

**Local Jobs Plan**

**Inner Metropolitan Melbourne**

**Victoria**

December 2021

Contents

[The Local Jobs Program 3](#_Toc96600626)

[Local Jobs Program Key Priorities: IMMER 3](#_Toc96600627)

[Inner Metropolitan Melbourne Employment Region Overview 4](#_Toc96600628)

[Key challenges in the Inner Metropolitan Melbourne ER 4](#_Toc96600629)

[Impacts of COVID-19 10](#_Toc96600630)

[Local Stakeholders and Opportunities 11](#_Toc96600631)

[Employment Opportunities 12](#_Toc96600632)

[Attachment A - Labour Market Dashboard, December 2021 14](#_Toc96600633)

The Department of Education, Skills and Employment acknowledges the traditional owners and custodians of the 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.

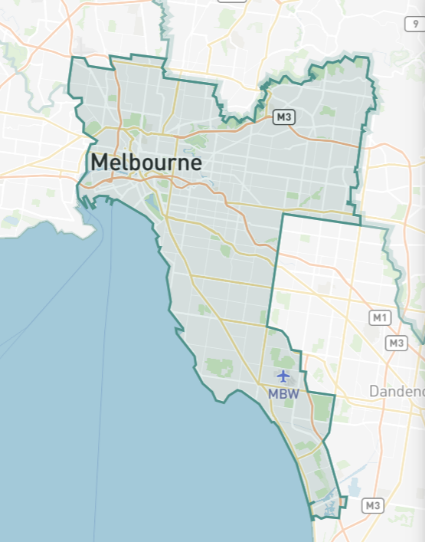
The Taskforces, each chaired by the respective region’s Employment Facilitator, develop and update a Local Jobs Plan for their region that identifies key employment and training priorities and provides a framework for driving employment outcomes in the context of the local labour market.

This plan identifies the key priorities for the Inner Metropolitan Melbourne Employment Region (IMMER), with a focus on creating employment opportunities, meeting local employer demands and better skilling local job seekers. The plan identifies the direction, strategies and actions of the Employment Facilitators.

# Local Jobs Program Key Priorities: IMMER

1. Create employment and training pathways into growth industries including for Construction, Civil, Health Care, Digital and Professional Services, Warehousing, Transport and Distribution sectors.
2. Facilitate opportunities to fill apprenticeship and traineeship positions predominately in Carpentry, Joinery and Cabinetmaking, Clerical/Administration, General Mechanical and Technical Trades, Gardening, Plumbing and Electrical.
3. Support industries to rebuild their workforce following the impacts of COVID-19, especially Hospitality, Retail, Tourism and Events, Creative Industry and the Health Care sectors.
4. Connect jobseekers to upskilling and reskilling opporutnities to meet the needs of local employers.
5. Reduce the labour market disadvantage and generate opportunities for Youth, Culturally and Linguistically Diverse (CALD), Mature Aged and Indigenous Australians in the region.
6. Strengthen existing micro businesses and support pathways to self-employment through the New Enterprise Incentive Scheme (NEIS).

# Inner Metropolitan Melbourne Employment Region Overview



The Employment Region (ER) of Inner Metropolitan Melbourne extends from Essendon in the North West to Templestowe in the North East and South to Patterson Lakes. The ER is characterised by relatively high population density within the Central Business District (CBD) and Inner Metropolitan areas, and a relatively high rate of professional and service sector employment.

The CBD and surrounding inner city form an important part of the ER. These areas have diverse business activities and job opportunities concentrated in a very small geographic area.

Incorporating 13 Local Government Areas (LGAs), the ER has the greatest number of LGAs of all the Melbourne Metropolitan ERs

# Key challenges in the Inner Metropolitan Melbourne ER

There are 13 LGAs in the ER, each with its own distinct demographics and challenges. Given this, local solutions will be highly variable and may best be targeted at individual LGA level, or natural labour markets.

