GOVERNMENT OF
WESTERN AUSTRALIA



WA Workforce Strategy

2026–2030

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Acknowledgement of Country

The Government of Western Australia acknowledges the traditional custodians throughout Western Australia and their continuing connection to the land, waters and community. We pay our respects to all members of the Aboriginal communities and their cultures; and to Elders both past and present.

Minister's foreword

Western Australia is entering a period of unprecedented economic growth. Our resources sector makes us the envy of the nation, while we are seeing huge growth in our construction, defence industry and clean energy sectors.

We are building more homes, delivering more infrastructure, making more things here, growing the defence industry, driving the clean energy transition to build a stronger and more resilient economy, and expanding the services our communities rely on every day.

We know a skilled and productive workforce is critical for industry to grow and diversify. Demand for skilled workers is increasing across not only WA, but across the nation. Many of the same skills are in demand across adjacent industries.

That's why we need a coordinated long-term plan to ensure we have the workers and skills to support this economic growth.

I'm pleased to present the *WA Workforce Strategy*. This is the State Government's five-year blueprint that identifies the nine key workforce challenges we need to address to continue to grow and diversify the WA economy.

The Strategy has been created following six roundtables held with key industries, along with input from the State Training Board, Industry Training Councils, the Building and Construction Industry Training Fund and over 60 submissions.

It highlights five key priorities that the State Government will deliver to rapidly grow workforce supply and training capacity.

These priorities will be delivered through 40 targeted actions by leveraging our quality skills and training system, including TAFEs and private training providers, and Government's investment in a range of workforce development initiatives.

Since 2017, our Government has prioritised investment in TAFE, training and apprenticeships. We want to see Western Australians getting the skills and training they need to get into good, well-paying jobs. This Strategy supports this work and will ensure we can continue to build a strong, skilled Western Australian workforce.

I look forward to working together with industry, unions, education and training providers, Aboriginal partners and Western Australian communities to deliver on the *WA Workforce Strategy*.

Hon. Amber-Jade Sanderson MLA
Minister for Skills and TAFE



Executive summary



Western Australia is in a period of **significant economic growth** and **diversification**

The State Government is focused on diversifying the economy, building more things here and supporting local jobs. Delivering on these priorities requires a workforce that supports economic growth, industry development and service delivery, while ensuring Western Australians can access well paid jobs and careers.

Major investments in clean energy, defence, housing, infrastructure and advanced manufacturing are creating unprecedented demand for skilled trades and technical workers. Tourism and hospitality provide a vibrant and diverse community and are key attractors for visitors and investment to the State. The care sector is the fastest growing industry, providing care services to those most vulnerable in our community and enabling people in our community to participate in the workforce.

The WA Workforce Strategy sets the State's workforce development agenda for the next five years. It is a blueprint that provides government, industry, unions, education and training providers, and Aboriginal partners with a clear framework for coordinated action to ensure we have the skilled workers to continue to grow our economy.

Following consultation with industry, the Strategy highlights nine key workforce challenges. These will be addressed through five key priorities, delivered through forty actions.

The Government will explore opportunities to grow apprenticeship opportunities by leveraging the asset investment and maintenance programs of its agencies, including Government trading enterprises. Developing training opportunities in the key industries is also a focus, with a clean energy hub being developed and a focus on growing capability and capacity to deliver AUKUS-ready training.

The Strategy also recognises the importance of regional workforce development and Closing the Gap outcomes, ensuring workforce opportunities are accessible across the State and support broader participation in education, training and employment. It also highlights strong workforce outcomes require not only skilled industry workforces, but a capable public sector workforce that enables growth, productivity and community wellbeing.

By strengthening connections between schools, TAFEs, universities, training providers, employers and communities, the Strategy will help more Western Australians develop the skills needed for quality jobs and long-term careers.

The State Government has already made significant investments to strengthen workforce capability and capacity. Fee Free TAFE and low fee training have improved access to skills development, major investments in TAFE infrastructure have expanded training capacity, and Jobs and Skills Centres are helping connect more Western Australians to employment opportunities. Support for apprentices, trainees and employers is also helping build the workforce pipelines needed by industry.

The Strategy builds on these strong foundations by providing a five-year direction to focus effort where it will have the greatest impact. By working with industry, unions and education and training providers we can grow our workforce supply, expand training capacity and create good local jobs for Western Australians.



Western Australia's workforce at a glance

Western Australia has a strong and growing workforce, the nation's highest participation rate and a significant pipeline of students, apprentices and trainees. The *WA Workforce Strategy* builds on these strong foundations to ensure the State has the workforce needed for future growth and diversification.

Strong workforce participation

1.68 million
people are **employed**[1]

68.7%
workforce participation rate, the highest of all States[1]

777,700
women in the workforce[1]

250,400
young people employed[2]

Investing in future skills

123,483
publicly funded VET students[3]

25,546
apprentices in training[4]

10,460
trainees in training[4]

105,650
people enrolled in **university studies**[5]

[1]ABS (May 2026) *Labour Force Survey – Seasonally Adjusted Series* [2]ABS (May 2026) *Labour Force Survey - Annual Average* [3]WA Government (2025) *VET Provider Collection*, unpublished [4]WA Government (2025) *Apprenticeship Management System*, unpublished
[5]Australian Government, *Department of Education University Statistics Unit Collection*, unpublished

Building workforce pipelines

9,757
employers with **apprentices and trainees**[1]

140,600
Year 9-12 students enrolled at WA schools[2]

9,608
VET Delivered to **Secondary Students** enrolments at TAFE colleges[3]

18,375
Year 9 students participated in the Career Taster Program[4]

Supporting workforce participation

11,724
publicly funded VET enrolments by **Aboriginal people**[5]

24,900
Aboriginal people employed[6]

6.2%
of Western Australians **aged 15-64** participated in **publicly funded VET**

58%
of all persons (15-24) have a qualification at **Certificate III level** or higher[7]

Untapped workforce potential

43,100
job vacancies across WA[8]

174,300
people underutilised (unemployed or seeking additional hours)[9]

1 in 10 workers
want more work[9]

9.5%
youth unemployment rate[10]

47%
participation rate by **people with disability**[11]

46.2%
participation rate by **Aboriginal youth**[6]

[1]WA Government (2025) *Apprenticeship Management System*, unpublished [2]WA Government (Semester 1, 2026) *Students by Year Level*, unpublished [3]WA Government (2025) *VET Provider Collection – VET Delivered to Secondary Students*, unpublished
[4]WA Government (2025) *Career Taster Program Outcomes Analysis*, unpublished [5]WA Government (2025) *VET Provider Collection*, unpublished [6]ABS (2021) *Census of Population and Housing* [7]ABS (May 2025) *Table 21 – Education and Work Survey*
[8]ABS (May 2026) *Job Vacancies, Australia* [9]ABS (May 2026) *Labour Force Survey – Seasonally Adjusted Series* [10]ABS (May 2026) *Labour Force Survey – Annual Average* [11]ABS (2022) *Disability, Ageing and Carers*

Building the foundations since 2017



The Western Australian Government has invested heavily in rebuilding the State's skills and workforce system. Record investment in training, modern TAFE facilities, fee free and low fee training, strong apprenticeship outcomes and targeted workforce initiatives support economic growth, housing delivery and the industries of the future.

