

Workshop Summary Report

Eyre and Western Region

Whyalla and Port Lincoln Major Workshops

Introduction

We are committed to working with regions to achieve the best possible skills and employment outcomes so that people, employers and communities reach their full potential and thrive.

People in regions should have access to training, skill development and employment initiatives tailored to their needs. Equally, regional businesses must be able to recruit people who are work ready, with the skills needed for the jobs of today and tomorrow.

The South Australian Government recognises that there is no ‘one-size-fits-all’ approach to regional needs for jobs and skills, and that by supporting tailored initiatives which meet need and demand, optimal outcomes will be achieved for individuals, employers and communities.

Through the second half of 2017, the South Australian Government implemented a comprehensive stakeholder engagement process to better understand and respond to industry demand and individual need for jobs and skills in non-metropolitan regions. The engagement was unique, both in its reach and level of engagement.

Department of State Development Skills and Employment Regional Managers led extensive local engagement including one-to-one conversations with jobseekers and employers; focus groups; and workshops with stakeholders involved in skills, training and employment such as JobActive

providers, Registered Training Organisations, Local Government, Community and Non-Government organisations.

Each regional engagement effort was supported by the State Government’s YourSAy website, which provided background reading, links to engagement events, surveys and an online discussion forum.

Engagement culminated in at least one Major Workshop in each region. The Workshops were based on the feedback from the broad range of stakeholders who participated in the initial engagement phase. The information, perspective and views gathered at the Major Workshops is documented in this Workshop Summary Report.

Regional Managers are now developing Local Action Plans with strategies and projects to be implemented this financial year. Concurrently Skills and Employment Plans 2018-19 to 2020-21 are being developed with short, medium and long-term strategies for each region, for implementation from July 2018. Our intention is that the Skills and Employment Division’s approach to regional delivery and investment in 2018-19 will frame the 2018-19 to 2020-21 Skills and Employment Plans.

We thank everyone who contributed to the information and feedback contained in this report and look forward to working with you in the next phase of the Jobs and Skills for Regional SA project

Summary of engagement feedback prior to workshop

Feedback was received from a wide-range of stakeholders in the Eyre and Western region who provided input to the Jobs and Skills for Regional SA engagement initiative. Key findings prior to the Major Workshop are summarised below.

This information helps to verify and support the outcomes of the Major Workshop, enabling a clear set of priority focus areas to be identified.

Transport

- Transport was considered a significant barrier to skills, training and employment as young people find it difficult to get their licence due to cost and lack of access to a car to complete required log book hours.
- Many employers require their staff to have a driver's licence to operate machinery - particularly in the farming sector.
- It was suggested that a driver training program be developed to assist people to obtain a licence.

Access to training

- Access to training appears to be a key issue for the region and a barrier to people gaining the right skills to then secure employment.
- To attend training courses, students need to travel significant distances and be away from home or work for longer periods of time. Training can be costly for employers who must cover absent employees and potentially accommodate them overnight.

- Isolation and geographical distances can also result in training institutions struggling to fill courses. This potentially contributes to what are at times already reduced course offerings in the region. Employers also have limited capacity to train existing staff on the job and therefore training becomes a low priority.
- However, demand for flexible and reasonably priced training remains, targeted to employment opportunities.
- There is also a need for skills and qualifications that are transferable across sectors.

Support for small business

- It was identified that business owners could benefit from skills and training to better manage their businesses, including leadership training and upskilling their workforce.
- Poor internet access in the region is impacting on local businesses and their ability to operate and grow. Improved internet connection would assist businesses to streamline operations, improve efficiency and access training online.
- Employers would benefit from education and support about new ways of hiring people, including job-share arrangements and sharing expertise such as business management services.

Seasonal / casual nature of work

- The seasonal and casual nature of the work in the region is an issue in many of the region's industries, particularly in the fishing and agricultural industries. Job insecurity and inconsistent income often results in families leaving the region.

Mentoring and work experience

- Jobseekers would benefit from work experience to provide them with a more accurate reflection of the work, skills and requirements of specific industries. This is especially true of the aged care and disability sectors.
- Local business owners, or those in the workforce, could provide mentoring services to new entrants or new business owners, particularly culturally appropriate mentoring for local Aboriginal people. It can be challenging to find local people with the skills, time or funds to invest in mentoring.

Aged care opportunities and NDIS needs

- Greater assistance/funding for unskilled males to consider roles in the NDIS sector in social support roles such as transport, gardening and basic home maintenance for clients is an untapped opportunity.

Disadvantaged jobseekers

- Some jobseekers face barriers to employment such as socio-economic disadvantage, substance abuse and other issues. Additional support needs to be considered to assist people to re-enter the workforce.
- Holistic support for the disengaged or unemployed – providing engagement, upskilling, work placements and employment would be valuable.

