

Local Jobs Plan

Adelaide South Employment Region | South Australia | June 2023

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

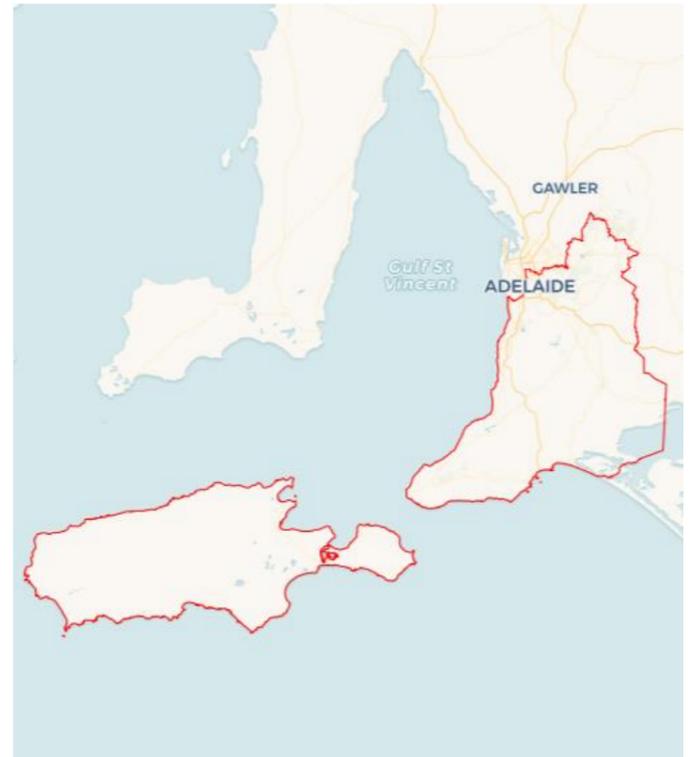
Employment Facilitators and Support Officers support the delivery of the program by bringing together key stakeholders including businesses, employment services providers, higher education and training organisations.

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 [Adelaide South](#) Employment Region

Local labour market challenges in the region

- For anyone who has not found employment in the current strong labour market, the challenge will be to address existing barriers to employment or training.
- Employers need a broad range of workforce strategies from recruitment to upskilling and retention.
- The diverse nature of the region's industries requires a workforce that is flexible and adaptable with transferable skill sets.
- Licenses, qualifications and lack of experience (particularly for young people).

Local jobs and skills priorities and strategies in the region

Priority 1 – Develop the capacity of small to medium business owners to recruit and onboard individuals who need additional support in the workplace

What are our challenges and opportunities?

Businesses in the region have identified workforce as one of the top three constraints in business operations. Employers have identified attraction, skills shortages, retention and poaching as issues. Employers are looking for assistance to increase knowledge of available supports, shift attitudes and position as employers of choice. Employers are generally not recruiting from traditional employment services and will require additional support to connect.

How are we responding?

- Engage with business associations and local government economic development staff in the Adelaide South Employment Region to promote workforce development resources.
- Develop and deliver regular, workforce focussed events for business association members (in locational sub groups e.g. Southern Fleurieu/Fleurieu/ Adelaide Hills, etc.) to develop employer knowledge. These events will work in collaboration with others e.g. Equal Opportunities Commission, Office for Small & Family Business, Workforce Australia employment service providers and other government programs etc. Event planning will be aligned for success and be informed by stakeholders for best times and locations.
- Gather evidence on why employers are finding it challenging to hire individuals facing barriers and utilise this in development of activities/projects.
- Identify employers who have capacity to employ people facing barriers and link these to employment service providers either individually or in group forums/events.
- Continue to collect and promote good news stories, contributing to a campaign that encourages business owners to recruit individuals who need additional support in the workplace.

Priority 2 – Focus on growth areas, skills shortages and unique challenges working towards responsive solutions

What are our challenges and opportunities?

Due to significant barriers, including intergenerational unemployment, there remain individuals within the community who have been unable to enter the workforce. Our challenge is to create a pathway for those needing training and employability skills to enter work utilising the opportunities in training and diverse industries in the region.

How are we responding?

- Promote and facilitate partnerships in collaboration with Registered Training and Group Training Organisations for selected industries and employers. Work together to proactively improve the focus and experience of trainees/apprentices. Use the same collaboration to increase people's understanding of the range of career pathways in the sector.
- Engage with stakeholders to identify entry level and career pathway opportunities within growth industries in the region.
- Develop partnerships and collaborative activities with stakeholders to provide support at a localised level, specifically for the care and support sector.
- Engage with industry alliances and business associations to promote resources and programs supporting peak employment needs, such as seasonal work and peak tourism times.
- As a member of the Kangaroo Island Workforce Planning Taskforce, continue to collaborate and identify resources for workforce development in Kangaroo Island.
- Utilise recruitment opportunities to bring individuals face to face with potential employers to help address specific barriers and build confidence through employer relationship building.

Priority 3 – Collaborate on opportunities that provide a supportive pathway for individuals to access what they need to connect with employers and relevant training organisations to secure employment

What are our challenges and opportunities?

Parts of the region experience high levels of disadvantage including entrenched unemployment and high levels of socio-economic disadvantage. The barriers faced by individuals include work readiness, fitness for work, transport/driver's licences and child care. Connections between support services and charities need to be developed with employment service providers.

How are we responding?

- Continue collaboration and networking for youth through Southern Fleurieu Youth Network, Southern Youth Round Table, Southern Youth Network Committee, National Youth Employment Program's Community Investment Committee (CIC) and Sonder-headspace Consortium partnership.
- Identify other government programs and relevant stakeholders to leverage opportunities for projects and programs, to support people towards employment.
- Continue to build and promote available resources in the community that provide non-vocational support services to employment service providers and other relevant stakeholders.
- Utilise and promote alternative solutions for individuals who do not have a licence/car contributing to South Australia's targets for net zero emissions. For example, showcase entry level employment opportunities in Adelaide's CBD or other hubs with strong public transport, or ride sharing options/other strategies for large employers.
- Promote existing Commonwealth programs to individuals who find it difficult to obtain or maintain employment within the region.
- Increase our partnerships with local government to share and promote resources more widely, utilise networks and partnerships and increase individual awareness of supports within their community (e.g. local libraries, local directories, community centres etc.).

Priority 4 – Foster a collaborative environment between the Taskforce and stakeholders that promotes economic growth and development, identifies gaps and informs government programs leading to individuals having access to what they need to secure employment

What are our challenges and opportunities?

We recognise the challenge to work together for successful pathways to employment in a seamless way that employers have identified is required in their interactions with programs at all levels of government.

How are we responding?

- Focus on providing opportunities outside of regular meetings for Taskforce members to be engaged and experiencing the region, fostering greater knowledge and input for the development of pathways to local jobs.
- Showcase real life examples of successful and innovative workforce strategies for other employers.
- Provide regular opportunities for employers to share challenges and issues that are impacting their workforce needs. Link these opportunities with training and employment service providers to identify potential solutions.

Want to know more?

- Contact: Leanne Hill, Adelaide South Employment Facilitator: Leanne.Hill@employmentfacilitator.com.au
- Visit: [Local Jobs](#) or [Workforce Australia](#)