TAFE at the centre

More than
$250 million
invested in TAFE infrastructure with a further **$80 million** committed

Significant investment in modern equipment
through the TAFE Modern Equipment Program

New facilities

Central Regional

- **Kalgoorlie** heavy plant and engineering workshop
- **Kalgoorlie** electrical expansion
- **Geraldton** visual arts
- **Geraldton** vessel refurbishment
- **Northam** workshop upgrades

North Regional

- **Pundulmurra (South Hedland)** trades expansion
- **Kununurra** health and hospitality training centre
- **Broome** hospitality and student services centre

South Regional

- **Albany** Kinjarling Trades Workshops
- **Collie** Transition Training Centre

North Metropolitan

- **Balga** Construction Skills Innovation Hub
- **Joondalup** electric vehicle training centre
- **Hazelmere** logistics training centre
- Planning a future truck driver training facility in **Neerabup**
- **Midland** Clean Energy Skills Hub

South Metropolitan

- **Armadale** training facilities
- **Fremantle** maritime simulators
- **Mandurah** hospitality and tourism training centre
- **Munster** clean energy expansion
- **Rockingham** electrical trades expansion
- **Bentley** Pines Training Restaurant upgrades

MURESK INSTITUTE
CULTIVATING MODERN AGRICULTURE

- **Northam** Agricultural Machinery Training Centre

Made training affordable

One of the most visible reforms has been reducing cost barriers to training

Low fee courses

Introduced and **expanded** to more than

160 priority courses

Fees **reduced** by up to

72%

54,502 enrolments
in low fee courses and skill sets in 2025

Fee Free TAFE

More than

48,400

enrolments
in 2025

FREE

Around **150**

fee free courses and **skill sets** now available

More than

40,000 enrolments
to the end of June 2026

Built WA's construction workforce

Housing and construction have been major priorities

3,069
skilled migrants

commenced work in WA's building and construction industry through the **Construction Visa Subsidy Program** and **Build a Life in WA initiative** since July 2023

Additional building and construction **courses** added to **Fee Free TAFE**

1,233
enrolments

in **fee free** housing trade pre-apprenticeships in 2025

- **Jobs and Skills WA** Employer Incentive introduced in 2019
- **Adult Apprentice** Employer Incentive
- Group Training Organisation **Wage Subsidy**
- **Construction migration** initiatives

6,587
apprenticeship completions in 2025
the **highest** annual result since 2010

62.6%
apprenticeship completion rate
in building and construction trades

75% **apprentices** in training are undertaking their training through TAFE

Invested in WA's defence industry

- Established the **Defence Industry Skills Centre of Excellence**
- AUKUS **Defence Industry Incentive scheme**
- Defence Industry **Reskilling and Upskilling Grants**
- **Defence scholarships** and pathways programs

Targeted migration programs

WA complemented local training efforts with targeted migration strategies

- State Nominated **Migration Program**
- Skilled Migrant **Employment Register**
- WA Designated Area **Migration Agreement**

3,400
skilled migrants
nominated through the **State Nominated Migration Program** in 2025–26

534
WA DAMA endorsements
approved across **483** employers, supporting **6,293** positions

Supported employers

WA has Australia's strongest trade completion rate and one of the nation's most comprehensive apprenticeship support systems

$148.3 million
paid through the **Jobs and Skills WA Employer Incentive** since 2019

1,000
apprentices and trainees
supported through the **GTO Wage Subsidy Program** since 2022

200
adult apprentices
supported through the **Adult Apprentice Employer Incentive** in 2025–26

8,566
employers
have been supported through the **Jobs and Skills WA Employer Incentive** to employ apprentices and trainees since 2019

This support is complemented by the **Construction Training Fund's** (CTF) targeted support for the building and construction industry, with **6,633 employers** receiving the CTF Employer Grant since 2019

Created new pathways for young people

The system has shifted from reacting to workforce shortages to actively building future talent pipelines

More than
10,600
VET Delivered to Secondary Students places available in 2025

Year 9 Career Taster Program
engaging thousands of students in early career exploration

- School-based **apprenticeships** and **traineeships**
- **Aboriginal school-based training** programs
- Expanded **pre-apprenticeship** programs

Women in trades

Women in **Trades Scholarships**

Targeted apprenticeship incentives and support programs

Delivered record participation

The WA Government's training reforms have driven unprecedented levels of engagement

Highest VET enrolments on record

Women now represent **61%** of **Fee Free TAFE enrolments**

Record apprenticeship and traineeship activity

Strong growth in participation from women, regional learners, Aboriginal peoples and people with disability

Expanded access for Aboriginal peoples

Dedicated Aboriginal Jobs and Skills Centre services

8 Aboriginal Community Controlled RTOs **funded**

Funded support for Aboriginal people through the Waalitj Foundation

Deadly Jobs Expos and **Aboriginal school-based training** pathways

Funded partnership agreements with Aboriginal peak organisations, Council of Aboriginal Services WA and Aboriginal Health Council WA

Funded agreements to expand Year 9 Career Taster Program delivery by Aboriginal Community Controlled Organisations, including Esperance Tjaltjraak Native Title Aboriginal Corporation and Spear Foundation via Department of Justice

Built statewide careers

Specialist Collie transition workforce support through the Collie Jobs and Skills Centre and Collie Job Connect app

Establishment of **19** **Jobs and Skills Centres** across the State

Specialist defence workforce support through the Rockingham Jobs and Skills Centre

WA Workforce Strategy

Workforce challenges

1. Workforce supply

Economic growth, population growth, major projects and industry transformation are increasing demand for workers faster than supply can respond.

2. Competition for skills

Industries are increasingly competing for the same trades, technical, professional and specialist occupations.

3. Attraction and retention

Many industries face difficulties attracting and retaining workers due to perceptions, working conditions and strong competition.

4. Training system capacity

Constraints in training infrastructure, lecturers, and employer-based learning opportunities are limiting the ability to respond to workforce demand.

5. Workforce pipelines

Current training commencements, completions and pathways are insufficient to meet projected workforce demand, particularly in priority and emerging industries.

6. Upskilling and reskilling

Digitalisation, automation, artificial intelligence and the transition to net zero are changing workforce capability requirements and increasing demand for upskilling and reskilling.

7. Participation barriers

Underrepresented groups continue to face barriers to entering, progressing and remaining in the workforce.

8. Regional workforce challenges

Regional and remote areas face distinct workforce challenges including smaller labour pools, service and housing constraints, training access and workforce mobility.

9. Specialist occupations

Growing demand for highly specialised and regulated occupations is creating constraints that can limit project delivery, industry growth and completion.

The *WA Workforce Strategy* responds to nine key workforce challenges through five priority strategies designed to rapidly grow workforce supply and training capacity.

