

# Local Jobs Plan

## Fitzroy Employment Region | QLD | January 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.



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[Fitzroy](#) Employment Region

### Local labour market challenges in the region

- Youth unemployment with low levels of literacy and numeracy, transport and licencing issues, homelessness and mental health issues.
- Marginalised individuals who are long term unemployed, Indigenous Australians, mature aged and people with disability.
- Inadequate transport with limited availability and compatibility of public transport to places of employment and long wait lists for licencing programs.
- Homelessness, public housing and rental availability issues with affordability and cost of living pressures.
- Schooling and further education completion rates are below that of Queensland and Australia, and low levels of digital literacy.
- Internet access is unreliable outside of major centres of Rockhampton and Gladstone.
- Childcare access has limited availability and suitable staff, along with long wait lists.

### Local jobs and skills priorities and strategies in the region

**Priority 1 – Collaborate, co-ordinate and use current programs and funding to identify, upskill, and place appropriate individuals within the region into industries experiencing on-going labour shortages, namely agriculture, forestry and fishing, mining, health care and social assistance, manufacturing, construction tourism and hospitality.**

#### What are our challenges and opportunities?

Many employers in the Fitzroy Employment Region have trouble accessing appropriately skilled and experienced workers to fill current roles and are facing on-going labour shortages in all positions, from entry level right through to skilled professional roles.

#### How are we responding?

- We are working closely with employers to gain an in-depth understanding of their labour and skills shortages, both current and future, and regularly share this information with local individuals, employment service providers and registered training organisations (RTOs).
- We are encouraging communication and collaboration between stakeholders to identify suitable individuals in the region who may already possess the right attributes and a desire to work in these sectors and facilitate recognition of their existing skills.
- We are promoting, refine and enhance existing training and employment pathways, and use available funding, enabling faster more efficient recruitment.
- We are consulting with business and industry associations to identify training gaps and work with RTOs and employment service providers to develop innovative training and employment strategies, ensuring individuals are skilled to address current staff shortages and meet the needs of future major projects in the region.
- We are introducing industry taste tester programs so individuals can try a course without committing to a full qualification or apprenticeship, to enable them to test out a new potential career.
- We are facilitating a series of careers expos, where industry and business with future demand can exhibit and work with employment service providers to ensure individuals have an up-to-date resume, appropriate interview clothing and are best prepared to market themselves to future employers.

## **Priority 2 – Increase the number of young individuals aged between 15 and 24 who can fill current and emerging employment opportunities across the region by improving their general employability, suitability for current vacancies and increasing uptake of apprenticeships and traineeships.**

### **What are our challenges and opportunities?**

Lower levels of educational attainment and digital literacy, and lack of soft/life skills among youth in the Fitzroy Employment Region poses a significant problem as there is a strong relationship between attainment of these and employment outcomes.

### **How are we responding?**

- We are working with stakeholders to facilitate participation of youth in existing soft skills, employability and digital literacy training (such as Foundation Skills for Your Future Program, Employability Skills Training and Skills for Education and Employment), and/or existing pre-employment training/programs (such as Vocational Education and Training and Transition to Work) to get them job ready.
- We are engaging with business and industry associations to determine their workforce needs and current skills shortages and liaise with schools and RTOs to offer targeted education, training and/or pre-employment solutions, so young individuals can take advantage of these opportunities.
- We are educating business about financial incentives such as wage subsidies, which are available to them if they employ youth.
- We are increasing apprenticeship, traineeship, work experience, and training and pre-employment program uptake through promotion and engagement with schools, RTOs, employment service providers, business and youth.
- We are working with local stakeholders to connect youth to community services, role models and mentors to help them overcome barriers to employment.

## **Priority 3 – Leveraging new and existing programs through collaboration and communication to increase employment pathway opportunities through training and upskilling for Indigenous Australians, mature aged, individuals with a disability, long-term unemployed (12 months and above).**

### **What are our challenges and opportunities?**

There is a disparity in training and employment outcomes for marginalised cohorts in the Fitzroy Employment Region due to several factors. There is a high rate of unemployment and lower education rates among Indigenous Australians, mature aged and disabled. These cohorts are often discriminated against, and long-term unemployed tend to have entrenched barriers.

### **How are we responding?**

- We are working with businesses with current or future labour demand, to provide specialised employment pathways for these individuals.
- Our Taskforce is engaging with local business to promote the benefits of having a diverse workforce and increase employment of marginalised cohorts.
- We are educating employers about the availability of wage subsidies, cultural training, disability education, workplace modifications and assistive technology.
- We are reskilling transitioning workers by promoting mature age apprenticeships/traineeships, and free/low-free training courses available via Job Trainer Fund, and/or facilitating skills recognition and promoting programs such as Career Transition Assistance to help mature aged get back into the workforce.
- We are working with local support services, including First Nations and traditional owner groups and mentors to provide culturally appropriate support to Indigenous Australians) to help individuals overcome barriers to employment and keep a job once employed.
- We are connecting individuals interested in self-employment to programs such as Self-Employment Assistance and the Entrepreneurship Facilitator.

### **Want to know more?**

- Contact: Anthony Clements, Fitzroy Region Employment Facilitator: [Anthony.clements@fitzroyef.com.au](mailto:Anthony.clements@fitzroyef.com.au)
- Visit: [Local Jobs](#) or [Workforce Australia](#)