



Local Jobs Plan

Sydney North and West Employment Region

New South Wales

April 2022

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The Department of Education, Skills and Employment acknowledges the traditional owners and custodians of the Gadigal and Darkinjung lands where we work and travel through and acknowledges their continuing connection to land, water, and community. We pay our respects to the people, the cultures and the elders past, present and emerging.

The Local Jobs Program

As part of supporting Australia's economic recovery from the COVID-19 pandemic, the Australian Government's Local Jobs Program (LJP) brings together expertise, resources and access to funding at the local level to accelerate reskilling, upskilling and employment pathways in 51 Employment Regions (ERs).

Recognising the importance of local knowledge in getting people back into jobs quickly, the LJP includes the following key elements in each region:

- a local Employment Facilitator
- a Local Jobs and Skills Taskforce
- a Local Jobs Plan
- a Local Recovery Fund to support small scale activities
- access to the National Priority Funding Pool.

The Taskforces, each chaired by the respective region's Employment Facilitator, develop and update a Local Jobs Plan for their region that identifies key employment and training priorities and provides a framework for driving employment outcomes in the context of the local labour market.

This Local Jobs Plan for the Sydney North and West ER identifies the key LJP priorities with a focus on creating employment opportunities, actively upskilling or reskilling local job seekers and meeting local employer demands.

Key employment and training priorities

1. Health, Care and Community Services
2. Tourism, Hospitality and Customer Service
3. Manufacturing and Construction
4. Tech, Innovation and Entrepreneurship
5. Traineeships and Apprenticeships
6. Addressing challenges across the Central Coast & Hawkesbury Regions

Each of the key priorities are underpinned by seven key regional considerations as the focus when considering local job seekers/employers and developing activities, projects or actions. The key considerations are:

1. Transport
2. Skills Gaps
3. Indigenous
4. Youth
5. Mature Aged Job Seekers
6. Women and Parents returning to the workforce
7. Recently displaced workers

When any proposed project, activity or action is being developed, these key considerations must be incorporated into all discussions and proposals prior to the Local Jobs and Skills Taskforce agreeing to support the proposed activity. The incorporation of these considerations is to identify how the proposed proponent intends to mitigate consideration or how the specific target cohort will be involved in the activity (if applicable).

This plan identifies the strategies and actions to be undertaken to address these priorities. The Employment Facilitator will have responsibility for enabling and ensuring agreed strategies are implemented.

The plan is intended to provide a set of priorities for the LJP. The plan will be reviewed by the Sydney North and West Local Jobs and Skills Taskforce on a quarterly basis, to ensure local leadership and expertise is fully leveraged to deliver outcomes and to assess progress against each priority.

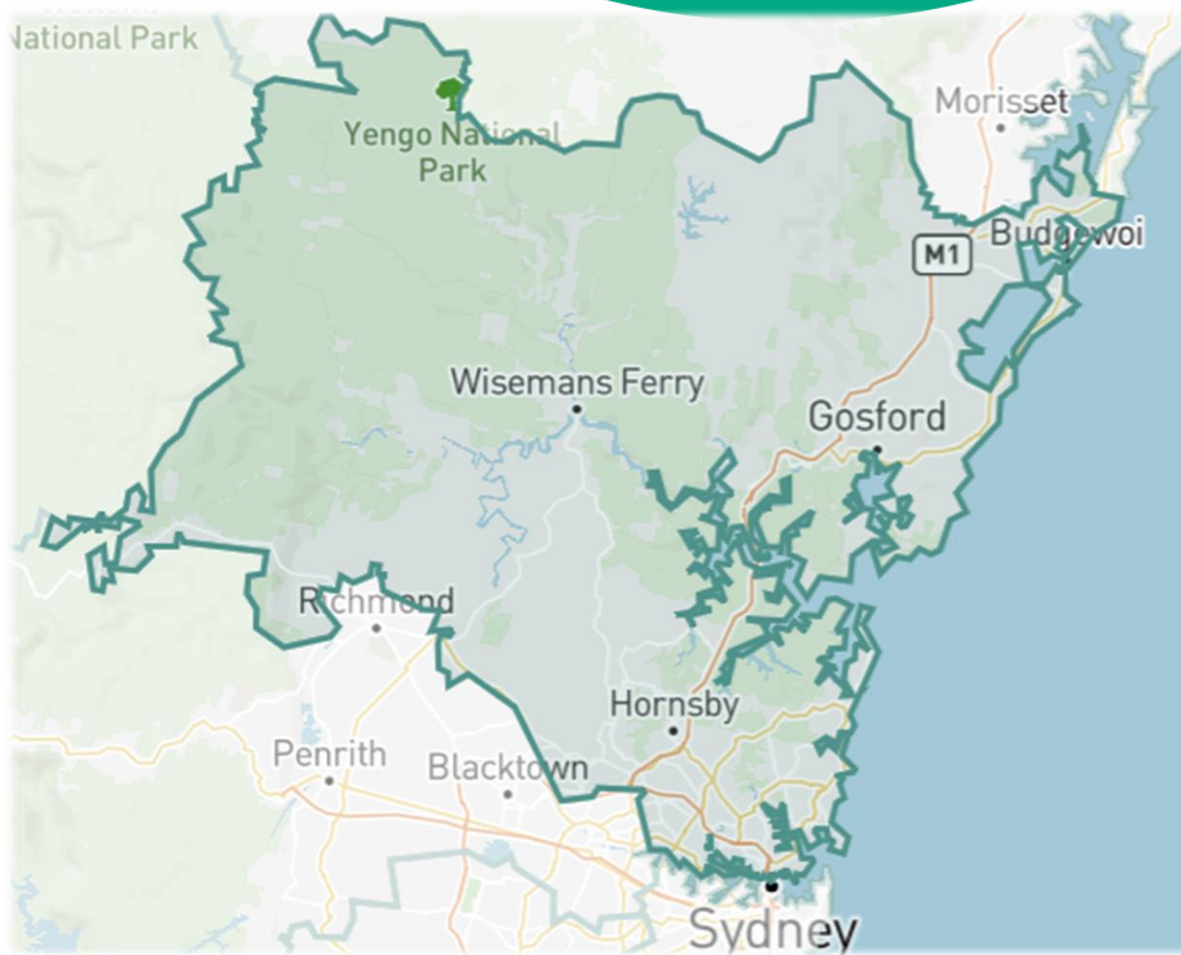
The plan is flexible and can be amended to respond to changes in local opportunities and circumstances (or every six months).

