

National Forum on Skill Shortages - Local Government.

Thursday 27 April.

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Panel Session 5: Government Programmes & Initiatives.

1. **Size of the sector** — Government Administration and Defence employs about 444 000 Australians in a diverse range of occupations.

2. **Highly educated** - More than one-third of workers in this industry hold a Bachelor degree or higher qualification and another third do not hold post-school qualifications. This compares with the labour market as a whole where about 22% of people have a Bachelor degree or higher qualification and 42% of workers do not hold post-school qualifications.

Occupation	No in industry
General Clerks	34 000
Government and Corporate Inspectors and Examiners	20 500
Project and Programme Administrators	20 100
Inquiry and Admissions Clerks	15 800
Computing Professionals	12 600
Keyboard and Data Entry Operators	11 500
Secretaries and Personal Assistants	11 100
Policy and Planning Managers	11 000
Other Business and Information Professionals	10 300
Accounting Clerks	8 800

- Its workforce is relatively old with about 45% of workers aged 45 years and over compared with 35% of employment overall.
- Regionally diverse. About 45% of jobs are outside state capital cities, with significant employment opportunities in regional areas with local councils and state government administration.
- a relatively low proportion of part-time jobs about 17%, compared with 28% for all industries.
- Males and females are evenly represented in this industry.

Recruitment and staffing -

- We know that in the first three quarters of 2005-06 - Job Network placed nearly 1500 staff into the Government sector - nearly half of these were with Local Government employers including 134 apprentices.

Labour shortage and projections - Workforce Tomorrow.

- Demographic change is driving a broadening of Labour and Skills shortages. In 5 years there will be a shortage of 195,000 workers in Australia's workforce.
- Skills shortages could become even more acute, particularly in industries where there is already a high proportion of older workers.

- There is no one solution - but a combination of strategies are required. Part of that is developing a more flexible workplace - retaining mature age workers, increasing the number of part-time jobs - allowing for greater participation of parents.
- Coming soon - Labour Market Information Portal - (www.workplace.gov.au/lmip) - with the latest national, state and regional labour market data.

Industry Strategies Taskforce - how we can help you.

ISTF is a small team -

- who work to build connections between employers and employment service providers - Job Network, Disability Open Employment Service Providers.
- conduct *Better Connections* workshops around Australia. - Workshops to develop local employment strategies. By end of 2005-06 we will have conducted over 30 workshops around Australia. Examine local skill shortages.

Small amounts of grant funding are available to assist employers - including:

- **Employment Innovation Fund** — to demonstrate innovative employment solutions
(<http://www.workplace.gov.au/workplace/Organisation/Businessassistance/EmploymentInnovationFund.htm>)
- **Mature Age Industry Strategy** — to recruit and retain mature age workers
(<http://www.jobwise.gov.au>)
- **Employer Demand Demonstration Project** funding — to recruit welfare to work target groups
<http://www.workplace.gov.au/workplace/Organisation/Businessassistance/EmployerDemandDemonstrationProjects.htm>.

Employer Demand and Workplace Flexibility Strategy. With large number of welfare to work groups: parents, people with disabilities, mature age and very long term unemployed - assistance to encourage employers to develop flexible workplaces to accommodate these groups.

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