



**Local Jobs  
Program**

# **Local Jobs Plan**

## **North Coast New South Wales**

**October 2020**

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*The Department of Education, Skills and Employment acknowledges the traditional owners and custodians of the lands where we work and travel through. We pay our respects to their people, cultures and their Elders past, present and emerging.*

## Preface

The Local Jobs Program is an Australian Government initiative that brings together expertise, resources and access to funding at the local level as part of supporting Australia's economic recovery from the COVID-19 pandemic. The North Coast Employment region is one of 25 regions, where the Local Jobs Program (LJP) supports tailored approaches to accelerate reskilling, upskilling and employment.

The LJP will establish a Local Jobs Plan (Plan) that sets out the training and employment challenges and priorities of the region, and associated strategies that will drive the design and implementation of projects to be implemented to address these challenges. The Plan will be subject to revision and adjustment as priorities shift during the course of the LJP, with strategic input provided by the North Coast Local Jobs and Skills Taskforce. Overall coordination of the Plan and its implementation is the responsibility of the North Coast Employment Facilitator.

The North Coast Plan should be considered concurrently with the interim Jobs Plan for the Mid North Coast region, reflective of the close linkages between the regions and the expectation that the Facilitators and Local Jobs and Skills Taskforces in both regions will work closely across the broader Northern NSW.

Full details of the LJP can be found at [www.dese.gov.au/local-jobs-program](http://www.dese.gov.au/local-jobs-program).

This interim Plan serves as the initial roadmap to guide actions and projects during the first 4-6 months of the LJP.

The following Key Priorities are identified to assist the North Coast recover:

### **PRIORITY 1 – RECENTLY DISPLACED**

*Create opportunities for recently displaced workers with transferable skills to transition into areas of employment growth or self-employment.*

### **PRIORITY 2 – AGED CARE**

*Develop sector specific solutions to effectively meet the recruitment needs of the health care industry, maximising the benefits of existing Australian and NSW Government programs and tailoring these services to the sector needs.*

### **PRIORITY 3 – INDIGENOUS AND YOUTH**

*Cultivate and support first nation led projects in order to reduce the labour market disadvantage of Indigenous Australians, particularly creative arts and cultural experience; as well as create pathways for youth into growth industries.*

A full description of these key priorities, the strategies to address these and stakeholders can be found on pages 6-8 of this plan.

# North Coast Region Overview

The North Coast Employment Region stretches from Woolli and Nymboida in the south to the Queensland border excluding Tweed Heads and Kingscliff - Fingal Head. It is a popular tourist and retirement area as well as having a considerable variety of agriculture. Prior to the pandemic the inland parts of the region had relatively high unemployment rates.

Between June 2018 and June 2019, the region's overall population growth rate was only just over a third that of NSW. However, Mullumbimby (1.9 per cent) and Byron Bay (1.7 per cent) had rates

higher than for NSW, and Lennox Head-Skennars Head (1.4 per cent) and Pottsville (1.3 per cent) had rates around the state rate (1.4 per cent).

The populations of Lismore and Kyogle declined while a small decline in the population of Grafton was offset by a small rise in the surrounding region. At LGA level Kyogle and Lismore LGAs had population declines of 0.7 per cent and 0.3 per cent, respectively.

Retail and Community Services are major employers in the region, with tourism providing seasonal employment opportunities in coastal centres and the north of the region.

At the 2016 Census a little over a quarter of Tweed Local Government Area's employed residents worked in the Queensland Gold Coast Employment Region. There was also considerable work travel between some of the NSW LGAs within the North Coast Employment Region. (e.g. nearly a fifth of Ballina's employed residents worked in

Lismore, with a further eight per cent working in Byron. Around 13 percent of Kyogle's employed residents worked in Richmond Valley, with another 12 per cent working in Lismore.).

Detailed labour market data for the region can be found in [Attachment A](#).



# Key Challenges in the North Coast Employment Region

The North Coast Employment Region has a history of labour market and social disadvantage, with employment growth averaging just 0.5 per cent over the last five years, well below both the state and national averages (of 1.6 per cent and 1.3 per cent, respectively), which has impacted negatively on both the number and types of job opportunities available. Labour market conditions have deteriorated further in North Coast since March 2020, when Australia recorded its 100th case of COVID-19.

The unemployment rate in the North Coast region stood at 5.5 per cent in August 2020, up by 2.2 percentage points since March 2020, but is below the 6.7 per cent recorded for New South Wales. The region has a substantially higher proportion of youth compared with New South Wales, which contributes to a higher level of youth unemployment.

Current and ongoing employment opportunities are concentrated in Health Care and Social Assistance; Construction; Retail Trade; Education and Training; Accommodation, and Food Services. Strong demand in the Aged Care sector is attributed to the concentration of a large number of Residential Aged Care and Community Facilities in the ER as well as a high proportion of the population who are 65 years old and over compared to the working age population.

Key labour market challenges in the North Coast ER include:

- Growing shortage and unmet demand for skilled and entry level workers in the aged care sector
- Significant pandemic economic impacts on business in tourism, creative arts, business enabling services and agricultural sectors
- Heightened risk of further entrenchment in labour market disadvantage for the existing high-risk groups such as Indigenous Australians and young people within the ER.

# Key Priorities for the North Coast Region

## *Priority One – Recently Displaced*

**Create opportunities for recently displaced workers with transferable skills to transition into areas of employment growth or self-employment.**

### Context

As at August 2020, the largest employing industries in the North Coast were Health Care and Social Assistance; Construction, and Retail Trade. Education and Training, and Accommodation and Food Services were also large industries, both with an employment share of 9 per cent.

While industry specific solutions will respond to employer needs, a coordinated approach to workforce planning and training will provide necessary support to displaced workers.

### Strategies

- Establish immediate-, medium- and long-term workforce demand for largest employing and growing industries to inform an upskilling and reskilling approach for the region.
- Coordinate the range of training options (full qualification, short course, skill sets) directly linked to current workforce demand in the region to provide recently displaced job seekers with a single, streamlined pathway to upskilling and reskilling information.
- Develop sector /employer specific workforce planning and recruitment solutions enabling simpler access to the available pool of quality candidates and cultivating collaboration across the employment services, employers and training / skills sectors.
- Support local tourism solutions leveraging North Coast tourists' destinations to help rebuild and reopen businesses impacted by the pandemic, creating more employment opportunities for recently displaced workers.
- Foster and support individual start-ups in niche and personalised travel experiences through entrepreneurship mentoring and up-skilling opportunities.