Priority strategies

1. Explore opportunities to leverage government infrastructure projects to scale apprenticeships

2. Explore opportunities to leverage Government Trading Enterprises to scale apprenticeships

3. Target government incentives to scale apprenticeships

4. Establish a Clean Energy Skills Hub

5. Explore options to grow defence industry skills and training opportunities through partnerships with the Commonwealth Government and industry

Grow apprenticeships | Grow training capacity

The five priority strategies are supported by 40 actions that focus on our whole of economy and strategic responses.

No single initiative can address Western Australia's workforce challenges alone. The greatest impact comes from actions that contribute across multiple priorities, strengthening workforce outcomes for industries, regions and communities.

Whole of economy focus areas

- TAFE and training
- Career promotion and pathways
- Senior secondary pathways
- Increasing workforce participation
- Skilled migration

Strategic responses

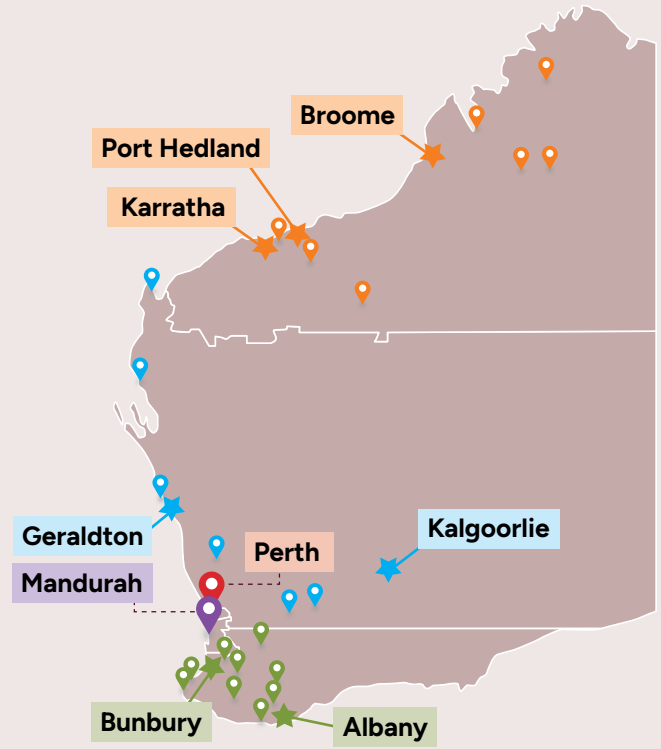
- Clean energy
- Building and construction
- Defence
- Advanced manufacturing
- Care
- Tourism and hospitality
- Closing the Gap
- Regions



Whole of economy focus areas



TAFE and training



5 TAFE colleges

54 campuses

16 satellite locations

Delivering **more** than **1,000** **courses**

State Government investment is ensuring TAFE is at the heart of Western Australia's VET sector. WA's TAFE colleges have an important leadership role, working closely with industry, unions and their local communities to deliver training that responds to industry and community needs.

TAFE colleges are the centre of the State's training system, providing agile, locally responsive training to support industry, communities and the people in those communities. Especially in regional WA, TAFE colleges are a critical link to education and training pathways from school to university and employment in their local communities.

TAFE teaching workforce

The TAFE College Lecturer Industry Placement Program supports the professional development and industry currency of TAFE lecturers through direct placement in industry. Under the National Skills Agreement, a $15.2 million VET workforce strategy is underway to target recruitment, professional development, mentoring and support to attract and retain skilled teachers and trainers, especially in priority sectors and regions.

Quality private training providers

The State Government contracts quality private training providers to complement TAFE delivery and expand training capacity in areas of workforce demand. Private training providers have an important role in delivering specialist training, increasing learner choice and supporting access to training where additional capacity is needed. The Construction Training Fund also supports workforce development through investment in training infrastructure and facilities that strengthen industry training capability.

75% of apprenticeship course enrolments at a TAFE college

83% of publicly funded training delivered by TAFEs in **regional WA**

Labour market participation is **77.2%** for people with a **Certificate III**, versus **50.9%** for those without a post-school qualification

What we heard from industry

“Ensuring our training system has the capacity to meet the scale and complexity of the State’s workforce needs is key, especially in regional Western Australia. Sharing facilities beyond training and education providers, particularly in our regional and remote areas, will scale place-based training capacity.”

Actions

Action 1: Deliver TAFE and training infrastructure commitments to expand training in priority industries

Action 2: Enhance apprenticeship training through innovating training delivery models and expanding TAFE-industry partnerships to grow training capacity

Action 3: Expand initiatives to grow the TAFE lecturing workforce through industry partnerships, regional trainer models and enhanced digital systems to meet training and assessment regulatory requirements

Action 4: Expand digital and technology training options to support skilling, reskilling and upskilling and enable the workforce to keep pace with rapid technology changes



Expanding TAFE capacity for future industries

Significant investment in infrastructure and modern equipment is growing the capacity and specialised training capability of Western Australia’s TAFE network. TAFE colleges are expanding their ability to deliver industry-relevant training in emerging and high-demand sectors, ensuring students can access the skills needed for the jobs of today and the industries of the future.

A new Clean Energy Skills Hub at North Metropolitan TAFE’s (NM TAFE’s) Midland campus is connected to regional training locations through a digitally networked hub-and-spoke model. The hub will strengthen TAFE’s capacity to deliver specialist training in renewable energy, battery storage and related technologies across the State.

Regional training capacity is also being expanded through a $5.7 million investment in electrical trades facilities at Central Regional TAFE’s Kalgoorlie campus, and $1.15 million in electrotechnology facilities at South Regional TAFE’s Katanning, Esperance and Margaret River campuses. These investments are helping build the skilled workforce needed to support WA’s clean energy transition and economic diversification.

The State Government has invested more than $2 million to expand electrical training at South Metropolitan TAFE’s (SM TAFE’s) Armadale campus. A $300,000 expansion of NM TAFE’s Capstone testing capacity builds on a $51.1 million investment in the Balga Construction Skills Innovation Hub and plans for a $24.1 million expansion of SM TAFE’s Munster campus.

Career promotion and pathways



The Western Australian Government delivers a statewide network of Jobs and Skills Centres that provide free career guidance and information on education and training pathways for individuals, and workforce planning services for small and medium businesses.

There are now 19 Jobs and Skills Centres (JSCs) across Western Australia, including specialist services that support Aboriginal peoples, Culturally and Linguistically Diverse communities, people exiting the justice system, and workers in the defence industry and Collie Just transition. Outreach services are also delivered to 44 locations around the State. Specialist Aboriginal JSCs provide support for Aboriginal people, with around 35 Aboriginal staff delivering JSC services. A regional Aboriginal Jobs and Skills Centre traineeship program is also being progressed to provide pathways to employment in regional WA.

Jobs and Skills Centre **client numbers** have **doubled** since 2019

Clients
15,500 (2019) → **32,800** (2025)

Employers
1,900 (2019) → **4,500** (2025)

Satisfaction rates **increased** from **70.8%** to **76.7%**

41% commenced training

42% gained employment

In 2025–26 **77% of clients** achieved a **positive outcome**, up from **72%** the previous year

What we heard from industry

“Showcasing the diversity of occupations and opportunities for lateral movement between employers and adjacent industries is critical to helping people plan education, training and career pathways. Greater promotion is needed to build awareness of training, jobs and career pathways across industry sectors.”

