



**Local Jobs
Program**

Local Jobs Plan

Perth North

Western Australia

July 2022

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The Department of Education, Skills and Employment acknowledges the traditional owners and custodians of the Noongar lands where we work and travel through. We pay our respects to their people, cultures, and their 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.

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 interim Local Jobs Plan for the Perth Employment Region identifies the key LJP priorities with a focus on creating employment opportunities, actively upskilling or reskilling local job seekers and meeting local employer demands.

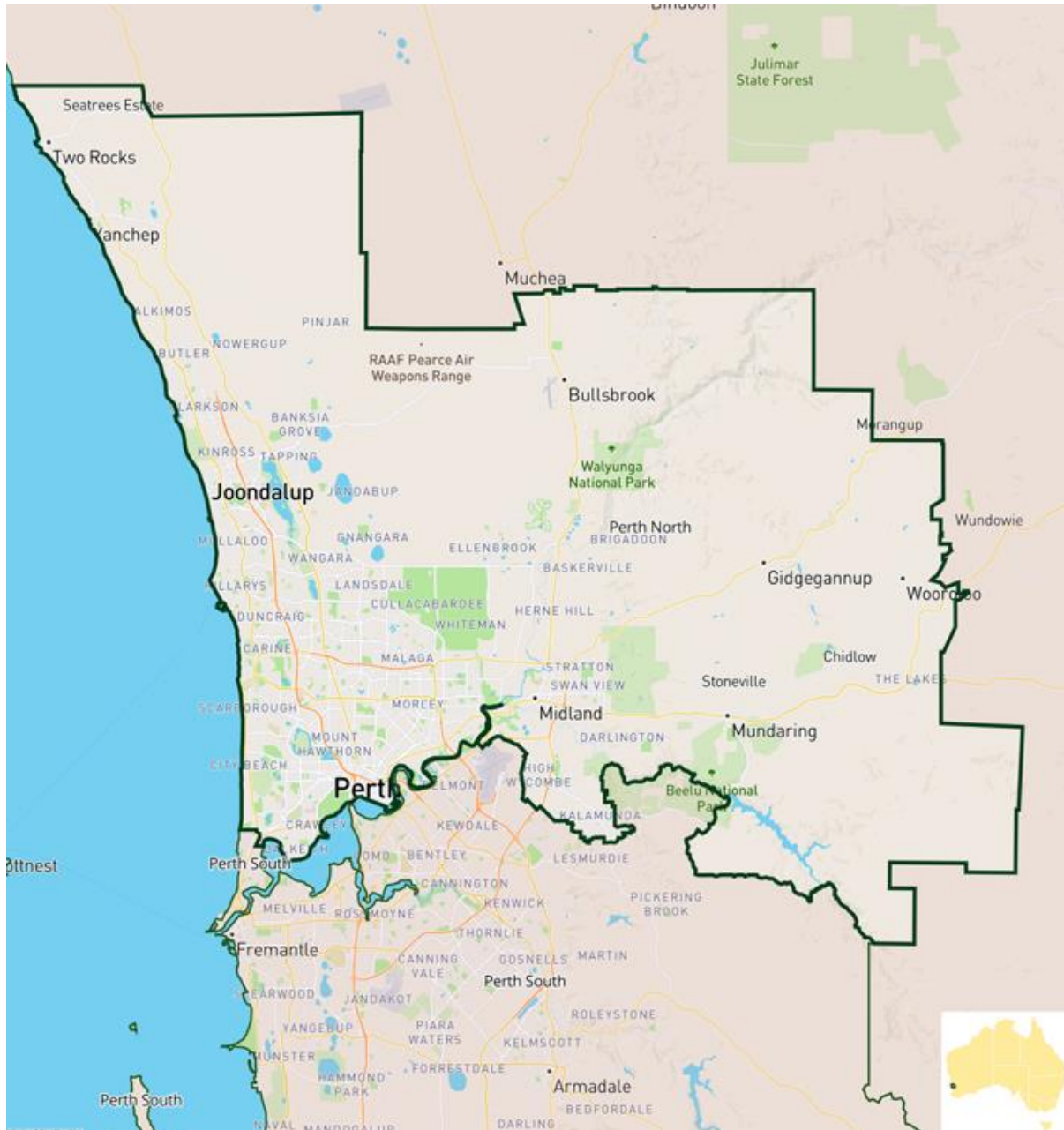
Key Employment and Training Priorities

1. Engage with industry to articulate the needs of employers and job seekers and inform the development of strategies which maximise local job placements.
2. Promote pathways for local job seekers including apprenticeships and traineeships and ensure they are adequately skilled, prepared and supported for current and upcoming employment.
3. Leverage existing Australian and Western Australian (WA) Government programs, to create pathways into local growth industries and broker employment and education opportunities for socially disadvantaged and priority groups including, but not limited to:
 - culturally and linguistically diverse job seekers,
 - mature age
 - youth, females
 - Aboriginal and Torres Strait Islanders.
4. Optimise communication and engagement with long-term unemployed job seekers on education, training and other entry pathways into key local industries.

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

Perth North Employment Region Overview

The Perth North Employment Region has the Swan River as its southern border, coast to the west and encompasses northern metropolitan Perth all the way to the regional towns of Wooroloo in the east and Two Rocks in the north as shown in the map below.



Main urban centres include Perth, Joondalup and Midland. This region has experienced significant population growth, particularly within the Cities of Wanneroo and Swan, which are recognised nationally as 2 of the fastest growing Cities in Australia.

The region includes 14 local government areas (LGAs), comprising of Cities of Wanneroo, Vincent, Swan, Subiaco, Stirling, Perth, Mundaring, Kalamunda, Joondalup, Cambridge, Bayswater, Bassendean, Claremont and Nedlands.

The region is serviced by an extensive public transport network of train lines and buses. There are two train lines servicing this area, the Joondalup and Midland train lines. State Government investment through Metronet projects will expand the public transport network, including an additional passenger train line to Ellenbrook.

Key Challenges in the Perth North Employment Region

WA is facing a labour market shortage, with State and Federal governments collaboratively working with employers and businesses to support job seekers to receive training and linking them directly into employment.

