

# National Local Government Workforce Strategy Update

Mervyn Carter

Regional and Local Government Policy Unit

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# Commitment to a LG Workforce strategy

- In November 2008, at the Australian Council of Local Government, the PM called for the development of a LG workforce strategy to address skill shortages and enhance the professionalism of local government.
- In May 2009, the Local Government and Planning Ministers' Council (LGPMC) agreed officials develop a draft LG workforce strategy, in consultation with stakeholders, examining skill shortages in the context of workforce planning, career development and retention.



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# LGPMC response

- In October 2009, the LGPMC considered an initial draft and endorsed the approach we developed.
- It asked that the strategy included the participation in LG of women and Indigenous people in leadership roles, incorporating the Women in Local Government Strategy endorsed by LGPMC.
- It agreed that Queensland (with input from WA and NT) prepare a paper for LGPMC identifying ways to increase the number of Indigenous people in local government.



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# Engagement with the sector

- We have received written submissions from the NSW, WA, Qld, Tas governments and from the Australian Services Union
- We have conducted telephone or personal interviews with:
  - All State and Territory Local Government Departments
  - All State LGA's, ALGA and ALGWA
  - Industry – IPWEA, PIA, LG HRM, LG Community Development and Services Association, ASU, Central NSW Education Consortium
  - Federal – Skills Australia, GSAS, DIAC, DEEWR, DCC, APSC
  - Councils – Tamworth Regional Council



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# What the states/territories and LGA's support in general

- Sharing and co-ordination of information about LG workforce related funding programs, services and resources.
- Sharing of best practice
- Increased portability of LG careers and entitlements
- National branding and promotion of LG careers
- Initiatives to lift participation of women and Indigenous people in LG
- Collection and analysis of workforce data
- For LGA's – more collaboration on overseas recruitment to relieve persistent skill shortages



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# Nationally consistent workforce data

- There is some useful national LG workforce data, but it is not nationally consistent
- There is also useful data at the state level:
  - The SA Local Government Grants Commission collects time series data on workforce via a supplementary return to the Commission
  - LGAQ does an annual census of councils and a bi-annual skills shortages survey
  - Tasmania reports some useful employment data in its Measuring Council Performance in Tasmania collection

