



**Community  
Grants Hub**  
Improving your grant experience



---

# Local Jobs Program

## Local Jobs, Local People

### Feedback for Applicants

---

The Department of Employment and Workplace Relations (the department) has provided the following general feedback for applicants of the Local Jobs Program Local Jobs, Local People grant opportunity.

Assessment of applications was in accordance with the procedure detailed in the Grant Opportunity Guidelines (the guidelines) and outlined in the selection process below.

### Overview

The application submission period opened on 31 July 2025 and closed on 24 September 2025.

The Local Jobs, Local People grants delivered under the Local Jobs Program reflect the Australian Government's commitment to place-based approaches and community partnerships.

The Local Jobs, Local People grants fund activities that aim to address local employment needs and support individuals, prioritising those individuals registered in employment services, into ongoing employment.

The objectives of the Local Jobs, Local People grants are to:

- deliver short-term activities that address priorities identified in the relevant Employment Region's Local Jobs Plan (Local Jobs Plans are available on the Department's Job Coordinators and Employment Regions website)
- offer activities leading to ongoing, secure employment or that build clear pathways to employment for community members who experience barriers to employment, such as:
  - First Nations peoples
  - mature age Australians over 45
  - migrants, refugees and humanitarian visa holders (with work rights)
  - Young people up to 24 years of age; and
- help realise the opportunity for local employment in sectors that are critical to Australia's growth, such as:
  - Construction
  - Manufacturing
  - Care and Support
  - Digital and Emerging Technologies
  - Energy Transition.

Preference was given to proposals that demonstrated effective partnerships with small and medium sized businesses that have current or emerging employment opportunities, including local businesses. Proposals that clearly bridged the gap between local people looking to participate in the labour market and employers' workforce needs were also given preference.

## Selection Process

The Community Grants Hub (the Hub) undertook the initial screening for organisation eligibility and compliance against the requirements outlined in the guidelines. This information was provided to the department's grant opportunity delegate for final decisions on whether an application met the eligibility and compliance criteria.

The department assessed and considered all eligible and compliant applications through an Open Competitive grant process.

The selection advisory panel (panel) established by the department, comprised of subject matter experts who considered applications and provided advice to inform the funding recommendations to the Financial Delegate.

The panel's consideration of assessed applications was, based on:

- the quality of the response against the assessment criteria
- the overall objectives to be achieved in providing the grant
- the relative value of the grant sought
- the extent to which the evidence in the application demonstrates that it will contribute to meeting the objectives and outcomes
- how the grant activities will target groups or individuals
- the overall mix, maximising the diversity of different models and organisation types, and avoid multiple similar projects in a specific location
- the risks that the applicant or the grant poses for the department and Commonwealth. For example, any outstanding reports, acquittals or serious breaches relating to any Australian Government funding. A serious breach is one that has resulted in, or warrants, the termination of a grant agreement.

## Selection Results

There was a strong interest in the grant opportunity. Applications varied in quality, and preferred applicants demonstrated their ability to meet the grant requirements outlined in the guidelines based on the strength of their responses to the assessment criteria.

Where applicants have not been successful or their applications did not meet the requirements outlined in the guidelines, the Hub has notified them of the outcome in writing.

This feedback is provided to assist grant applicants understand the key aspects demonstrated in strong applications.

## Criterion 1

### Activity Proposal

What is the activity you are proposing and how does it align with the Local Jobs, Local People grant opportunity's objectives?

When addressing the criterion, strong applicants:

- Described which objective(s) in section 2.1 their activity addressed including the priority(s) in the relevant Employment Region's Local Jobs Plan<sup>13</sup> the activity addresses.
- Described how their activity addressed the priority(s). This may have included how the activity helped people gain employment, created clear pathways skilling individuals to take advantage of local employment opportunities, or improved the local labour market.
- Described how they will engage with stakeholders across the community to achieve outcomes for participants of the activity and build the local labour market.
- Described how they will engage participants for the activity.
- Described how the activity complements and does not duplicate other services.
- Described anticipated outcomes and benefits for participants beyond the end of the activity.

