

LGMA – Actions and Initiatives

National Local Government Skills Forum

Melbourne Exhibition Centre

19 – 20 February 2009



Local Government Managers Australia (LGMA) NSW

LGMA National

- Recognised industry priority
- Skills Shortages Steering Committee
- All States are being proactive across a range of initiatives
- Response requires coordination and focus of resources across government



Local Government Managers Australia (LGMA) NSW

LGMA – New South Wales

- Participation on Ministers Skills Shortage Taskforce
- Aspiring Leaders Program / Executive Leaders Program
- Finance professionals CSU scholarship
- Targeted learning and development program
- Action Plan presented to the NSW Government on how to encourage women into senior positions in LG
- Member of Joint Ministerial Advisory Council for Women in LG
- Preparing a mentoring program for women in LG



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LGMA – Queensland

- Mixed impact of amalgamations
- LGMA/State Government - investigating skills issues in Western Queensland councils
- Skills Bank initiative – indigenous local governments
- “Baby Boomer” retention – 2008 research paper
- Women in Local Government



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LGMA – South Australia

Shape Your World initiatives in SA

- TMP Worldwide coordinated Local Government careers stands at all university expos (funded by a grant from the LG R&D Scheme)
- SA Councils provided resources to have a stand at the National Careers Expo
- Two submissions were made to the LG R&D Scheme for the following projects:
 - A DVD is being developed for use at careers events, featuring stories from the Out of the Ordinary TV series plus some additional footage
 - Data capture software has been developed for use at Careers Expos to record details of people interested in learning more about job opportunities within Local Government. These will be sent HTML newsletters after they have registered
 - SYW brochures have been redeveloped with further detail of job roles
- The LGA SA has created a new role responsible for the SYW campaign
- The LGA SA is investigating a centralized recruitment service for SA councils



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LGMA – Tasmania

- Represented on Local Government Association of Tasmania (LGAT) Skills Group.
- Careers page on LGAT website
- School and university career days
- Topical Issues Forum – May 2008
- Emerging Leaders Program – launched in 2007 and scheduled for 2009



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Future Steps

- Professional pathways through TAFE and universities
- Work with government agencies to promote local government
- Flexible work environment for women and other part time workers
- Promotion and development of scholarships
- Encourage young, ethnically-diverse individuals to enter into LG
- Skilled migration and indigenous programs = HR programs
- Executive coaching to retain professional managers and CEOs
- Promotion of best practice and workforce planning

*Educate, raise awareness and generally lift
the profile of the local government*



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