### Stakeholders

- Health Care sector representatives
- Employer representatives
- Local SME businesses
- Destination North Coast
- Education providers and Registered Training Organisations
- RDA Northern Rivers
- Local Councils
- Employment Services Providers
- Hospitality sector representatives

## ***Priority Two – Aged Care***

**Develop sector specific solutions to effectively meet the recruitment needs of the health care industry, maximising the benefits of existing Australian and NSW Government programs and tailoring these services to the sector needs.**

### Context

Increasing life expectancy and population growth are driving demand for health and aged care facilities in regional NSW, particularly along the mid and north coast. There are almost 139,000 jobs – or 14.9 per cent of regional jobs – in this sector. Aged Care is the largest employer across Northern NSW with 32 aged care providers across 69 locations.

The Department of Education, Skills and Employment (DESE) is currently implementing digital and program solutions for the aged care sector in the Mid North and the North Coast. These solutions can be extended or built on to suit other sectors with high recruitment needs.

### Strategies

- Identify sectors and industries with high recruitment needs to inform the scope and the requirements of sector specific solutions.
- Codesign and deliver industry specific, employer focused, solutions, with relevant industries to enable easy linkages between local job seekers and employers. The solutions may include:
  - online, industry EOI register (not role specific), which enables employer self-service to access staff on demand.
  - online connectivity centre solution can be used for large recruitment intakes which allows pre-screening of candidates, including the general public for specific roles, and apprenticeships and traineeships within a variety of sectors.
  - sector or employer specific online information sessions for job seeker caseloads in the region.
  - employer or sector specific virtual jobs fairs.

### Stakeholders

- RDA Northern Rivers
- Employers with high recruitment needs
- Apprenticeships and traineeship providers
- Employment services providers
- Local government
- Destination North Coast
- Relevant industry representatives

## ***Priority Three – Indigenous and Youth***

**Cultivate and support first nation led projects in order to reduce the labour market disadvantage of Indigenous Australians, particularly creative arts and cultural experience; as well as create pathways for youth into growth industries.**

### Context

The caseload in the North Coast region has a substantially higher proportion of youth compared with New South Wales. The youth unemployment rate in the North Coast has increased by 0.8 percentage points since March 2020 to 11.6 per cent in August 2020, slightly below the 11.7 per cent for the State. A high proportion of unemployed young people are Indigenous.

### Strategies

- Develop a consolidated picture of locally available youth services, programs and initiatives to effectively inform the streamlined design of potential education, training and employment pathways that will address local needs.
- Through the services of the Entrepreneurship Facilitators and the NEIS program assist with cultivating self-employment opportunities in emerging local growth industries including wellbeing, fitness, digital solutions and creative arts.
- Negotiate flexible models to acquire job-oriented skills and qualifications – which facilitate a shift from training and work as separate activities, to a more integrated simultaneous progression.
- Identify opportunities and create skills development pathways aligned with growth economies to support youth entrepreneurship.
- Develop and implement targeted skills and work experience approaches for groups that are under-represented in North Coast regional economic participation, including Aboriginal people.

### Stakeholders

- Local Councils
- Youth Services and Youth Organisations
- Education providers and Registered Training Organisations
- Employment Services Providers
- Potential sponsor organisations

## Alignment with Other Plans

The LJP and Local Jobs Plan is designed to align with plans and programs developed by other government agencies and groups. Future iterations of the Plan will contain a detailed list of these associated plans and programs.

## Reporting Progress

The implementation of this Plan and progress of the LJP will be reported formally via *Quarterly Local Jobs Program Updates* – a formal report detailing the status of strategies and associated projects, and current labour market conditions.

Ongoing updates will be provided via the Employment Facilitator website (to be updated to reflect the LJP and Plan by 15 December 2020) and through regular posts to social media.

# Attachment A: North Coast Labour market update October 2020

The North Coast Employment Region has a history of labour market and social disadvantage, with employment growth averaging just 0.5 per cent over the last five years, well below both the state and national averages (of 1.6 per cent and 1.3 per cent, respectively), which has impacted negatively on both the number and types of job opportunities available.

ABS Labour Force Survey regional estimates suggest that labour market conditions have deteriorated somewhat in North Coast since March 2020, when Australia recorded its 100<sup>th</sup> case of COVID-19.

Selected ABS Labour Force Survey indicators, August 2020

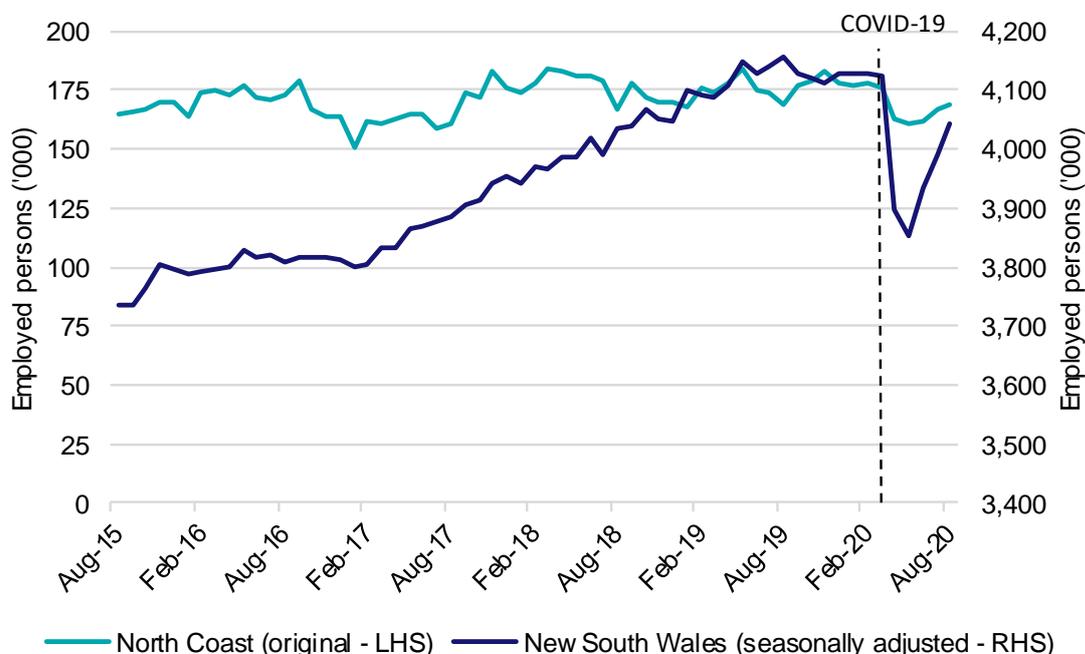
	Employment			Unemployment			Unemployment rate		Participation rate	
	Aug-20 ('000)	Change since Mar-20 ('000)	(%)	Aug-20 ('000)	Change since Mar-20 ('000)	(%)	Aug-20 (%)	Change since Mar-20 (% pts)	Aug-20 (%)	Change since Mar-20 (% pts)
North Coast	168.9	-7.4	-4.2	9.9	3.8	63.0	5.5	2.2	54.8	-1.0
New South Wales	4,042.4	-80.7	-2.0	288.4	77.9	37.0	6.7	1.8	65.2	-0.1
Australia	12,583.4	-413.6	-3.2	921.8	206.0	28.8	6.8	1.6	64.8	-1.1