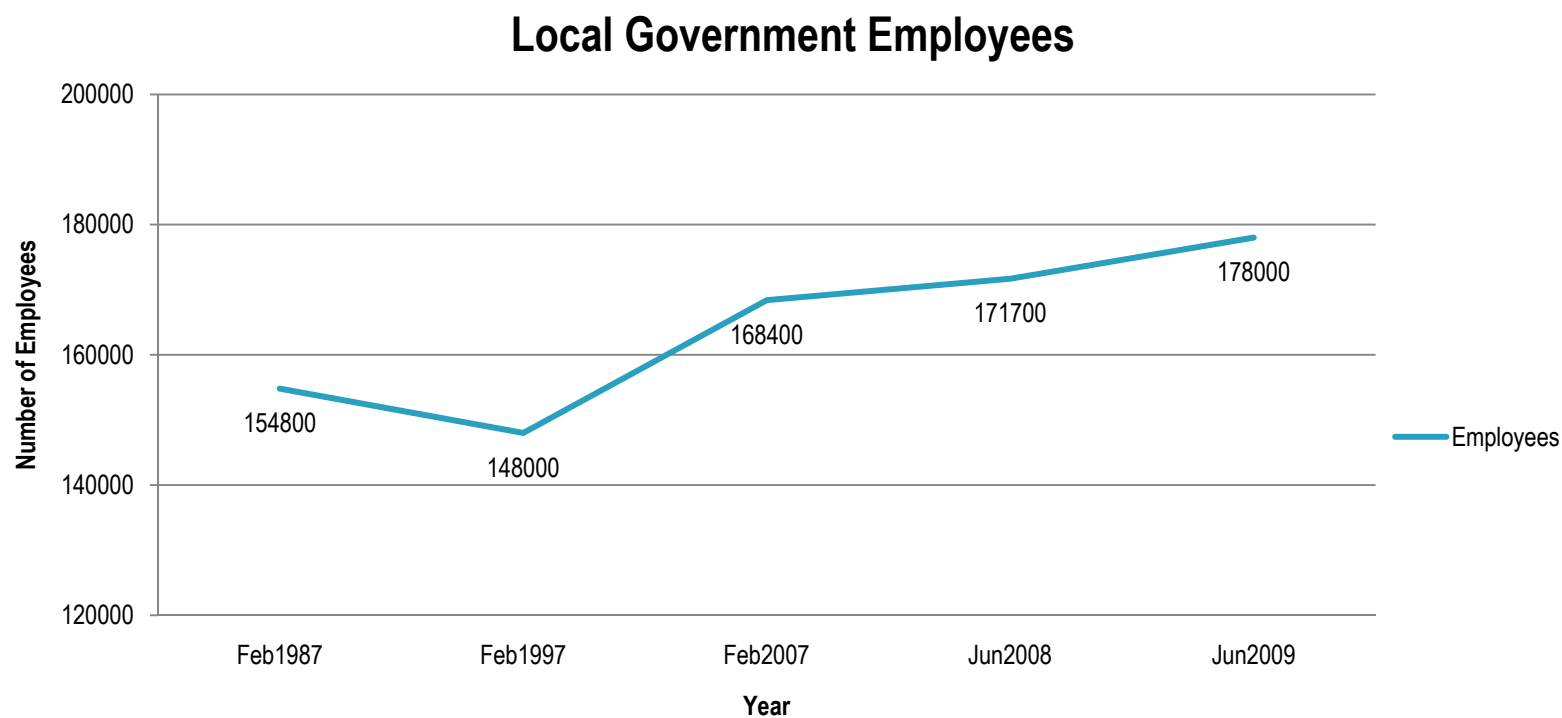


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# Local Government Employment

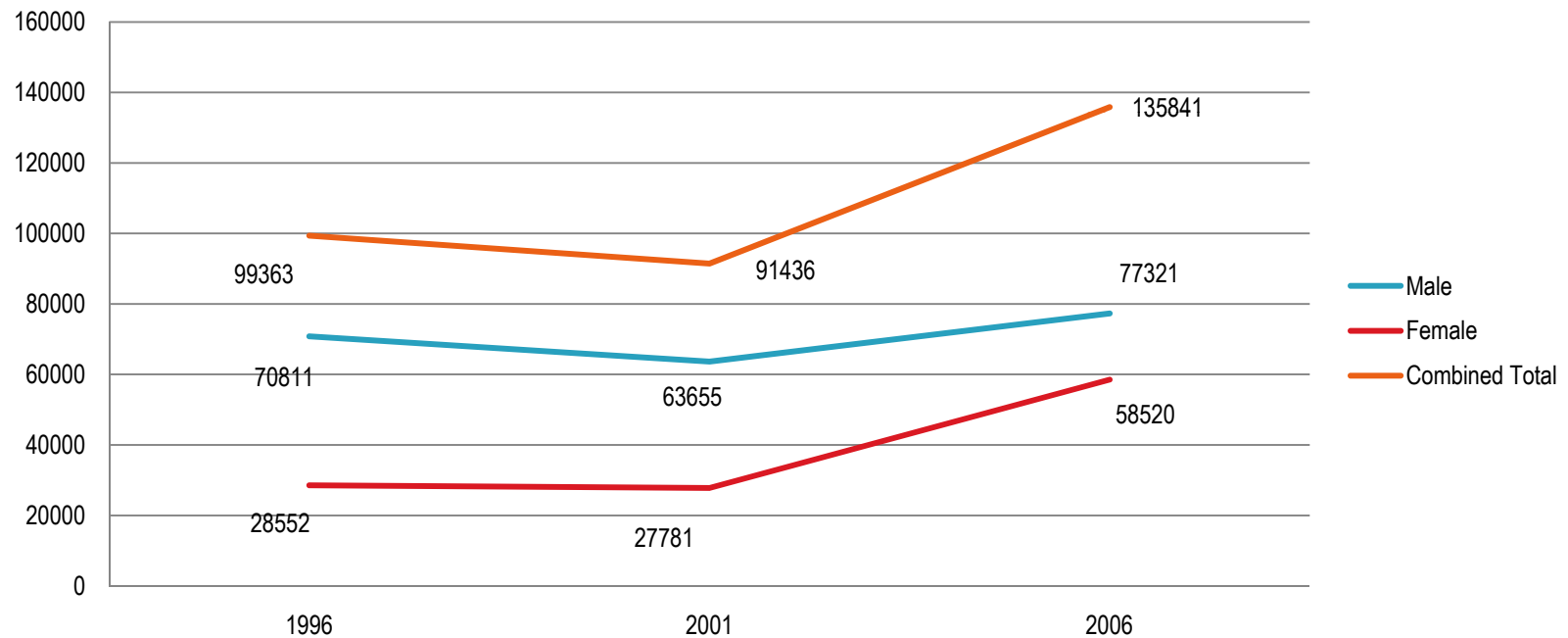
(ABS Employment and Earnings Cat 6248.0)