Work-ready skills

- Many people in the region have low levels of digital literacy. This limits their job opportunities as businesses are increasingly using technology in their day-to-day operations. Employers also require their employees to have adaptable digital literacy to apply to the use of computerised grading machines or tractor cab IT functions in farming for example.
- Many people in the region have low levels of literacy and numeracy, and have difficulty drafting job applications, resumes and reading job requirements adequately. It was suggested that a foundation skills program be developed for the region to assist adults and jobseekers to improve these foundation skills.
- A good work ethic is a key attribute required in young employees, along with flexibility in their employment arrangements.
- Employers are seeking individuals with good interpersonal, social and communication skills.

Supporting apprentices and trainees

- Employers are hiring fewer apprentices and trainees due to factors including profitability and reduced incentives.
- Assistance could be provided through improved incentives and changes to government compliance and regulation requirements.
- There is a lack of Government Department led employment of apprentices and trainees in the region.

Other issues

- Jobseekers often do not have DCSI and police checks and find it difficult to gather the documents required for the 100-point identity check. It was suggested that a pre-employment program be developed to assist people to meet this requirement.
- Career services – young people would benefit from being able to access career services while still at school, which would include the preparation of resumes and job applications.

New opportunities

- Stakeholders noted that there are future job opportunities in the following industries: land management, oyster farming, disability care, aged care, hospitality, mining, agriculture, seafood industries, home care, small business, tourism, online retail, civil construction, primary production and transport – notably truck drivers and driving instructors, general labourers, boilermakers, automotive mechanics/ technicians and other trades.
- Tailored career paths for school students in local industries - school to training to employment pathways are seen as having potential.

As a result of the engagement, the key issues in the region can be summarised as follows:

- Potential employees - particularly young people - would benefit from more work experience to provide them with work-ready skills relevant to specific industries.
- Young people would benefit from culturally appropriate mentors to assist them to transition to the workforce.

- Young people would benefit from accessing career services (including preparing job applications, assistance with making connections to employers and updating resumes), as well as acquiring soft skills while still at school.
- Improved internet connections would assist businesses to streamline operations and grow, creating employment in the region.
- Stakeholders across numerous industries highlighted the need for more locally delivered training. The travel required to access training is a disincentive for many people.
- Online training is also limited by poor internet in some places.
- Employers would benefit from investing time and effort to train local people. However, training is seen as expensive and difficult to access - and perhaps not aligned with need.
- Casualisation of the workforce is an issue across industries and creates other problems for employees, particularly in relation to employment certainty.
- Digital literacy, literacy and numeracy in general and other work-ready skills are lacking.
- Training and development tailored specifically to industry sector need is viewed as having potential.

About the workshops

Major workshop schedule

- Adelaide Hills and Fleurieu, Strathalbyn, 12 September 2017
- Eyre and Western, Whyalla, 14 September 2017
- Eyre and Western, Port Lincoln, 15 September 2017
- Murraylands and Riverland, Loxton, 20 September 2017
- Yorke and Mid North, Kadina, 22 September 2017
- Far North, Port Augusta, 4 October 2017
- Barossa, Light and Lower North, Gawler, 10 October 2017
- Limestone Coast, Mt Gambier, 18 October 2017
- Limestone Coast, Bordertown, 20 October 2017

Workshop agenda

- Summary of engagement process so far and
- Purpose of the day
- Key themes identified from the engagement
- Summary of Department of State Development approach to Jobs and Skills
- Strengths of the region and
- Identification of the goals to address the individual need and industry demand, referencing the engagement feedback provided to date

- Development of short, medium and long-term strategies to achieve identified needs and goals
- Other feedback and observations.

Stakeholder summary

The stakeholder groups engaged in the overall Jobs and Skills for Regional SA project are:

- Aboriginal groups
- Australian Government agencies
- Chambers of Commerce
- Community groups / organisations
- Employer bodies/associations
- Employers
- Industry Leaders Groups
- Job Active providers
- Jobseeker support services
- Jobseekers
- Local Government
- Non-government organisations
- Office of Training and Skills Commission
- Regional Development Australia
- SA State Government agencies
- Specific stakeholder cohorts, e.g. young people
- Training providers.

Whyalla attendee list

The 16 attendees at the Major Workshop held in Whyalla included representatives from the following organisations:

Employers

- Career Employment Group
- Foreshore Motor inn / Water Edge Restaurant
- Whyalla Aged Care Inc

State Government

- Department of State Development

Federal Government

- Department of Employment
- Department of Human Services (Whyalla)
- Department of the Prime Minister and Cabinet

Non-Government organisations / not for profit

- Employers Mutual Limited
- Uniting Care Wesley
- Workskil

Port Lincoln attendee list

The 15 attendees at the Major Workshop held in Port Lincoln included representatives from the following organisations:

Employers

- West Coast HomeCare

State Government

- Disability SA
- Department of State Development
- TAFE SA

Local Government

- District Council of Streaky Bay

Non-Government organisations / not for profit

- Employers Mutual Limited
- Madec
- Regional Development Australia
- Uniting Care Wesley

Attendee objectives

Workshop participants worked in small groups to identify “one thing you are hoping to achieve today”, with the focus being on what they really want to see changing or improving.

