney: complexity of skills territory

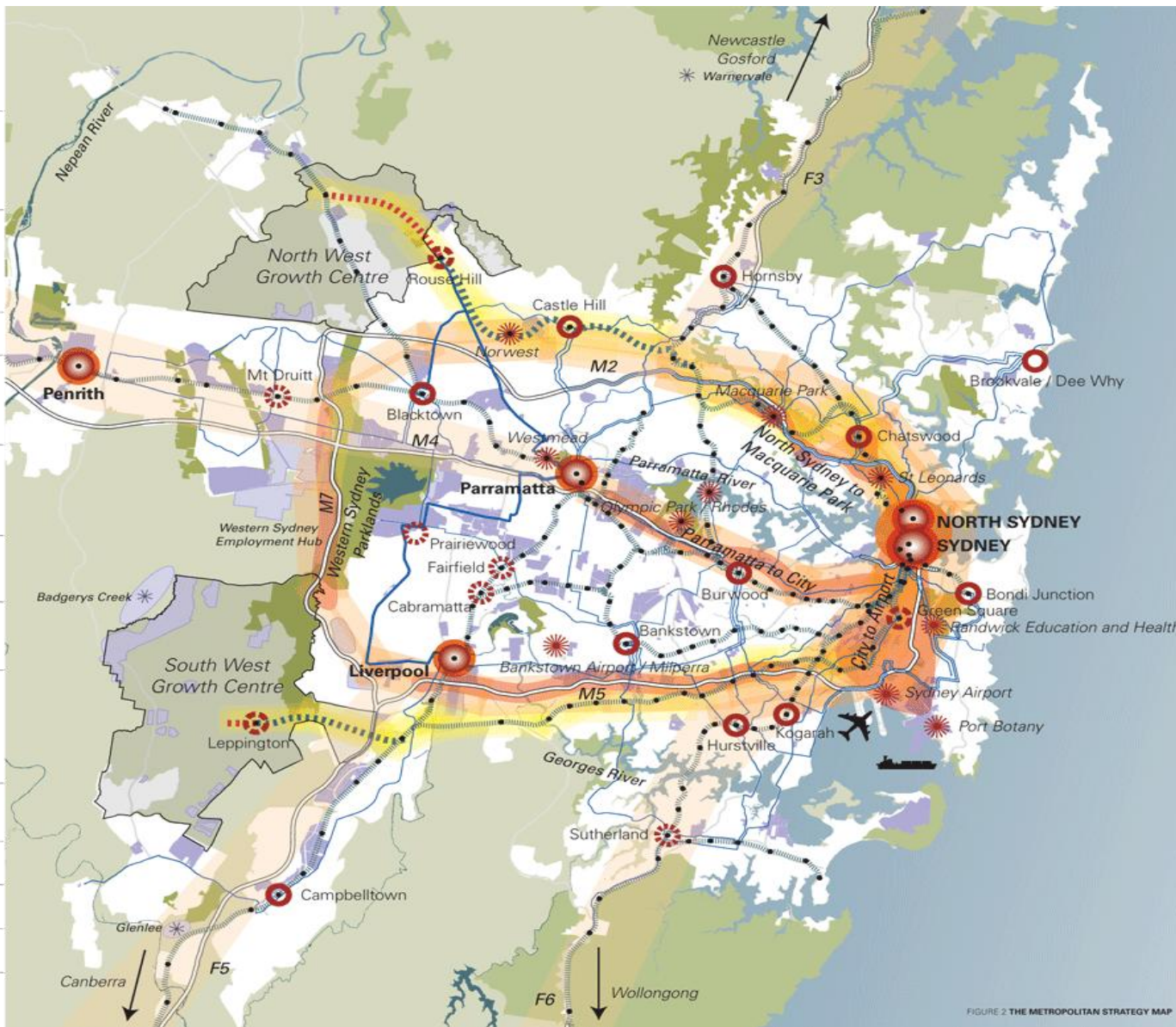
Scenarios for SED
Booming Cities
Shrinking Cities
Global Cities
Lessons

- 1.85 million people (43% of Sydney);
- Continuous growth to 2.2 million by 2026;
- Third largest economy in Australia;
- 663,000 jobs (2001) to 900,000 jobs (2031);
- Industry clusters of 'Transport & Logistics' and 'Manufacturing';
- Unequal distribution of skills and knowledge.