A full description of these key priorities, the strategies to address these and a list of key stakeholders can be found at **Attachment A**.

Employment Region overview

The Sydney North and West ER stretches from the northern side of Sydney Harbour to the start of Lake Macquarie in the north and west through the Hills District to Bilpin and the Yengo National Park. It includes the major job seeker population locations of Brookvale, Chatswood, Dee Why, Gosford, Hornsby, Castle Hill, Woy Woy, Lake Haven, Ryde, The Entrance and Toukley.

The region includes the following Local Government Areas (LGAs): Hornsby, Ku-ring-gai, Lane Cove, Northern Beaches, Ryde, North Sydney, Hunters Hill, Mosman, the Hills Shire, Willoughby, Hawkesbury, and the Central Coast.



Travel from the north to the south is well serviced by trains with a large number of Central Coast residents commuting south to Sydney and also north to Newcastle for employment. Private vehicles remain popular with commuters. The opening of North Connect linking the M1 and M2 Motorways has increased the willingness to commute into Sydney for not only the traditional trades related workers but also people working in white collar roles in the Western Sydney area. Buses and ferries connect the Northern Beaches and North Sydney with the Sydney CBD. The North West Rail Link opened in May 2019, linking Chatswood to the Hills District. The Central Coast has bus services that connect with the major train stations and retail hubs, but is limited in services to industrial areas and some hospitality precincts.

According to a Reserve Bank of Australia presentation¹, around 25 per cent of Gosford workers and 20 per cent of Wyong workers commute at least 50 kilometres to work.

The ER has two major distinct labour markets, with these being North Western Sydney and the Central Coast. The Sydney section of the region is characterised by more job ready job seekers with easier access to public transport and employment opportunities. The Central Coast is not well serviced by public transport outside of the Northern train line and has a higher percentage of Indigenous job seekers.

The North Shore area of the ER stretching from Hornsby in the west to Chatswood to the east has limited labour markets and an excessively high proportion of the resident's travel to other parts of

¹ Reserve Bank of Australia, *The Outlook for the Housing Market*, presentation to the Urban Development Institute of Australia, 5 July 2018.

the ER and beyond for employment. Major employment opportunities along the North Shore are in small to medium retail, limited hospitality and a growing care sector.

The Northern Beaches by Employment Services caseload is the second highest in the ER after the Central Coast. Retail, Hospitality and Care are the biggest employing sectors. The Northern Beaches LGA has one of the highest concentrations of small and micro businesses in the country.

The western area of the ER that encompasses Ryde and the Hills District is seeing a boom in innovation, construction and medium to large industry as the population migration of Sydney heads west. The Sydney Hills Business Chamber is one of the largest and most active in NSW and continues to grow. This area of the ER is well serviced by public transport, and it continues to improve with the expansion of the Sydney Metro system in conjunction with the Western Sydney Airport. Outside of construction, Professional Services is growing across western Sydney and the labour force demands for people with a higher skill level continues to increase.

Key challenges in Sydney North and West Employment Region

Current labour market challenges in the region include:

Attracting and securing workers in growth and demand sectors with accessible entry-level work (for example aged care, health care, security, cleaning, disability, retail, construction and manufacturing).