The responses have been grouped into key themes:

Comments from Whyalla

Develop strategies targeted to the region

- Be heard more clearly about what local and regional needs are
- Clarity around future regional direction to inform workforce development.

Engage and support employers

- Look at fresh / different pathways to transition young people from school to employment
- Find ways to better engage employers
- Encourage SMEs to employ trainees and apprentices - incentives to continue to be involved in traineeships and apprenticeships
- Look at wage structures to support SMEs to keep trainees and apprentices
- Businesses to develop succession plans
- Encourage development of existing staff.

Support youth and unemployed to become work-ready

- Programs to support younger people from school to get them ready for the workforce
- Finding ways to develop those who are already in the region from unemployment to low level employment to high level employment
- Ensure flexibility of programs and program delivery so that local needs are met through complementary guidelines in State and Commonwealth programs
- Better promotion of career development pathways - targeted at both employers and employees
- Programs to provide ‘whole family’ mentoring for young people / long term unemployed.

Support Aboriginal people

- Opportunities for economic development and opportunities for Aboriginal people
- Links between existing programs e.g. Aboriginal programs between Commonwealth and State.

Break down transport and accessibility barriers

- Strategies for obtaining driver’s licenses.

Improve communication, collaboration and mentoring within the region.

Comments from Port Lincoln

Support employers

- Employers need to be looked after - especially larger ones.

Retention / population

- There is a need to retain school leavers in the region
- Population growth is needed
- Need to support retention of meaningful employment.

Aged care

- There is a shortage of aged care and more / better placements and mentoring needed for employees moving to the sector.

Hospitality sector

- There is a need to attract qualified chefs to the region and increase training of locals.

Goals for the region

In the Whyalla major workshop, participants worked in small groups to identify the goals for the region. The responses have been grouped into key themes

Comments from Whyalla

Reduce unemployment

- Decrease the unemployment rate in the region by 50%
- Reduce unemployment below the State average

Increased industry investment

- Increase investment in industries and businesses
- Increase tourism income.

Aboriginal employment

- Increase Aboriginal employment and participation.

Local jobs for local people

- Promote a stable workforce
- Train and employ local people for local opportunities
- Increase retention of workforce and individuals in the community
- Provide funding to upskill existing workers to create room for new entry level positions.

Increase youth employment services

- Focus on youth retention in the region via clear career pathways.

Skills development

- Contestable VET funding should deliver greater diversity in training providers
- Training should be delivered face-to-face rather than online
- Increase the number and range of post-school qualifications available locally
- Continuation of ACE funding, with a focus on employment outcomes.

Goals (Whyalla)

Traineeship and apprenticeship support

- A mentoring program should be available for all apprentices and trainees
- A significant increase in apprenticeships and traineeships from a broad range of industries and business sizes
- Skilled management (on site by employers) of trainees in micro and small businesses
- Increase confidence and competence of mentors, increase access to mentors, and reduce cost of training and employment support to micro and small businesses.

Collaboration with schools

- Implement a fully funded schools' learner driver program in Years 11 & 12
- Increase school based traineeships and apprenticeships significantly, leading to full time employment, including as trainees and apprentices.

Strengths of the region

Workshop participants worked in small groups and were asked to identify the strengths of the region.

The responses have been grouped into key themes.

Comments from Whyalla

Community resilience and collaboration

- Community is resilient and adaptable
- Good networking abilities

- Community orientated
- Work together to support each other, and know where to go to get things done - a knowledgeable and networked community
- Able to easily tailor programs to meet industry / individual needs if given the opportunity
- Work well with mutual clients to create a holistic approach to create employment and training success.

Positive economic future

- There is a secure future with the sale of the steelworks / greater sense of certainty
- Access to natural resources/minerals
- Investment attraction and tourism
- Diversity of industry and businesses
- Industrial culture and knowledge base for other industry to come here and build on
- Affordable cost of living.

Regional infrastructure

- Size of Whyalla and presence of key infrastructure such as deep sea port, airport and roads are a benefit
- Population mass - Whyalla is one of SA's biggest regional centres so it has critical mass
- Good facilities and infrastructure – hospital, aged care, schools, boat ramp, shopping centres
- The town has room to grow – some facilities are under-used
- Good educational facilities – TAFESA, UniSA and schools. Again, some are under-used and can be expanded.

Strengths of the region (continued)

Comments from Port Lincoln

Community spirit and attitude

- Strong community spirit in the region
- Can do attitude, we make things happen
- Pride in the region
- Reinvestment occurs locally, which benefits the community.