It is noted that a range of issues such as a lack of driving licences and/or transport, difficulties obtaining police clearances, long term unemployment and poor employability skills have had a marked impact on the job readiness of some job seekers in Perth North Employment Region.

Developing soft skills and teamwork, building resilience and motivation, and providing on the job mentoring support and wrap around services has been identified as crucial to building employment pathways for the most disadvantaged job seekers.

Accommodation continues to be an ongoing issue, with the rental market being in high demand. This has been compounded by supply chain issues and labour shortages and is extending already long waits in the construction of dwellings.

There are significant pockets of disadvantage within the region. According to the 2016 Socio-Economic Indexes for Areas (SEIFA) Index of Relative Socio-Economic Disadvantage, suburbs with higher levels of disadvantage include Balga, Mirrabooka, Girrawheen, Koondoola, Wanneroo, Clarkson and Midland. Pockets of disadvantage are also reflected in higher rates of unemployment.

A skills mismatch is contributing to recruitment difficulties and skills shortages for employers in various sectors, including the manufacturing, construction, hospitality, health care and social assistance industries. Some of the challenges identified include high employer expectations of candidates' skills and experience, increasing entry-level skill requirements due to new technologies, and a lack of general employability skills among job seekers. It will be important to collaborate with employers and industry to address the skills mismatch, including through training, upskilling, reskilling, apprenticeships and traineeships.

An ageing population is affecting demand in the health care and social assistance sector, particularly in aged care, disability and community services. According to 2016 Census data, the region has an ageing population profile. Upskilling and reskilling local job seekers for opportunities in this sector will help connect labour supply with employer demand as growth in the sector continues. Attracting people, including job seekers into this sector has been challenging. The sector is often associated with direct carer roles and support roles are often overlooked. Opportunities to increase awareness of support roles such as gardeners, kitchen hands, laundry workers and administration roles are not widely recognised as employment opportunities in this sector.

Mature Age is one of the largest cohorts on the employment services caseload, followed closely by People with Disabilities (PWD). They are often attributed to remaining on caseload for more than 2 years.

The CaLD population is significant in the Perth North Employment Region and is particularly notable in the Mirrabooka, Balga, Girrawheen suburbs, where nearly half of the population speaks a language other than English at home.

