

Local Jobs Plan

Esperance Employment Region | WA | March 2026

Workforce Australia Local Jobs (Local Jobs) is a program that creates partnerships between business and communities to meet local workforce needs, thereby improving employment outcomes.

Local Jobs operates in all 51 Employment Regions in Australia.

Local Jobs Overview

Local Jobs Plan

Each Employment Region has a Local Jobs Plan which outlines the labour market challenges in the region and the strategies to address these challenges.

Job Coordinators

Each Employment Region has a dedicated Job Coordinator who leverages existing resources, supports local labour markets through structural adjustments and retrenchments, and creates opportunities for collaboration between business and communities.

Local Jobs and Skills Taskforce

Each Employment Region has its own taskforce that meets regularly with the Job Coordinator to develop an understanding of challenges in the region and implement solutions. The taskforce is comprised of representatives from the region.

Local Jobs, Local People Grant

The Local Jobs, Local People grant funds activities that help people into ongoing employment or training. Activities must support local labour market needs.



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

Local labour market challenges

- Housing shortages.
- Childcare shortages.
- Limited tertiary education options.
- Need for culturally safe workplaces.
- High staff burnout and turnover.
- Small local workforce.
- Youth leaving for tertiary study and difficulty attracting graduates back.
- Disengaged youth struggling to finish school and move into work.
- Skills shortages across industries.
- Underemployment and casualisation in some sectors.
- Seasonal employment volatility.
- Limited career visibility and progression.
- Mismatch between job readiness and employer expectations.
- Business capacity constraints.
- Complex, risky onboarding and compliance requirements discourage hiring.

Local priorities

Priority 1 – Leveraging programs for creative pathways into employment

What are our challenges?

The Esperance region is experiencing increased demand for workers in agriculture, hospitality, transport, tourism, retail, construction, health care and social assistance industries. The locally available workforce remains small, creating challenges in meeting demand. Opportunities exist to focus on supporting several cohorts in the region, including youth, long-term unemployed, mature age individuals and First Nations peoples, leveraging programs to create targeted pathways to empower their employment journey.

How are we responding?

- Industry collaboration: connecting local Workforce Australia Employment Services Providers with key representatives in agriculture, hospitality, health care, social assistance, construction and other industries to develop and promote specific career paths.
- Skill transferability: identifying transferable skills across industries and exploring alternative employment pathways through labour market insights.
- Cohort-specific support: engaging with youth, mature age and First Nations support services to develop tailored workforce initiatives
- Workshops and information sessions: delivering regular sessions to highlight current opportunities and available support services.
- Collaborative engagement: hosting and attending events with community support services to enhance education, training and alternative entry pathways into local industries.

Priority 2 – Supporting smarter recruitment and retention

What are our challenges?

The region faces significant challenges, including labour shortages, high turnover, skill gaps and difficulty retaining young talent, as well as underutilised diverse labour pools, such as people with disabilities, youth and mature age individuals and First Nations peoples. Strengthening collaboration, targeted upskilling and inclusive hiring practices can address these challenges.

How are we responding?

- Business engagement: promoting innovative and inclusive recruitment practices. Supporting efforts to improve workplace culture and enhance retention.
- Skills development: partnering with training providers to deliver targeted upskilling programs. Facilitating apprenticeships and mentoring initiatives to bridge skill gaps.

- Community support: enhancing volunteer initiatives to engage diverse cohorts.
- Advocating, collaborating, and leveraging strong partnerships to support solutions that address housing challenges impacting workforce retention.
- Providing practical support to small businesses to navigate WHS and HR compliance requirements, reducing the deterrent effect of complex on-boarding obligations.

Priority 3 – First Nations pathways to employment

What are our challenges?

First Nations peoples in the Esperance region frequently face systemic challenges to employment, including limited access to culturally appropriate training, a lack of workplace diversity and inclusion and challenges in securing sustainable job opportunities. Programs designed specifically to empower First Nations employment pathways can create meaningful and lasting workforce participation.

How are we responding?

- Culturally safe workplaces: partnering with businesses to promote culturally safe and inclusive work environments.
- First Nations-led training and upskilling: collaborating with First Nations organisations to develop training programs that respect and incorporate cultural knowledge and skills.
- Community-based employment initiatives: supporting employment programs that are led by or closely connected to First Nations communities to ensure relevance and long-term success.
- Entrepreneurship and business development: encouraging and supporting Indigenous-owned businesses through training, funding opportunities and networking support.

Priority 4 – Disability employment and workplace inclusion

What are our challenges?

People with disability in the Esperance region frequently face significant challenges to employment, including workplace accessibility, bias in hiring practices and limited tailored training opportunities. Enhancing pathways to employment through inclusive hiring, workplace adjustments and employer education will support greater workforce participation.

How are we responding?

- Accessible and inclusive workplaces: collaborating with businesses to improve workplace accessibility and implement inclusive hiring practices.
- Employer awareness and support: running workshops to educate employers on reasonable workplace adjustments, inclusive recruitment and the benefits of hiring people with disability.
- Advocacy and influence: collaborating with local government, industry bodies and employers to advocate for enhanced employment initiatives that support people with disabilities in the region.

Priority 5 – Addressing seasonal volatility of employment

What are our challenges?

The Esperance region depends on seasonal industries such as agriculture, tourism and hospitality. While vital to the local economy, fluctuating demand leads to underemployment for workers and repeated recruitment challenges for employers. Seasonal work can limit skill development and job security, particularly for youth, First Nations people and those out of work long term. There is an opportunity to better align seasonal workforce needs, support mobility between industries, and promote multi-skilling and career pathways that provide more stable, year-round employment.

How are we responding?

- Promoting cross-industry and seasonal workforce pathways: Working with employers across agriculture, tourism, hospitality, transport and related sectors to identify complementary seasonal roles and support jobseekers to transition between industries throughout the year.
- Supporting multi-skilling and transferable skills development: Partnering with training providers and employers to deliver short courses and skill sets that build transferable skills aligned to multiple local industries.
- Raising awareness of sustainable local career pathways: Increasing the visibility of year-round employment opportunities and progression pathways developed through seasonal industries in the Esperance region.

Priority 6 – Local skills shortages

What are our challenges?

The region is experiencing a gap between the skills employers' need and the qualifications and experience available locally. This includes people who are underemployed relative to their education or skill level, and businesses that are not fully utilising existing staff capabilities.

How are we responding?

- Support mapping of skill underemployment and qualifications: identifying people not employed to their education/skill levels, using local data and employer input to pinpoint mismatch areas and priority occupations.
- Promote Esperance as an ideal employment destination: coordinating campaigns and employer showcases that highlight lifestyle, career pathways, and year-round opportunities to attract and retain talent.
- Assisting businesses in identifying and utilising staff skills: providing practical support (skills audits, role redesign, mentoring, and micro-upskilling) so employers can better align tasks, progression pathways, and training with existing workforce capabilities.
- Provide support for key business issues, childcare, and housing: advocating for workforce-linked childcare solutions, supporting flexible and extended childcare options, and collaborating with local and state stakeholders to progress short- and medium-term housing initiatives that enable workforce attraction and retention.

Want to know more?

- Contact: Andrea Wynne, Esperance Job Coordinator: esp@esperancelocaljobs.org.au
- Visit: [Local Jobs](#) or [Workforce Australia](#)