Limited local employment opportunities in the remote Central Coast areas and transport challenges in accessing jobs elsewhere, primarily resulting from the limited availability of public transport across the Central Coast area and challenges with the frequency and timing of current services.

A relatively high incidence of unemployment in Indigenous communities in the Central Coast (with the relatively young age profile of the Indigenous population presenting an additional challenge in an environment of generally high youth unemployment).

Significant youth unemployment, especially in the Central Coast LGA.

An ongoing difficulty of community service organisations, and in particular aged care providers, to meet increasing demand for workers.

Significant impacts to small business employment as a result of the summer 2019-2020 bushfires and subsequent COVID-19 pandemic.

Employment impacts from the downturn of the tourism and hospitality industries due to the 2019 – 2020 bushfires and COVID-19 pandemic and its subsequent resurgence in the post-COVID recovery period.

High demand for casual employment, with limited uptake of vacancies from job seekers (particularly in the hospitality industry). This challenge is amplified by transport related barriers that would enable job seekers to access hospitality hubs outside of the Sydney area of the ER (Terrigal, Ettalong).

A fundamental challenge of connecting the region's job seekers and disadvantaged with employment and training opportunities, and in delivering them an appropriate mix of supports over the longer term to help them find and stay in employment.

Limited employer take up of Traineeships and Apprenticeships across the region to develop clear employment pathways and career development opportunities.

Attachment B – Labour Market Dashboard provides an overview of the Sydney North and West labour market. The most up to date data is available via the Labour Market Information Portal

Local stakeholders and opportunities

Major Employers in Sydney North and West

- NSW Government Northern Sydney Local Health District, including Hornsby, Macquarie, Manly, Mona Vale, Royal North Shore and Ryde. Central Coast includes Gosford, Woy Woy, Wyong and Long Jetty.
- Local Government including Hornsby Shire Council, Ku-ring-gai Council, Lane Cove Council, North Sydney Council, Ryde City Council, The Hills Shire Council, Willoughby Council, Woollahra Council, Mosman, Hunters Hill and Central Coast Council.
- Major shopping centres including Carlingford Court, Castle Towers, Chatswood Interchange, Macquarie Centre, North Rocks Shopping Centre, Westfield Chatswood, Westfield Hornsby, Stockland Baulkham Hills, Top Ryde, Deepwater Plaza, Erina Fair and Westfield Tuggerah.
- Educational institutions including schools, TAFE NSW, Registered Training Organisations and Group Training Organisations.

Key Local Stakeholders in Sydney North and West

NSW State Government	<ul style="list-style-type: none">• Training Services NSW• Transport NSW• Greater Sydney Commission• Regional NSW
Local Government	<ul style="list-style-type: none">• Hornsby Shire Council• Ku-ring-gai Council• Lane Cove Council• Northern Beaches Council• North Sydney Council• Ryde City Council• The Hills Shire Council• Willoughby Council• Central Coast Council• Mossman• Hunters Hill• Hawkesbury
Employers and Industry Bodies	<ul style="list-style-type: none">• Regional Development Australia• Manly Chamber of Commerce• Central Coast Industry Connect

	<ul style="list-style-type: none"> • Hornsby and District Chamber of Commerce and Industry • Chamber of Commerce Ryde • Riverside Business Chamber • Chatswood Chamber of Commerce • North Sydney Chamber of Commerce • Ku-ring-gai Chamber of Commerce • Sydney Hills Business Chamber • Dural and Round Corner Chamber of Commerce • Lindfield Chamber of Commerce • Gosford/Erina and Coastal Chamber of Commerce and Industry Inc • Central Coast Chamber of Commerce and Industry • Warringah Chamber of Commerce and Industry • Wyong Regional Chamber of Commerce • NSW Business Chamber of Tuggerah • Central Coast Food Alliance • Mingara Leisure Group • Principal Contractors delivering major infrastructure projects in the region as mentioned earlier
Education and Training Providers	<ul style="list-style-type: none"> • Macquarie University • University of Newcastle – Central Coast Campus • TAFE NSW comprising campuses • Department of Education & Training • RTOs • GTOs
Indigenous and Community Organisations	<ul style="list-style-type: none"> • Barang Regional Alliance • Bara Barang • Darkinjung Local Aboriginal Land Council • Aboriginal Employment Strategy • NSW Indigenous Chamber of Commerce: Hunter Region Office and Business Hub • Year13 • Western Sydney Women • Industry Training Hub

