

REPORT OVERVIEW

PLANNING FOR LABOUR

MARKET CHANGE

AND ENERGY TRANSITION

IN LITHGOW

Lithgow is preparing for a major economic shift as it transitions from coal-based industries to a more diverse, resilient economy. This transformation will reshape the region's labour market, requiring new skills, stronger education pathways, and coordinated support for affected workers and industries.

The *Planning for Labour Market Change and Energy Transition in Lithgow* report builds on the *LEEP Transition Report* (2023) to provide a practical framework for workforce development, education reform, and rapid response.

The report outlines a place-based, community-led approach to managing this change, and contains five strategic documents that address workforce readiness, training infrastructure, long-term planning and rapid response to premature mine or power station closure:

- Regional Manufacturing Industry Skills and Training Audit
- Regional Workforce Adaptive Capacity Plan
- Long-Term Regional Workforce Plan
- Long-Term Education and Training Pathways Plan
- Rapid Response Plan

These documents work together to guide investment, strengthen collaboration, and ensure Lithgow's workforce is equipped for the future.

Strategic priorities

- Build a resilient and diverse economy
- Strengthen education and training pathways
- Support workforce transition through targeted programs
- Improve regional connectivity and infrastructure
- Promote inclusive, collaborative governance

The report also introduces proposed metrics, shaped by community values, to contribute to tracking progress and guiding decision-making.

Why it matters

The evidence base, strategic analysis, and workforce insights in the *Planning for Labour Market Change* report directly shape the timelines, priorities, and focus areas of the annual LEEP Action Plan. This plan operationalises the report's recommendations through targeted initiatives that build adaptive capacity and guide Lithgow's transition.



The report provides a strategic framework to guide the region through its energy transition.

PLANNING FOR LABOUR MARKET CHANGE AND ENERGY TRANSITION IN LITHGOW

REPORT

The *Planning for Labour Market Change and Energy Transition in Lithgow* report provides a strategic framework to guide the region through its energy transition, anticipating significant workforce impacts from the decline of coal and coal-fired power generation as Australia transitions towards net zero goals.

It outlines opportunities for industry diversification, workforce reskilling, and community resilience, with a focus on building Lithgow's adaptive capacity – its ability to respond to change by leveraging its financial, human, institutional and natural resources.

Commissioned by Lithgow City Council and prepared by the University of South Australia, the report was led by Professor Andrew Beer – one of Australia's foremost experts in regional labour market transitions. It contains five essential reports which each address a critical component of Lithgow's workforce transition, ensuring that planning is both strategic and responsive to local needs:

01 Regional Manufacturing Industry Skills and Training Audit

Identifies current and emerging skills gaps in manufacturing, helping align training programs with industry needs and investment opportunities.

02 Regional Workforce Adaptive Capacity Plan

Assesses the region's ability to respond to economic change, focusing on resilience, transferable skills, and systems that support workforce agility.

03 Long-Term Regional Workforce Plan

Provides a strategic roadmap for workforce development over the next 10–20 years, ensuring alignment with future industries and demographic shifts.

04 Long-Term Education and Training Pathways Plan

Maps out clear, accessible pathways from school to employment, helping young people and career changers navigate evolving job markets.

05 Rapid Response Plan

Ensures the region is prepared to act quickly in the event of sudden closures or job losses, minimising disruption and supporting affected workers.



The report recommends a place-based, community-led approach as key to successfully navigating major economic transformation.