Positive economic future

- Family and small businesses offer a long term stable base for the local economy
- Skilled workforce in the region
- Not focused or dependent on a single employer
- Tourism, food and wine are important sectors
- Some of the world's best industrial intellectual property in agriculture, aquaculture and fishing
- Coffin bay oysters known around the world.

Lifestyle

- Port Lincoln is recognised as a good place to live
- Environment is a hidden secret
- Livability - access to lots of services, although not all. Community makes choice to live here - "we don't apologise".

Issues raised

Workshop participants discussed the key issues for the region following a presentation of the themes identified through engagement conducted to date.

Comments from Whyalla

- Skill and labour needs of the NDIS are unclear (numbers, occupations) making an assessment of requirements and the development of a response difficult
- The impacts and likely implications of NDIS funding decisions are yet to be fully understood
- Getting people "job ready" remains a challenge
- Drug testing is rising in importance as a requirement for many jobs
- Barriers to obtaining a driver's licence remain an issue
- Future jobs opportunities are viewed as being in STEM, health, logistics and technology
- Labour market intermediaries need to match individuals to a position and get the individual job ready for that specific role
- Schools should be funded to play a greater role in supporting students to obtain their driver's licence
- Mentoring and work experience are vital for employment prospects but both are lacking. An option is to look to incentives for employers to provide work experience opportunities and drive an awareness campaign
- Provision of foundation skills (literacy and numeracy) should be linked to employer requirements but delivered through the school system (linking students and employers, including people with a disability).

Issues raised (continued)

Comments from Port Lincoln

- The funding model for skills and training should assist employers by providing free access to any and all mandated training
- Aged care, disability care, and childcare have mandated hours of work placements (140 - 180) but there are limited local providers available to provide the placements
- The travel costs associated with training continues to be a problem. There is little incentive for an employer to send their employees to training programs as it is too expensive for small businesses to support, and difficult to release staff for the time required. Equally, employees are unable to fund the training themselves
- Need to ensure training courses can be run even with smaller numbers as regional locations make it difficult to get "minimum requirement" to attend
- Demand is there for flexible and reasonably priced training and lots of options but this must be balanced against the cost to run a course, and the higher overheads in regional areas. The challenge to provide financially viable enrolment numbers is a constant battle.

Priority actions

During the course of the workshop, participants identified short, medium and long-term strategies to address the issues and opportunities for jobs and skills in their region. These strategies are presented in table format on the following pages.

At the end of the workshop, participants prioritized their short, medium and long-term strategies.

The top 3 priorities for the region have been distilled as:

Whyalla

Priority 1

- **Accredited training projects determined by industry demand** and not by available training places. Industry demand should be the primary focus.
- **Support for training/mentors in the workplace:** support for managers to teach them how to mentor their trainees and for micro + SME owners on how to mentor their trainees and in-house mentors.
- **Establish strong pathways for Whyalla youth:** holistic partnerships and services, linkages from schools to career pathways and apprenticeships and traineeships. This in turn also supports the retention of young people in the region.
- **Transport:** carpooling, volunteer drivers pool, licence support for log book hours.

Whyalla

Priority 2

- **Regional presence on the Aboriginal Employment Industry Clusters:** Cluster meetings are only in Adelaide, so there is a requirement to travel. Bringing the Cluster on a roadshow would be a great opportunity, as would the opportunity to develop the region's own Cluster.
- **Collaboration and partnership development:** with schools, industries, higher education, employment service providers, and youth services, to work with young people developing a career path and preparing them for employment. The overall objective is to ensure real opportunities are identified and the support provided to jobseekers and youth is specifically tailored to those opportunities.
- **Easing the criteria associated with certain subsidies or incentives to make them easier to access:** e.g. lowering the requirements for the Jobs Accelerator Grant Scheme or allowing two businesses to partner to provide work experience hours.

Priority 3

- **Youth first job readiness program** for school students so they receive training and mentoring to enter the workforce
- **Existing employee traineeships:** make it easier for existing workers to upskill and step up within businesses which in turn creates entry level positions for new employees.

Port Lincoln

Priority 1

- **Support for employers:** including increased funding for upskilling and reskilling employees and supporting travel costs for trainees and apprentices.

Priority 2

- **Aged and disability care:** training and upskilling in preparation for the NDIS, mentoring for workers, tailored training to meet changing industry requirements (especially linked to NDIS) and building workforce capacity.

Priority 3

- **Help for jobseekers:** delivering employment pathways that are real, achievable, sustainable, industry specific and quality controlled; supporting small business to access funding to help them employ jobseekers and mature age workers; and providing support for resume writing, interview skills and basic literacy and numeracy.