Table . LGAs across the IMMER

| **Inner Metropolitan** | **Inner South and Inner East** | **Inner North and West** | **Inner East** | **Southern** |
| --- | --- | --- | --- | --- |
| ● Melbourne  ● Port Phillip  ● Yarra | ● Bayside  ● Boroondara  ● Glen Eira  ● Stonnington | ● Darebin  ● Moonee Valley  ● Moreland | ● Manningham  ● Whitehorse | ● Kingston |

The ER has seen steady employment over the last 5 years, with the unemployment rate for this Employment Region averaging 4.8 per cent, compared to 5.5 per cent recorded for Victoria. As at October 2021, the unemployment rate has shown improvement from 6 to 5.3 per cent since September 2020. While this was below the Victorian average of 5.6 per cent, the ER has been one of the hardest hit areas in terms of job losses across the region. At its peak in December 2020, the ER jobactive caseload increased by 61,349 job seekers, making it the largest increase of any Victorian ER.

The jobactive caseload by LGA in Table 2 shows the change in job seeker numbers from February and September 2020 to July 2021. Although there has been a substantial reduction in caseload numbers from September 2020 to October 2021, jobactive caseloads are still much higher than they were in February 2020, demonstrating that the impacts of the pandemic in terms of job losses are still being felt in the region.

Table . Jobactive caseload by LGA (where known)

|  |  |  |  |
| --- | --- | --- | --- |
| **Local Government Area (LGA)** | **Unique Participants in JA, TtW or PN** | | |
| **29/02/2020** | **30/09/2020** | **31/10/2021** |
| Bayside | 794 | 3,439 | 1,560 |
| Boroondara | 1,018 | 5,514 | 2,490 |
| Darebin | 929 | 3,561 | 1,675 |
| Glen Eira | 1,552 | 6,531 | 3,115 |
| Kingston | 1,816 | 6,251 | 3,044 |
| Manningham | 1,094 | 4,728 | 2,283 |
| Melbourne | 2,031 | 8,226 | 5,569 |
| Moonee Valley | 1,402 | 4,349 | 2,387 |
| Moreland | 1,870 | 6,926 | 3,479 |
| Not Stated | 289 | 418 | 343 |
| Port Phillip | 2,023 | 7,010 | 3,638 |
| Stonnington | 1,066 | 4,992 | 2,268 |
| Whitehorse | 1,199 | 4,598 | 2,468 |
| Yarra | 2,226 | 6,785 | 3,511 |
| **TOTAL** | **19,202** | **72,910** | **37,830** |

The ER is a diverse region, consisting of a population who generally experience a lower unemployment rate, have Culturally and Linguistically Diverse (CALD) backgrounds, and have a high number of employed professionals. The 2016 Census shows that the ER also has a high number of youth in tertiary education. However, there are pockets of lower socio-economic areas with lower educational attainment and labour market participation that should remain a focus of the Taskforce in ensuring people are connected to education and employment supports.

Demand in the region is strong, with 52,600 new online job advertisements posted in July 2021, of which over 20,000 were for bacheclor/degree level candidates. In contrast, of the 38,400 job seekers on the jobactive and digital caseload in the ER, 43 per cent have not completed a post-school qualification.[[1]](#footnote-2)

Employment Facilitators in the region continue to gather feedback from employers that express their inability to source suitable candidates for roles. It is evident that there is a mis-match of skills held by job seekers and those desired by employers in the region.

A major challenge within the ER has been the ongoing COVID restrictions in Victoria, affecting businesses and jobseekers. Constant lockdowns have impacted people’s confidence and ability to offer employment and move back into the workforce. The removal of mutual obligation for job seekers has reduced motivation for people to search for and secure work.

Some key challenges and barriers to employment in the region, as reported in a stakeholder survey in July 2021 are lack of language and literacy, low level or absence of qualifications, limited workplace experience, long term and generational unemployment, health issues and a confusing job market with disjointed information for all stakeholders.