# Employment by gender 1996-2006

(ABS Census Customised tables)

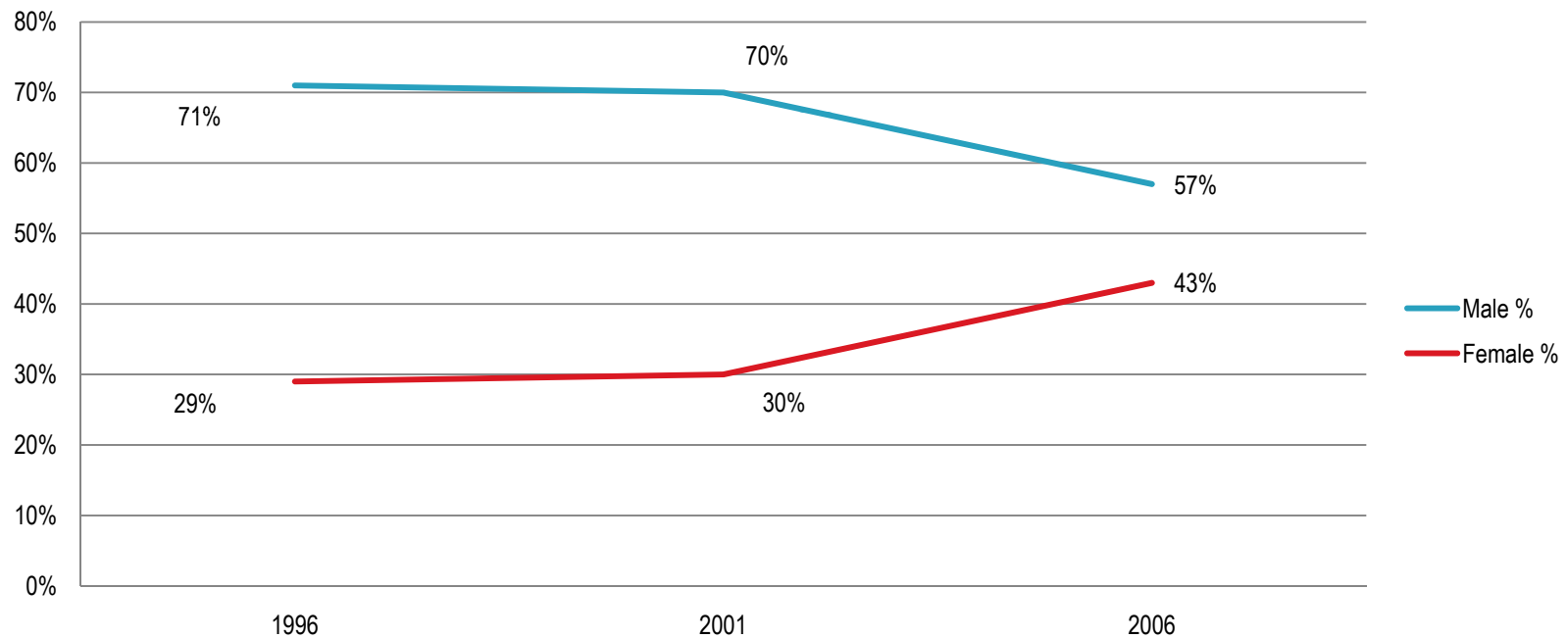
## Number of Males & Females in Local Government