Major Infrastructure and Development Projects in Sydney North and West

- The second stage of the Sydney Metro line, Sydney Metro City and Southwest, will run from Chatswood (Sydney North and West ER) to the CBD and on to Sydenham (Sydney East Metro ER) and Bankstown (Sydney South West ER). Tunnelling finished in early 2020 on new 15.5-kilometre twin railway tunnels between the end of Sydney Metro Northwest at Chatswood and Sydenham. New stations will be delivered at Crows Nest, Victoria Cross, Barangaroo, Martin Place, Pitt Street and Waterloo along with new underground platforms at Central Station. In 2024, Sydney will have 31 metro railway stations and a 66-kilometre standalone metro railway system. Additional information on this project can be [found here](#).
- Besix Watpac have commenced work on the upgrades of Sydney Harbour Wharves. The program of works includes various ferry wharves and associated facilities around the network, as part of the NSW Government's Transport Access Program (TAP), to provide a better experience including accessible, modern, secure and integrated transport infrastructure, compliant to current standards. The program is fully funded by the NSW Government. The program currently involves up to eight significant wharf upgrade projects

in Sydney Harbour to be progressively delivered in two 'waves'. Additional information can be [found here](#)

a. Wave 1:

- i. North Sydney
- ii. South Mosman
- iii. Taronga Zoo

b. Wave 2:

- i. Darling Point
- ii. Double Bay
- iii. Watsons Bay
- iv. Greenwich Point
- v. Manly East

- The Sydney Metro West project is a new 24-kilometre metro line with stations confirmed at Westmead, Parramatta, Sydney Olympic Park, North Strathfield, Burwood North, Five Dock, The Bays, Pyrmont and Hunter Street in the Sydney CBD. It will deliver a new underground railway connecting Greater Parramatta and the Sydney CBD, doubling rail capacity with a target travel time of 20 minutes. This is anticipated to create 10,000 direct and 70,000 indirect jobs during construction. (www.sydneymetro.info/citysouthwest/project-overview)
- Winten Property Group's \$1.2 billion 1 Denison commercial office building in North Sydney saw 1000 workers move into the building in October 2020. Multiplex constructed the 158-metre tower with a capacity for 6000 workers. Over 80 per cent of the building is now leased to several high-profile corporate companies including Nine, Microsoft and SAP. (www.multiplex.global/1-denison-commercial-office-tower-tops-out/)
- In April 2020, the NSW Independent Planning Commission approved plans for a new school at Box Hill. The Catholic Education Diocese of Parramatta sought approval for the construction and operation of the new co-educational Santa Sophia College within Box Hill North Town Centre. The \$123-million project features a four to six storey building and sporting facilities, for up to 1860 kindergarten to Year 12 (K-12) students and 130 full-time staff. There are also plans for an on-site childcare centre for 60 children. (*NSW Independent Planning Commission Media Release 21-4-2020*)
- In May 2020, a construction tender was awarded to ADCO Constructions for the new \$55 million aquatic centre in Baulkham Hills. It is estimated the redevelopment of the Waves Aquatic Centre will create 170 jobs over a two-year construction period and provide at least 41 full-time operational jobs. The aquatic centre will include an International Swimming Federation approved, 50-metre, 10-lane pool, a 25-metre indoor learn-to-swim pool, a 20-metre warm water pool, gym and fitness centre, spa and sauna facilities, in addition to a new reception, retail facilities, off-street parking and clubhouse. <https://www.thehills.nsw.gov.au/Contact-Us/Have-Your-Say/Waves-Aquatic-Centre-Upgrade>
- Mirvac is proposing to build 460 units on the old Channel Nine site at Willoughby. There will be 10 blocks with up to nine storeys, alongside 6000 square metres of public space. Mirvac were granted permission to remove Willoughby's 233m TX Tower, with demolition work commencing in 2021. Construction work commenced in 2022. <https://nine.mirvac.com/construction-updates>
- Frasers Property Industrial and Winten Property Group have received development approval for Australia's first 'Community Business District' – the \$750 million Macquarie Exchange (located at the entrance to Macquarie Park's new Sydney Metro station). The largest

building, MQX 1, will be 17 storeys high, while the remaining three buildings (MQX 2, 3 and 4) will be nine storeys high. On completion, over 7000 employees will work in the urban hub. Construction on Macquarie Exchange commenced in May 2021.
(www.buildeustralia.com.au/projects/, 29-1-2020 and www.afr.com/property/commercial/20/05/2021)

