

Talent Pool

A Regional WA
Success Story



ROYAL LIFE SAVING
WESTERN AUSTRALIA



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TALENT
POOL

WHAT IS RLSSWA CORE BUSINESS?

SWIMMING LESSONS & WATER SAFETY EDUCATION

- RLSSWA Endorsed Schools
- In-term Swimming Lessons
- Vacation Swimming Lessons

REMOTE POOLS

- Manage a network of 9 remote pools across regional WA

FACILITY MANAGEMENT

- Professional Labour Hire - Pool Managers
- Maintenance Public Attractions
- Pool Inspections - Metro & Regional

EMPLOYMENT SERVICES

TALENT POOL ACADEMY SOCIAL IMPACT

- First Time Jobs – Youth Community Rescue Club
- Youth Labour Hire
- Paddle On-Country
- Guardians – Cultural Safety

SEEDING ASPIRATION

HEALTH RESEARCH

- Research into Drowning Prevention
- Water Safety Campaigns
- Yr12 Schoolies

VOCATIONAL TRAINING

- PLG
- First Aid
- Bronze Medallion
- Swim Teacher



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POOL**

WA YOUTH UNEMPLOYMENT

Overall Youth Unemployment approx. 10%

Rates are substantially higher in the Pilbara and Kimberley, Exacerbated further in regional and remote towns

65%

of all unemployed young people (U25yrs) are aged 15-19

60%

of all unemployed people have Year 12 or less

35%

of the total workforce has Year 12 or less





JOB MARKET MISMATCH

Only 9.4% of all jobs advertised in November required Year 12 or less (2,300 out of 26,253 jobs advertised).

The labour market is increasingly skilled and credential-heavy.

- Young people with limited qualifications face shrinking opportunities
- Employers are raising minimum requirements even for traditionally entry-level roles
- Trends show fewer entry-level roles across multiple industries.
- Increasing competition for low-skill roles
- Forcing young people into longer job searches or disengagement

TALENT POOL ACADEMY

REGIONAL COORDINATOR

Locations



REGIONS

-  Kimberley
-  Pilbara
-  Goldfields
-  Perth / Southwest
-  Wheatbelt / Gascoyne

TALENT POOL ACADEMY

Established in Port Hedland in 2018

Expanded to 19 locations across regional WA. All major townships - Karratha and Geraldton to open in 2026. Provides a critical workforce supply for local government keeping aquatic and recreation services open

100+
casual jobs
directly
employed by
Talent Pool in
2025

200+
Accredited &
Non-
Accredited
qualifications

70%
First Nation
Youth

000's
participation
and
community
activation

TALENT POOL PROFILE UPON ENTRY

- Age Range 14yrs – 18yrs (Average 15yrs)
- Referral Pathway: Peer to Peer
- No Work Experience
- No Qualifications
- Poor Fitness
- Low Swimming Ability
- Low Confidence
- No Goals
- No Finance
- Empty Resume



TALENT POOL GRADUATION

- Average 18months Continuous Employment
- Team Leader Experience – Group Supervision
- Attended Team Meetings
- Safety Start Ups
- TFN
- Bank Account
- ID Portfolio
- Minimum 3 qualifications
- Digital Rostering
- Advanced Communication & Leadership Skills
- Working in a culturally diverse team
- Transition to employment with LG / Business
- Remote Experience



LESSONS LEARNT: TALENT POOL

- Youth respond to real jobs well-paid roles drive engagement.
- Place-based delivery works local coordinators achieve stronger outcomes.
- Structure matters outcome driven
- Employment transforms lives rite of passage
- Youth are willing to lead embrace responsibility
- Slipstream effect work-ready youth benefit other employers and industries.
- Open-door policy re-entry opportunities
- Employ first Employ First Qualifications follow.
- Peer-to-peer referrals “Michael Jordan Effect”.
- Scalable model Talent Pool is replicable across WA



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BUILDING COMMUNITY & CULTURAL SAFETY

Establishment of Guardians operating at
South Hedland Aquatic Centre

Working to
employ young
people known to
police and
justice.

Working to
identify those
students
disengaged
from high
school.

Building
aspiration for a
younger generation
- education and
employment as a
goal to be
achieved



CHALLENGES ACROSS REGIONS



CONTINUITY
OF WORK

KEY
WORKER
HOUSING

FOSTERING A
CULTURE OF
COLLABORATION

EXPANDED FUTURES

- Tourism On-Country Expeditions
- Digital Futures Drone Academy
- Switching Lanes Careers in Civil Construction
- Making Waves Expanding qualifications to include Skippers Ticket - maritime careers



TALENT POOL ACADEMY

First time jobs.



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**TALENT
POOL**



PRINCIPAL COMMUNITY
PARTNER

BHP