# Employment by gender %1996-2006

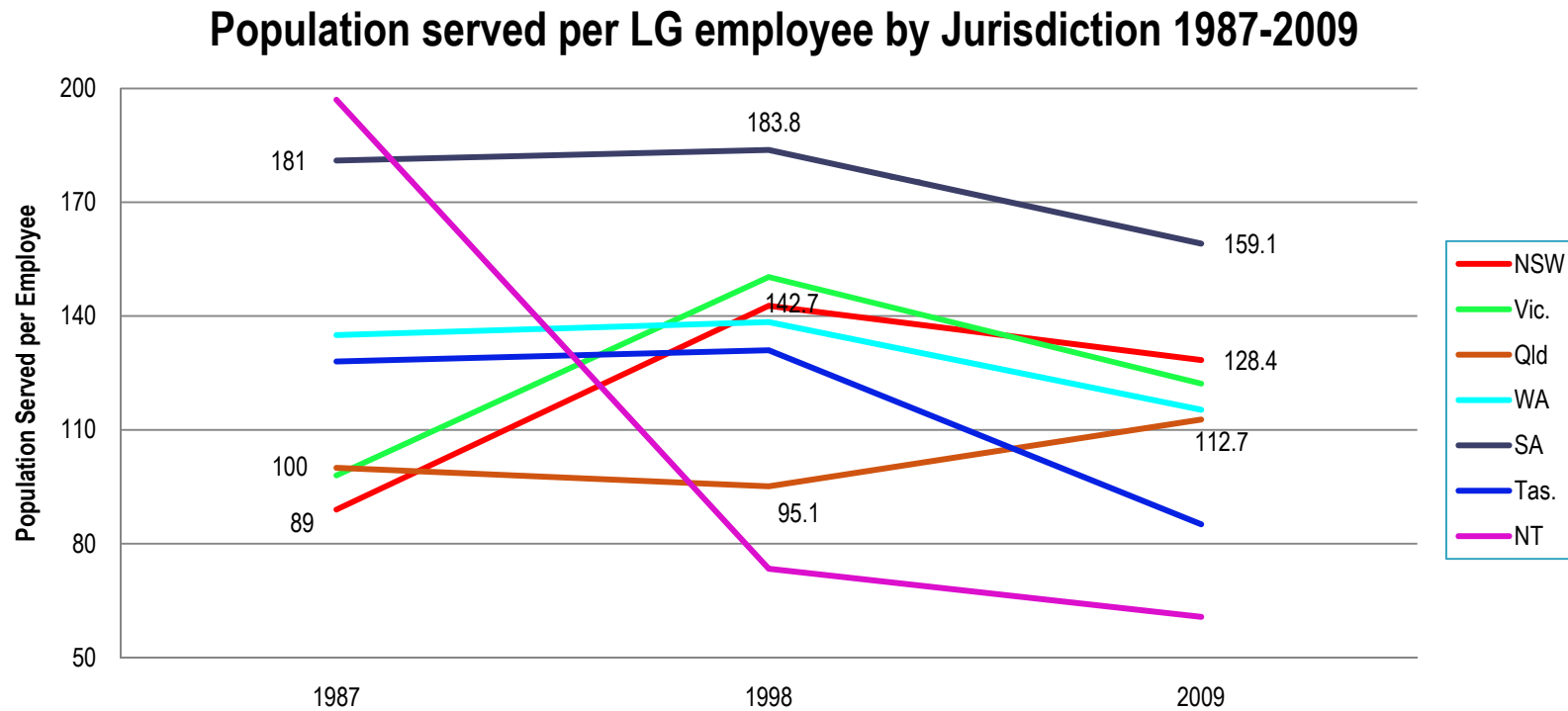
(ABS Customised Census tables)