Summary

Common themes across the priority strategies for region

- **Supporting jobseekers to find work** - whether they are young people, Aboriginal people or mature age workers - was a prevailing theme. It was felt that improved collaboration between stakeholders is required to identify real and sustainable employment pathways that are strongly tailored to industry need. For youth, building stronger linkages between school and "real" career pathways - again tailored to specifically available opportunities and growth sectors or identified demand – is regarded as critical. One of the key points here is that industry and employers should drive the identification of training and skill requirements - as opposed to the Registered Training Organisations or government.
- **Transport** - in Whyalla, transport continues to be a key theme, both to enable access to employment, work experience and / or training and skills development programs as well as support to gain a driver's licence through access to a car to complete log book hours. In the case of Port Lincoln, the transport issue is linked more to the barriers preventing individuals from obtaining heavy vehicle licences, for which there seems to be unfilled demand.

- **Supporting Employers** - particularly small business - is a theme across both locations. Support to assist upskilling existing workers and training and support for mentors in the workplace were both prioritised. In addition, supporting the travel and accommodation costs for trainees and apprentices is a significant factor for small businesses given the distances individuals must travel to complete components of their training. This is a significant financial challenge for employers as well as trainees and apprentices.
- **Programs and Funding** - while there was commentary around the "system" being hard to navigate, which makes accessing programs and funding difficult both for employers and jobseekers - the bigger issue was linked to the criteria or conditions associated with accessing programs and funding. It was felt these needed to be more flexible to enable existing workers to access them; the work placement hours required should be less as it is hard to find suitable placements; or that two businesses should be allowed to "split" the requirements and costs for training or reskilling an individual between them to "ease the load".

Strategies – short term - Whyalla

Strategy	Who is it for	Requirements to activate it	Who will drive it
TRAINEESHIPS AND APPRENTICESHIPS			
Support for trainees through the provision of mentors in the workplace	Employers and managers at micro and small businesses through to medium size businesses	“Free to business” service that directly mentors employers and managers on how to mentor trainees Ability for employers and managers to access training so they can train staff to become in-house mentor (training program)	Department of State Development Registered Training Organisations
Create partnerships between businesses to share apprentices and trainees e.g. in the aged care sector or in hospitality	Businesses Unemployed youth Apprentices and trainees	Resources to broker partnerships between two businesses to “share” trainees and apprentices to “spread the load”	CEOs / business owners / employers Aged care and hospitality industries Department of State Development
Traineeships program for existing employees *note this strategy was suggested twice	Provide support and traineeships for existing workers to upskill and move on within their organisation, thereby freeing entry level position for a local youth	Funding to be re-instated for existing employee traineeships	Department of Employment
TRAINING PROGRAMS			
Ensure Registered Training Organisations deliver a certain percentage of accredited training in a face to face manner (makes it real)	Students	Resources to be in the right place at the right time	Registered Training Organisations Department of State Development Australian Skills Quality Authority

Strategies – short term – Whyalla

Strategy	Who is it for	Requirements to activate it	Who will drive it
TRAINING PROGRAMS (continued)			
Accredited Training Projects not determined by the training places available but by industry needs and demand	Industry and future employees	Communication between Industry and Registered Training Organisations	Registered Training Organisations Department of State Development
Increase awareness of available financial incentives and programs to local businesses and industries - make it easier for them to take on new staff	Jobseeker	Industry forums Central source of information	Department of State Development
WORKREADY TRAINING			
Youth “first job” readiness training - practical support such as opening bank account, obtaining Tax File Number, resume writing, interview skills, presentation skills, financial literacy, communication skills	Youth still at school, years 9 - 12	Provision of training / mentor for youth to assist with entry into the workforce through practical, hands-on support and training	Department for Education and Child Development
Develop job-readiness skills for those who have already left school	Unemployed Disadvantaged from low socio-economic backgrounds Individuals with identified barriers to employment	ACE providers funded to run courses	ACE providers Department of State Development
Develop programs and partnerships with schools, industry, higher education and employment services providers to work together with youth to prepare them for employment	Youth unemployed both at school and those who have already left	Collaboration so that a program is developed that specifically suits needs and local circumstances based on inputs from all key organisations involved	Department for Education and Child Development Department of State Development

Strategies – short term – Whyalla

Strategy	Who is it for	Requirements to activate it	Who will drive it
SME BUSINESS SUPPORT			
SMEs are time poor and can lack the skills to foster business growth and to take on more employees	Business owners	Tailored support services and mentoring	Department of State Development Industry mentors
Support to navigate and apply for available services, funds and programs. Currently it is difficult to know where to start given enormity of the information that is sent out to SMEs to navigate and figure out what best fits their needs	Business owners	Centralised information source that is easy to use Reduced “red tape” Less swapping and changing programs, funding, criteria and timeframes (more consistency)	State Government Local Government Registered Training Organisations Other providers
OTHER			
Tender writing support service to win funding / support / project	Businesses Community Non-Government Organisations	Funding for the service Appropriate organisation and skilled resources to deliver the service	Business SA Regional Development Australia
Regional presence of the Aboriginal Employment Industry Cluster *note this strategy is progressed to the next stage under the medium-term strategies	Industry Local unemployed	Development of an industry cluster in the region	Local industry Department of State Development
Look for opportunities to retain mature age workers in the workforce through a job carving process as jobs and roles change	Mature age workforce	Learn from Disability Employment Services and how they do job carving, target jobs in jeopardy / job modification	Department of Employment