Actions

Action 5: Increase promotion of career, education and training pathways in priority industry areas

Action 6: Leverage the Defence Industry VET Steps to Uni explorer to expand promotion across all TAFE-university pathways

Action 7: Consider expansion of the Collie job matching app to enhance services across the statewide network of Jobs and Skills Centres



Connecting talent with industry opportunities

After serving as a Logistics Operations Officer in the Australian Army, Aaron was looking to translate his military experience into a civilian career in Western Australia’s growing defence industry. He turned to the Rockingham Jobs and Skills Centre’s (JSC’s) defence industry team for support navigating the transition.

As a veteran, Aaron brought extensive leadership, operational and technical experience, but needed guidance to understand how his skills aligned with defence industry roles. Thanks to the defence industry team, he developed a career action plan, explored defence career pathways and connected with industry networks and employers. With targeted career guidance and industry connections, he successfully secured employment with Austal as an IPS Engineering Lead.

“It has been great thus far,” Aaron said. “Great team, great project and plenty of growth and career potential. Thank you sincerely for your invaluable support in preparing me for this important transition.”

Aaron’s story highlights the important role of JSCs in helping people understand career pathways, connect with employers and access opportunities in priority industries. As major projects continue to create demand for skilled workers, specialist career advice, industry knowledge and employer connections help ensure experienced workers can move into roles where their skills are needed most, helping build stronger pathways into industries that are critical to the State’s future growth.

Senior secondary pathways



Introduced in 2022, the Career Taster Program provides practical industry experiences and early career information to Year 9 students across Western Australia.

In 2025, over half of all Year 9 students from 278 schools and an additional 8,000 secondary students across Years 7 to 12 participated in the program. Practical experiences are predominantly delivered by TAFE colleges, with a small number of experiences delivered directly by industry. Around 10,600 secondary students were enrolled in an industry-endorsed VET pathway, with around 1,500 of those students taking a school-based apprenticeship or traineeship. Students can commence a VET pathway from Year 10, with around 450 students commencing a Certificate II qualification in 2025.

Year 12 students graduating in 2025 were the first cohort to participate in the Career Taster Program in 2022. There was a 19 per cent increase in Year 12 leavers applying to study full time at TAFE in 2026. WA market research indicates Western Australians increasingly recognise TAFE as a trusted provider of quality, job-ready training, with growing support from educators and strong recognition of its role in skilling the workforce of the future.

9,608
VET Delivered to Secondary Students enrolments at WA TAFE colleges

140,600
Year 9–12 students enrolled at WA schools

18,375 Year 9 students
participated in the Career Taster Program – **50.5%** of all enrolled Year 9 students

What we heard from industry

“There is limited awareness among young people and their support network, including parents, teachers and career advisors, career practitioners and career advisors of industry, skills pathways and career opportunities. Career pathways need to be promoted in secondary schools, targeting students and their influencers, to build awareness of career opportunities and encourage students to participate in early skills development.”

Actions

Action 8: Continue delivery of the Career Taster Program to increase industry experiences and early career information for secondary students in priority industries

Action 9: Continue supporting participation of senior secondary students through industry-endorsed VET pathways leading to apprenticeships, training and employment in priority industries

Action 10: Expand use of existing school-based trade training centres for industry endorsed pre-apprenticeship and apprenticeship delivery



Building the future workforce

Investment in skills and training is creating pathways into Western Australia’s high-demand industries, with students like Carter Wilkie already benefiting. Since electrotechnology pre-apprenticeships became fee free in 2025, enrolments have risen by 150 per cent, showing strong demand for accessible, job-ready training and the need for more skilled electricians.

Through a VET Delivered to Secondary Students program, Carter is completing a Certificate II in Electrotechnology pre-apprenticeship alongside Year 12, building skills for careers in clean energy, construction and infrastructure. Training at South Metropolitan TAFE’s Armadale Electrical Training Facility, Carter plans to move into an apprenticeship and values the “hands on” learning.

“It was an industry I’d always been interested in. Then I realised that I could do it through my school, Carter said. “It’s good to be in the workplace environment – you get to see what it’s actually like day by day. It’s a secure job… not going to be replaced anytime soon. If anything, it’s opening up more opportunities as time goes forward.”

Increase workforce participation



Western Australia's participation rate is 68.7 per cent and consistently the highest of all States and Territories.

However, one in 10 people, or around 174,300 Western Australians, are either unemployed or employed but looking for more work than they currently have (at May 2026). Fee Free TAFE and low fee training is keeping training affordable and helping more Western Australians, with 123,483 students enrolled in publicly funded training in 2025.

TAFE colleges and private training providers are funded to provide additional foundation skills and wrap around support to help students complete their qualifications and apprenticeships. Under the National Skills Agreement, $46.5 million is targeted to increase the number of apprentices completing their training and take up skilled jobs – especially among priority groups. A further $8 million is targeted to expand the Read Write Now program, including in the Pilbara and Kimberley, with flexible delivery of language, literacy, numeracy and digital skills, and support for Aboriginal learners to strengthen pathways to training and employment.

The Western Australian Group Training Program provides $3 million annually to Group Training Organisations to employ apprentices and trainees in priority groups and support them through to completion or to secure alternative employment. A $2 million Women in Trades Scholarship is providing 400 places over four years to support women into male-dominated technician and trade occupations. The State Government also funds the Waalitj Foundation to support young job-ready Aboriginal people to get training, driving lessons, tools and personal protective equipment so they can start their employment.

162,600
people with disability are employed with a **47%** participation rate

Around
24,900
Aboriginal people employed with a **49%** participation rate

1 in 10 workers
want more work (**174,300 people** underutilised – unemployed or wanting more hours)

Around
5,600
young Aboriginal people employed with a **46.2%** youth participation rate

6.2%
of Western Australians **aged 15–64** participated in **publicly funded VET**

What we heard from industry

“There are persistent barriers to workforce participation for women, Aboriginal people, mature-age workers, people with disability and people facing social or economic disadvantage. Targeted supports, flexible pathways and workplace practices that improve workforce diversity, inclusion and retention are supported.

Addressing these barriers will increase workforce diversity and help address skills and workforce demands. Improving workplace safety, culture and flexibility and modifying job design and work models will also assist to attract workers in the greatest areas of demand.”

Actions

Action 11: Continue supporting small and medium enterprises to employ apprentices and trainees in priority industries through the WA Group Training Program

Action 12: Explore opportunities to improve access to foundation skills support to help more people from priority cohorts to access training and employment pathways



Supporting women in trades

At ProWest Engineering in Bibra Lake, 20-year-old Kiralee Edgell is helping reshape the manufacturing workforce as the first woman on the factory floor and, as her employer Joe Latham says, “she won’t be the last”. Now a third-year apprentice, Kiralee faced scepticism when seeking an apprenticeship.

“I was mistaken for people’s mother… ‘for you or your son?’ No – for me.” Her determination impressed Joe. “I got her in for a two-week trial and she exceeded expectations. Kira has been the best thing since sliced bread,” he said.