Public transport is generally well connected and accessible for job seekers across most areas. However, while the region is serviced by multiple public transport arterial lines to the Melbourne CBD, there is a lack of adequate connecting transport systems between arterial train lines. The accessibility of public transport should be considered when connecting people to jobs and training.

**Youth**

As at October 2021, the youth unemployment rate for the ER was 12.4 per cent. The youth unemployment rate has reduced by approximately 2 per cent since July 2021 and is comparable to the pre-pandemic rate of 12.3 per cent at March 2020. Notwithstanding the improvement, the youth unemployment for the region remains high compared to the general working-age population and still presents its challenges within the ER.

According to the 2016 Census for Employment Regions, the youth disengagement rate in the IMMER is 6 per cent. While this is the lowest across Victoria’s Employment Regions and below the Victorian average of 11.2 per cent, the combined impact of labour market dislocation and disruption to education and training, makes it difficult to meet course outcomes.

Across the ER, there are pockets where youth are disengaged in activities or services. Connecting youth (and keeping them connected) to services and employers will play an important role in driving down youth unemployment and youth disengagement in the ER. This could be obtained through focusing on jobs and skills in demand, developing and promoting career pathway programs, increasing opportunities for workplacement/experience, taster programs, and mentoring.

There is an opportunity to apply a coordinated approach to support typical entry of young people into the world of work. This includes apprentice and trainee roles, school-based roles, part-time employment and work experience opportunities that could be brokered through a directed effort across Group Training Organisations and businesses in the apprenticeship space.

There is significant scope to engage or re-engage youth into the hospitality sector to help combat the skills shortage however, the industry’s immediate need is for experienced staff. This presents an opportunity to develop hospitality employment programs and encourage businesses to take on trained but inexperienced young people. These programs will prepare youth for the sought after skills required by the sector and provide valuable work experience.

A key challenge of supporting young people into employment is providing the cohort with self-belief. Young people often require confidence to step into a new or first job, hence connecting them with existing young workers and employers can provide the trust and assurance required to get a job and remain in employment.

**Culturally and Linguistically Diverse (CALD)**

The National Skills Commission data for the jobactive caseload shows 29 per cent of people identify as CALD which represents 10,442 job seekers in the ER, with many residents speaking multiple languages. However, outside of the impacts of COVID-19, this does not present as a major barrier to employment for the majority of the population who have good English proficiency, with most people securing work in professional services or education and training.

The Australian Bureau of Statistics (ABS) Socio-Economic Indexes for Areas (SEIFA) data shows that whilst the majority of the population within this ER have relatively high education and occupation status, there are suburbs within the Melbourne, Yarra and Kingston LGAs that have pockets of lower education levels or people in less skilled jobs. There are also pockets of lower English proficiency levels in Darebin and Moreland, Melbourne, Yarra and Port Phillip LGAs.

The Local Jobs Taskforce may need to consider ways to maximise Government programs in education, training and engagement activities to upskill job seekers, and support those job seekers who have language barriers. In addition, pathways for education and training and job opportunities could also be brokered for those job seekers who have higher education qualifications but find themselves presently unemployed.

A survey of key stakeholders in the region identified that prejudice and discrimination amongst employers is a key barrier to the CALD community to securing work and accessing education programs. Bespoke programs that address employer hesitancy to employ a diverse workforce should be considered. There is also an opportunity to increase awareness for employers around iniatives that drive social procurement and encourage the adoption of culturally safe workplaces, increasing employment opportunities for the CALD community. Furthermore, supporting the CALD community to establish a micro-business or start-ups should be explored further for the ER, such as BSL’s Stepping Stones program.

**Mature Age**

Prior to COVID-19, mature aged job seekers were already experiencing challenges with securing and retaining employment opportunities in a competitive market. Post COVID-19, it is expected these challenges will remain.

The majority of LGAs within the ER have a high number of people who are mature aged (50 years and above). As at August 2021, the caseload data showed the highest mature aged job seekers are located in Manningham (36.9 per cent), Monash (33.5 per cent) and Bayside (33.5 per cent).