Strategies – short term – Whyalla

Strategy	Who is it for	Requirements to activate it	Who will drive it
OTHER (continued)			
Youth pathway / retention strategy. Establish a strong pathway to employment for Whyalla youth by creating liaison between schools, traineeships, providers, employers and mentors	Youth (16-24)	<p>Refocus existing support to tailor more specifically to individual needs (youth and industry business)</p> <p>Identify gaps and opportunities and focus effort on resolving them</p> <p>Freedom to create flexible programs</p>	<p>Whyalla City Council Whyalla Services Group Committee Department of State Development</p>
Lowering the subsidy benchmark for the Job Accelerator Scheme	<p>Employers</p> <p>Long term unemployed (participants in the scheme)</p>	<p>Subsidy benchmark and remuneration from the scheme to be lowered to 10 hours per week (currently 20 hours). In addition, it would be beneficial to allow multiple employers to partner together to reach the hours required</p>	Revenue SA
Resolve transport issues: carpooling, volunteering, support for driver's licence completion / log book hours	<p>Individuals with no or limited access to car or public transport so they can access work or training out of hours / away from public transport routes or get to and from a range of locations</p>	<p>Funding to support solution</p> <p>Utilise existing driving instructors who have spare capacity</p> <p>Mechanism to repay funding once individual has an income (like HECS model)</p>	<p>Department for Education and Child Development Department of State Development Department of Planning, Transport and Infrastructure</p>

Strategies – short term – Port Lincoln

Strategy	Who is it for	Requirements to activate it	Who will drive it
AGED CARE AND DISABILITY CARE			
Support travel cost for employers to engage Allied Health Services	Employers Employees	Funding and support for travel costs	Department of State Development SA Health
Upskilling workforce in readiness for NDIS	Jobseekers Existing workers	Resources for training Mentors for new support workers Programs that are tailored to the “new” NDIS landscape	Department of State Development
Provision of improved resources and support for aged care	Employers Employees Jobseekers	Provision of traineeships and upskilling programs tailored directly to the changing needs of the sector Mentors for new support workers	State Government Registered Training Organisations
Support workforce transition to NDIS	Employees Jobseekers	Ensure smooth transition to NDIS through provision of training and support	Department of State Development
SUPPORT FOR TRAINEES AND APPRENTICES			
Subsidise additional costs of traineeships and apprenticeships e.g. travel and accommodation	Apprentices and trainees	Increased payments to individuals and / or increased payments to employers	State Government
Travel support for trainees and apprentices	Employers Apprentices and trainees	Identify total cost and level of government subsidy that could be provided	Regional Development Australia

Strategies – short term – Port Lincoln

Strategy	Who is it for	Requirements to activate it	Who will drive it
OTHER			
Resolve transport issues: carpooling, volunteering, support for driver's licence completion / log book hours HE Class and HC licences in particular are in demand but can be difficult to obtain due to access to a vehicle, cost and availability of training	Individuals with no or limited access to car or public transport so they can access work or training out of hours / away from public transport routes or get to and from a range of locations	Funding to support solution Utilise existing driving instructors who have spare capacity Mechanism to repay funding once individual has an income (like HECS model)	Department for Education and Child Development Department of State Development Department of Planning, Transport and Infrastructure
Adjust funding models so there are less criteria or the criteria are easier to achieve to open programs to a broader group of people	Students Stakeholders Community	Reduce red tape Make it easier to access programs and training through easing criteria	Local Government State Government Industry Groups Registered Training Organisations
Assistance and support for jobseekers in resume writing, interview skills, application processes, basic numeracy and literacy	Jobseekers	Funding to provide the services and make them easily available Funding to enable students to participate	Department of State Development
Support small business to access funding to help them employ jobseekers / mature age workers	Mature workers Unemployed	Build awareness around available funding and qualified jobseekers Make more funding available to small business	Local Government Department of State Development
Programs for employers to upskill or reskill existing employees and make way for more employees	Existing employers	Grants and incentives to access training / reskill programs	Department of State Development Registered Training Organisations
Regional class size strategy	Registered Training Organisations Regional students	Subsidy to ensure availability of classes in the region so courses run even if not financially "viable"	Department of State Development Registered Training Organisations

Strategies – short term – Port Lincoln

Strategy	Who is it for	Requirements to activate it	Who will drive it
OTHER (continued)			
Deliver employment pathways that are real, achievable, sustainable, industry specific and quality controlled	Jobseekers Unemployed	Government and industry collaboration Quality control monitoring	Department of State Development Industry / businesses
Support to navigate and apply for available services, funds and programs	Business owners	Centralised information source that is easy to use Reduced “red tape” Less swapping and changing of programs, funding, criteria and timeframes	State Government Local Government Registered Training Organisations and other providers
More flexible Government support	Employers Jobseekers / employees	Progressive funding of payments supplied Reduced % age of co-funding	Department of State Development