- The Macquarie University Station Bus Interchange project at North Ryde will upgrade the bus interchange, optimising bus operations and pedestrian access to and from the interchange precinct. <https://roads-waterways.transport.nsw.gov.au/projects/evolution-of-macquarie-park/macquarie-park-bus-interchange-upgrade.html>
- The Sydney North Planning Panel has approved an application from Sydney developer Yuhu Group to redevelop the Eastwood Shopping Centre. Under the approved proposal, the existing shopping centre will be demolished and replaced with a new mixed-use development. The \$277 million development will result in the construction of seven new buildings ranging in height from six to 13 storeys. It will contain approximately 11,449m of retail space, 3629m of commercial space including a gym and medical centre, as well as 409 residential apartments. According to the Australian Financial Review, the project is due to commence in 2023.
- Landcom and Sydney Metro have appointed Deicorp to deliver a \$700 million, 1100 home development at Tallawong Station. Deicorp won the tender to buy the 4.3-hectare mixed-use site at 75-81 Schofields Road, Rouse Hill for the construction of 16 buildings comprising apartments and terraces. Landcom and Sydney Metro will roll out housing hubs at all eight new stations on the north-west arm of the Sydney Metro over the next 10 years to deliver 11,000 new homes in total. Construction has commenced on this project.
- Darkinjung Local Aboriginal Land Council (Darkinjung) and Scentre Group will work together to examine how best to deliver Scentre's \$2.1 billion concept for the redevelopment and expansion of its Westfield Tuggerah site and transformation of the broader town centre. The proposal covers 71 hectares of land owned by Scentre Group as well as potentially including nearby land owned by Darkinjung.

Major Projects

Project	LGA	Description	Value	Jobs	Proponent
Ivanhoe Stage 1	Ryde	3000-3400 units including over 950 social housing units and 128 affordable rental homes. Also new public spaces, community facilities and a new school.	\$303m	572	Land and Housing Corporation
Meadowbank E&E Precinct Schools project	Ryde	Will cater for 1000 primary school students, 1500 secondary school students and a further 120 intensive English centre students.	\$219m	1033	NSW Department of Education
New Warnervale Public School	Central Coast	A new primary school to allow for up to 460 students and future expansion.	\$35.9m	232	NSW Department of Education
TAFE Meadowbank Multi-Trades and Digital Tech Hub	Ryde	Construction of a multi-trades and digital technology hub at TAFE Meadowbank, to cater for increased demand for vocational training. The hub will include various learning spaces, workshop areas, digitally enabled spaces, seminar rooms and industry engagement spaces.	\$124m	226	Technical and Further Education Commission

Crows Nest Metro Station	North Sydney	State-led rezoning to increase the building height and floor space controls within the North Sydney Local Environmental Plan (LEP) 2013 to enable development above the proposed Crows Nest Metro Station. Supports the construction and delivery of Crows Nest Metro Station.	\$177m	354	Sydney Metro
Sydney Metro Victoria Cross Over Station Development (OSD) Stage 2	North Sydney	Construction of an OSD above the approved Victoria Cross Metro Station comprising of a 40-storey office tower.	\$315m	4600	Lendlease
Mannering and Chain Valley Projects Chain Valley Colliery (Mod 3) and Mannering Coal Mind Mod 5	Central Coast	Modification to increase the transport of coal underground from Chain Valley Colliery to Mannering Colliery, to improve operational efficiencies and allow increased processing of coal at Mannering Colliery and onward transport to Vales Point Power Station.	\$65m	170	Great Southern Energy Pty Ltd
Proposed Residential Flat Building - 56 Beane Street, Gosford	Central Coast	Development of 41 affordable housing units within walking distance of public transport services, shops, services, medical facilities and amenities.	\$10m	45	Land and Housing Corporation

Attachment A – Key employment and training priorities: strategies and stakeholders

PRIORITY 1 – HEALTH, CARE AND COMMUNITY SERVICES

Create projects and opportunities in Health, Care and Community Services to build a job-ready workforce that meets the current and future labour demands for the sector, including in aged, disability and community care.

Strategies

- Collaborate with community services stakeholders to develop a campaign that raises awareness of employment opportunities in the sector, and which seeks to build the profile of the sector as a desirable career choice for job seekers.
- Collaborate with employers and key stakeholders to develop strong attraction and retention strategies to increase interest in employment in Health, Care and Community Service roles.
- Collaborate with stakeholders to build stronger pathways to employment in the region's community services sector, including the development of tools that provide more visibility of, and streamlined access to, local employment and training opportunities.
- Engage across employers and training operators to ensure training pathways for the new workforce are effective and facilitate job seekers to be appropriately skilled to start their careers.
- Establish local employer round table to identify local barriers that organisations face in attraction and retention of new entrants to the Health, Care and Community Services sectors and support with appropriate models to assist in meeting their needs.
- Collaborate with employers, training organisations and apprenticeship/traineeship providers (Priority 5) to create additional entry level roles with on-the-job training pathways for career development.
- Collaborate across the range of stakeholders, in particular employment service providers, to ensure the supply of job seekers are aware of opportunities and pathways to careers and employment in this sector.

Stakeholders

- Boosting the Local Care Workforce
- Human Services Skills Organisation
- Employment Service Providers
- Training Services NSW
- Employer Partners
- Registered Training Organisations
- Local and State Government
- Apprenticeship and Traineeship Providers

PRIORITY 2 – TOURISM, HOSPITALITY AND CUSTOMER SERVICE

Collaborate with tourism, hospitality and customer service-based employers across the region to allow them to recruit suitable job seekers into roles within the industry.