Source: Data for North Coast are from ABS, Labour Force, Australia, Detailed, August 2020, original estimates. Data for New South Wales and Australia are from ABS, Labour Force, Australia, August 2020, seasonally adjusted estimates.

## Employment

- There were 168,900 employed people in the North Coast region in August 2020
- The number of employed people has declined by 7,400 (or 4.2 per cent) between March and August 2020.

### Employed persons aged 15 and over (five years to August 2020)



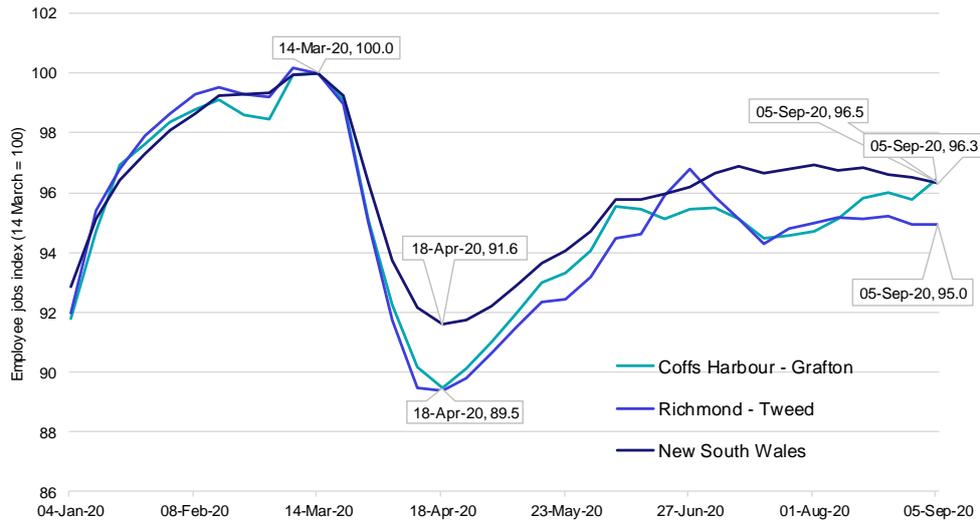
Source: ABS, Labour Force, Australia, Detailed, August 2020

## ABS weekly payroll data

ABS weekly payroll data show that between 14 March 2020 and 5 September 2020:

- The number of employee jobs in the Coffs Harbour – Grafton SA4 fell by 3.5 per cent, compared with a 5.0 per cent decline in the Richmond – Tweed SA4 and a 3.7 per cent decrease for New South Wales.
- Over the four weeks to 5 September, employee jobs in the Coffs Harbour – Grafton SA4 have increased by 1.4 per cent, compared with a 0.2 per cent decline for the Richmond – Tweed SA4 and a 0.5 per cent decrease for New South Wales.

### Employee jobs 4 January to 5 September (14 March 2020 = 100)



Source: ABS, Weekly Payroll Jobs and Wages, Week ending 5 September 2020.

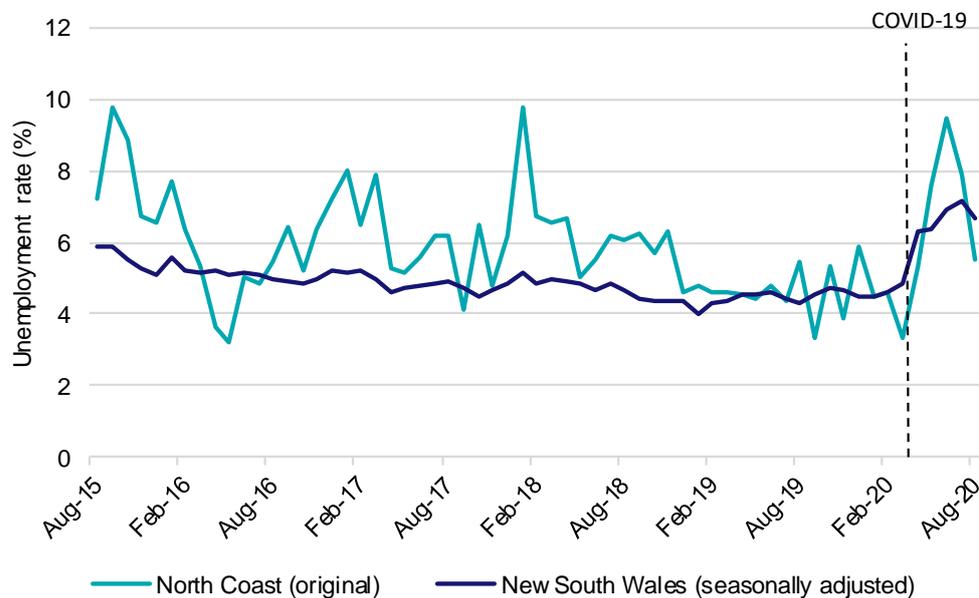
### Participation rate

- The North Coast participation rate decreased by 1.0 percentage point between March and August 2020, to stand at 54.8 per cent, and is well below the 65.2 per cent recorded for New South Wales.
- The population in the North Coast region aged 55 and over is 47.9 per cent, significantly higher compared with the 34.7 per cent in New South Wales and 34.4 per cent recorded nationally.

