

Local Jobs Plan

Murray Riverina Employment Region | NSW | July 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 [Murray Riverina](#) Employment Region

Local labour market challenges in the region

- The lack of existing skills development and pre-employment pathways into growing sectors such as manufacturing, freight and logistics, construction, and health.
- Ongoing difficulty of community service organisations, including aged and disability care providers and the early childhood sector, to meet increasing demand for skilled workers.
- Poor communication around strategic workforce planning within major infrastructure projects, limiting the ability to effectively prepare individuals to meet skills demand.
- Significant impacts to industries such as agriculture and hospitality as a result of the COVID-19 pandemic and the subsequent shortage of foreign workers, adding to difficulties for regional businesses to maintain a skilled workforce. Whilst this has improved since Australian borders have re-opened, there has not been a return to the number's pre-pandemic.
- Individual disengagement remains a challenge, with a high proportion of those commenced with a Workforce Australia Employment Services Provider being unemployed for more than 12 months.
- Housing affordability has become an issue, particularly for low-income earners, leading to an increase of people moving to regional areas, in addition to the convergence of a number of infrastructure projects.
- For smaller regional areas, transport is a significant barrier to workforce participation, due to limited availability of:
 - driver training and support to obtain a license
 - public transport within and between regional centers across NSW.

Local jobs and skills priorities and strategies in the region

Priority 1 – Boost local workforce and apprenticeships

What are our challenges and opportunities?

Address skills, mental health, transport and housing related challenges preventing individuals from accessing local employment and training opportunities and pursue initiatives in-line with employment and training needs.

How are we responding?

- We are promoting apprenticeships programs and incentives to local industry through local business chambers, government newsletters, peak bodies and business support groups.
- In partnership with industry organisations, NSW Government, local council and education and training organisations, we are developing pathways and pipelines for engaging apprentices, trainees, and local individuals in leveraging existing programs and initiatives. For example, we are promoting apprenticeship and traineeship opportunities at career days including encouraging industry organisations to participate and present to attendees.
- We are leveraging existing programs and supports to address mental health, transport and housing challenges preventing individuals from accessing local employment and training opportunities.

Priority 2 – Create employment pathways into growth industries

What are our challenges and opportunities?

Build a job-ready skilled workforce that meets the current and future labour demands for the aged care, childcare, disability, construction, transport, logistics and renewables sectors. Support the growth of jobs in the region's manufacturing sector and in current and future construction and renewables projects, through stronger employment and training pathways.

How are we responding?

- We are collaborating with businesses to build stronger pathways to employment in the region's manufacturing sector and construction projects, including the development of tools that provide more visibility of, and streamlined access to local employment and training opportunities, and the development of pre-employment programs that lead to guaranteed employment for suitable participants.
- We are working closely with businesses and training providers to ensure current and future workforce needs are aligned with the courses and training available to local individuals, including considering opportunities to deliver flexible training (for example block release and night courses).

Priority 3 – Support migrants and refugees into training and employment

What are our challenges and opportunities?

Build clearer pathways to employment and training opportunities for migrants and refugees in the Murray Riverina Employment Region and provide integrated supports to individuals over the longer term.

How are we responding?

- We are building clearer pathways to employment and training opportunities for migrants and refugees, including understanding challenges and opportunities to increase outcomes.
- We are creating stronger links between businesses, migrant and refugee community leaders, employment service providers and training organisations, and ensuring specific and region-wide employment and training opportunities and trends are communicated swiftly and effectively.
- Developing mentorship programs that direct a range of supports to migrants and refugees in an ongoing and integrated way.

Priority 4 – Create opportunities for First Nations peoples

What are our challenges and opportunities?

Build pathways to employment and training opportunities for First Nations peoples and provide culturally appropriate (localised to Traditional Owner land) integrated supports to individuals over the longer term.

How are we responding?

- We are building clearer pathways to employment and training for First Nations peoples, including linking significant employment opportunities to ensure streamlined access to local employment and training opportunities.
- We are working closely with businesses and training providers to ensure current and future workforce needs are aligned with the courses and training available to individuals.
- We are leveraging existing programs and developing mentorship programs that direct a range of supports for First Nations peoples in an ongoing and integrated way.
- We are supporting projects that promote First Nations peoples' business capacity building.
- We are leveraging Commonwealth and NSW Government procurement social inclusion targets on high value projects.

Want to know more?

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- Visit: [Local Jobs](#) or [Workforce Australia](#)