Strategies

- Support businesses across the region to attract and retain staff from the job seeker and displaced worker caseloads.
- Collaborate with registered training organisations to create tailored pre-employment training short course packages (Regional Consideration) for employers to allow the job

seeking caseload the opportunity to develop industry minimum qualification packages to enable entry to the industry. Establish Tourism and Hospitality specific working group to encourage collaboration with employers, industry bodies and employment service providers across the regions.

- Collaborate with bordering regions where there is potential for job seekers to travel for employment within the sectors. i.e. North Sydney and Northern Beaches & Sydney East Metro
- Assist employers to be linked to suitable traineeship and apprenticeship providers (Priority 5) to allow them to identify and establish career pathway opportunities in the hospitality industry.
- Identify best practice solutions that help address transport issues (Regional Consideration) in some hospitality hubs across the region with effective engagement of workers and community organisations for carpooling and transportation solutions.
- Work with employers that are located in hub areas for Tourism and Hospitality (i.e Terrigal) to address location barriers around public transport (Regional Consideration).

Stakeholders

- Peak Industry Bodies
- Employment Service Providers
- Local Chambers of Commerce and Business networks
- Training Services NSW
- Employer Partners
- Registered Training Organisations
- Local and State Government
- Apprenticeship and Traineeship Providers

PRIORITY 3 – CREATE EMPLOYMENT PATHWAYS INTO THE MANUFACTURING AND CONSTRUCTION SECTORS

Support the growth of jobs in the region's manufacturing sector and in current and future construction projects, through stronger employment and training pathways and the building of a job-ready skilled workforce.

Strategies

- Collaborate with employers to build stronger pathways to employment in the region's manufacturing sector and construction projects, including the development of tools that provide more visibility of, and streamlined access to, local employment and training opportunities, and the development of pre-employment programs that lead to guaranteed employment for suitable participants.
- Utilisation of Training Services NSW recently completed skills audit of the Central Coast manufacturing employers to identify skills in demand and undertake mapping exercises to align the employer requirements with the skills profiles of the job seeker caseload across the region.
- Work with employers and training providers to ensure current and future workforce needs are aligned with the courses and training available to local job seekers (Regional Consideration).
- Support the development of innovative and agile training and upskilling in technology for local job seekers, such as through the formalisation of locally led micro-credential courses (Regional Consideration).
- Harness the development of advanced manufacturing processes and develop the appropriate training and development to ensure job seekers are suitably skilled.

- Assist employers to be linked to suitable traineeship and apprenticeship providers (Priority 5) to allow them to identify and establish career pathway opportunities within the industry.
- Link employers and transportation providers to address transportation barriers (Regional Consideration) around job seekers accessing manufacturing sites with the goal of shift alignment and possible use of shuttle busses to transport hubs (local train stations etc.)

Stakeholders

- Peak Industry Bodies
- Employment Service Providers
- Employer Partners
- Training Services NSW
- Registered Training Organisations
- Local and State Government
- Apprenticeship and Traineeship Providers

PRIORITY 4 – CREATE OPPORTUNITIES IN TECH, INNOVATION AND ENTREPRENEURSHIP

Build clearer pathways to employment and opportunities within the Tech, Innovation, STEM and Entrepreneurship areas across the region and provide integrated supports via mentoring programs, the New Enterprise Incentive Scheme (NEIS) and Entrepreneurship Facilitators to individuals over the longer term.

Strategies

- Partner with organisations such as RTO's that work in the Tech and Innovation space along with employers to identify opportunity for skill set or pre-employment training (Regional Consideration) to create future pathways into traineeships (Priority 5) in the ICT industry.
- Create opportunity with Tech employers in the innovation hubs at Macquarie Park (Macquarie University), North Sydney (including St Leonards), Ourimbah (University of Newcastle) by engaging with leading ICT training providers that are recognised as key trainers in the ICT space by leading organisations.
- Build clearer pathways to employment and training for job seekers, including the development of tools that provide more visibility of, and streamlined access to, local employment and training opportunities in the tech and innovation areas.
- Develop mentorship programs that direct a range of support to job seekers in an ongoing and integrated way. Identify opportunities and create skills development pathways (Regional Consideration) aligned with growth economies to support entrepreneurship and innovation including links to NEIS providers and Entrepreneurship Facilitators.
- Design and deliver industry-specific preparatory programs to support job seekers to engage with and develop required capability to take up apprenticeship and traineeship opportunities (Priority 5) in the areas of Tech and Innovation.
- Assist employers with the creation of work from home roles in the tech industry to mitigate some of the regions transport barriers (regional consideration)

Stakeholders

- Peak Industry Bodies
- Employment Service Providers
- Employer Partners
- NEIS Providers and Entrepreneurship Facilitators
- Training Services NSW

- Registered Training Organisations
- Local and State Government
- Apprenticeship and Traineeship Providers

PRIORITY 5 – CREATE EMPLOYMENT PATHWAYS INTO TRAINEESHIPS AND APPRENTICESHIPS

Encourage employers to create traineeships and apprenticeship opportunities for job seekers and displaced workers.

