

# RAPID RESPONSE PLAN

## READY FOR CHANGE – LITHGOW'S RAPID RESPONSE STRATEGY

The *Rapid Response Plan* provides a practical framework for immediate action in the event of an unexpected or sudden closure of local coal mines or the Mount Piper Power Station. It helps ensure Lithgow is prepared to support affected workers, families and businesses through a coordinated, community-led response.

The Rapid Response Plan empowers Lithgow to lead its own transition, ensuring that local knowledge, relationships and priorities shape the region's future. By coordinating services and securing investment early, the community can minimise disruption and build confidence in the face of change.

A centralised Transition Centre would provide not just job search support, but also financial counselling, legal advice and pathways to training – helping individuals and families navigate uncertainty with practical tools and guidance.

### Strategic priorities

- Communicate clearly and coordinate across sectors
- Secure funding for transition support and investment
- Provide services through a centralised Transition Centre
- Monitor progress and maintain transparency

### Key actions

- Launch communications strategy and host community information event
- Engage with the Future Jobs and Investment Authority and Net Zero Authority
- Establish a Transition Centre offering job search support, career counselling, and financial advice
- Host job fairs, offer small business grants and startup support
- Develop metrics and create a community oversight group

### Why it matters

This plan operationalises LEEP's closure-readiness protocols and redeployment strategies, providing immediate actions for early closures and community support. It enables Lithgow to lead its own transition – minimising disruption, protecting livelihoods and building confidence in the region's future – while ensuring the community is ready to respond quickly and effectively when change comes.



**This plan ensures the community is ready to respond quickly and effectively when change comes.**

# 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.