Across the region, mature aged job seekers make up over 33.5 per cent of the jobactive caseload, a 4 per cent increase since December 2020, highlighting that the mature aged cohort has been significantly disadvantaged.

The Taskforce could look at ways to increase opportunities to transition mature aged workers into growth industries, through existing government programs designed to up-skill or re-skill mature age job seekers, such as the Career Transition Assistance Program, Restart Wage Subsidies or Local Jobs Program activities.

There are also non-Government funded programs and organisations that value the attributes and benefits of employing mature aged workers and are driving initiatives. A coordinated approach is required to advocate, support and leverage the vast opportunity to secure employment for this cohort.

The Council on the Ageing (COTA) Victoria should be considered when scoping projects, such as devising targeted employer education, considering the employment benefits and leveraging opportunities for mature aged job seekers.

**Aboriginal and Torres Strait Islanders**

Darebin is home to the largest community of Aboriginal and Torres Strait Islander people in the ER representing 4.1 per cent of the total jobactive caseload in Darebin. The LGAs of Port Phillip and Melbourne trail behind with 2.9 per cent and 2.8 per cent respectively. These areas have strong Indigenous service networks and are engaged in coordinated responses to a range of social, cultural, education and labour market issues.

The recent announcement of Aboriginal Employment Mentors within the Job Victoria Employment Services presents an opportunity for the Local Jobs Program to leverage these local supports for intelligence and know-how.

Local strategies could be considered under the Local Jobs Program to reduce labour market disadvantage of Aboriginal and Torres Strait Islander people who are not connected to education or employment or have experienced labour market dislocation due to the current economic climate.

Feedback from local stakeholders has identified the prospect of educating employers on social procurement targets and the development of Reconcilliation Actions plans to encourage employers to hire Aboriginal and Torres Straight Islander people. Furthermore, developing scholarships to move this cohort into growth sectors, creating short and succinct micro-credentials in areas such as Civil Construction to support work with major projects were identified as strategies to move Aboriginal and Torres Strait Islander people into employment.

**Apprentices and Trainees**

The pandemic saw an increase in apprentices and trainees being displaced from employment. The Retrenched Apprentice and Trainee program was created by the Victorian Government, providing a coordinated response to assist those who had lost their jobs – to find alternate work. At its peak in October 2020, there were 70 apprentices that registered for the program. From May 2020 through to July 2021, the program has had more than 800 registrations. As of August 2021, there are only 48 apprentices registered for assistance, revealing the program’s positive effect together with the Commonwealth Government’s Boosting Apprenticeship Commencement initiative. [[2]](#footnote-3)

Drawing on data from the ABS, NCVER and advertised job vacancies, the Global Apprenticeship Network (GAN) estimates that as of July 2021 there were 5,000 apprenticeship and traineeship vacancies nationally with 900 of these vacancies in Victoria.

Overwhelmingly, the highest demand is for Carpentry, Joinery and Cabinetmaking apprenticeships where vacancies are three times higher than any other occupation. Followed in high demand by Clerical/ Administration, General Mechanical/Technical Trades, Gardening, Plumbing and Electrical trades.

A survey of stakeholders in the region have suggested these actions to help fill the high apprenticeship and traineeship vacancies:

* Find a way to attract people to undertake an apprenticeship over a trade assistant job where the wage is higher.
* Re-visit career information at schools and examine how content is presented and promoted to career advisors, students, parents and other influencers.
* Challenge employers to support young people to equip themselves in a new workplace environment and help their professional and personal development.
* Promote the PaTH internship and National Work Experience Programs to employers as a means of trialling a future apprentice.
* Promotion of benefits of Group Training Organisations in sourcing employment and providing wrap around support for apprentices and trainees.
* Educate candidates on competency-based progression and completion allowing apprentices and trainees to complete at their own pace, rather than a set contract period.
* Advocate for Government to top up the apprenticeship wage, so that the greatest barrier (low pay) is addressed.