Strategies

- Collaborate with stakeholders to build stronger pathways to traineeship and apprenticeship opportunities in the region including the development of tools that provide more visibility of, and streamlined access to, local employment and training opportunities.
- Engage across employers and training operators to ensure training pathways for the new workforce are effective and facilitate job seekers to have an appropriate understanding of their chosen industry to start their careers.
- Collaborate across the range of stakeholders, in particular employment service providers, to ensure the supply of job seekers are aware of opportunities and pathways to careers and employment.
- Develop pre-employment skills packages (Regional Consideration) that allow for transition from pre-employment training into suitable industry traineeships and apprenticeships.
- Work with local employers and stakeholders to develop projects that encourage part time traineeships that can assist with the skills gaps (regional consideration)

Stakeholders

- Apprenticeship and Traineeship Providers
- Employment Service Providers
- Employer Partners
- Training Services NSW
- Registered Training Organisations
- Local and State Government

PRIORITY 6 – ADDRESSING CHALLENGES ACROSS THE CENTRAL COAST & HAWKESBURY REGIONS

Support key areas of the region experiencing diverse challenges, and work closely with key stakeholders, groups, and industries to facilitate a collaborative approach to skills and workforce.

The Central Coast and Hawkesbury areas of the region are key areas facing unique challenges in comparison to other areas of the ER. However, providing opportunities to many emerging and expanding industries requires support to overcome labour market challenges that are unique to the areas.

It should be acknowledged that there is a large body of work being undertaken through the Central Coast Economic Development Taskforce, led by Central Coast Council. The LJP has an opportunity to contribute and expand on the development of the local workforce. This can be done through capitalising on the existing, expanding and emerging industries to support regional advantages such as the expansion of eco-tourism, agriculture and working on cultural sites with local land councils.

Strategies

- Collaborate with key stakeholders and employers across the region to deliver projects and opportunities across the two areas.
- Address industries with immediate workforce demand including agriculture and food manufacturing through pre-employment and skill set based training programs.
- Utilise existing funding to facilitate job seekers relocating to the area for work e.g. AgMove and Relocation Assistance to Take Up a Job (RATTUAJ).
- Build regional skills capability by mapping future workforce and skills requirements within the region.
- Build engagement with Local Government across the Central Coast and Hawkesbury areas to determine LGA industry priorities and economic development outlooks and respond to employment opportunities as they emerge.
- Support self-employment and entrepreneurship (Priority 4) within the LGAs.
- Leverage existing funding including Regional Jobs Creation Fund (Central Coast Only), Skilling for Recovery.
- Leverage existing programs and groups including Central Coast Economic Taskforce, NEIS Providers, Glenworth Valley Mountain Bike Park development, Discover the Hawksbury, Love Central Coast.
- Engage with local transportation providers and employers to address barriers associated with job seekers accessing more remote locations for work. Possibility for shift specific busses that would link workers to local train stations, full time bus routes etc.

Stakeholders

- Central Coast Economic Taskforce
- Employment Service Providers
- Regional Development Australia
- Department of Regional NSW
- Business Chambers
- Employer Partners
- Training Services NSW
- Registered Training Organisations
- Local and State Government

REGIONAL CONSIDERATIONS

When considering projects and activities that will address any of the key priorities outlined in the Plan, consideration and actions to address or mitigate **must** be outlined for the following regional specific considerations.

1. Transport

What steps will be taken to ensure that all participants in this activity, project or action can suitably access the employment, training or mentoring opportunity that is being proposed.

2. Skills Gaps

What tailored accredited or non-accredited training packages (including soft skills) have been developed or included as part of the proposed activity or project that will improve the employability and reduce the skills gap of the job seekers.

3. Indigenous

What measures are in place to ensure engagement with indigenous job seekers and community are in place. What considerations are in place for Indigenous specific

mentoring and cultural diversity training delivered to project/activity participants along with the existing workers of any partner organisations (if appropriate).

4. Youth

As part of the development of an activity or project being considered, can the potential proponent demonstrate their links to youth specific organisations along with a youth engagement and marketing strategy to maximise the participation of youth job seekers in the activity/project.

5. Mature Aged

Are there opportunities as part of a proposed project or activity to engage with mature aged job seekers, if applicable, and what connections have been made by the proposed proponent or partner with organisations that can assist with the engagement of mature job seekers into this activity.

6. Women and Parents returning to the workforce

Is there opportunity as part of a project or activity being considered for the placement of women or parents returning to the workforce to participate. What support services are incorporated into the activity that support this inclusion.