## Percentage of Males & Females in Local Government



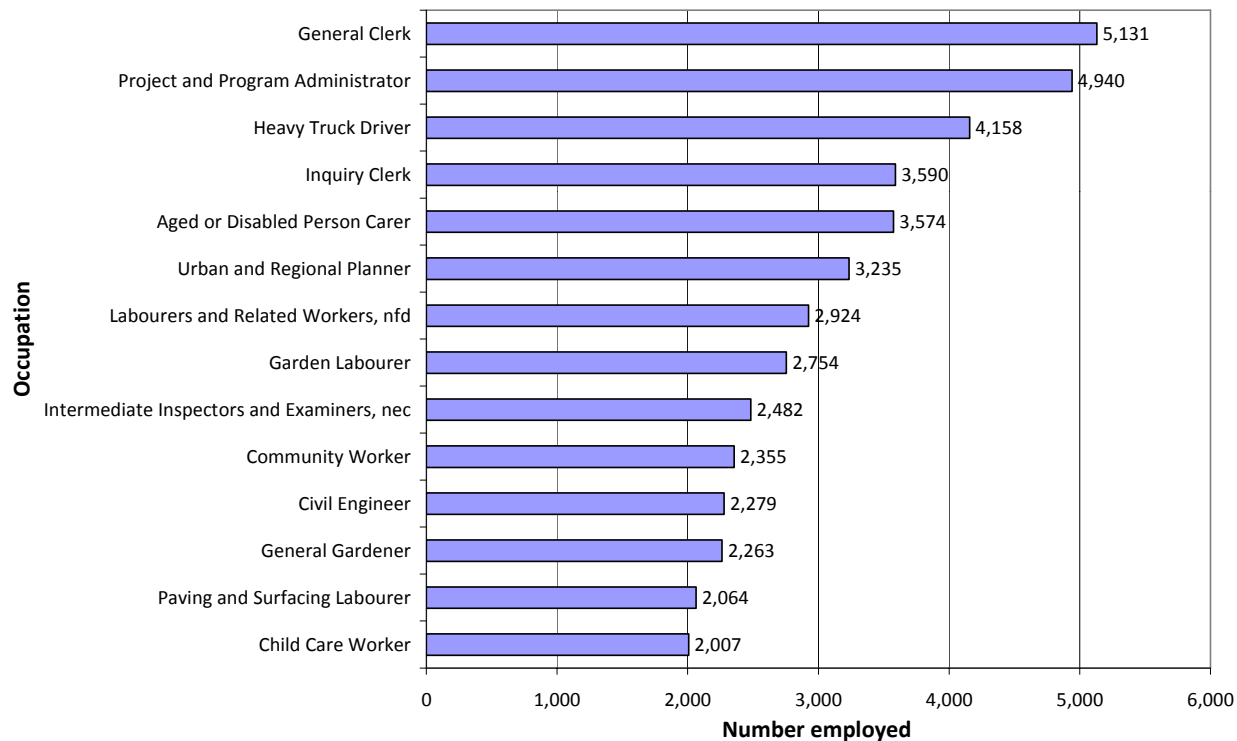
# Population served per LG employee

(2006-07 LG National Report p5 updated with ABS Cat 6248.0)



# Most common occupations in LG

(Source: Ivan Neville, DEEWR using 2006 census data)