Cristina Martinez-Fernandez (2007)

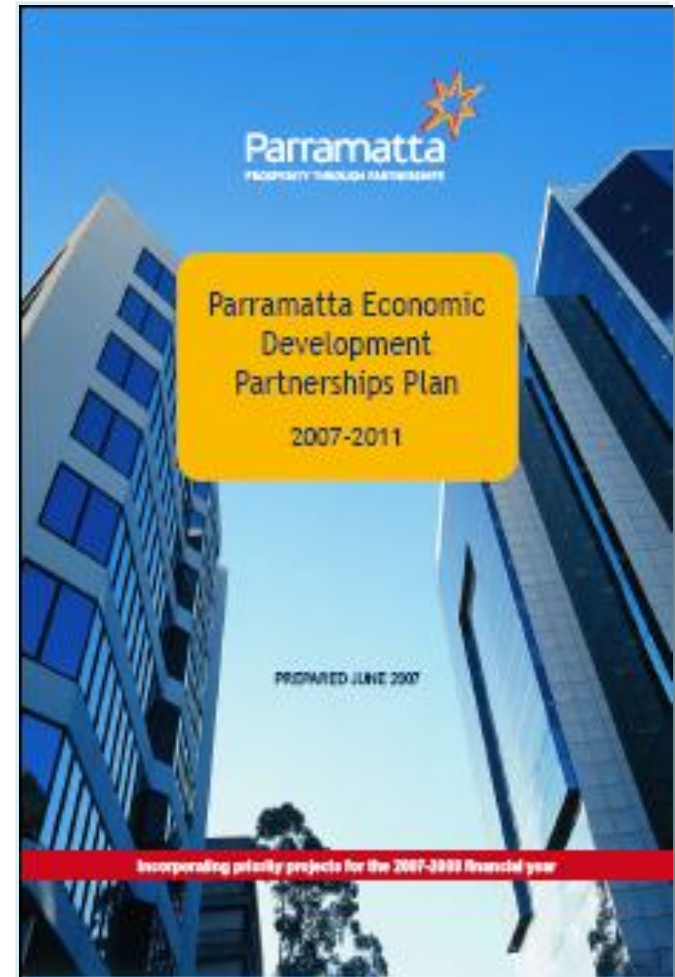
Sydney Metropolitan Strategy



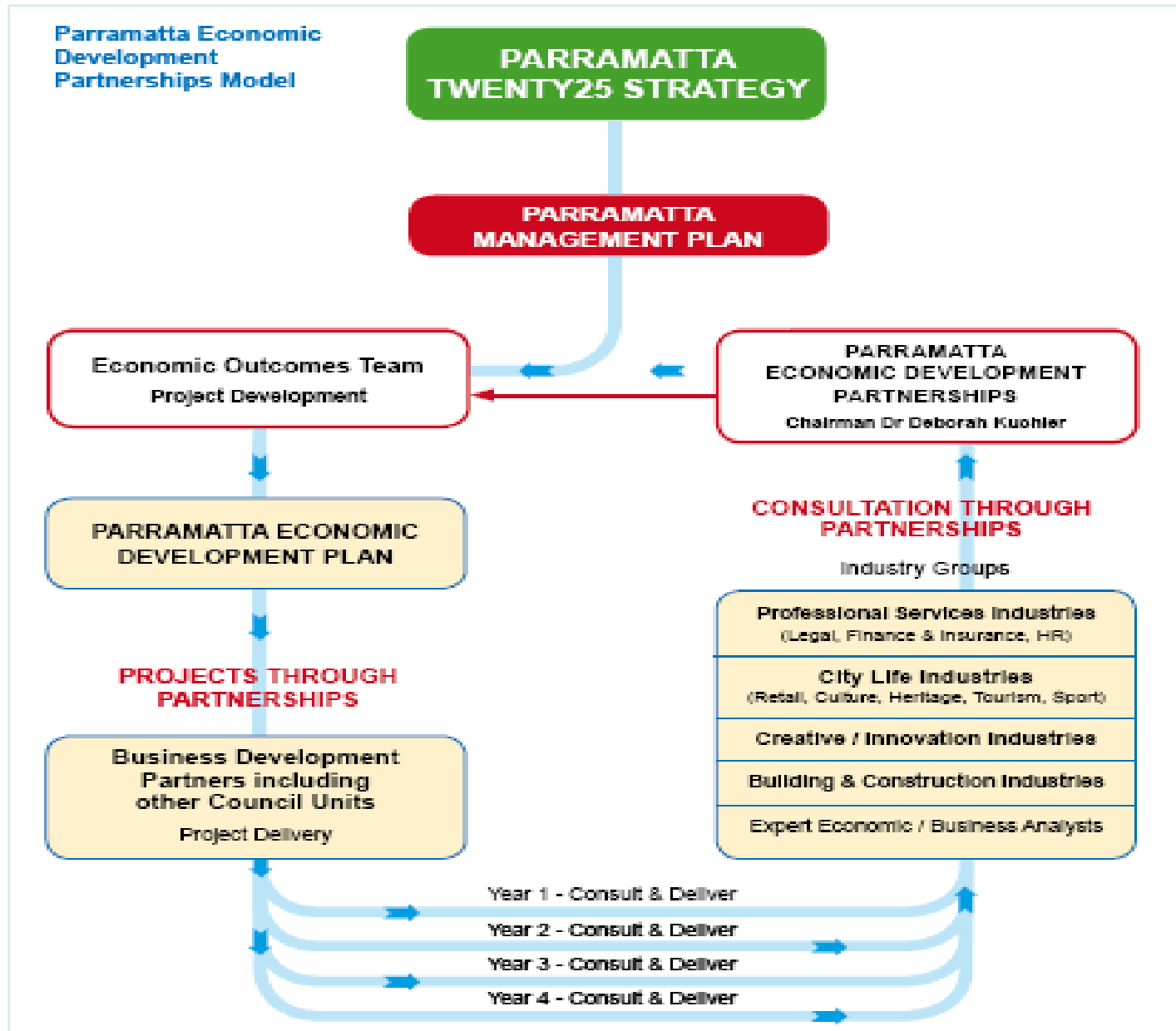
Scenarios for SED
Booming Cities
Shrinking Cities
Global Cities
Lessons

The Partnership: Parramatta Twenty25

30,000 new jobs by 2025. Partnership targets attraction & retention of skilled workers + up skilling the labour force



Scenarios for SED
 Booming Cities
 Shrinking Cities
 Global Cities
 Lessons



Lessons

Skills & Employment Development

- Skills and Employment strategies embedded in 'local' conditions → need to 'customise' labour policies;
- Local Governments shift from 'number' of jobs and 'land resources management' towards SED planning;
- SED concerned with 'type' of jobs, 'where' they are located, and for 'whom';
- SED concerned with innovation and development of pools of available human capital;
- Need for partnerships: government, industry, education, community

Lessons

Role of Local Government

- Audit skills and knowledge assets;
- Embed skills development in new development projects;
- Dialogue with RTOs to target 'relevant' knowledge;
- Strength industry clusters through education and training;
- Create local Employment Alliances;
- Promote 'cross-border' 'cross-industry' networks/partnerships in shrinking regions.

Lessons

Partnerships for Skills & Competitiveness

- **Invest on Network Infrastructure at Government level:**
 - Linking different sources of knowledge and policy (planning, infrastructure, economic development, skills)
 - Vertical and horizontal
- **Develop Partnership frameworks/platforms:**
 - Government departments + Industry bodies + Universities and research institutions + Training organisations + Local community
 - Linked to projects and outcomes
 - Targeting skills groups
 - Led at local level – linked to umbrella policies/plans
 - Well informed of macro & micro economic conditions & trends
 - Develop links to external relevant partnerships