A key turning point was the State Government’s Women in Trades Scholarship. The $5,000 grant helped Kiralee buy tools and a laptop.

“It enabled me to purchase more of my own tools, so I felt proud of my stuff that I own,” Kiralee said. “There’s no reason women can’t succeed in trades. I’d love to see more girls back themselves and realise these careers are for us too.”

Joe has since hired a second female apprentice, adding further inspiration for his 10-year-old daughter, Sophia.

“At this rate,” he said, “the girls might just end up running the place!”

Skilled migration



The State Government's first priority is to train Western Australians. Significant investment in fee free and low fee training and a range of workforce initiatives is preparing our workforce for the future.

Low unemployment, and high participation and workforce demand means skilled migration is an important supply of skilled workers. Skilled migration provides workforce capacity where the supply of locally available workers cannot meet immediate demand, and is critical for delivery of housing, major projects and essential services.

In July 2024, the State Government established a WA Designated Area Migration Agreement (WA DAMA) that provides Western Australia with 10,000 annual skilled migration places shared between the State Nominated Migration Program and the WA DAMA. The WA DAMA provides employers with access to a broader pool of skilled migrants and provides a streamlined pathway to permanency for skilled migrants to live and work in metropolitan and regional WA.

$4.21 million

in assistance provided to **1,597** skilled migrants for WA employment-related costs

66%

of State nominated **skilled migrants** were for building and construction occupations in the 2025–26 program year

1,953

migrants had their **overseas qualifications assessed for equivalence** with an Australian qualification in 2025

The Skilled Migrant Employment Register

connects WA employers with skilled migrants, with **12,322** registered migrants, **1,460** verified employers and **1,647** employer invitations issued

What we heard from industry

“Skilled migration is recognised as an important source of workforce supply where local labour market demand exceeds available workers. Faster skills recognition, more efficient licensing processes and migration settings that better respond to workforce needs are needed, particularly in skilled trade and technical occupations.”

Actions

Action 13: Prioritise State skilled migration settings with immediate workforce demand

Action 14: Support skills recognition and coordinate licensing pathways for migrants to gain skilled employment

Action 15: Advocate for Commonwealth migration policy settings to meet Western Australia’s skills needs



Skills assessments for migrants now available in WA

The State Government has secured a major step forward for WA’s workforce, with skilled migrants now able to complete their trade skills assessments locally instead of travelling interstate. The change will help inject skilled workers into the economy faster, reducing costs and barriers for qualified tradespeople looking to work in WA. When Mohammad Ali Jafari moved from Norway to Western Australia, he was looking for an opportunity to continue his plumbing career.

With strong demand for skilled trades and growing opportunities across WA’s construction sector, he saw the move as a chance to build his career and contribute to the State’s expanding pipeline of projects. Instead of travelling interstate, Mohammad became the first person to undertake an Offshore Technical Skills Record (OTSR) plumbing assessment in WA at North Metropolitan TAFE’s Balga campus. With experience working across heating, cooling, sprinkler and sanitary systems, Mohammad found many of the core plumbing skills familiar.

“The plumbing is almost the same. Just some small details are different, but it’s not a big difference,” Mohammad said. “In the beginning, I was a little nervous. I thought it was going to be hard, but once I got started everything settled down.”

Having the assessment available locally reduces barriers for skilled migrants and gets qualified tradespeople into the workforce sooner. Skills assessments will be delivered under a contract with Trades Recognition Australia, helping grow the skilled trades workforce needed to support the State Government’s Made in WA agenda and deliver critical infrastructure projects, including hospitals.



Strategic responses



Clean energy

Skilling the transition to a net zero economy by 2050 is a key priority for Western Australia. Significant growth in the energy workforce is required over the coming years, particularly in electrical, mechanical and technical occupations.

Electricians will be in greatest demand. There will also be more demand for mechanical trades and technicians. Fuel supply pressures have reinforced the importance of diversifying WA's energy mix through greater investment in clean energy and alternative fuels. The State Government has mobilised to grow the clean energy workforce.

- Established the $70.5 million **Clean Energy Skills National Centre of Excellence**.
- New renewable energy **training facilities**.
- **Clean energy hubs** and specialised training.
- Collie **transition initiatives**.
- Wind, hydrogen, battery and renewable energy **workforce programs**.

Occupations driving workforce growth to 2035

- Electricians
- Construction labourers
- Mechanical trades and technicians
- Construction managers
- Trades and technicians (other)
- Transmission lines workers

Source: RACE for 2030 Report, "The Western Australian Electricity Workforce: Projections to 2050"



What we heard from industry

“Workforce capability is not keeping pace with the rapid growth of clean energy investment. Increasing demand for electrical, engineering and technical occupations, alongside emerging skills requirements in battery storage, high-voltage systems and electrification, is essential. Expanded training capacity, modern facilities and flexible pathways are needed to support workforce growth.”

Actions



Action 16: Explore opportunities to leverage government infrastructure investment and employer incentives to grow the clean energy trades workforce (leverage key strategies 1, 2 and 3)



Action 17: Consider employer incentives and supports to increase women in electrical pre-apprenticeships and apprenticeships (leverage key strategy 3)



Action 18: Expand the Clean Energy Skills National Centre of Excellence in the Pilbara to rapidly grow a skilled clean energy workforce through industry and community partnerships and leveraging the Midland Clean Energy Skills Hub

8,000
WA workers in WA’s electricity sector workforce **in 2025**

+22,000

30,000
electricity sector workers **required by 2031**

Up to **$200 billion** renewable energy investment pipeline

WA has the **largest isolated grid system** in the world

90% of renewable infrastructure investment will be in regions

2.6% of people employed as electricians in Western Australia are female[1]

40% increase in the number of electrical apprentices needed annually

The unemployment rate of Aboriginal people is over **15.9%**[1]

Standalone power systems expected to grow from around 300 to over **4,000** by mid-2030s

[1]ABS 2021 Census

Building and construction

The building and construction industry needs capability across key skills and trades. In Western Australia, the industry is a priority due to its role in supporting heavy industry and meeting growing housing targets.

The demand for construction workers remains high across residential, civil, commercial and resource projects. Competition for workers from major infrastructure, energy and defence projects is increasing demand for construction trades and placing pressure on workforce availability. There is a massive building and construction infrastructure investment pipeline across clean energy, water supply, defence industries and the resources sector that is also creating huge job opportunities. This is driving sustained demand for skilled construction workers, with up to 125,000 extra workers required by 2035.

Occupations driving workforce growth to 2035

- Electricians
- Plumbers
- Carpenters and joiners
- Construction managers
- Architectural, building and surveying technicians
- Bricklayers and stonemasons



What we heard from industry

“There are persistent worker shortages across key trades, particularly electricians and other construction occupations, which continue to constrain project delivery. We need to expand apprenticeships, increase training capacity, strengthen workforce attraction initiatives and support productivity improvements to meet housing and infrastructure demand.”