Youth unemployment continues to decline since the original impacts of COVID-19 were experienced at the commencement in March 2020. This decline is experienced at a National, State and the local level – Perth North Employment Region

Young people experience more difficulty transitioning from education to employment. This impacts on their aspiration, confidence, mental health and motivation to engage in further education or look for work. Young people are more likely to be engaged in temporary and insecure work. There is also a skills gap between many of the jobs available in the local labour market and the skills and experience young people have to offer. Many young people on the caseload do not hold a driver's license and this is presenting as a key barrier for them entering into employment.

The Cities of Wanneroo and Stirling have the highest unemployment rates by LGA, followed closely by City of Swan. The Cities of Wanneroo and Stirling are the two largest LGAs in WA by population. With both the Cities of Wanneroo and Swan recognised as growth Councils nationally and part of the National Growth Alliance. High population growth rates are matched with increasing volumes of dwelling and civil construction. All LGAs are experiencing strong growth in demand for health care and social assistance.

Local Stakeholders and Opportunities

Local Government Authorities in the Perth North Employment Region have various stakeholder networks that work with employers, industry, and community stakeholders to promote business and economic development and to implement employment and education related initiatives. Metropolitan partnerships are a mechanism for local communities to engage with the WA Government through an array of stakeholders. The Chamber of Commerce and Industry is a strong stakeholder in the region with standalone chambers in operation over the Perth North region. The Chamber supports a range of localised business groups throughout the region.

Australian Government employment programs are delivered by Workforce Australia service providers in the region. Other employment services in the region include ParentsNext, Transition to Work (TtW), Self-Employment Assistance (SEA), Career Transition Assistance (CTA), Australian Apprenticeship Support Network (AASN), Employability Skills Training (EST), Skills for Education and Employment (SEE), Harvest Trail Services, PaTH Industry Pilots, and the Entrepreneurship Facilitator.

Other Australian Government programs also include Vocational Training and Employment Centre (VTEC), DES - Disability Management Service (DES DMS), DES - Employment Support Service (DES ESS), National Disability Insurance Scheme (NDIS), and more.

The Department of Training and Workforce Development (DTWD) work closely with the Department of Education, Skills and Employment, education providers such as TAFEs, local business alliances and employers to support jobseekers in attaining the required skills to fill the employer vacancies.

WA Jobs and Skills Centres and North Metropolitan TAFE deliver skills and training in the Perth North Employment Region.

The headquarters of the Migrant Resource Centre is in Perth North, this stakeholder has a long history of working with government to improve employment outcomes for migrants.

Selected major projects

The Perth North Employment Region has numerous major projects which present employment and skill-building opportunities for local job seekers.

There is potential for local job seekers to access employment opportunities associated with a number of major projects from State and Federal Governments and the private sector.

Major projects in Perth include:

- Incentives to boost residential construction industry, Homebuilder scheme, new homebuyers grant
- Mining and Resources sector projects with local procurement target for vendors large and small
- New domestic manufacturing
- Metronet
- Joint Australian and State infrastructure spending
- Main Roads civil construction projects

Key construction projects include:

- Perth City Deal
- TAFE campus expansions
- New school building and upgrades
- Roe Street Enhancement
- Ocean Reef Marina
- Neerabup Industrial Precinct

Attachment A: Key Employment and Training Priorities: Strategies and Stakeholders

1. Engage with industry to articulate the needs of employers and job seekers and inform the development of strategies which maximise local job placements.

Strategies

- Targeted engagement for employers and businesses, contractors and sub-contractors
- Identify skill gaps and requirements, including in the construction, mining, hospitality and agriculture industries
- Identify key construction projects and collaborate with employers to identify vacancies and skill gaps
- Collaborate with DTWD, TAFEs and Jobs & Skill Centre and registered training organisations (RTOs) to implement succinct, fast-track training to meet operational requirements

Stakeholders

- Chamber of Commerce and Industry
- Local Governments and WALGA
- Employment services providers
- DTWD, TAFE and Jobs & Skill Centre, RTOs
- Main Roads WA, Metronet
- Employers, industry and affiliated governing bodies

2. Promote pathways for local job seekers, including apprenticeships and traineeships, and ensure they are adequately skilled, prepared and supported for current and upcoming employment.

