

LONG-TERM REGIONAL WORKFORCE PLAN

PLANNING FOR A DIVERSE AND RESILIENT WORKFORCE



The *Long-Term Regional Workforce Plan* outlines strategies to grow a diverse, skilled and resilient workforce in Lithgow, aligned with the region's transition to a new economic future and a more diversified economic base.

Lithgow's long-term workforce strategy is built on the principle that resilience comes from adaptability, strong relationships, and inclusive planning. By investing in connectivity, collaboration and career pathways, the region can anticipate change and respond with confidence.

Building STEAM confidence and digital literacy is essential not only for industrial growth, but also for emerging sectors like health and smart technologies. These foundational skills will help future-proof Lithgow's workforce.

Strategic priorities

- Expand career pathways and raise educational aspirations
- Improve digital and physical connectivity
- Activate smart specialisation clusters and precincts
- Strengthen links with Sydney and Western Sydney
- Promote hybrid work models and co-working hubs

Key actions

- Develop smart specialisation clusters in advanced manufacturing, health and tourism
- Establish a STEAM precinct and attract research partnerships
- Create a regional health precinct to grow the local health workforce
- Support remote work infrastructure and digital inclusion
- Conduct transport audits and pilot commuter services

Why it matters

Lithgow's workforce is shaped by legacy industries and limited diversification. This plan aims to future-proof the region by fostering innovation, connectivity, and collaboration. It addresses underutilised infrastructure such as TAFE, Notre Dame, and WSU, while supporting LEEP's goals for local training, STEAM, and career pathways. Together, these actions enable the creation of meaningful, well-paid jobs and a labour market that reflects the region's evolving strengths..



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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.