## Unemployment

- The unemployment rate in the North Coast region stood at 5.5 per cent in August 2020, up by 2.2 percentage points since March 2020, but is below the 6.7 per cent recorded for New South Wales.

### Unemployment rate time series (five years to August 2020)



Source: ABS, Labour Force, Australia, Detailed, August 2020

Considerable labour market disparity exists within the North Coast Employment Region. Latest available *Small Area Labour Markets* data shows that, in the March quarter 2020 (latest available data), the unemployment rate in the region ranged from 1.4 per cent in the Statistical Area Level 2 (SA2) of Lennox Head – Skennars Head, to 7.4 per cent in the SA2s of Lismore and also Grafton.<sup>1</sup>

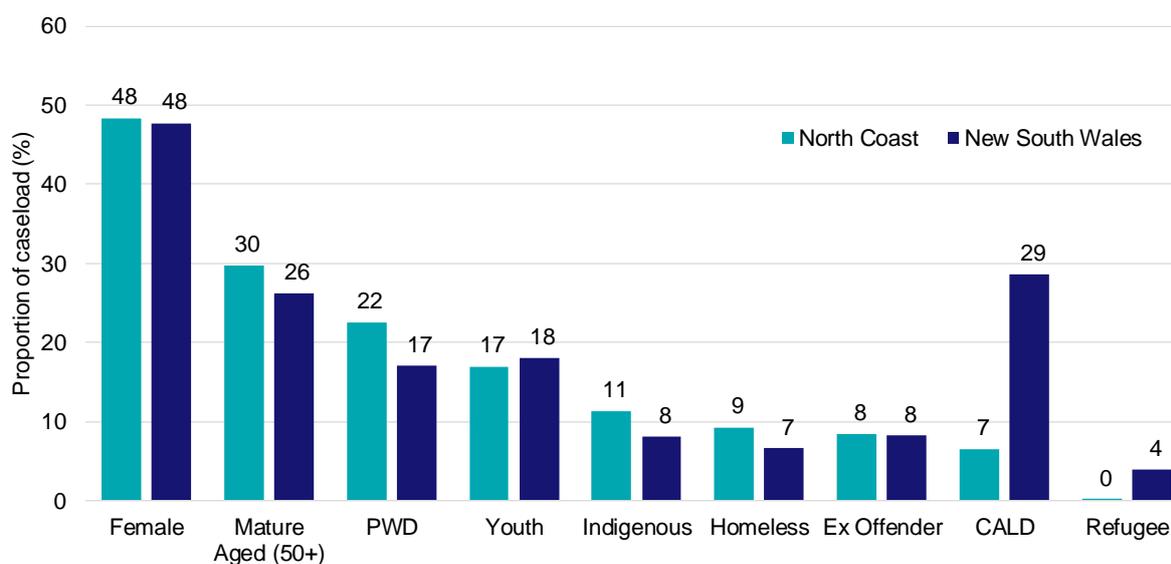
<sup>1</sup> Data for SA2s are sourced from the National Skills Commission, *Small Area Labour Markets*, March quarter 2020, smoothed estimates. Labour market data at the regional level can display significant variability and should be viewed with caution.

## Employment services caseload characteristics

New data for jobactive regions have been released. As at 30 September 2020,

- The caseload in the North Coast Employment Region increased from 10,481 people in March 2020 to 20,759 in September 2020, a rise of 98 per cent.
- This compares with an increase of 148 per cent for New South Wales and 97 per cent for Australia.
- The North Coast Employment Region has a higher proportion of persons with disability compared with New South Wales and a substantially lower proportion of culturally and linguistically diverse persons on the caseload.

## Employment services caseload for selected cohorts (September 2020)



Source: Department of Education, Skills and Employment, administrative data, September 2020.

PWD = Persons with disability. CALD = Culturally and Linguistically Diverse. Note that data for NSW excludes participants in the New Employment Services Trial (NEST) in the Mid North Coast Employment Region.