Strategies

- Targeted engagement for employers and businesses to explore vacancies and skill gaps
- Identify and explore employment opportunities for short, medium, and long-term growth in civil construction, dwellings and main roads
- Identify impacts of skills shortages on the transport, logistics, warehousing, mining, horticulture, hospitality, retail and manufacturing sectors
- Attract and retain staff with the required skills within the local hospitality and accommodation service industry
- Explore how to support and engage staff in roles in primary, allied and support healthcare as well as care roles across the disability and aged sectors.
- Explore Chamber of Commerce and Industry network
- Collaborate with Aboriginal and Torres Strait Islander organisations

Stakeholders

- Accommodation and food services sector
- Tourism operators
- Disability and aged care providers
- Logistics and transport employers and industry bodies
- Produce and servicing Industry
- Employment services providers
- Construction Training Fund (CTF)

- DTWD, TAFE and Jobs & Skill Centre, RTOs, GTOs and AASNs
3. Leverage existing Australian and Western Australian Government programs, to create pathways into local growth industries and broker employment and education opportunities for socially disadvantaged and priority groups including, but not limited to:
- Culturally and linguistically diverse job seekers
 - Mature age
 - Youth
 - Females
 - Aboriginal and Torres Strait Islanders.

Strategies

- Use of JobTrainer funded skill set training programs to support transition of job seekers into occupations that are in local demand
- Develop regular local forums for discussions of employment programs and training, where providers are encouraged to collaborate and focus on employment outcomes for the target groups

Stakeholders

- Employment services providers
 - DTWD, TAFE and Jobs & Skill Centre and RTOs
 - Construction Training Fund (CTF)
4. Optimise communication and engagement with long term unemployed job seekers on education, training and other entry pathways into key local industries.

Strategies

- Seek interest from participants, employers, businesses regarding skill sets, vacancies, opportunities
- Customise projects based on local needs
- Collaborate with DTWD, TAFE and Jobs & Skill Centre
- Organise targeted employer events
- Collaborate and identify gaps for employers and businesses
- Collaborate with Aboriginal and Torres Strait Islander organisations

Stakeholders

- Employment services providers
- DTWD, TAFE, Jobs & Skill Centre, RTOs
- Employers and businesses
- Construction Training Fund (CTF)

Attachment B – Labour Market Dashboard – March 2022

<https://labourmarketinsights.gov.au/regions/publications-employment-region-dashboards-and-profiles/western-australia/>

Labour Market Data Dashboard

Data current as at 21 April 2022

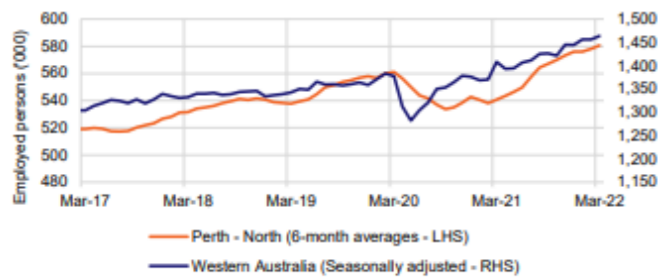
Refer to source notes for data reference periods

	Labour market summary table											
	Employment			Unemployment			Unemployment rate		Participation rate		Youth unemployment rate	
	Mar-22 ('000)	Mar-20 ('000)	Change (%)	Mar-22 ('000)	Mar-20 ('000)	Change (%)	Mar-22 (%)	Mar-20 (%)	Mar-22 (%)	Mar-20 (%)	Mar-22 (%)	Mar-20 (%)
Perth - North	580.6	561.1	3.5	19.9	30.9	-35.5	3.3	5.2	70.2	70.6	8.8	11.4
Western Australia	1,464.1	1,377.8	6.3	51.2	82.4	-37.9	3.4	5.6	69.7	68.2	9.9	13.2
Australia	13,389.9	12,995.5	3.0	551.3	723.2	-23.8	4.0	5.3	66.4	65.9	8.3	11.6

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

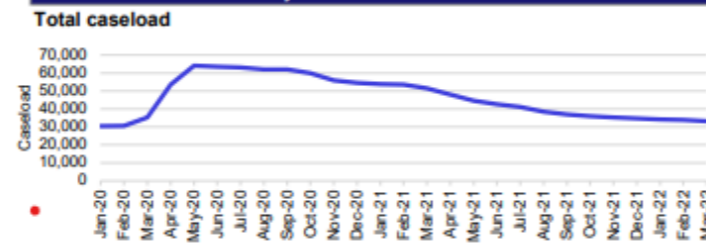
Source: ABS, Labour Force Survey, Mar-22. Employment Region data are 6-month averages of original estimates, except for the youth unemployment rate, which is a 12-month average of original estimates. State youth unemployment rates are 12-month averages of original estimates. Remaining data are seasonally adjusted.