Actions



Action 19: Consider opportunities to leverage government infrastructure and maintenance investment and employer incentives to grow the building and construction trades workforce (leverage key strategies 1, 2 and 3)



Action 20: Increase attraction and retention of interstate workers and skilled migrants to increase the supply of skilled workers



Action 21: Grow existing worker traineeships to upskill workers transitioning to work in the building and construction industry



Action 22: Target employer support provided by the Construction Training Fund to support small and medium enterprises to improve workplace culture and increase workforce diversity

161,100
workers in WA’s building and construction industry **in 2025**

+125,000

286,100
WA building and construction industry workers **required by 2035**

Only **15.9%** of the people employed in the building and construction workforce are women[1]

24,000 new homes are required annually to meet National Housing Accord targets

$42.2 billion public infrastructure pipeline (2024–2028)

70% of RTOs report difficulty finding VET trainers (significantly higher than comparable industries)

[1]ABS 2021 Census

Defence

Western Australia is central to Australia's defence industry and sovereign capability agenda. The State is at the centre of this intergenerational defence industry build-up to support AUKUS, Submarine Rotational Force – West, and continuous naval shipbuilding and sustainment along the Western Trade Coast.

Combined Commonwealth, State and industry investment will see the defence sector become the WA's second largest industry. The State Government has mobilised to grow the defence workforce in response to AUKUS, continuous naval shipbuilding and submarine sustainment opportunities in WA. Since 2020, the State Government has invested in a range of workforce initiatives to grow the pipeline of skilled workers for the defence industry, with significant demand expected for trades, technicians, engineers and advanced manufacturing occupations.

Occupations driving workforce growth to 2035

- Structural steel and welding trades workers
- Project administrators
- Software programmers
- Metal fitters and machinists
- Industrial, mechanical and production engineers
- Engineering managers
- Electricians



What we heard from industry

“There is growing demand for skilled trades, technicians, engineers and specialist professionals to support defence industry growth and AUKUS-related opportunities. Stronger workforce pathways, increased training capacity, improved workforce planning and closer collaboration between governments, industry and education providers will be key to meeting this demand.”

Actions



Action 23: Consider defence-specific employer incentive settings to ensure a defence-ready trades workforce (leverage key strategy 3)



Action 24: Grow existing worker traineeships for defence trades to upskill workers transitioning to work in the defence industry



Action 25: Grow TAFE-University Diploma pathways to attract students to work in the defence sector (leverage career pathways and promotions)

6,400
workers in WA’s defence industry
in 2025

+4,100

10,500
workers in WA’s defence industry
required by 2035

WA is at the **forefront** of Australia’s defence agenda

$70 billion government commitment over the next decade

$25 billion for the Henderson Defence Precinct

$8 billion for the HMAS Stirling upgrade

$5 billion for shipbuilding and Mogami frigates

Advanced manufacturing

Advanced manufacturing is a key enabler of Western Australia's economic diversification agenda and has an important role in strengthening sovereign capability, productivity and supply-chain resilience.

The advanced manufacturing sector supports a range of priority industries, including defence, clean energy, resources and infrastructure, through high-value, technology-enabled production and innovation. As automation, digital systems and advanced production technologies reshape industry, WA must build a skilled manufacturing workforce able to lift productivity, strengthen local capability and support Made in WA ambitions.

Occupations driving workforce growth to 2035

- Industrial, mechanical and production engineers
- Production managers
- Metal fitters and machinists
- Structural steel and welding trades workers
- Purchasing and supply logistics clerks
- Engineering managers



What we heard from industry

“There is increasing competition for highly skilled workers as technology continues to transform manufacturing. Emerging skills in automation, advanced production technologies and digital systems, are key, supported by stronger education-industry partnerships and opportunities to upskill existing workers.”

Actions



Action 26: Grow the advanced manufacturing trades workforce (leverage key strategies 2 and 3)



Action 27: Upskill existing workers transitioning from other industries through existing worker traineeships, work integrated learning and TAFE-industry partnerships



Action 28: Grow TAFE-University Diploma pathways to attract students to the advanced manufacturing sector (leverage career pathways and promotions)



Action 29: Innovate training through industry partnerships to upskill workers

24,000
workers in WA’s advanced manufacturing industry **in 2025**

+4,000

28,000
advanced manufacturing **industry** workers **required by 2035**

27.3% of people employed in the manufacturing industry in WA are female, compared to **29.5%** nationally[1]

Share of key industries advanced manufacturing supports:

- **17%** primary industries
- **16%** defence industries
- **13%** space industries

70% of 39 key manufacturing occupations are experiencing shortages at a state or national level

[1]ABS 2021 Census

Care

Western Australia's care sector is essential to community wellbeing and broader workforce participation. Population ageing, disability support needs and child care demand are increasing pressure on services, requiring a larger, more resilient and better supported workforce, with clear pathways into contemporary care roles.

Australian Government investment is projected to rise by $21 billion by 2026–27, while WA's care workforce is expected to grow by more than 15 per cent over the next decade. Coupled with WA's growing population, demand for care, disability, mental health and child care services are increasing.

The care sector is also a critical enabler of the broader health system, supporting continuity of care, reducing avoidable hospital presentations and admissions, and facilitating timely discharge from hospital and rehabilitation services.

Occupations driving workforce growth to 2035

- Aged and disability carers
- Nursing support and personal care workers
- Registered nurses
- Education aides
- Welfare and community workers
- Early childhood educators



What we heard from industry

“Workforce demand is growing across aged and disability care, community services and mental health. Employee retention, workforce wellbeing and access to local training pathways are key challenges for the industry. Greater workforce attraction, flexible training delivery and stronger career pathways are priorities.”

Actions



Action 30: Adjust existing worker incentive and program eligibility settings to increase worker attraction and retention through work integrated learning, student work placements, skills recognition and workforce pathways across health, aged care and disability settings



Action 31: Prioritise training investment to employment pathways to grow the workforce, including through stackable-entry level training and enterprise training aligned with care sector employment and service delivery models

136,000
workers in WA’s care sector
in 2025

+49,000

185,000
workers in WA’s care sector
required by 2035

85% of the current care sector workforce are women

By 2035, the WA population is projected to see:

- **35%** growth in people aged over 65
- **9%** growth in children under 5

19.6% of people in WA have a disability

Only **42%** of the workforce is employed full time, **22%** lower than the overall workforce

Tourism and hospitality

Tourism and hospitality are central to Western Australia's visitor economy, regional jobs and international reputation. Tourism WA aims to grow annual visitor expenditure to $25 billion by 2033.

Growing visitor demand, major events and new tourism experiences will require a stable, skilled and inclusive workforce that can deliver high-quality services across metropolitan, regional and remote destinations. The number of people working in tourism and hospitality occupations within related industries (core tourism and hospitality workers) is estimated as 65,100 in 2025. Around 48 per cent of the workforce are migrants, 32 per cent are aged under 25 years, over half are employed part time and 61 per cent are women. In short, the workforce composition is unique and exacerbates the challenges in finding and growing a stable workforce.