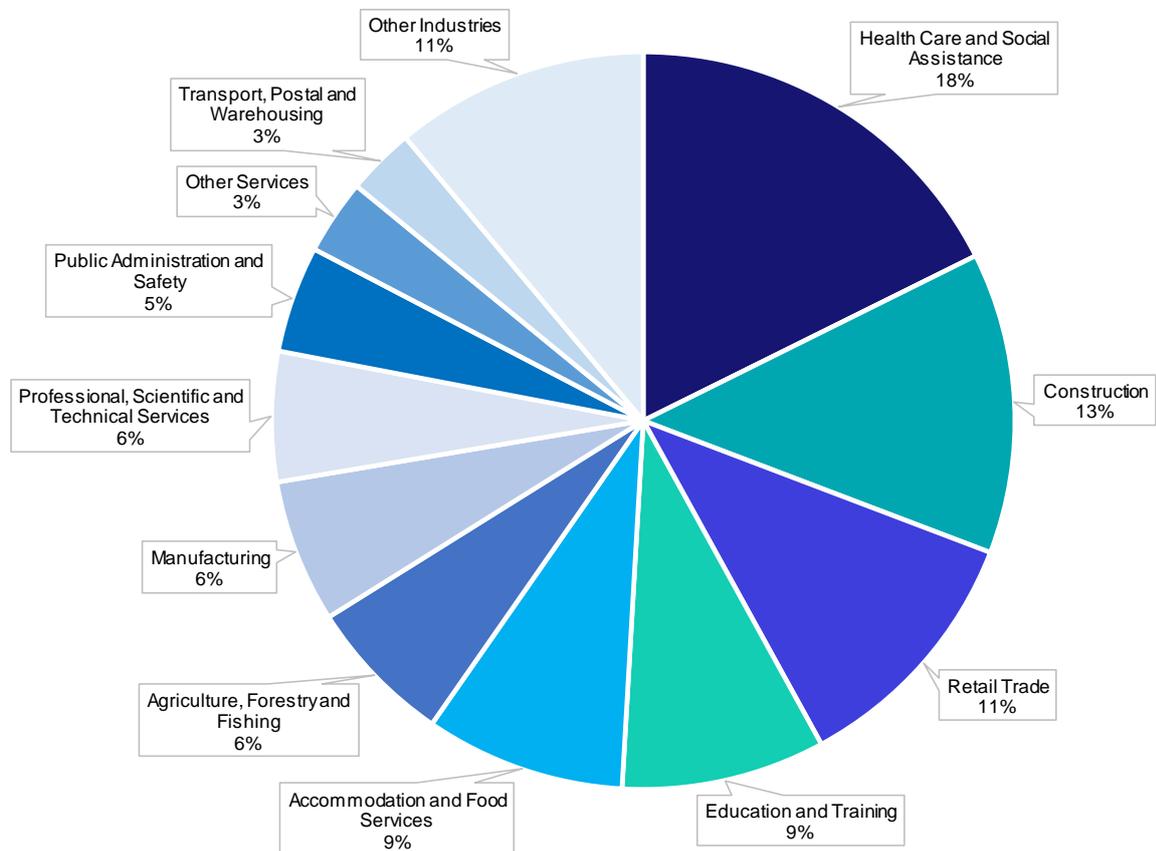
## Income Support

In August 2020, the proportion of the working age (15-64 years) population on income support in North Coast stood at 28.2 per cent, amongst the highest of all Employment Regions, and significantly higher than the 15.4 per cent recorded in New South Wales and the 16.3 per cent recorded nationally.

## Industry profile<sup>2</sup>

As at August 2020, the largest employing industries in North Coast were Health Care and Social Assistance; Construction; and Retail Trade. Education and Training, and Accommodation and Food Services were also large industries, each with an employment share of 9 per cent.

Share of employment by industry in North Coast, August quarter 2020



Source: ABS Labour Force, Australia, Detailed, August 2020. "Other industries" includes: Administrative and Support Services; Wholesale Trade; Rental, Hiring and Real Estate Services; Arts and Recreation Services; Electricity, Gas, Water and Waste Services; Information Media and Telecommunications; Financial and Insurance Services; and Mining.

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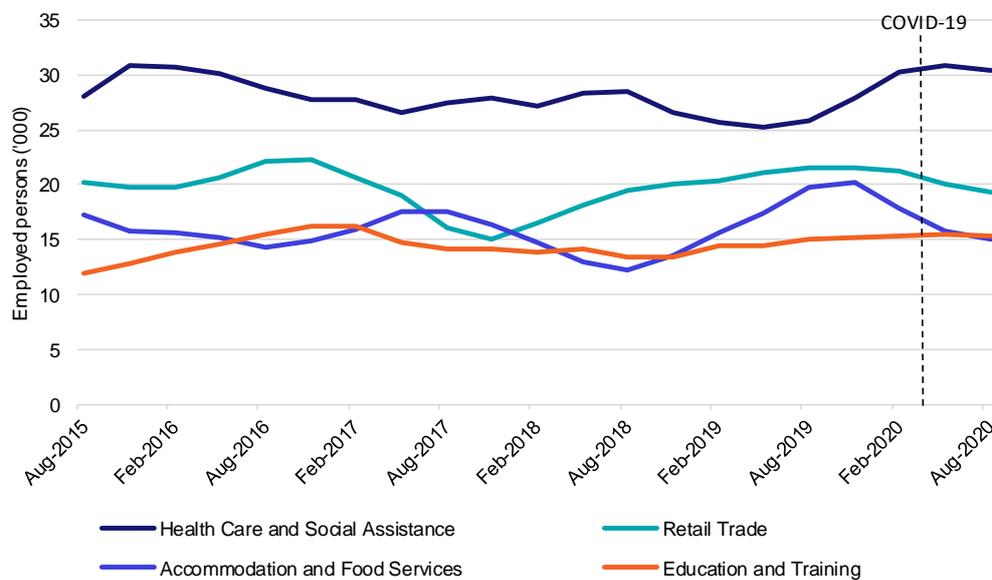
<sup>2</sup> Regional industry employment data is in four quarter averaged terms, which means it is not responsive enough to pick up the impact of COVID-19. This section is intended to present the more medium-term trends in industry employment for the region.

### Employment trends (for the selected industries)

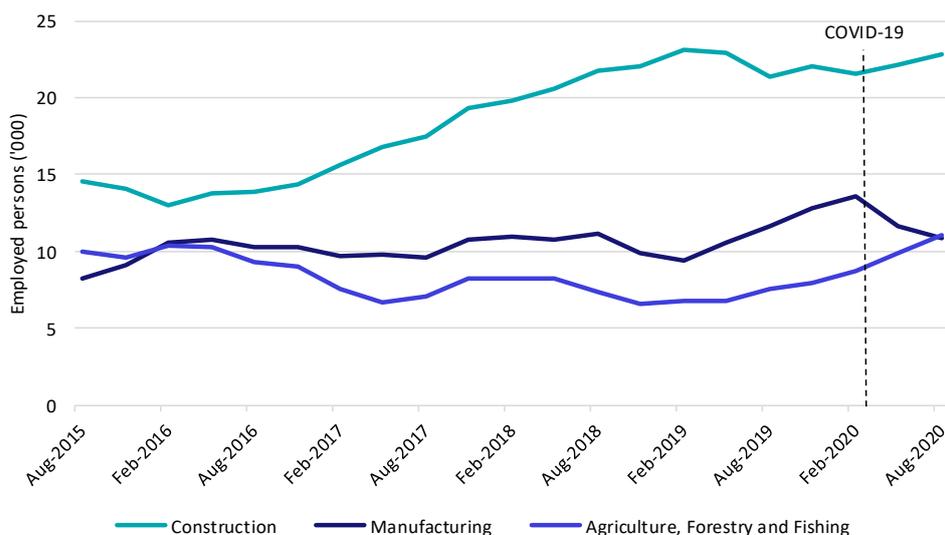
Although COVID-19 has affected some industries more than others, it is important to consider longer term employment trends to understand where current and emerging opportunities may be in this region. In recent years, employment in the North Coast

- increased in Health Care and Social Assistance; Education and Training; Construction; and Agriculture, Forestry and Fishing industries
- increased in Manufacturing, although it has been substantially impacted by COVID-19
- remained steady in Retail Trade
- decreased in Accommodation and Food Services, following a period of growth from August 2018 to November 2019.