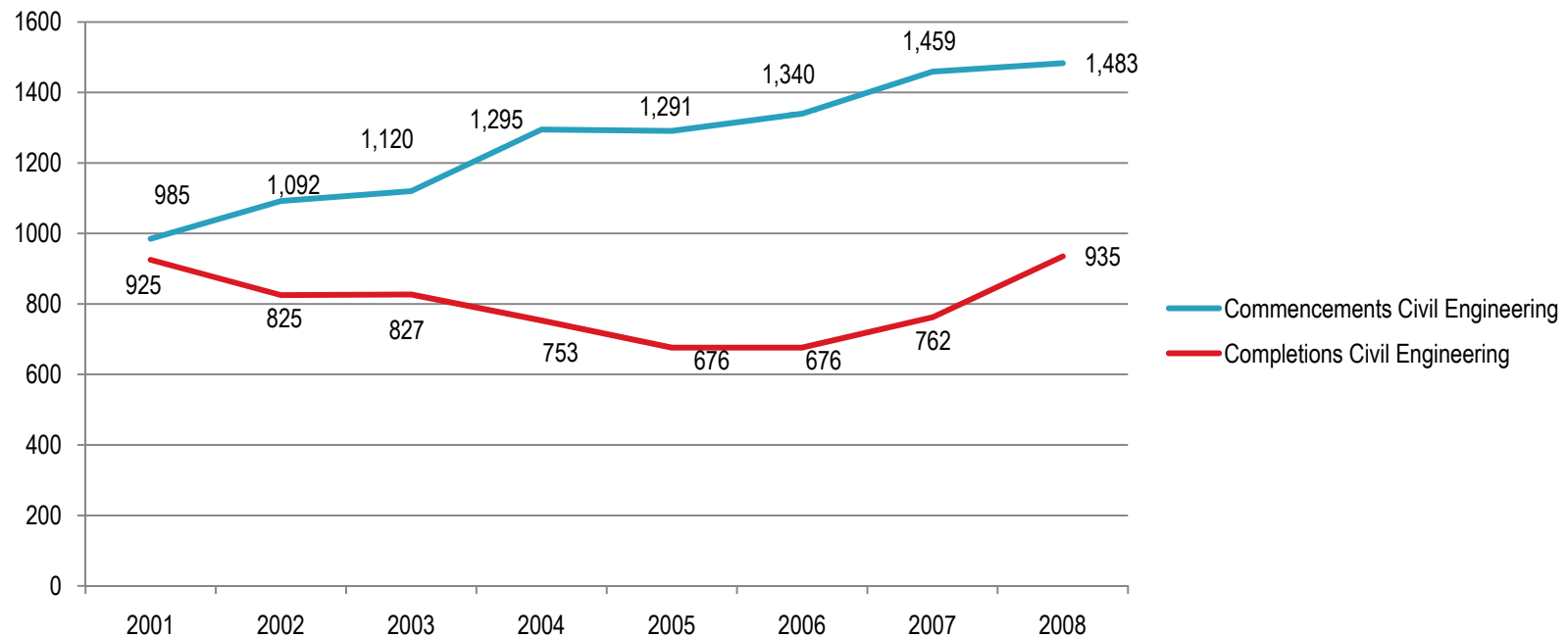


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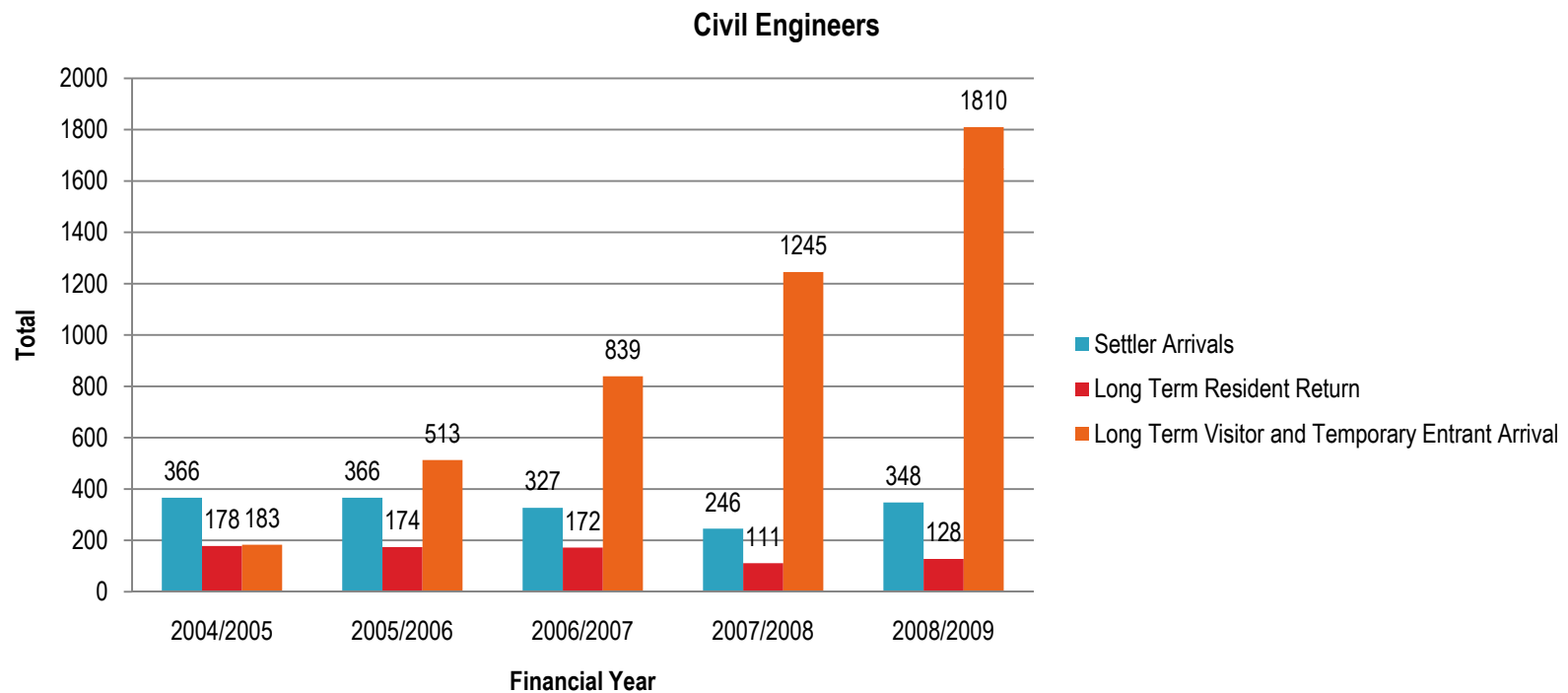
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# Commencements and completions in Civil Engineering (DEEWR)

