

Local Jobs Plan

Capital Employment Region | NSW | February 2023

Workforce Australia Local Jobs (Local Jobs) is a program that supports tailored approaches to accelerate reskilling, upskilling and employment pathways in response to current and emerging local workforce needs.

Local Jobs elements

Local Jobs Plan

The Local Jobs Plan sets out the skills and employment challenges and priorities of the region, and associated strategies that will drive the design and implementation of activities to be implemented to address these challenges.

Employment Facilitators

Employment Facilitators and Support Officers support the delivery of the program by bringing together key stakeholders including businesses, employment services providers, higher education and training organisations.

Local Jobs and Skills Taskforce

Each Employment Region has its own Taskforce. Representatives include local stakeholders who have demonstrated experience in upskilling, reskilling, and an ability to represent, connect and collaborate with others in the region to meet labour market needs.

Local Recovery and National Priority Funds

The Local Recovery Fund supports projects that meet the priorities identified in the Local Jobs Plan. The National Priority Fund provides funding for innovative local solutions to address structural barriers to employment.



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

Local labour market challenges in the region

- Disengagement from employment and skills development opportunities by young people in the 15-24 age group since the COVID-19 pandemic.
- An opportunity to better connect Indigenous people to training and work through development of culturally sensitive employment opportunities in growing sectors such as construction.
- The ongoing difficulty of community service organisations, in particular aged and disability care providers and the early childhood education sector, to meet increasing demand for skilled workers.
- Challenges for hospitality, tourism, and small businesses to recruit workers to meet demand.
- Limited public transport options in some areas and a lack of consistent learner driver support reducing pathways for young people to sustainable employment and training opportunities.
- Impacts to agriculture industries as a result of the COVID-19 pandemic and the subsequent shortage of foreign workers, adding to difficulties for regional employers to maintain a skilled workforce.
- A difficulty for Registered Training Organisations (RTOs) across the region to attract students to traditional courses.
- A lack of existing skills development and pre-employment pathways into emerging trades, construction, manufacturing and innovation sectors.
- A dual labour market - with a metropolitan centre in the ACT insulated by the government sector and limited local employment opportunities in the surrounding areas of NSW.
- Unique labour markets in several towns and commercial centres requiring highly tailored activities to meet these centre's employment challenges.

Local jobs and skills priorities and strategies in the region

Priority 1 – Transport improvements

What are our challenges and opportunities?

The lack of public transport in parts of the region combined with inconsistent delivery of learner driver support services is reducing employment opportunities for some unemployed cohorts, particularly youth and Indigenous Australians.

How are we responding?

- Utilising a Transport Working Group to develop innovative, collaborative and proactive solutions for increasing coordination and access to consistent learner driver support services across the region.
- Utilising the Taskforce and forming a Transport Working Group to advocate for increased bus services aligned to employment and skills training opportunities, particularly in regional towns.
- Ensuring transport considerations are built into employment and skills activities.

Priority 2 – Indigenous employment pathways development

What are our challenges and opportunities?

There's been limited sustainable and culturally safe employment opportunities for Indigenous Australians in the Capital Region.

How are we responding?

- Forming an Indigenous Employment Working Group to develop and implement strategies to build the cultural competence of businesses to increase recruitment and retention of Indigenous Australians.
- Ensuring all activities consider the needs of Indigenous Australians during project design and implementation.

- Promoting employment opportunities through sharing good news stories that highlight successful Indigenous employment outcomes.
- Developing partnerships with Workforce Australia Employment Services providers and other stakeholders to progress activities that provide increased employment opportunities for Indigenous individuals.

Priority 3 – Construction and trades employment pathways development

What are our challenges and opportunities?

The extensive growth of the construction and trades sector in the Capital Region requires a large pool of job-ready, skilled workers.

How are we responding?

- Building stronger links with Capital Region construction stakeholders to increase collaboration and employment opportunities.
- Partnering with Registered Training Organisations (RTOs) and government training agencies to ensure pre-employment programs align with the needs of current and emerging industries and offering pathways for individuals to build skills and gain sustainable employment.

Priority 4 – Community services employment pathways development

What are our challenges and opportunities?

The community services sector is facing challenges to build a job ready skilled workforce to meet current and future labour demand.

How are we responding?

- Continuing to drive collaboration between employers, employment service providers and sector stakeholders through a Community Services Working Group through which activities to address workforce shortages and to build the desirability of community service careers are designed and delivered.
- Partnering with RTOs and government training agencies to ensure pre-employment programs align with the needs of the sector and offering pathways for individuals to build skills and gain sustainable employment.

Priority 5 – Hospitality, tourism, small business and agribusiness employment pathways development

What are our challenges and opportunities?

The hospitality, tourism, small business and agribusiness sectors are experiencing major skilled labour shortages which is reducing the ability of businesses to operate and maintain financial viability.

How are we responding?

- Continuing to drive collaboration between employers, employment service providers and sector stakeholders through a Tourism and Hospitality Working Group through which activities to address workforce shortages and to build the desirability of tourism and hospitality careers are designed and delivered.
- Working with agriculture sector stakeholders to identify opportunities for pathways and activity development to alleviate workforce shortages.
- Partnering with RTOs and government training agencies to ensure pre-employment programs align with the needs of these sectors and offering pathways for individuals to build skills and gain sustainable employment.

Priority 6 – Regional centres labour market strengthening

What are our challenges and opportunities?

The Capital Employment Region includes numerous towns and commercial centres – including Goulburn, Young, Yass and Cooma – each with distinct labour markets and their own set of challenges and opportunities.

How are we responding?

- Building networks of stakeholders in each centre to design and deliver labour market activities to meet the specific challenges and opportunities of those centres collaboratively and agilely.

Want to know more?

- Contact: Marcus Caldwell, Capital Region Employment Facilitator: marcus.caldwell@capjobs.com.au
- Visit: [Local Jobs](#) or [Workforce Australia](#)