Job seekers require support, and it is imperative that stakeholders in the region collaborate and work together on strategies with a holistic approach to creating interventions to realise wide-spread social and economic benefits.

**Large Employers**

The ER has a diverse labour market, spread across the region. Industries span professional services, health and community services, education and training through to wholesale trade. Many of these offer opportunities for local job seekers in areas of growing demand, such as the health and community services sector which has demand in nursing, aged care and NDIS support.

While there is a diverse spread of industries, there is also a high concentration of international and local companies with headquarters and administrative hubs in the region. Opportunities to engage for employment openings should be explored for job seekers and skilled workers recently displaced by COVID-19. These include, but are not limited to:

* Banking and finance enterprises - ANZ, National Australia Bank, Australian Super and RACV.
* Insurance and Professional Services - Price Waterhouse Copper (PwC), Deloitte and KPMG.
* Property and Construction - CIMIC group, LendLease and Bain & Company.
* Manufacturing- BlueScope, Amcor, Kraft/Heinz, CSL, Siemens, Segula Technologies and Coca-Cola Amatil
* Technology and Advertising-Seek, 99 Designs, Amazon, Microsoft, Segula Technologies, IBM, Google, Salesforce, Atlassian and REA Group.
* Procurement- Industry Capability Networks (ICN).
* Hospitality and Retail- Crown Entertainment Complex, Bunnings, Coles and Myer.
* Civil Construction – Victoria’s Big Build contractors
* Events – Spring Racing Carnival, Tennis Open and Grand Prix
* Health – MECWACare, Jewish Care, Mercy, Blue Cross
* Tourism/Travel - Qantas, Virgin, Accor, Crown, IHG
* Creative – Princess Pictures, Docklands Precinct, Contemporary Arts Precinct

**Small and Medium Enterprises (SME) and Start-Ups**

Approximately 33,000[[3]](#footnote-4) businesses operate in the ER. Although the true number of small businsses within the region is not kown, the 2019 Small Business Count Report indicates that small business and family enterprise in Australia (classified as businesses with less than 20 employees) account for almost 98% of businesses.[[4]](#footnote-5)

Given the estimated size of the small business market in the region, the Taskforce should consider the coordination of like-minded SME to collaborate on employment and training projects creating greater impact. Moreover, social procurement opportunities with SME should be leveraged to support their involvement with large scale projects and business growth.

**Selected Major Projects**

The ER has a pipeline of public and private funded infrastructure, construction and community enhancement projects, and is well placed to access projects across Metropolitan Melbourne. Current and emerging projects will provide opportunities for skill development and employment to meet the needs of the labour market.

Accessible projects across Melbourne Metropolitan regions include, but are not limited to:

* The Metropolitan Rail Tunnel/Melbourne Metro Rail – due for completion by 2025, the infrastructure project will modernise Melbourne’s public transport system involving the construction of a 9-kilometre twin tunnel and five new stations in the region.
* West Gate Tunnel – a road enhancement and efficiency project funded through Government and private investment. Creating approximately 6,000 jobs, the project includes the construction of a twin tunnel connecting Melbourne’s West and the CBD.
* Queen Victoria Market Precinct Renewal – expected to create 500 jobs, the $250 million project will revitalise, modernise and protect the heritage precinct with new buildings, facilities and public spaces.
* Level Crossing Removal Project – the removal of 75 level crossings across Metropolitan Melbourne is due for completion by 2025 with approximately 4,500 jobs created over the life of the project. This project incorporates both rail and road opportunities.
* The Suburban Rail Loop – creating more than 20,000 jobs with up to 2,000 apprenticeships, the 90-kilometre rail project will link Melbourne’s major arterial train lines, and regional rail servicing hubs. The staged project will commence in 2022 and is expected to be completed over several decades.
* North East Link – commencing in 2021, Victoria’s biggest road project will connect the missing link to Melbourne’s freeway network by connecting the Metropolitan Ring Road to the Eastern Freeway.
* Melbourne Airport Link – This will be 15-kilometer of new track from Sunshine Station to the Melbourne airport. Construction to commence late 2022 and support 8,000 jobs over 7 years.
* A number of road upgrade and community development projects including various initiatives under the City Road Master Plan. Other projects include, but are not limited to, upgrades of South Road (South East), St Kilda Road bike lanes, Fitzsimmons Lane upgrade as well as a range of community development and infrastructure building projects across the 13 LGAs.