Occupations driving workforce growth to 2035

- Bar attendants and baristas
- Chefs
- Waiters
- Cafe and restaurant managers
- Retail managers
- Cafe workers



What we heard from industry

“Ongoing workforce shortages are being driven by seasonal demand, labour competition and regional housing constraints. Improving career development opportunities, strengthening workforce attraction and retention, and supporting migration and international students are important for meeting workforce demand.”

Actions



Action 32: Promote diverse tourism and hospitality job opportunities to attract workers to the industry in seasonal peaks, particularly in the regions (leverage career pathways and promotion)



Action 33: Explore opportunities to partner with the Aboriginal tourism and hospitality sector to develop training and workforce initiatives (embedded in the Closing the Gap strategic response)



Action 34: Explore opportunities to target training to upskill workers for small business operators in high-growth regional tourism areas (embedded in TAFE and training and regions responses)

65,100
WA tourism and hospitality workers **in 2025**

+6,800

71,900
WA tourism and hospitality workers **by 2035**[1]

48% of tourism and hospitality workers are migrants, compared to 22% of WA’s overall workforce

32% are between the ages of 15 and 24, compared to 15% of WA’s overall workforce

52% employed part time, compared to 36% of WA’s overall workforce

61% are women, compared to 50% of WA’s overall workforce

[1]Victoria University Employment Forecast

Closing the Gap



Partnerships with Western Australia's Aboriginal peak organisations, Council of Aboriginal Services WA and Aboriginal Health Council of WA, are transforming shared-decision making and implementation of Closing the Gap priority reforms in the skills sector.

Through these partnerships, engagement across government and the Aboriginal Community Controlled (ACC) sector will build sustainability, capability and reach of the Aboriginal community-controlled and First Nations-owned training sector.

Transforming the way government organisations work is a critical enabler of success. ACC organisations are supporting government organisations, training providers and employers to improve cultural safety, address systemic barriers and develop workforce solutions that are responsive to local community needs and aspirations. Responsibility for culturally safe training must be shared across the training system.

ACC organisations are also recognised as significant employers, providing employment and career pathways in health, community services, training and industry sectors across the economy. Training, sustainable employment, career progression and Aboriginal economic participation is at the heart of Closing the Gap.

Sharing of training and workforce data will support shared priority setting, planning and monitoring of outcomes.

More than
24,860
Aboriginal people are **employed** across the State

More than
57%
of Aboriginal people live in **regional** WA

More than
11,700
Aboriginal learners participated in publicly funded VET in 2025

Strong opportunities to grow local workforce pipelines, economic participation and pathways to on Country employment

What we heard from Aboriginal organisations and industry

“Aboriginal Community Controlled Organisations, Aboriginal RTOs and industry highlighted the importance of culturally safe pathways into education, training and employment for Aboriginal peoples. Partnerships, shared decision-making, Aboriginal-led training models and culturally informed system responses underpin employment and Aboriginal economic empowerment.”

Actions

Action 35: Strengthen capability, sustainability and growth of Aboriginal Community Controlled and First Nations-owned RTOs to increase training and employment outcomes for Aboriginal people

Action 36: Develop an Aboriginal VET Partnership to enable shared decision-making between Aboriginal organisations and government to shape VET policy, priorities, investment and system transformation to strengthen training and employment pathways

Action 37: With CASWA and AHCWA, partner with the Indigenous Centre of Vocational Excellence to identify culturally appropriate skills and training priorities and guide system responses to ensure training is connected to workforce requirements of the community-controlled sector and sustainable employment outcomes for Aboriginal people



Partnerships creating pathways to employment

Nirrumbuk Aboriginal Corporation is helping Aboriginal people in Western Australia’s Kimberley region access new employment opportunities through practical, community-led training that responds to local workforce needs through a State Government partnership.

Between October 2024 and September 2025, Nirrumbuk delivered the Heavy Rigid (HR) Vehicle Licensing Program, supporting 53 participants to successfully obtain their HR licence from 68 commencements, representing a completion rate of 78 per cent. The program provides participants with industry-recognised training that can open doors to employment across a range of sectors, including construction, resources, logistics and community services.

“Place-based programs work because they build on the strengths of local communities. When training is delivered by organisations with strong community connections, people are better supported to succeed. By responding to local workforce needs and providing culturally appropriate support, we can help people gain the skills, confidence and opportunities they need to secure meaningful employment.” Nirrumbuk Aboriginal Corporation, CEO, Joe Grande said.

The strong outcomes demonstrate the value of local culturally responsive training that is designed around community and employer needs. In recognition of the program’s success and ongoing demand from industry, the State Government has extended funding to continue delivery of the program. Nirrumbuk’s success highlights how Aboriginal Community Controlled Organisations can play an important role in creating culturally appropriate pathways into training, employment and long-term career opportunities for Aboriginal people in regional WA.

