



National Forum on Skills Shortages

Regional and Remote Australia





Defining Skills Shortages

- Difficulties in employing and retaining people brought about by:
 - a lack of desire/attraction to occupy the positions advertised
 - the difficulties of the job





Issues

- ‘Attractability’ of regional and remote areas
- ‘Competition’ from eastern seaboard (particularly with remuneration)
- Access to suitable housing, education, health and employment for family members
- Lack of cross cultural awareness in senior managers
- Managers needed are more ‘hands on’
- Amalgamations likely to lead to very large municipalities (in area)





Benefits

- Journey to work is brief and without congestion
- Learning environment for enhancing skills
- Scope of work is extensive
- Good training ground for managers wanting to increase their skills





Positions Affected

- In regional areas more likely to be occupations at the senior management level
- Great difficulty in attracting engineers, accountants, information technology, human resources and community services managers and CEOs
- Less difficulty with trades such as carpentry



Initiatives Taken to Address Shortages

- Association provides services in:
 - Engineering
 - Accounting
 - Information technology
 - Human resource management
 - Community services





Other Initiatives

- Establishing a ‘pool’ of CEOs wanting to do ‘relief’ work for up to three months or more
- Running ‘induction courses’ for new CEOs and senior managers so they are better prepared for their work and living environments
- Approaching councils interstate to ascertain their interest in having senior managers work in the Northern Territory
- Provide more information to people about the councils and their areas
- Assisting councils to implement training plans which can see more Indigenous people trained and in employment



Initiatives for Consideration at the National Level

- A nation-wide scheme which coordinates short term appointments of senior managers to councils in remote areas from large councils interstate
- Greater ‘marketing’ of the benefits of working in regional and remote areas
- Building on the work of ALGA and COAG