# Impacts of COVID-19

The economy and labour market of the ER has been widely impacted by the COVID-19 pandemic.

Labour market dislocation has been widespread across the region and is not limited to the higher density areas. Late 2020, suburban areas with relatively high socio-economic advantage, such as the LGAs of Boroondara, Stonnington, Bayside and Glen Eira show the highest rates of people moving onto income support. While these rates show the distribution of impact across the region’s population, it does not necessarily reflect the extent of depressed local labour markets. This is due to the mobility of the region’s people who travel to the many business hubs throughout the ER including the Melbourne CBD.

In 2019, the City of Melbourne contributed to approximately one third of the Greater Melbourne and one quarter of the Victorian economies. The Melbourne CBD economy has seen the most significant impacts of the COVID-19 pandemic. The Melbourne City Council estimates an average of 997,000 people are located in the LGA daily, which includes, residents, workers/commuters, students and visitors. [[5]](#footnote-6)

The City of Melbourne estimates that the Melbourne CBD is supported by approximately 17,000 businesses including local, national and international businesses, many of which locate their headquarters out of Melbourne.[[6]](#footnote-7) The Melbourne CBD is Victoria’s financial and economic hub supporting a broad range of sectors including professional, scientific and technical services, financial services, retail, accommodation and food services and Government. Due to the breadth and complexity of the labour market the businesses located in the Melbourne CBD have experienced higher redundancy and JobKeeper rates than other locations.

Young people generally experience greater volatility in the labour market due to the high proportions engaged in less secure or causal employment, such as retail and hospitality. Mature age workers have been highly represented in redundancies, or having been stood down during the pandemic, and may require upskilling or reskilling to transition into priority industry sectors.

Quick turn-around, high volume surge recruitment to fill labour market demand in administration, cleaning, COVID-19 testing, nursing and aged care services have been a recruitment feature of COVID-19 in the ER. This need to stand up a ready workforce could be an ongoing requirement for COVID-19 impacted industries for the duration of the pandemic.

Industry sectors that have experienced the most hardship due to the effects of COVID are; hospitality, retail, tourism and events, creative industry and the health care sector.

# Local Stakeholders and Opportunities

While the geographical coverage of the ER and the diversity of its economies and labour markets presents challenges to implement unified approaches, its strength lies in the abundance of stakeholders to draw from. The 13 LGAs located across the region have local strategies investing in rebuilding local economies and communities.

At a strategic level, Australian, State and local Government departments, agencies and authorities are located in the region which will enhance access to resources and strengthen local strategies. In addition, the Metropolitan Melbourne Partnerships are a mechanism for local communities to engage with the Victorian government through a range of key stakeholders, including local councils.

The ER hosts a wide range of employer organisations and peak bodies that will present opportunities for engagement to broker skill development and employment initiatives, particularly given the impacts of COVID-19 in the ER. These include the Australian Industry Group, the Victoria Chamber of Commerce and Industry, the Victoria Automobile Chamber of Commerce, National Disability Services, Leading Aged Services Australia, Victorian Council of Social Service, National Electrical Contractor’s Assocation and the Master Builders Association of Victoria.

Peak bodies representing a number of retail, tourism, accommodation and hospitality businesses such as the Australian Retailers Association, Australian Hotels Association, and the Victorian Tourism Industry Council will be key bodies to engage with to broker opportunities with their members, given the impacts of COVID-19 in those sectors.