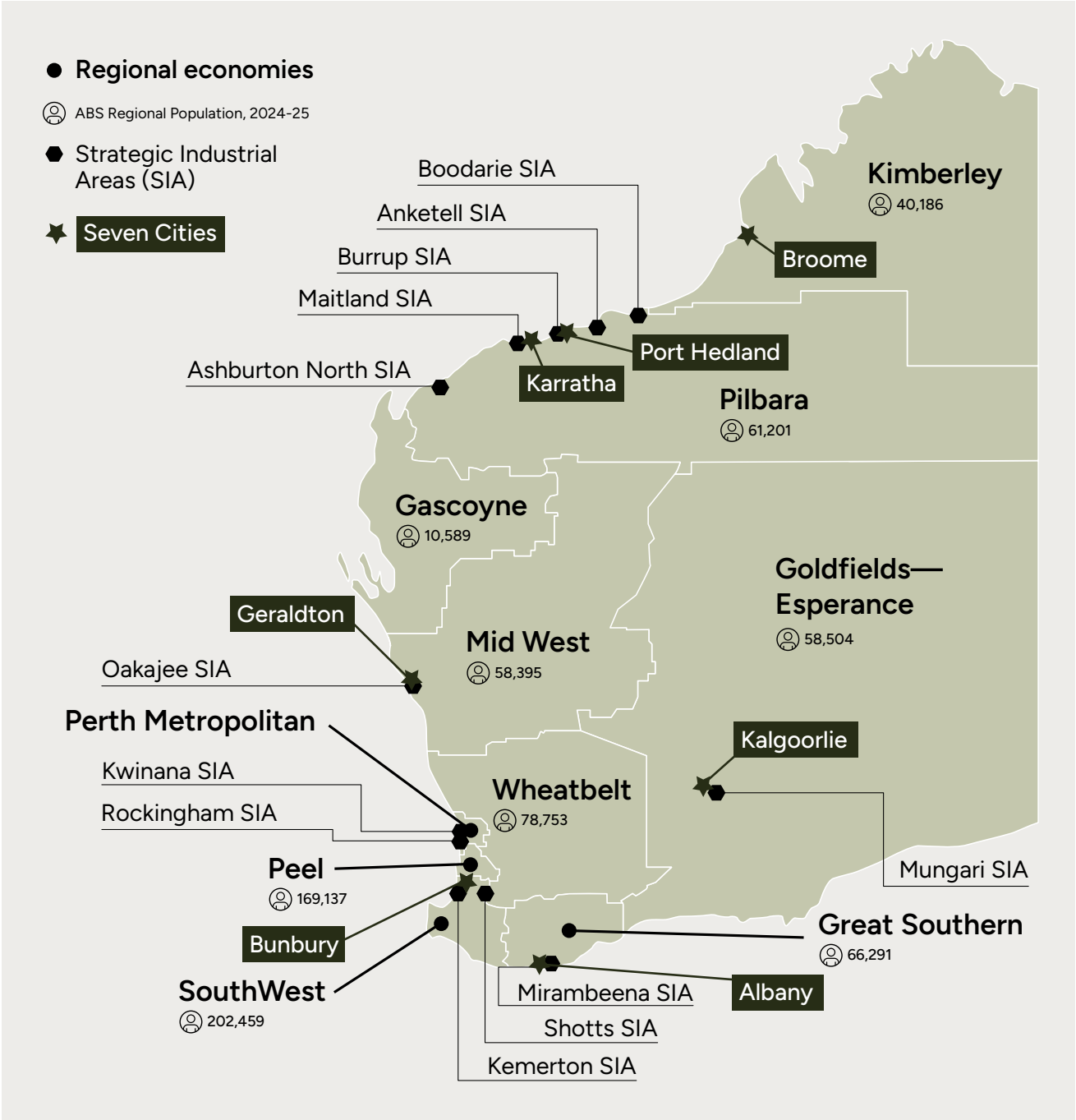
Regions

Regional Western Australia is critical to the State's economic growth, workforce development and long-term prosperity. Major investments in infrastructure, clean energy, defence, manufacturing, agriculture and food, tourism and essential services are creating significant workforce demand across regional communities.

Nearly a third of publicly funded training in WA is delivered to people living in the regions, reflecting the central role regional communities play in developing the State's workforce. TAFE colleges are often the key education and training provider in regional communities, connecting people with local training, employment and further education opportunities.

The State Government's **Seven Cities strategy** is supporting economic growth and diversification in Bunbury, Albany, Geraldton, Kalgoorlie, Broome, Karratha and Port Hedland. These centres will have an increasingly important role in supporting industry across regional WA.

Agriculture and food production remain central to the success of regional WA and many of the State's key regional growth centres. Alongside emerging opportunities in clean energy, advanced manufacturing and tourism, the sector supports regional jobs, export markets, food security and economic resilience.



What we heard from industry

“Housing availability, workforce attraction and access to local training are major challenges in regional Western Australia. Industry supports place-based workforce planning, expanded regional training delivery, stronger TAFE and university partnerships and initiatives that help employers attract and retain workers in regional communities.

Increased range and geographical spread of training programs is needed, especially in regional and remote WA. Training capacity needs to match local workforce needs, and expansion of Group Training Organisations will help more employers support the training of apprentices. Shared facilities and infrastructure for training and education providers would increase opportunities for students.”

Actions

Action 38: Enhance regional workforce planning to drive regional education, training and workforce development opportunities aligned to local industry priorities and economic development objectives

Action 39: Expand partnerships between TAFEs, universities, industry and regional stakeholders to strengthen workforce pathways for regional students (embedded in career pathways and promotions)

Action 40: Leverage government infrastructure investment to grow regional apprenticeships and traineeships (embedded in key strategy 2)



Creating more regional apprentices

Fergus Cullen is completing a plumbing and gas fitting apprenticeship with Sanwell Plumbing and Civil while studying at South Regional TAFE. Working on the $471.5 million Bunbury Regional Hospital redevelopment, Fergus is gaining hands-on experience close to home on one of regional WA’s largest infrastructure projects.

Fergus was connected to his apprenticeship through the Australian Apprenticeship Support Network highlighting the importance of helping employers navigate the training system and the next generation of skilled workers. For Fergus, the attraction of plumbing is the variety of opportunities available across the trade.

“The coolest thing about plumbing is the variety of scope of works really. There’s so many different avenues you can choose to go down.”

Looking ahead, Fergus hopes to continue building his career in the industry and one day establish his own business.

“To make it in the industry means to be able to get the opportunity to provide for those I care about.”

Fergus’ experience demonstrates how connecting employers to the training system can create opportunities for apprentices, no matter where they live, while building the skilled workforce of the future.



Muresk Institute

Muresk Institute demonstrates the value of place-based workforce development, connecting education, training and industry to support regional workforce capability. As a major agricultural training hub, Muresk supports apprenticeships, industry training and applied learning through partnerships with Murdoch University, Central Regional TAFE and industry organisations.

Ensuring regional Western Australians can access education, training and employment opportunities requires strong collaboration across industry, education providers and communities, supported by workforce planning that reflects local priorities and emerging opportunities. Regional industries require a diverse mix of vocational, technical and professional skills. Strong partnerships between schools, TAFEs, universities and employers support workforce development by creating clear pathways into employment and building the skills needed across regional industries and services.

$10.3 million
invested to expand and modernise training facilities at Muresk

261
enrolments
delivered by training providers operating from Muresk in 2025, **up from 103** in **2020**

179 students
aged 24 and under enrolled in 2025, **up from 40** in **2020***

More than
200 enrolments
in the **low fee** Certificate III in Agricultural Mechanical Technology at Muresk in 2025*

153%
growth in **enrolments** delivered through training providers operating from Muresk since 2020

*Delivered through training providers operating from Muresk.

Agriculture and food

The future success of Western Australia's agriculture and food sector will rely on stronger connections between industry, schools, TAFEs and universities to develop the technical, professional and practical skills needed across the value chain.

Agriculture and food production are foundational to regional Western Australia, supporting employment, exports, food security and economic diversification.

The sector continues to evolve through advances in technology, value-adding, renewable energy and supply chain innovation, creating demand for a workforce with skills spanning agricultural production, processing, engineering, science, logistics and agribusiness.

Agriculture and food workforce development is supported through broader regional workforce initiatives that strengthen pathways into employment, build local workforce capability and improve access to education and training across regional Western Australia.



Addressing the challenge



		Workforce supply	Competition for skills	Attraction and retention
Key strategies	Leverage government infrastructure	✓	✓	✓
	Leverage GTEs to scale apprenticeships	✓	✓	✓
	Target government incentives	✓	✓	✓
	Establish a Clean Energy Skills Hub			
	Defence industry skills		✓	✓
Whole of economy focus areas	TAFE and training	✓	✓	
	Career promotion and pathways			✓
	Senior secondary pathways	✓		✓
	Increasing workforce participation	✓	✓	✓
	Skilled migration	✓	✓	✓
Strategic responses	Clean energy	✓	✓	
	Building and construction	✓	✓	✓
	Defence	✓	✓	✓
	Advanced manufacturing	✓	✓	✓
	Care	✓	✓	✓
	Tourism and hospitality	✓	✓	✓
	Closing the Gap	✓	✓	✓
	Regions	✓	✓	✓

Training system capacity	Workforce pipelines	Upskilling and reskilling	Participation barriers	Regional workforce challenges	Specialist occupations
		✓	✓	✓	
	✓			✓	
	✓		✓	✓	
✓			✓		✓
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