### Employed persons in 'services' industries, five years to August 2020 ('000)



### Employed persons in 'producing' industries, five years to August 2020 ('000)



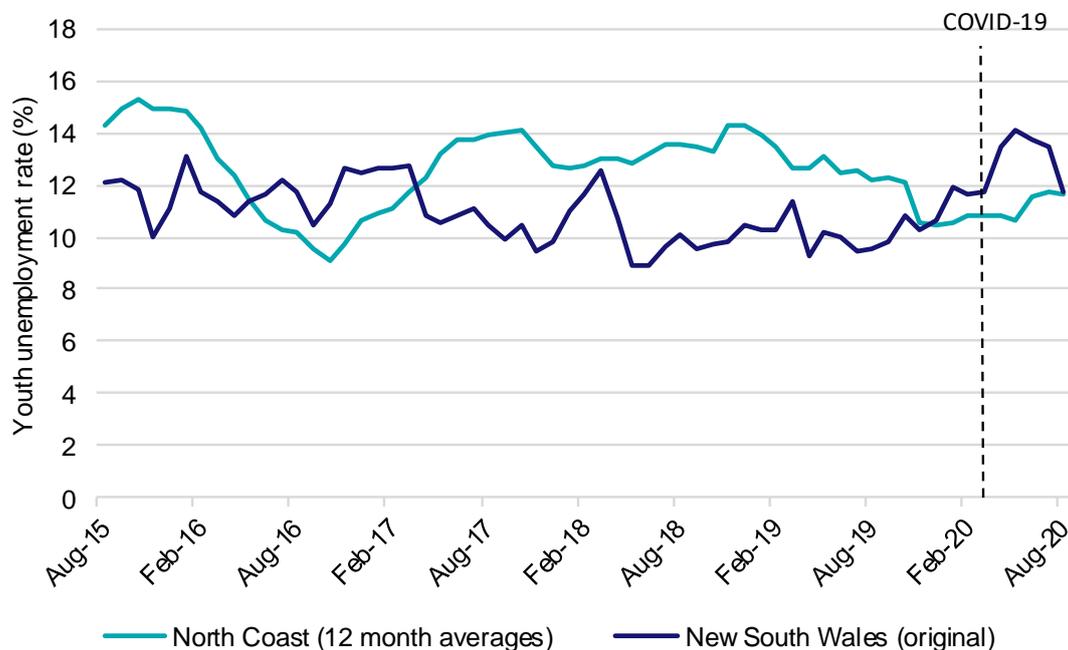
Source: ABS Labour Force, Australia, Detailed, August 2020

### Youth aged 15-24

#### Youth unemployment

- The youth unemployment rate in the North Coast stood at 11.6 per cent in August 2020, slightly below the 11.7 per cent for the State.
- The youth unemployment rate has increased by 0.8 percentage points since March 2020.

#### Youth unemployment (five years to August 2020)



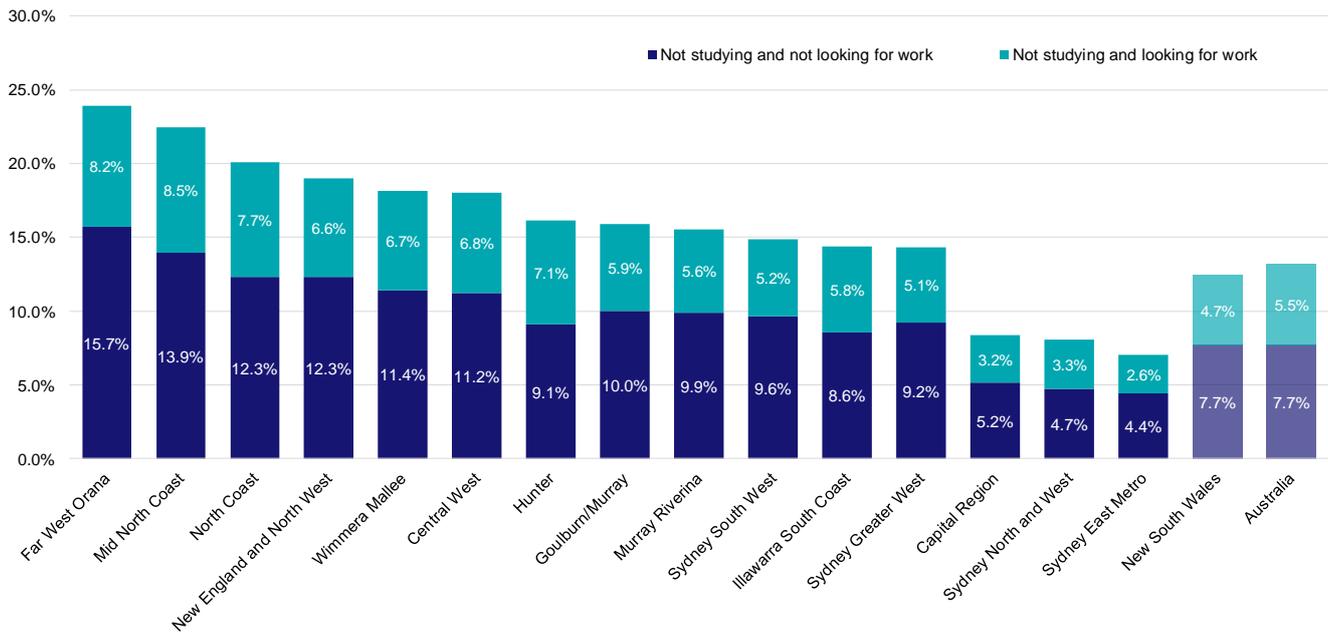
Source: ABS, Labour Force, Australia, Detailed, August 2020

## Youth disengagement

Data below are based on 2016 Census for Employment Regions, which is the latest available source for this information.

