



COMMITTEE FOR  
ADELAIDE



# ACTIONS TO ATTRACT AND RETAIN SOUTH AUSTRALIA'S FUTURE WORKFORCE

July 2024



## 1 Incentivise skilled workers to South Australia

- Maintain South Australia's status as a regional jurisdiction for skilled migration, ensure better targeting of migration programs and provide clearer and quicker pathways to permanent residency.
- Implement a State Government funded Workforce Attraction Incentive Scheme to attract skilled workers to SA to fill in-demand jobs and complement local workforce, including financial incentives to relocate and complete a set tenure of employment (i.e. 2-3 years ), accommodation assistance and added incentives to relocate to regional areas.
- Continue the delivery of the [Adelaide Connected](#) program to support skilled-migrants and expats to settle into the community, connect with industry, build professional networks and support long-term settlement.



## 2 Build-to-Rent housing close to CBD & in key regional areas

- Establish a South Australian 'Build to Rent' (BTR) Taskforce with representatives from across the property sector, industry and state and local government to identify and facilitate the acquisition of strategic land sites in and close to the CBD and in key regional areas for BTR projects to provide additional rental supply to support local workforce.
- Provide a State BTR Investment Fund to co-invest and fast-track BTR projects as part of meeting urban infill targets to provide more housing choices for SA's future workforce and ensure affordability for developers, landlords and tenants.



## 3 Glamourise vocational education, training and a career in trades

- Glamourise vocational education, training and a career in trades to ensure we have the appropriate mix of technicians and trade workers for current and emerging growth sectors including construction, defence, education, health, aged care, IT, manufacturing, the green economy, hospitality, and resources.



## 4 Retain young people including international students

- Encourage young Adelaideans and international graduates (higher education and VET) to stay and work in South Australia by offering a 'Stay in SA' bonus for people aged 20 to 25 who complete a qualification and secure full-time-employment in South Australia for a set tenure (i.e. 2-3 years).
- Continue to promote work and career pathways to students, parents and career advisors, especially across new and emerging sectors, and through stronger industry engagement across the curriculum.
- Offer paid internship programs including an expansion of ['The Alternative'](#) government-led intern program and other industry led programs to encourage young people into employment, including encouraging businesses to employ students part-time while studying to support a pipeline of future, local talent.
- Continue to attract and prioritise international graduates under the General Skills Migration program and provide pathways to employment with industry, including educating industry of the benefits and ease of employing international students.



## 5 Support businesses to develop & implement inclusive and agile workforce strategies

- Support businesses to develop and implement future workforce strategies, including quantifying workforce needs and identifying opportunities to recruit, retain, plan and invest in workforce requirements.
- Encourage local businesses to eliminate unconscious biases from recruitment process and provide clear growth pathways, on-the-job training and transition opportunities within businesses and organisations (where possible) to upskill and retain staff.
- Support SMEs to explore opportunities to work together, share resources, allow cross-pollination of workers and collaborate on projects together.
- Encourage businesses to invest in and embrace Artificial Intelligence and other digital technologies to boost productivity, improve service-quality and divert much-needed skills to other value-add areas.