

# Local Jobs Plan

## South Coast of Victoria Employment Region | VIC | June 2024

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.



Explore labour market insights for the [South Coast of Victoria Employment Region](#)

### Local labour market challenges in the region

- High level of unmet demand for skilled workers in largest employing industries and growth areas such as agriculture, forestry and fishing, education, hospitality and tourism, retail, manufacturing and healthcare and social assistance.
- Lack of sufficient public transport and large waitlists for individuals to receive driver education across the region.
- Accessibility of early childhood education and care is limited across the entire region.
- Slow to recover participation rates and low unemployment levels.
- Affordability and availability of private and public housing.
- An ageing population across the region is intensifying the demand for health care and social assistance.
- Misalignment between skill levels of individuals and advertised vacancies across the region.

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

#### Priority 1 – Health care and social assistance

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

The region's ageing population sees demand for health care and social assistance increasing. As the demand for these services grows, it is essential to prepare the workforce with the skills and attributes businesses are seeking.

##### How are we responding?

- Collaborating with stakeholders to transition mature aged workers into opportunities through upskilling and reskilling.
- Raising awareness of industry and associated key attributes, through events, resources and information sessions with Employment Service Providers, educational institutions, and other support networks.
- Supporting access to a range of training opportunities (full qualifications, short courses, micro-credentials, and on-the-job studies) by collaborating with Registered Training Organisations and service providers who are addressing barriers to education, such as travel, childcare arrangements and additional educational supports that may be required.
- Increasing visibility of supports and incentives available to industry delivered by local, State, Federal and the private sector.

#### Priority 2 – Priority cohorts

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

There are a diverse range of social, geographical, economic, and labour market challenges present within the region that require innovative and collaborative local solutions to transition individuals towards employment. There is opportunity to increase focus on generational unemployment, an ageing workforce, increase engagement of Indigenous and culturally and linguistically diverse individuals into local training and employment opportunities, and support people with a disability, youth and the mature age cohort into ongoing sustainable employment.

##### How are we responding?

- Collaboratively tailoring training opportunities for individuals with long-term challenges to meet complex needs.
- Consulting with business to understand opportunities for flexible work arrangements.

- Engaging with local Indigenous and culturally and linguistically diverse organisations to develop culturally appropriate strategies to increase engagement in training and employment in alignment with local job opportunities.
- Collaborating closely with active working groups addressing employment for young people and Indigenous community members.
- Actively participating in local transport working group to address innovative solutions to the regions transport gaps through advocacy, pilot programs and targeted approaches to increase driver mentoring within the region.
- Collaborating with training providers and employers to promote new career pathways and boost mature aged individuals understanding of transferable skills and how they relate to the localised labour market.

### Priority 3 – Largest employing industries

#### What are our challenges and opportunities?

Skilled and entry level roles are in high demand within the largest employing industries and those predicted for high growth. The most prominent of these are agriculture, forestry and fishing, health care and social assistance, retail trade, construction, and education and training. Noting that to address local labour market needs holistically, it is important to support other industries including transport and logistics, hospitality and tourism, professional services, manufacturing, and the evolution of a clean energy workforce.

#### How are we responding?

- Developing industry-specific pre-employment programs with local stakeholders supporting caseload engagement and upskilling for a variety of employment opportunities.
- Collaborating with local stakeholders and hold events that encourage career promotion and networking opportunities between individuals, business, and support services.
- Creating and fostering strong relationships with apprenticeship and traineeship providers and linking them with businesses and Employment Service Providers.
- Facilitating connections between Employment Service Providers, Workforce Australia programs such as Employability Skills Training, Career Transition Assistance and the Self Employment Assistance program with industry and businesses.

### Priority 4 – Early childhood education and care

#### What are our challenges and opportunities?

Waiting lists for early childhood education (long day care) are extensive across the region, with many regional towns experiencing wait times close to 24 months. Every industry is affected by these shortages in qualified early childhood educators. There is significant investment from private and public sectors for new centres across the region with workforce needs predicted to grow significantly.

#### How are we responding?

Support the recruitment and retention of a growing local childcare workforce by:

- Attracting potential new workers to the sector through local partnerships with community-based programs. For example, Learn Local, Local Learning Employment Networks and Neighbourhood Houses.
- Exploring innovative approaches to support the upskilling of existing workers to diploma level qualifications.
- Collaborating with local councils to develop and deliver their early childhood education workforce development strategies.

### Priority 5 – Emerging industries and innovation

#### What are our challenges and opportunities?

Community knowledge of emerging industries and potential jobs and opportunities associated, including the renewable energy sector, is limited. In the South Coast of Victoria, there are opportunities to support emerging industries and innovation. There is great opportunity to support entrepreneurial individuals to run and grow their own businesses, which play a critical role in driving regional innovation and growth.

#### How are we responding?

- Mapping regional employment pathways in sustainable sectors, such as clean energy and circular economies, through sharing knowledge and connections within the taskforce and relevant stakeholders.
- Facilitating collaborations between businesses and educational facilities to prepare individuals for immediate and long-term employment opportunities.
- Supporting development of modular and mobile approaches to STEM education and training, for career changers and individuals who are upskilling.
- Making opportunities more accessible to key groups such as youth, people with disability, Indigenous Australians, and retrenched workers through building equitable access into job designs.

### Want to know more?

- Contact: Angela Hewett, South Coast of Victoria Employment Facilitator: [angela.hewett@localjobsfacilitator.org](mailto:angela.hewett@localjobsfacilitator.org)
- Visit: [Local Jobs](#) or [Workforce Australia](#)