- North Coast has the third highest proportion of youth disengagement of all New South Wales Employment Regions.
- The share of disengaged young people in North Coast is 20.0 per cent, compared with 12.4 per cent for New South Wales and 13.2 per cent for Australia.

Young people not studying nor working (18-24 years old)

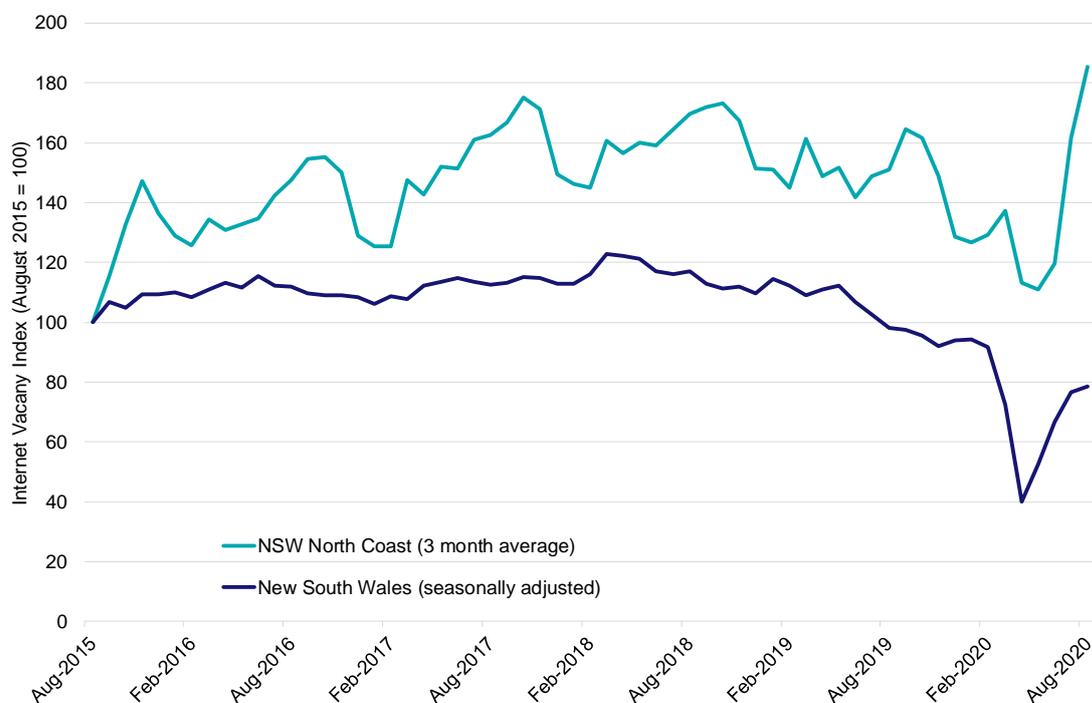


Source: ABS, Census of Population and Housing, 2016

## Vacancies and job advertisements

The level of vacancies in the Internet Vacancy Index New South Wales North Coast region declined by nearly 19 per cent over the two months to May 2020, before increasing again to August 2020 (up by 67 per cent from the lowest point). With this recent increase, vacancies in the region are up 43 per cent from pre-COVID levels.

### Online job advertisement time series (five years to August 2020)



Source: National Skills Commission, Internet Vacancy Index, August 2020. Data for New South Wales North Coast is a three -month moving average, and data for New South Wales is seasonally adjusted; both have been indexed to August 2015.

### Top 10 advertised occupations (August 2020)

ANZSCO Occupation
Registered Nurses
Sales Assistants (General)
Aged and Disabled Carers
General Clerks
Other Miscellaneous Labourers
Welfare, Recreation and Community Arts Workers
Commercial Cleaners
Nursing Support and Personal Care Workers
Early Childhood (Pre-primary School) Teachers
Receptionists

Source: National Skills Commission, Internet Vacancy Index, August 2020. Raw data are used for analysis. Note: The New South Wales North Coast region is the best fit from the regions available from the contributing job boards and does not precisely correspond to the North Coast Employment Region.

### **A note on comparing data**

It is important to note that unemployment statistics collected as part of the Labour Force Survey can vary considerably from income support statistics and jobactive caseload numbers.

A person is considered employed by the ABS if they are aged 15 years and over and work for an hour or more during the Labour Force Survey reference week. The ABS also classifies someone as employed if they have taken any kind of leave, or were paid for some or all of the previous four weeks (including via the JobKeeper Payment). In addition, employees who were away from their jobs for less than four weeks without pay but still believed they had a job (i.e. were temporarily stood down) would also be classified as employed.

A person is considered unemployed by the ABS if they are not employed, have actively looked for work at some time in the last four weeks and are currently available for work.

# Attachment B – Other Regional Information

## Major employers in the region

- Major employers in the region include the North Coast Area Health District (NSW Health) located throughout the region, The Southern Cross University (located outside Lismore) and the local governments within the region.
- The aged care providers in the region that have the largest number of funded residential beds are Uniting Care; The Trustees for the Roman Catholic Church; Frank Whiddon Masonic Homes and RSL LifeCare.
- Tourist resorts in or close to the Employment Region include Peppers Salt Resort & Spa Kingscliff; the Mantra on Salt Beach at Kingscliff and Crystalbrook Bryon at Byron.
- The headquarters of the Norco Cooperative is in Lismore where it has two milk bottling factories and an ice cream factory. Construction companies within the region include Bennett Constructions which is based in Ballina and is part of the Lipman Group.