There are five jobactive providers in the ER who deliver employment services, these are Jobfind, MAX Employment, Workskil Australia, Job Prospects and Sarina Russo Job Access. There are also a number of Australian Government Disability Employment Service (DES) Providers.

Other stakeholders include two Career Transition Assistance (CTA) services for mature age people, four Australian Apprenticeship Support Network (AASN) providers supporting businesses and people undertaking Apprenticeships and Traineeships, and two Transition to Work (TtW) providers delivering intensive employment services to youth and one ParentsNext Provider.

There will be opportunities to work with the Victorian Government to leverage their existing iniatitives and programs and move job seekers into employment. Departments such as:

**Jobs Victoria** who deliver the Jobs Victoria Employment Services (JVES), Job Advocate program, Career Counsellors and the Online Hub employment programs. Jobs Victoria has funding to provide up to $20,000 in wage subsidies per person to support businesses to engage eligible job seekers with a focus on priority cohorts that have been significantly impacted by the pandemic. In addition to wage subsidies, Jobs Victoria offers an innovation fund that aims to support large scale sustainable job creation projects (100+ jobs) in sectors with significant workforce demand.

**Apprenticeships Victoria (AV)** a new division within the Department of Education and Training. AV is a partnership between the Victorian Government, major project employers and the TAFE and training system. AV will deliver more job opportunities for apprentices and trainees looking to start a career in the construction and infrastructure sector and will aim to commence 1,500 new apprentices and trainees each year to work on Victoria’s Big Build Projects.

**The Victorian Skills Authority (VSA)** has recently been established as a new organisation, separate from the Department of Education and Training. Building on the work of the Office of the Victorian Skills Commisioner, the VSA will forge strong connections across sectors and develop the Skills Plan for Victoria. The VSA will help generate local solutions to local problems based around skill development priorities and opportunities.

The ER is also well serviced by Registered Training Organisations (RTOs), who have strong connections with industry and will aid in vocational development, upskilling and reskilling.There is a wide distribution of TAFE campuses, Local Learning and Employment Networks (LLENs) and Learn Locals who are key stakeholders for job seekers, including youth, to prepare to meet employer and in demand skills.

The Skills and Job Centres in the region are housed at Holmesglen, William Angliss, Melbourne Polytechnic, RMIT, Box Hill and Victoria Polytechnic. These Centres offer career support, upskilling and reskilling opportunities and connection with employers in the region for students and job seekers.

Some of the major Group Training Organisations (GTOs) in the region are Westvic, WPC Group, AFL Sportsready, Brotherhood of St Laurence, AIG, NECA Education and Careers that provide a direct connection for people to enter an apprenticeship or traineeship, linking them with host employers.

The ER also has a number of not for profit organisations that can be connected with to offer a range of social and other supports to local job seekers, these include the Brotherhood of St Laurence, The Huddle, Ready Set (clothing and career preparation), The Magpie Nest and STREAT (youth pathways to employment).

To support stakeholder uptake of opportunities in the region, Employment Facilitators have collated and synthesized an Existing Programs document that identifies complementary services and opportunities for job seekers and employers.

# Employment Opportunities

Growth sectors in the ER presenting major employment opportunities are construction, civil, health care, digital and professional services, warehousing, transport and distribution. Labour shortages in Hospitality, Cleaning, Security, Occasional Care, Retail, Tourism and Events also present openings to move job seekers into employment.

Big Build projects will open up opportunities in construction providing openings for apprenticeships and traineeships. Major infrastructure projects and population growth are expected to increase demand for skilled civil construction workers over the next 3 years that will result in an estimated 4,000 new workers being needed by 2022.[[7]](#footnote-8)

A major employment opportunity identified in the ER is in the hospitality sector due to the absence of international students, back packers and 457 VISA holders. These cohorts have traditionally filled gaps that local people did not. Roles required are chefs, cooks, front of house, back of house, barista and kitchen hands. There are linked employment opportunities in the tourism and events sector due to the loss of the workforce from the economic stability in the ER. This scarcity has also presented an extraordinary need for a ‘surge workforce’ available for major events in Melbourne.