## Domestic Undergraduate Students in Civil Engineering



# Immigration of Civil Engineers (DIAC)



# National Local Government data

- Supply data for a number of occupations in LG could be presented in a similar way to that for Civil Engineer.
- We are working with the Australian Centre of Excellence for Local Government on the data fields that will be needed to collate nationally consistent LG workforce data.
- National local government data collections should also include information that is relevant to existing workforce strategies.



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# National Local Government Workforce data – policy context

- For example, COAG has concluded a \$6.7 billion Commonwealth - State agreement for skills and workforce development from January 2009. It includes targets to:
  - Halve the proportion of Australian aged 20-64 without qualifications at Certificate III level and above between 2009 and 2020
  - Double the number of higher qualification completions (diploma and advanced diploma) between 2009 and 2020.
- We need to collect information on the qualifications of LG employees if we are to make best use of this commitment.



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# National Local Government Workforce data – policy context

- The LGPMC Women in Local Government strategy seeks to lift the participation of women as elected members to 40%, as mayors to 35% and as senior staff to 30% by 2020.
- That should be measured in national LG data collections
- We'll be talking with the Australian Centre for Excellence in Local Government about these data needs.



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# State local government data

- There is some useful data at the state level too:
  - SA LGGC collects a wide range of data on workforce as a supplementary return to Grant Commission and has data sets going back ten years.
  - LGAQ does an annual workforce census of councils and a bi-annual survey of skill shortages.
  - There is some useful employment data in the Measuring Council Performance in Tasmania collection
- We need to reach consensus with the states, through LGPMC, on populating a common data base using the state data.