Employed persons



Source: ABS, Labour Force Survey, Mar-22

jobactive caseload



Change in jobactive services caseload

	Perth - North	Western Australia
Caseload - Feb 2020	30,546	83,492
Caseload - Mar 2022	33,152	88,820
Change from Feb 2020 to Mar 2022	2,606 (9%)	5,328 (6%)

jobactive caseload by duration registered



Source: Department of Education, Skills and Employment, caseload data, Mar-22

LGAs with highest unemployment rates (%)

Local Government Area (LGA)	Dec-21	Dec-20
Perth	6.4	5.2
Wanneroo	5.5	8.5
Vincent	5.3	4.9
Stirling	4.6	7.1
Swan	4.6	6.9

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

Online job advertisements



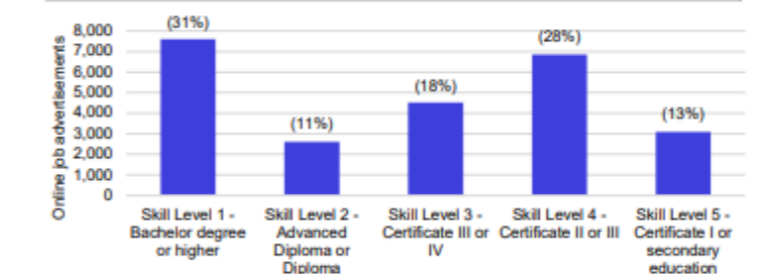
Source: National Skills Commission, Internet Vacancy Index, seasonally adjusted, Mar-22

Online job advertisements by occupation



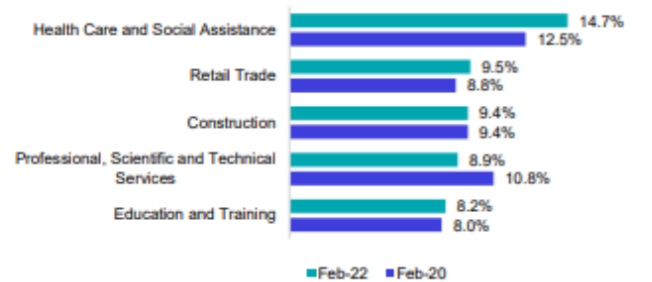
Source: National Skills Commission, Internet Vacancy Index, 3 month average of original data, Mar-22

Online job advertisements by skill level



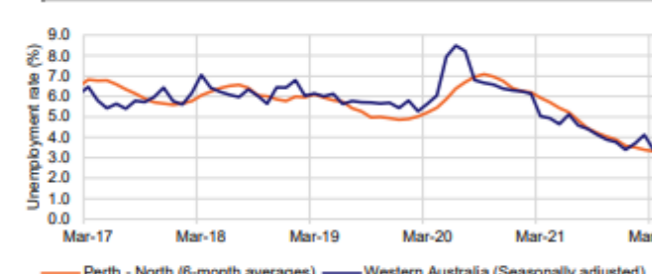
Source: National Skills Commission, Internet Vacancy Index, seasonally adjusted, Mar-22

Largest employing industries



Source: ABS, Labour Force Survey, Detailed, four quarter averages, Feb-22 quarter

Unemployment rate



Source: ABS, Labour Force Survey, Mar-22

Note: Data are not readily available for all sources by Employment Region. ABS Labour Force Survey data are based on the combined SA4s of Perth - Inner; Perth - North East; and Perth - North West. The Internet Vacancy Index (IVI) uses a unique geographical approach. For this region, the IVI Perth 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 provider serviced 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 EmploymentPathwaysAnalytic@skillscommission.gov.au