#### Strong applications:

- Clearly identified the proposed activity and aligned it with objectives and priorities from the chosen Employment Region's Local Jobs Plan which create value for the local employment environment.
- Provided a compelling rationale for how activities address employment pathways for both priority cohorts and sectors through clear employer connections and job opportunities, wraparound supports, and training ranging from work-readiness to industry specific accredited training that supports employment pathways.
- Demonstrated a detailed stakeholder engagement strategy with strong evidence of existing partnerships that are appropriate to support the proposed activities.
- Presented a clear, realistic strategy for recruiting and engaging participants from target cohorts.
- Provided strong evidence the activity complements existing services without duplication, using specific examples to demonstrate how their proposed activity would deliver additional value and avoid duplication of existing services in the region.
- Provides clear, achievable long-term outcomes for participants beyond the grant period including identification of metrics to track outcomes.

## Criterion 2

### Project Plan

Outline the key details of the activity.

When addressing the criterion, strong applicants:

- Specified objectives that the activity aimed to achieve.
- Described target cohort(s) and number of participants the activity was providing support to, or target sector(s) and type of support the activity provides.
- Provided an activity schedule detailing the activity duration, milestones and outcomes, breakdown of each step of the activity, and any dependencies.
- Outlined their activity scope that clearly outlined what was included and excluded.

- Outlined roles and responsibilities, including key project partners and individuals and their roles and responsibilities.
- Described geographical scope of the activity including specifying the employment region(s) the activity would take place in.
- Explained how they will monitor and evaluate the progress and outcomes of the activity.

#### Strong applications:

- Provided specific, measurable objectives with defined metrics that align directly with grant outcomes.
- Outlined well-defined target groups with realistic participant numbers for the grant size.
- Presented a clear timeline with logical milestones, dependencies, and risk mitigation with the proposed delivery period being within the guidelines.
- Had clear boundaries of activities that were included and excluded, appropriate for the funding amount and within the target range specified in the guidelines.
- Detailed team roles, partner responsibilities, and governance arrangements that ensure project activities are tracked and met.
- Clearly specified the Employment Region(s) with strong rationale for the suitability of the selection(s).
- Monitoring and evaluation are detailed with specific indicators and evaluation methods.

### Criterion 3

#### Capability and Capacity

Outline your organisation's capacity, capability, knowledge, and experience to deliver the activity to a high standard.

When addressing the criterion, strong applicants:

- Outlined experience delivering or supporting similar projects or relevant transferable expertise, such as case studies showing their organisation's ability to design, implement, deliver and evolve projects to benefit participants.
- Described their understanding of and ability to support the cohort(s) or sector(s) their services would target.
- Outlined anticipated resource requirements and delivery arrangements.
- Summarised key individual's and project partner's qualifications and experience in delivering similar projects.
- Outlined their deep understanding of the local labour market, and relationships with local community(s).
- Describe how they will engage other key stakeholders critical to delivering the activity.

#### Strong applications:

- Demonstrated strong organisational experience and expertise with relevant case studies that demonstrate successes and align with the grant's objectives.
- Showed a strong understanding of target cohorts, sectors and local labour market, providing data and additional insights such as local research and consultation, where relevant.
- Demonstrated capacity to appropriately tailor support for target cohorts including cultural competency (where relevant).

- Clearly outlined resource requirements and delivery arrangements that demonstrate thorough planning.
- Included key personnel and partners with relevant qualifications and/or extensive experience in similar projects.
- Demonstrated a strong understanding of local labour market conditions and trends including local industry shifts, employer demand, and regional workforce gaps.
- Provided a clear strategy for engaging critical stakeholders with evidence of existing partnerships and proposed governance arrangements.

## Individual feedback

Given the expected level of interest in the grant opportunity, the Grant Opportunity Guidelines advised applicants that individual feedback would not be provided (see section 9.1 of the guidelines).

The general feedback provided above is intended to support transparency in the selection process and assist organisations to strengthen future applications.