

Local Jobs Plan

Fitzroy Employment Region | QLD | May 2026

Workforce Australia Local Jobs (Local Jobs) is a program that creates partnerships between business and communities to meet local workforce needs, thereby improving employment outcomes. Local Jobs operates in all 51 Employment Regions in Australia.

Local Jobs Overview

Local Jobs Plan

Each Employment Region has a Local Jobs Plan which outlines the labour market challenges in the region and the strategies to address these challenges.

Job Coordinators

Each Employment Region has a dedicated Job Coordinator who leverages existing resources, supports local labour markets through structural adjustments and retrenchments, and creates opportunities for collaboration between business and communities.

Local Jobs and Skills Taskforce

Each Employment Region has its own taskforce that meets regularly with the Job Coordinator to develop an understanding of challenges in the region and implement solutions. The taskforce is comprised of representatives from the region.

Local Jobs Local People Grant

The Local Jobs, Local People grant funds activities that help people into ongoing employment or training. Activities must support local labour market needs.



Explore labour market insights for the [Fitzroy Employment Region](#)

Local labour market challenges

- Youth unemployment: many young people struggle with low literacy and numeracy, reducing job opportunities and confidence. Additional barriers include transport and licensing issues, homelessness, and mental health challenges.
- Barriers for marginalised groups: First Nations people, mature aged individuals, people with disabilities, and the long-term unemployed face compounded disadvantages, often linked to low literacy and numeracy skills.
- Transport and licensing challenges: limited public transport, poor connectivity to employment hubs, and long wait times for licensing programs restrict workforce participation.
- Education and digital literacy gaps: school and higher education completion rates are below state and national averages, and digital literacy remains a significant hurdle for jobseekers.
- Limited internet access: outside major centres like Rockhampton and Gladstone, unreliable internet limits access to job opportunities, training, and remote work options.
- Childcare places: a lack of childcare services, staff shortages, and long waitlists make it difficult for parents to enter or remain in the workforce.
- Skilled worker shortages: despite a strong pipeline of projects in Central Queensland, attracting and retaining skilled and professional workers remains a challenge.
- Entry-level workforce gaps: industries struggle to fill entry-level roles due to a lack of job-ready candidates, skill mismatches, and low workforce participation among key demographics.

Local priorities

Priority 1 – Establishing career pathways into essential industries

Focus areas: health care and social assistance, mining, construction, hospitality, manufacturing, agriculture, renewables, and the net-zero transformation

What are our challenges?

The Fitzroy Employment Region presents numerous employment opportunities across these industries, with continued growth anticipated over the next 3–5 years. However, staffing shortages and skill gaps present challenges in finding or upskilling candidates to meet future job demands.

How we are responding:

- Targeted training and industry collaboration: engaging with businesses, industry associations, Registered Training Organisations (RTOs), and employment services providers to identify training gaps and develop innovative training solutions tailored to regional needs.
- Supporting employer and jobseeker engagement opportunities, including partnering with existing careers expos and similar initiatives where aligned with regional workforce priorities.
- Optimising available funding and programs: including Launch into Work, Skills for Education and Employment, Employability Skills Training, Career Transition Assistance, and relevant Queensland Government initiatives, to support skills development and employment pathways aligned to regional workforce needs.
- Employer support and workforce planning: supporting employer awareness of available workforce initiatives and facilitating stakeholder connections to inform workforce planning and development.
- Net zero economy transformation: collaborating with government entities and stakeholders to drive workforce adaptation and skills development in alignment with a low-carbon economy.

Priority 2 – Workforce development and placement in high-demand industries

Focus areas: mining, health care and social assistance, manufacturing, construction, tourism, and hospitality

What are our challenges?

While employment opportunities continue to expand in the Fitzroy Employment Region, ongoing labour shortages and skills mismatches create barriers to meeting industry demands.

How we are responding:

- Addressing skills gaps: partnering with businesses, industry associations, and RTOs to align training programs with workforce needs and upcoming regional projects.
- Maximising funding initiatives: leveraging available funding and programs, including Launch into Work and other relevant training and employability initiatives, to support jobseekers to build transferable skills and progress towards employment across high-demand industries.
- Employer engagement and planning: keeping businesses informed of available workforce development supports and fostering stakeholder collaboration for future workforce sustainability.
- Strengthening industry relationships: working with employment service providers and education stakeholders to build on-the-ground understanding of industry needs and facilitate connections that support career pathways and industry readiness.
- Advancing the net zero economy: engaging with government and industry to ensure workforce strategies align with the transition to a sustainable, low-carbon future.

Priority 3 – Increase the number of individuals aged between 15 and 24 who can fill current and emerging employment opportunities across the region by improving their general employability and suitability for current vacancies, and by increasing the uptake of apprenticeships and traineeships

What are our challenges?

The Fitzroy Employment Region faces significant challenges due to lower levels of educational attainment, digital literacy, and soft/life skills among youth. These factors strongly impact employment outcomes, limiting young individuals' ability to secure and maintain meaningful work. However, there are opportunities to address these gaps through targeted interventions and collaboration with stakeholders.

How we are responding:

- Enhancing skills development: partnering with stakeholders to facilitate youth participation in existing programs such as Skills for Education and Employment and Employability Skills Training and supporting access to pre-employment pathways including Vocational Education and Training and Transition to Work to improve job readiness.
- Aligning education with industry needs: engaging with businesses and industry associations to identify workforce demands and skills shortages and working with training providers and other relevant organisations to offer education, training, and pre-employment solutions that align with job market opportunities.
- Supporting employer engagement: educating businesses about financial incentives, including wage subsidies, available to those who employ youth. This encourages businesses to invest in young workers.
- Promoting pathways to employment: increasing participation in apprenticeships, traineeships, work experience, and pre-employment programs through active engagement with various stakeholders, including training providers, employment services providers, businesses, and young people.
- Connecting youth to support networks: partnering with local stakeholders to link young individuals to community services, role models, and mentors, helping them overcome employment barriers.

Priority 4 – Leverage new and existing programs through collaboration and communication to increase employment pathway opportunities through training and upskilling for First Nations people, mature aged individuals, people with a disability, long-term unemployed, parents, Culturally and Linguistically Diverse people, and ex-offenders

What are our challenges?

There is significant disparity in training and employment outcomes for marginalised cohorts in the Fitzroy Employment Region. High unemployment rates persist among First Nations people, mature aged individuals, and people with disability. These groups often face discrimination, and long-term unemployed individuals may encounter additional non-vocational barriers that hinder workforce participation.

How we are responding:

- Creating specialised employment pathways: partnering with businesses experiencing current or future labour demand to develop tailored employment opportunities for marginalised individuals.
- Promoting workforce diversity: engaging with local businesses to highlight the benefits of a diverse workforce and encourage the hiring of underrepresented groups.
- Supporting employers: providing information to employers about a range of workforce supports and considerations, including relevant incentive frameworks and inclusive employment practices, to support informed decision-making and encourage inclusive employment.
- Reskilling and upskilling: supporting awareness of mature age apprenticeships, traineeships, and free or low-cost training options, including Fee-Free TAFE, and promoting skills recognition and career transition initiatives to support mature aged individuals to re-enter the workforce.
- Culturally appropriate support: connecting and collaborating with local support services, including First Nations organisations, traditional owner groups, and mentors, which offer culturally tailored assistance to First Nations people and help them navigate employment barriers.
- Encouraging self-employment: connecting individuals interested in entrepreneurship to initiatives such as the Self-Employment Assistance Program, enabling them to explore and develop business opportunities.

Want to know more?

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- Visit: [Local Jobs](#) or [Workforce Australia](#)