Traineeship and apprenticeship vacancies remain high across Victoria, with at an estimated 900 employment opportunities on offer at any one time through both direct employment and Group Training Organisations. There is an opportunity to develop initiatives that will help move job seekers into these entry-level employment opportunities.

The health care sector has vast employment opportunities owing to the exit of current workers due to COVID-19 and transitioning workers. The industry needs a new, trained workforce and is seeking people in roles at all levels from aged care, disability care, home and community care, nursing, domestic care and administration.

The occasional care sector which represents before and after school care and holiday programs also has a high demand for a suitability skilled and stable workforce within the region. The sector endures a 70 per cent attrition rate owing to the fact that it traditionally attracts students completing higher qualifications who leave the industry once their training is complete. There is an opportunity to target and train cohorts for permanent and stable employment opportunities.

Both the cleaning and security sectors have seen their workforce significantly reduced during the regions hard lockdowns in 2020. During this time, the workforce was stood down and has since sought employment in other industries, as these sectors rebuild, they are faced with a labour force shortage.

The digital, IT and related professional services sector is seeking suitably skilled people to fill roles in the increasing online services space. This has been recognised by the Victorian Government’s large initiative, the Digital Jobs Program set to train and provide internships for 5,000 people to help fill the gap in skills and jobs anticipated by business.

Service sector jobs such as sales and customer service roles, whether face-to-face or via telephone is a job mostly unaffected by technology advancements. Sales assistants and managers are amongst the top five jobs advertised in the region. Furthermore, call centre roles have sustained their high demand, even throughout COVID-19.

**Additional Labour Market Data Resources**

The most recently available Labour Market Data Dashboard produced by the National Skills Commission in Attachment A below provides a range of insights into local labour market conditions for the region.

Additional labour market information at the Employment Region level can also be found on the [Labour Market Information Portal](https://lmip.gov.au/default.aspx?LMIP/Downloads/EmploymentRegion) and the [National Skills Commission](https://www.nationalskillscommission.gov.au/) website.

# Attachment A - Labour Market Dashboard, December 2021

This Labour Market Data Dashboard was published on 23 December 2021 and provides a summary of the key indicators for the Inner Metropolitan Melbourne labour market. 
The dashboards combine a range of data for each of the 51 Employment Regions, to provide an overview of local labour market conditions. Dashboards are also available for each state and territory, and at the national level. The data used include the Labour Force Survey, Employment Services Caseload, Internet Vacancy Index and Small Area Labour Markets.

For any enquiries related to this dashboard, please contact EmploymentPathwaysAnalysis@skillscommission.gov.au

1. Regional Skill Level Profile, national Skills Commission, 20th August 2021 [↑](#footnote-ref-2)
2. Apprenticeship Employment Network statistics, 17th August 2021 [↑](#footnote-ref-3)
3. Myvictoria.vic.gov.au/inner-metro-rgn12 [↑](#footnote-ref-4)
4. Small Business Counts, Australian Small Business and Family Enterprise Ombudsman, July 2019 [↑](#footnote-ref-5)
5. Economic impacts of COVID-19 on the City of Melbourne – Final Report 20 August 2020 https://www.melbourne.vic.gov.au/SiteCollectionDocuments/economic-impacts-covid-19-report.pdf [↑](#footnote-ref-6)
6. Economic impacts of COVID-19 on the City of Melbourne – Final Report 20 August 2020 https://www.melbourne.vic.gov.au/SiteCollectionDocuments/economic-impacts-covid-19-report.pdf [↑](#footnote-ref-7)
7. Skills demand Snapshot, Victoria’s Civil Sector – Victorian Skills Commissioner, March 2020 [↑](#footnote-ref-8)