



October 2025



Submission to Jobs and Skills Australia

Regional, Rural and Remote Jobs and Skills Roadmap Phase 1 Consultation

Submitted by: Australian Institute of Project Management (AIPM™)



Introduction

The Australian Institute of Project Management (AIPM™) welcomes the opportunity to contribute to the consultation on Phase 1 of the Regional, Rural and Remote Jobs and Skills Roadmap.

As the national peak body for the project management profession, AIPM™ supports excellence and capability development across sectors and regions, including the unique challenges and opportunities in Regional Australia. AIPM™ provides globally recognised certification, professional development, and workforce standards that support project delivery across industry, government, and community settings.

AIPM™ commends Jobs and Skills Australia (JSA) on the publication of this comprehensive Phase 1 Report. We support the intention to establish an enduring, shared framework to enhance the equity, effectiveness, and efficiency of the jobs and skills system in Regional Australia.

Response to Guiding Questions

1. Underpinning Vision Principles

AIPM™ supports the five underpinning vision principles as a strong and comprehensive foundation for the Roadmap. In particular, the principles' focus on equitable access to meaningful employment and high-quality skills development reflects the realities and aspirations of regional communities.

We note that the emphasis on “timely, high-quality support” and the ability for individuals to “meaningfully contribute to community, economy and culture” aligns closely with the principles of good project governance, inclusive delivery, and workforce transformation - all of which are critical to future-proofing regional workforce capability.

Importantly, the inclusion of both supply and demand-side dimensions (i.e., developing people and meeting employer needs) ensures the system is holistic. However, AIPM™ suggests that the principles would benefit from explicitly recognising the role of systems thinking and cross-sector collaboration—including coordination between local employers, training providers, and project delivery professionals—in building regional resilience.

2. Evaluative Metrics

The proposed evaluative metrics provide a useful framework for tracking progress. The emphasis on comparing indicators against historical benchmarks and metropolitan equivalents is a strength. However, AIPM™ encourages JSA to consider:

- Incorporating metrics that capture project delivery and infrastructure pipeline capability in the regions (given their critical role in enabling service delivery and economic growth).
- Including indicators that reflect collaboration effectiveness and cross-sector coordination in workforce planning (particularly between VET, higher education, industry, and government).





- Disaggregating metrics by profession and industry cluster where feasible, to identify workforce capability gaps in professional services such as project management, which underpin the delivery of essential regional projects.

From AIPM's perspective, the current ratings reflect a realistic picture: significant labour supply gaps persist across key sectors in Regional Australia, particularly in infrastructure, construction, health, and education - all of which rely on effective project planning and management to deliver outcomes.

3. Policy Design Principles and Emerging Priorities

The 10 policy design principles are highly relevant and well-articulated. In particular, AIPM™ supports:

- **Principle 2:** Co-design with stakeholders, which should include certified project professionals and project delivery agencies with strong regional footprints.
- **Principle 5:** Piloting and evaluating new approaches, especially in relation to project-based employment and apprenticeship models for regional infrastructure and service delivery.
- **Principle 10:** Phased and well-communicated change, which is vital to manage risk in project-based systems.

Among the emerging priorities, AIPM™ endorses:

Focus Area 4: AIPM™ supports the expansion of place-based workforce and skills hubs in Regional Australia. These hubs can serve as trusted local access points for young people and jobseekers, enabling coordinated delivery of project-related training, career services, and employer engagement initiatives. Embedding project delivery roles and credentials into these hubs can also support regional capability building for community infrastructure and service delivery.

Focus Area 11: Strengthening coordination between higher education and VET. A harmonised tertiary system with embedded project management learning pathways would support lifelong career mobility for regional workers.

Focus Area 12: Improved careers education. Project management offers highly transferable skills and can open up multiple career pathways for regional students, particularly if introduced in senior secondary education. Embedding project-based learning approaches in schools can support engagement and improve outcomes for students at risk of disengagement. These models - grounded in real-world problem solving and teamwork - help students see the relevance of education to their communities and future careers. AIPM™ encourages the development of locally tailored project career taster programs, in partnership with regional employers, that expose young people to diverse industries such as construction, digital, environment and health. Additionally, piloting micro-credentials in project management for school leavers could offer accessible pathways into further study or entry-level roles, particularly in regions facing chronic labour shortages. Such interventions would directly support the re-engagement





of young people not in employment, education or training (NEET), and provide long-term benefits to regional workforce participation. These initiatives also align with Focus Area 8.

Focus Area 14: VET student accommodation. Short-term accommodation challenges often limit participation in in-person project delivery training - this must be addressed to lift completion rates.

Focus Area 15: AIPM™ encourages Jobs and Skills Councils to work closely with professional bodies such as AIPM™ to ensure regional perspectives - particularly in infrastructure, digital, and service delivery projects - are reflected in training packages and competency frameworks.

Focus Area 16: AIPM™ recommends improvements to skills accreditation for migrants. Delays in recognising international project management qualifications exacerbate skills shortages in regional areas that could otherwise be addressed by targeted migration and recognition initiatives.

4. Use of the JSA Regional Roadmap

AIPM™ intends to use this Roadmap as a reference point for engaging with government, employers, and regional partners on project workforce capability. It will support our own work in identifying regional training and certification gaps, targeting professional development, and aligning with migration priorities.

To enhance its practical value, we recommend JSA:

- Include a roadmap implementation template or toolkit for industry bodies and training providers.
- Provide case studies that show how best-practice local collaboration has improved jobs and skills outcomes.
- Develop sector-specific annexes (e.g., health, construction, digital, professional services) to deepen alignment with regional workforce strategies.

5. Stakeholder Collaboration and the Role of JSA

Effective collaboration requires shared purpose, open communication, and mutual recognition of roles. AIPM™ proposes:

- Establishing regional workforce delivery roundtables co-chaired by local government and professional bodies to drive cross-sector implementation.
- Encouraging the appointment of Regional Workforce Coordinators to oversee alignment between training pipelines, project demand, and skills development.
- Leveraging AIPM's certification framework and industry connections to help validate regional project capability and identify skills development priorities.





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JSA can play a pivotal enabling role by coordinating shared data platforms, offering national guidance, and supporting the design of micro-credentials and modular qualifications for regional project delivery.

Conclusion

AIPM™ supports the vision, principles and policy intent of the Phase 1 Jobs and Skills Roadmap for Regional Australia. We are encouraged by the commitment to co-design, regional equity, and system-wide coordination. AIPM™ stands ready to collaborate with JSA and other stakeholders in developing regional project capability, expanding workforce pipelines, and advancing inclusive employment and skills outcomes across Regional Australia.

We thank JSA for the opportunity to contribute to this important initiative.