Strategies – medium term – Whyalla

Strategy	Who is it for	Requirements to activate it	Who will drive it
STRATEGIES HAVE NOT BEEN CATEGORIZED AS EACH STRATEGY LISTED IS DIFFERENT			
Department of State Development to work closely with the newly established Aboriginal Employment Industry Cluster to increase capability of unemployed Aboriginal people	Industry Unemployed	Activate industry cluster and proactively drive it	Local industry Department of State Development
Youth Jobs Path internships to be made available to all unemployed persons - not just those deemed eligible or receiving Centrelink benefits	Youth	More funding	Department of State Development Department of Employment
Stakeholder engagement with youth to better understand their needs and what they are looking for in employment and community	Youth Industry	Funding and resources	Department for Education and Child Development Department of State Development
Decentralisation of services Example provided is the decentralisation of support services and call centres - have them operate out of Whyalla <i>*note this strategy was suggested twice</i>	Support regional businesses and non-government organisations	Ability to deliver “any service anywhere” and decentralisation requires support from government Approaches to be made to local businesses that could deliver the services	Department of State Development Department of Employment Regional Development Australia
Targeted ‘Skills for Education and Employment’ (SEE) program as a pathway to next-level study	Unemployed with low levels of literacy and numeracy	Adjust SEE program so that it can be entry into Certificate II or III in disability, aged care or childcare programs	Training providers
Tourism as a major industry	Businesses	Funding to support new developments to attract more tourism revenue	Whyalla City Council Tourism SA Chamber of Commerce
Regional technology strategy to improve mobile phone / internet blackspots	Everyone	Funding from State Government	Regional Development Australia Local Government State Government

Strategies – long term – Whyalla

Strategy	Who is it for	Requirements to activate it	Who will drive it
STRATEGIES HAVE NOT BEEN CATEGORIZED AS EACH STRATEGY LISTED IS DIFFERENT			
Attract and / or create new industry	Business Community	Incentives for new industry investment e.g. renewable energy, IT	Department of State Development Federal Government
Make Whyalla an education hub	Youth Jobseekers	Offer courses not available in Adelaide Decentralise some courses	Department of State Development
Strengthen local economic development efforts	Community Business Jobseekers	Build capacity of local stakeholder coordination of local economic development initiatives.	Department of State Development Whyalla City Council Federal Government State Government
Replacement strategy for the labour force	Regional employers Employment Service Providers Jobseekers Registered Training Organisations	Raise awareness of the importance of succession plans and provide support to encourage their development	Regional Development Australia
Improve transport connectivity between regional centres and within them	Everyone	Audit of regional transport systems to identify gaps and solutions Then look to funding opportunities	Department of Planning, Transport and Infrastructure State Government as a whole Federal Government
Youth Employment and Community Sustainability Strategy in partnership with major industry groups to train, support, mentor and provide work experience to local youth	Youth (16 - 24)	Employer and industry networks working in partnership with government agencies to coordinate development and implementation of such a strategy	Whyalla City Council Department for Education and Child Development Department of State Development

Strategies – long term – Whyalla (continued)

Strategy	Who is it for	Requirements to activate it	Who will drive it
STRATEGIES HAVE NOT BEEN CATEGORIZED AS EACH STRATEGY LISTED IS DIFFERENT (continued)			
Aboriginal Economic Development Strategy to build capacity through micro / small business opportunities in the region	Aboriginal people of all ages	<p>Consult and engage with communities and senior community members</p> <p>Link with Aboriginal Employment Industry cluster</p> <p>Collaborate with other stakeholder groups</p>	<p>Regional Development Australia</p> <p>Department of State Development</p>

Strategies – medium and long term – Port Lincoln

Strategy	Who is it for	Requirements to activate it	Who will drive it
STRATEGIES HAVE NOT BEEN CATEGORIZED AS EACH STRATEGY LISTED IS DIFFERENT			
Define emerging industry requirements - what will be in most demand and in what sectors e.g. manufacturing, hospitality, IT, workplace health and safety, primary industries etc.	Employers Students Registered Training Organisations	Funding and resources to conduct the required research	Department of State Development Regional Development Australia
Investment in new industries based on research	Jobseekers Employers	Prioritisation of initiatives and investment funds	Department of State Development Regional Development Australia
Develop industry specific strategies for mining and resources, tourism, entrepreneurship and primary industries	Community Businesses Jobseekers Registered Training Organisations	Funding and support for research, training programs, innovation, infrastructure, sector specific skillsets and requirements	Regional Development Australia Industry bodies Department of State Development
Certificate level placement options for all levels including Cert III and IV	Students Employers	Coordination and collaboration between employers, government and Registered Training Organisations, TAFE SA	Department of State Development TAFE SA Registered Training Organisations
Improved coordination of effort between government departments themselves and state and local government to maximise benefits of their combined activities	Recipients of funding Program and training participants Jobseekers Employers	Improved collaboration and coordination to maximise benefits together as opposed to efforts being spread too thin or conducted in isolation	State government agencies TAFE SA Registered Training Organisations Regional Development Australia