## Major Infrastructure and Development Projects in the Region

- The Clarence Correctional Centre opened near Grafton in June 2020 and will eventually hold up to 1700 inmates. It will be operated under a public-private partnership involving the NSW Government and a consortium comprising John Laing, John Holland and Serco.
- The 155 kilometre, \$4.9 billion Woolgoolga (in Mid North Coast Employment Region) to Ballina (in North Coast Employment Region) Pacific Highway project will duplicate 155 kilometres of the highway to a four-lane divided road. As at the end of August 2020, around 73 kilometers were under construction and 1838 workers were on site and the final sections of new dual carriageway between Maclean and Mororo were due to open shortly. The remaining sections are expected to be completed in 2020 which would coincide with the expected start of early works on the Coffs Harbour Bypass project to the south of the Employment Region.
- In June 2020, the final plans for the \$673.2 million Tweed Valley Hospital were approved by the NSW Government. Early works are expected to be completed in the coming months and will be followed by main works construction. The new hospital remains on track to open to patients in 2023. The project will create opportunities for up to 650 jobs during the peak of construction.
- Stage one of the new EPIQ Marketplace in Lennox Head opened in June 2020 with other retailers to progressively open over the next weeks and months. In addition to Woolworths and BWS, there will be 20 specialty shops. ([www.echo.net.au/2020/06/epiq-marketplace-almost-open-at-lennox-head/](http://www.echo.net.au/2020/06/epiq-marketplace-almost-open-at-lennox-head/) 19-6-2020)
- On 22 May 2020, the Australian Government announced a new \$500 million Local Roads and Community Infrastructure Program (LRCI Program). This program will support local councils to deliver priority local road and community infrastructure projects across Australia. The funding allocations include \$2.1m for Clarence Valley, \$1.8m for Tweed, \$1.2m for Lismore, \$1.0m each for Kyogle and Richmond Valley, \$0.88m for Ballina and \$0.73m for Byron.
- In January 2020, construction started on major renovations to the Grafton Regional Gallery with construction expected to be completed by December 2020.
- In March 2019 it was announced that the Australian Government would contribute \$15 million towards Norco's \$30 million extension of its Ice-Cream facility in Lismore. Norco plans to

substantially increase production capacity and improve efficiencies at their factory to ensure the job security of its more than 200 existing employees at that site and to expand its workplace, including employing more apprentices.

## **Local Stakeholders and Opportunities**

While the boundaries for the North Coast ER extend from Woolli to Murwillumbah, Northern Rivers and Mid North Coast stakeholders engage in close collaboration which is evidenced by the joint North and the Mid North Coast NSW Employment Strategy and Action Plan. NSW government, RDAs and local councils established the North Coast Employment Strategy (NCES) Governance Group developing high level infrastructure and 'linking' projects.

It is important to recognise the artificial nature of the employment region boundaries and to approach engagement with the North and the Mid North Coast stakeholders as a joint group.

The Northern Rivers RDA and the Joint Organisation (NRJO) are active representatives of the Ballina, Byron, Kyogle, Lismore, Richmond Valley and Tweed NSW local government areas. RDA Mid North Coast (RDAMNC) is also an active member of the Mid North Coast economic development network.

Other important stakeholders include local business chambers, major employers (such as those cited above and large retailers), shopping mall operators and Registered Training Organisations additional to TAFE. The main campus of Southern Cross University is in Lismore.

Real Futures is the (Indigenous Australian) Vocational Training and Employment Centre (VTEC) covering the Employment Region and the NSW Government's New Careers for Aboriginal People (NCAP) is delivered in the region by Enterprise and Training Company Limited (ETC). There are thirteen local land councils in the North Coast region as defined by the NSW Aboriginal Land Council.

There are ten Australian Government employment programs delivered by thirteen employment service providers in the region. Three providers deliver jobactive services TURSA, NORTEC and ETC. Other employment services in the region include ParentsNext (PNX); Transition to Work (TtW); New Enterprise Incentive Scheme (NEIS); NEIS - Exploring Being My Own Boss; Career Transition Assistance (CTA); Employability Skills Training (EST); Harvest Trail Services; Time to Work and the Entrepreneurship Facilitator.

Other Australian Government programs include Disability Employment Services (both the Disability Management Service (DES DMS) and Employment Support Service); the National Disability Insurance Scheme (NDIS); the Australian Apprenticeship Support Network, and AusIndustry.

While there are some stakeholders whose coverage extends across all of the ER, some stakeholders focus on the areas in which they are based.

NSW State Government	<ul style="list-style-type: none"> <li>• Training Services NSW (Lismore)</li> <li>• Regional offices of the National Indigenous Australians Agency (Lismore)</li> <li>• RDA Northern Rivers (Lismore)</li> <li>• Department of Premier and Cabinet</li> <li>• Northern NSW Health District (Lismore)</li> <li>• Destination North Coast (Lismore)</li> <li>• NSW Government's New Careers for Aboriginal People (NCAP)</li> </ul>	
Local Government	<ul style="list-style-type: none"> <li>• Ballina Council</li> <li>• Byron Council</li> <li>• Tweed Council</li> <li>• Lismore Council</li> <li>• Richmond Valley</li> <li>• Kyogle Council</li> <li>• Clarence Valley Council</li> </ul>	
Employers and Industry Bodies	<ul style="list-style-type: none"> <li>• Master Builders Association (Ballina)</li> </ul>	
Education and Training Providers	<ul style="list-style-type: none"> <li>• TAFE North Coast</li> <li>• Southern Cross University</li> </ul>	
Indigenous and Community Organisations	<ul style="list-style-type: none"> <li>• Real Futures (VTEC)</li> <li>• Baryulgil Square Local Aboriginal Land Council</li> <li>• Birrigan Gargle Local Aboriginal Land Council</li> <li>• Bogal Local Aboriginal Land Council</li> <li>• Casino-Boolangle Local Aboriginal Land Council</li> <li>• Grafton Ngerrie Local Aboriginal Land Council</li> <li>• Gugin Gudduba Local Aboriginal Land Council</li> <li>• Jali Local Aboriginal Land Council</li> <li>• Jana Ngalee Local Aboriginal Land Council</li> <li>• Jubullum Local Aboriginal Land Council</li> <li>• Muli Muli Local Aboriginal Land Council</li> <li>• Ngulingah Local Aboriginal Land Council</li> <li>• Tweed/Byron Local Aboriginal Land Council</li> <li>• Yaegl Local Aboriginal Land Council</li> </ul>	
Employment Services Providers	jobactive	ETC, TURSA, NORTEC
	NEIS	ETC, NORTEC
	Transition to Work	ETC
	ParentsNext	VERTO, OCTEC, Wesley
	Entrepreneurship Facilitators	NSW Business Chamber, Build Grow Run
	Time to Work	Jobfind
	Harvest Trail	MADEC
	Employability Skills Training	NovaSkill, My Trade Start, Strategix
	Career Transition Assistance	ETC