7. Recently displaced workers

What steps have been taken to engage with recently displaced workers. Are there opportunities incorporated into this activity or project that includes addressing any potential skills gap (consideration 2) for displaced workers or support for them as they transition into new employment.

Attachment B – Labour Market Data Dashboard (March 2022) [Data source](#)



Sydney North and West Employment Region New South Wales

Labour Market Data Dashboard

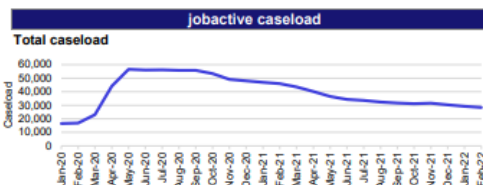
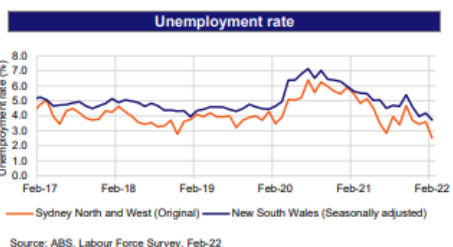
Data current as at 24 March 2022

Refer to source notes for data reference periods

This **Labour Market Data Dashboard** provides key indicators for the labour market by Employment Region and is updated monthly.

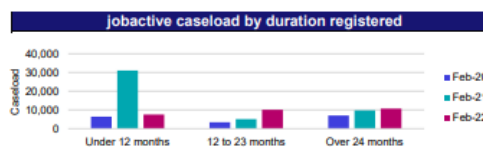
	Employment			Unemployment			Unemployment rate		Participation rate		Youth unemployment rate	
	Feb-22 ('000)	Mar-20 ('000)	Change (%)	Feb-22 ('000)	Mar-20 ('000)	Change (%)	Feb-22 (%)	Mar-20 (%)	Feb-22 (%)	Mar-20 (%)	Feb-22 (%)	Mar-20 (%)
Sydney North and West	797.2	815.3	-2.2	20.6	33.2	-38.0	2.5	3.9	65.4	68.4	9.1	7.8
New South Wales	4,215.3	4,127.5	2.1	162.9	214.9	-24.2	3.7	4.9	65.4	65.4	9.2	11.7
Australia	13,372.0	12,995.5	2.9	563.3	723.2	-22.1	4.0	5.3	66.4	65.9	9.3	11.6

Source: ABS, Labour Force Survey, Feb-22. Employment Region data are original estimates, except for the youth unemployment rate, which is a 12-month average of original estimates. State youth unemployment rates are original estimates. Remaining data are seasonally adjusted.



Change in jobactive services caseload

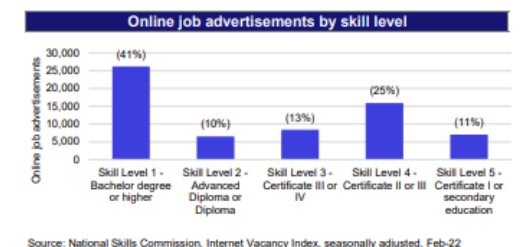
	Sydney North and West	New South Wales
Caseload - Feb 2020	16,875	169,325
Caseload - Feb 2022	28,355	255,400
Change from Feb 2020 to Feb 2022	11,480 (68%)	86,075 (51%)



LGAs with highest unemployment rates (%)

Local Government Area (LGA)	Dec-21 (%)	Dec-20 (%)
Hawkesbury	5.7	7.0
Central Coast (NSW)	5.0	5.5
Ryde	4.9	6.2
The Hills Shire	4.8	5.8
Hornsby	4.8	6.0

For more insights, access SALM data via imp.gov.au. Source: National Skills Commission, Small Area Labour Markets, four quarter averages, Dec-21 quarter



Note: Data are not readily available for all sources by Employment Region. ABS Labour Force Survey data are based on the combined SA4s of Central Coast; Sydney - Baulkham Hills and Hawkesbury; Sydney - North Sydney and Hornsby; Sydney - Northern Beaches; and Sydney - Ryde. The Internet Vacancy Index (IVI) uses a unique geographical approach. For this region, the IVI Sydney region has been used. Jobactive caseload reports at the Employment Region level and includes participants receiving both digital and provider servicing (it excludes other programs, such as ParentsNext or Transition to Work (TTW)). For caseload data, the Employment Region is based on (1) the location of the provider for jobactive participants; (2) where the participant resides for Online Employment Services (OES) participants; (3) the NEST Employment Regions of Adelaide South or Mid North Coast for NEST participants. Jobactive caseload by duration registered is based on the participant's time registered in employment services. Caseload data are based on current methodology which has been retrospectively applied to historical jobactive caseload dates. As such, the data may not align with earlier figures. For any enquiries related to the data in this dashboard, please contact EmploymentPathwaysAnalysis@skillscommission.gov.au.