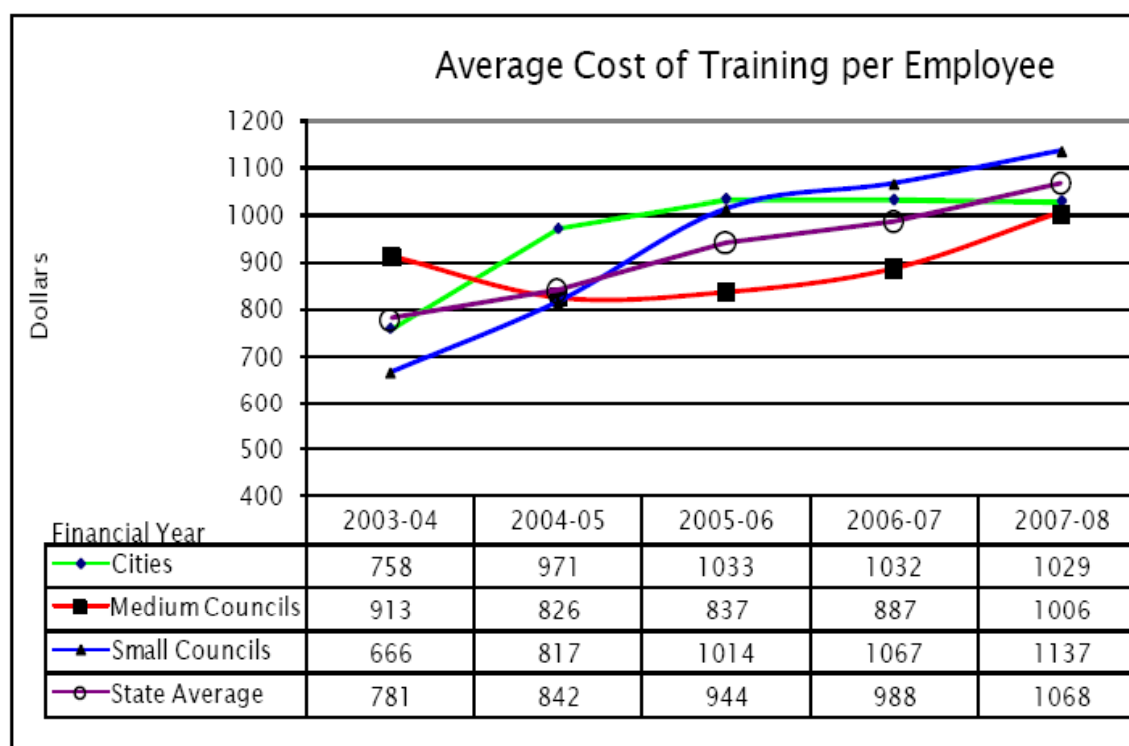


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# Examples of useful state data

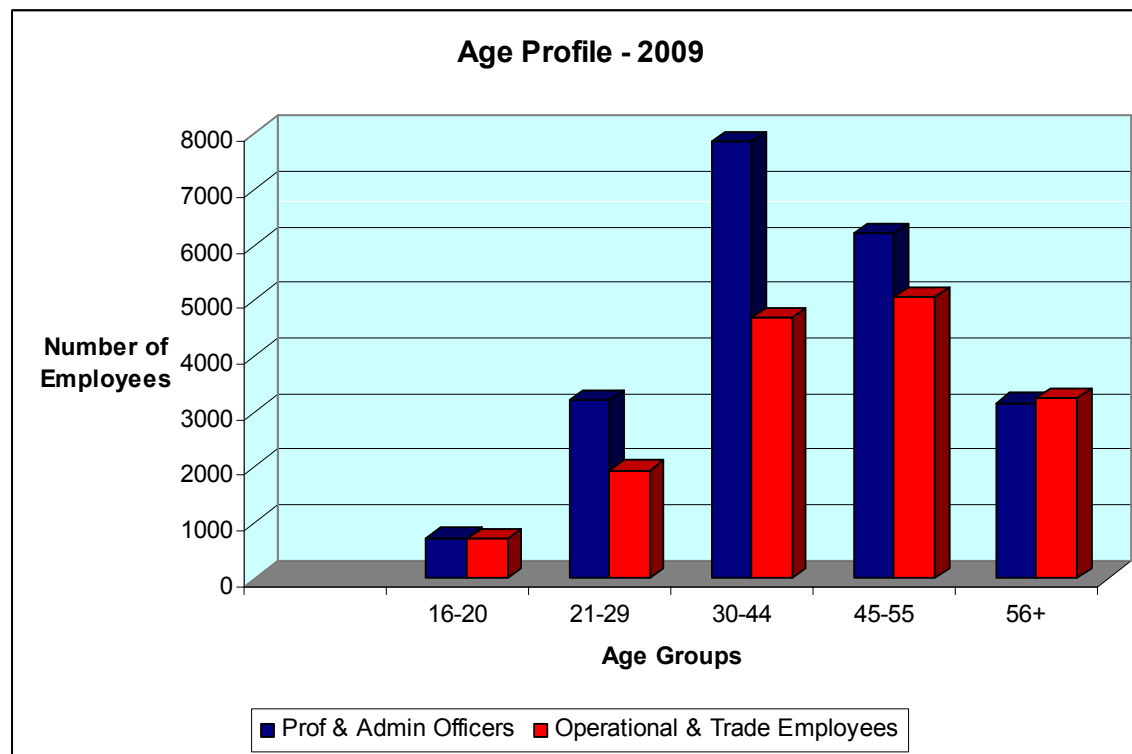
(Measuring Council Performance in Tas 2007-08, p39)



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48% of the Qld LG workforce is now over 45 years of age up from 44% in 2007 – compared to the national average across all industries of 37% (LGAQ W/F Census)



# Opportunities to go forward

- Link national LG workforce strategy with existing strategies eg WILG, National Workforce Development Strategy (Skills Australia), LGPMC work on indigenous employment in LG and the workforce elements of the Moran Inquiry into reform of Australian Government Administration.
- Discuss issues with ACELG, LGMA, Skills Australia, LOGJOG, LGPMC
- Develop nationally consistent LG workforce data set
- Prepare LG fact sheets from existing data
- Document examples of best practice



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# Questions

- Thank you
- Questions?



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