Strategies – medium and long term – Port Lincoln

Strategy	Who is it for	Requirements to activate it	Who will drive it
STRATEGIES HAVE NOT BEEN CATEGORIZED AS EACH STRATEGY LISTED IS DIFFERENT (continued)			
Incentivize employers to assist with viable career pathways for individuals on completion of certificate level training	Students Employers	Funding and identification of / availability of employers	State government agencies TAFE SA Registered Training Organisations Regional Development Australia
Work experience programs to be reinstated as a part of schooling to allow pathways to be explored prior to job placement	Students Employers	Funding Identification of suitable businesses	Department for Education and Child Development Department of State Development
Make a bigger difference / positive impact to those affected by substance abuse and their families	Disadvantaged and their families	Review programs and funding and how results can be improved	
Support local training providers to grow instead of services being provided elsewhere / outside of region	Employees Employers Jobseekers	Support (fund) local Registered Training Organisations and other providers so they can run courses with smaller numbers of attendees	Department of State Development

Snapshot of the region

Eyre and Western

- 11 local councils
- Population of more than 58,000
- 232,000 square kilometres in size, with over 2,000 kilometres of coastline and a substantial amount of land that is sparsely populated, including several national and conservation parks, and Aboriginal owned land
- The three main towns are Whyalla, Ceduna and Port Lincoln
- Consistent with many remote regions, research indicates that young people between the ages of 15 and 24 comprise the smallest population age cohort
- The region features a diverse mix of industries, environments and employment opportunities

Industries

Across the Eyre and Western Region, the health and community sector is the largest employer, followed by agriculture, manufacturing and retail trade.

The ageing population in the region has led to employment growth in the aged care sector, however this sector has difficulty attracting and retaining workers.

Tourism is of growing economic importance across the region with greater importance around the coastal areas.

Mining is the fastest growing industry across the region although at present it is not the largest employer. In the coming years, there are expected to be workforce challenges because of growing

demands for human resources in the mining sector.

Port Lincoln

Port Lincoln is an area known for its aquaculture and agriculture industries, although most operators are microbusinesses, employing up to five people.

In the agriculture and aquaculture sectors, some skill gaps exist including ship board safety and necessary licenses (predominately truck). Barriers to acquiring these skills include the cost of training and eligibility criteria.

Ceduna

The Ceduna and Streaky Bay area has a lot of small businesses and a larger Aboriginal population than other parts of the region.

Given the isolated area, opportunities for employment are limited and the availability of licenses (particularly truck licenses) and access to transport are two identified barriers to employment.

Whyalla

Whyalla has long been the centre of manufacturing in regional South Australia and is emerging as a mining services hub.

There has been a recent focus on diversification strategies in Whyalla to create additional employment opportunities including in the defence sector and renewable energies.

Opportunities

The region has taken part in many programs and projects aimed at strengthening small and medium enterprises and fostering Aboriginal economic development.

Pilot initiatives for wind, solar and wave renewable energy developments are being progressed and will create additional job opportunities.

In addition, there are several mining projects across the region that are soon to move from development into operation alongside a significant number of construction projects providing initial and ongoing employment opportunities.

A growing focus on the aged care industry will create employment opportunities through changes associated with the NDIS.

The Commonwealth Government recently announced \$20 million funding to support the Upper Spencer Gulf (including Whyalla), from its Regional Jobs & Investment Package for projects including local infrastructure, business innovation and skills and training. There are also several South Australian government initiatives which have been funded to support the region.

Challenges

The key challenge now is that while there are positives in sight, the region is experiencing limited employment opportunities and has a need for greater access to training and licensing programs.

Longer-term, a significant challenge for the region will be meeting forecast labour demand, especially from the mining and resources sector. Consequently, there is a need to focus on upskilling residents (particularly the unemployed and underemployed) as well as to attract additional people to the region to meet future workforce demands.

This report documents the outputs from a solutions-focused workshop conducted as part of the Jobs & Skills for Regional SA engagement initiative. The report summarises the goals and actions proposed by delegates at the workshop to address previously identified issues and opportunities for jobs and skills in their region. This report should not be used for any other purpose.

Disclaimer: This document is for information purposes only. While every effort was made to ensure the information contained within was true and accurate as at the date of the literature review, the Department of State Development ("DSD") its employees and its agents accept no liability for any loss or damage which may arise as a consequence of any person using, or relying solely upon, this document or information contained herein.

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