Australian Local Government Workforce and Employment Census

Presentation outline

- Local government workforce in context

- ALGWECensus

- Top line findings

- Why its important

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LG Workforce in Context

- Total national LG workforce approx 190,000

- Total national resource sector workforce 180,000*

* Australian Mining – This is our story

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LG Workforce in Context

- Some things we need to know about our LG WF:
  - How many people work in LG?
  - What are their occupations and qualifications?
  - Which occupations experience skills shortages?
  - How many staff are undertaking training?
  - How much is LG spending on training?
  - What is the rate of turnover in LG?
  - How many women work in LG; how many are managers?
  - How many Indigenous people work in LG?
  - Analyse nationally, by state and by region.

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LG Workforce in Context

- Some key issues councils face in WF planning are:
  - Ensuring Council has the skills needed
  - Workforce development – investing in training
  - Workforce diversity – women, Indigenous and cultural
  - Knowledge retention – planning for an ageing workforce

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- Funded by the Australian Government's Local Government Reform Fund

- One of several complementary reforms – improvements in financial and asset management and community engagement that aim to build LG capacity

- By strengthening LG, we can better engage and empower local communities; we can craft local solutions to local problems; and enhance LG's capacity to respond to natural disasters.

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ALGWECensus

- Online survey
- Piloted with 10 councils across the country
- 140 occupations
- Website – www.algwecensus.org

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Promotion

Council profile

Total Councils:					
State	% of councils	Largest	Smallest	Total	Average staff size
NSW	29.68	1789	60	21114	459
WA	30.94	1115	12	10212	237
VIC	51.90	2433	61	23875	582
NT	43.75	463	15	1476	211
QLD	9.33	1676	143	4840	691
TAS	6.90	312	245	557	279
SA	26.09	952	18	3567	198
Total Councils:	29.18			65641	400

Distribution

	Total Councils	Total Staff	% of Staff	% of Councils
Rural/Remote*	69	6623	3.43	12.19
Rural	241	25570	13.26	42.58
Metro	102	75882	39.34	18.02
Regional cities/towns	117	61898	32.09	20.67
Urban Fringe	37	22899	11.87	6.54
Total	566	192871	100.00	100.00

Age by gender

Age	Male %	Female %	Total %
18 - 24	7.52	8.62	8.07
25 -34	16.37	20.28	18.31
35 - 49	33.56	34.70	34.12
50 - 59	27.91	22.23	25.09
60+	12.25	8.88	10.57
Age not known	2.40	5.30	3.84

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Workforce education*

Education:						
	Male	%	Female	%	Total	Total %
Postgraduate	211	6.48	198	5.94	409	6.21
Bachelor	591	18.16	625	18.74	1216	18.45
Advanced Certificate/Diploma (UNI)	172	5.28	220	6.60	392	5.95
Diploma/Advanced diploma (VET)	241	7.40	391	11.72	632	9.59
Certificate 3 or 4 (VET)	1086	33.36	1180	35.38	2266	34.39
Certificate 1 or 2 (VET)	281	8.63	253	7.59	534	8.10
High school/school only	673	20.68	468	14.03	1141	17.31
Total	3255	100	3335	100	6590	100

* Based on small sample

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Hours worked

	Male		Female		Total	
	n=	%	n=	%	n=	%
Full - time	18933	76.66	11895	40.16	30828	56.75
Part time	2214	8.96	11013	37.18	13227	24.35
Casual	3551	14.38	6714	22.67	10265	18.90
Total	24698	100.00	29622	100.00	54320	100.00

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Gender in leadership

Total	Male	Female	Total	Male %	Female %
Directors	322	109	431	74.71	25.29
Senior managers	967	468	1435	67.39	32.61
Coordinators/Team leaders/supervisors	2272	1724	3996	56.86	43.14
Total	3561	2301	5862		

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Gender in leadership

By stream	Male	Female	Total	Male %	Female %
Corporate services/governance	776	660	1436	54.04	45.96
Engineering/Infrastructure	1453	265	1718	84.58	15.42
Human and Community Services	558	940	1498	37.25	62.75
Environment/Planning	774	436	1210	63.97	36.03
Total	3561	2301	5862	239.83	

Vacancies

State	Current Vacancies	Current vacancies - less than 6 months	Positions vacant for 6 - 12 months	Positions vacant for more than 12 months	Positions vacant but not currently being advertised	Actual positions vacant	% current vacancies vacant for more than 6 months
NSW	793	371	101	105	338	915	25.98
WA	285	158	19	4	136	317	8.07
VIC	592	385	34	13	288	720	7.94
NT	28	21	2	0	5	28	7.14
QLD	286	125	77	84	95	381	56.29
Tas	2	2	0	0	0	2	0
SA	85	42	0	0	28	70	0
Total	2071	1104	233	206	890	2433	13.21

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Vacancies

- Engineering (16%)

- Design/survey/drafting (10%)

- Childcare/early childhood development (10%)

- Director/senior management (10%)

- Planner (7%)

- Leisure/pools/gym attendant (6%)

- Ganger/general hand (5%)

Occupations

- **A   Corporate services/governance** (includes finance, customer service, IT, councillor support, strategy and policy, community engagement, communications, contracts, procurement)

- **B   Engineering/infrastructure** (includes traffic, engineering and technical services, roads, waste, design and architecture etc.)

- **C   Human/community services** (includes human resources, community development, organisational performance, libraries, child care, recreation – including pools etc.)

- **D   Planning and environment** (includes strategic planning, land use, regulatory services including rangers, parking officers etc., development, town planners, natural resource management, environment and sustainability)

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Total positions

Position streams	Total	%
Total Corporate services/governance (A)	2616	28.75
Total Engineering/infrastructure (B)	2473	27.18
Total human/community services (C)	2242	24.64
Total Planning and Environment (D)	1769	19.44

New starters

New starters	Male		Female		Total	
AGE	n=	%	n=	%	n=	%
Under 21	301	11.54	425	11.85	726	11.72
21 - 34	934	35.81	1244	34.67	2178	35.15
35 - 49	869	33.32	1274	35.51	2143	34.59
50+	504	19.33	645	17.98	1149	18.54
	2608	100	3588	100	6196	100

Separations

Separations	Male		Female		Total	
AGE	n=	%	n=	%	n=	%
Under 21	173	7.45	157	5.76	330	6.54
21 - 34	728	31.35	967	35.46	1695	33.57
35 - 49	683	29.41	921	33.77	1604	31.77
50+	738	31.78	682	25.01	1420	28.12
	2322	100	2727	100	5049	100

Apprentices

State	Employ apprentices	Apprenticeship types										
		Electrician	Plumber	Gasfitter	Welder	Sign Writer	Motor mechanic	Diesel/plant mechanic	Carpenter	Gardener/ greenkeeper/ horticulturalist	Other trade	Total
NSW	17	11	15	0	2	0	7	13	8	30	7	93
WA	11	0	0	0	0	0	3	2	0	10	2	17
Vic	9	0	0	0	0	0	1	1	1	19	1	23
NT	2	0	0	0	0	0	1	0	0	1	3	5
QLD	3	10	2	0	7	0	7	5	1	4	1	37
Tas	1	0	0	0	0	0	0	0	0	2	0	2
SA	1	0	0	0	0	0	1	0	0	0	0	1
Total	44	21	17	0	9	0	20	21	10	66	14	178