

Workforce — questions to ask

Two checklists: for job-seekers and career changers and for the projects promising jobs

How to use this sheet

This sheet compiles the series into two checklists. The first is for individuals: job-seekers, parents, career changers. The second is for communities and councils weighing a project's employment promises. Both work best asked early, in writing, with the answers kept.

For job-seekers and career changers

- Which local roles need a degree, which need a trade or certificate and which mainly need the right disposition?
- What will my existing experience count for, through RPL, toward which credential, specifically?
- Who assessed this credential, against what standard and how does an employer verify it?
- What does this credential stack toward and which employers recognise it?
- What does progression look like: where is the year-one technician in year ten?

For communities assessing a project's job claims

- How many jobs at construction peak and how many ongoing in year three, split by skill level?
- What share of hiring and procurement is committed locally, in writing, reported publicly?
- How many funded apprentice and trainee places, starting before construction?
- Which local TAFEs, RTOs and schools are partners and is reskilling from closing industries funded?
- Which trades and licences will be needed and is the local pipeline being built now?

The test behind all of them

Employment promises are the easiest benefit to inflate and the hardest to verify afterwards, unless the commitments are written, numbered and reported. A proponent confident in its jobs story will happily commit to public annual reporting of actual local employment and training outcomes. That single ask separates job *claims* from job *plans*.

Want to know more? The full series: the jobs (01), trades (02), degree-optional pathways (03), reskilling and RPL (04), credentials decoded (05). This sheet is general information, not careers or training advice; check the named sources for current detail.