

Establishment of a National Local Government Workforce Data Set

**2011 Local Government Workforce
Projects Roundtable**

Project Background 1

- The Federal Local Government Minister has approved funding from the Local Government Reform Fund for ACELG to implement the National Local Government Data Project.
- This is a key component of the Local Government Reform Fund and a major national priority endorsed by the Local Government and Planning Ministers Council (LGPMC).
- The funding will enable ACELG to compile and maintain data sets linked to the National Local Government Workforce Strategy, an assessment framework for asset and financial management and guidelines for long term financial planning.

Project Background 2

- ACELG will work closely with State and Territory governments, local government associations and other stakeholders to develop the project.
- Stage 1 of the process is a scoping study which will develop options for implementation.
- Stage 2 will involve development of the data sets and the arrangements and tools for collection, analysis and dissemination.

Scoping Study Tasks

- Background research and detailed consultations with agencies and stakeholders to determine:
 - What current data is currently being collected and by what means (and also what isn't being collected, and why)
 - To what extent it is feasible, given likely resources, to standardise key data nationally (and what people really want to collect)
 - How best to collect and collate nationally consistent data (and how best to analyse it on an ongoing basis).
- Preparation of a preliminary report outlining proposed minimum data sets for workforce, asset and financial management and women in local government.
- This will form the basis for implementation in Stage 2.

Scoping Study Progress to Date

- Commenced literature review.
- Held preliminary round of consultations with key stakeholders for all data sets.
- Beginning process of reviewing:
 - Stakeholder reasons for collecting data
 - Current data collections and processes
 - Current gaps, issues and opportunities in data collection
 - What stakeholders would like to collect (both minimum and desirable data sets).
- Seeking feedback from Roundtable and Forum.

Why Stakeholders want to collect data 1

- To support other Local Government Reform Programs and programs (LG Workforce, Women in LG, financial and asset management):
 - Quantify current situation
 - Identify issues
 - Develop programs
 - Measure progress against goals.
- Need evidence-based responses to access government workforce programs and other funding and to build LG advocacy.

Why Stakeholders want to collect data 2

- Identify and respond to current and projected staff shortages, particularly in key occupations.
- Specifically, respond to the challenges of an ageing LG workforce.
- Respond to demands on LG arising from changing community expectations and increasing strategic role in governance.
- Identify and respond to LG workforce training and skills needs.
- Measure and increase participation of under-represented groups in the LG workforce.

Data collection issues – National 1

- Limited data collected nationally by the ABS:
 - Census data provides some information, but only at five-year intervals
 - Employment and earnings data provided at quarterly intervals only shows total size of the workforce
 - Some occupational and other data available from other government departments and agencies
- Reflects limited ABS collection of linked employer-employee data

Data collection issues – National 2

- However, the ABS is reviewing data collections in two key areas:
 - Investigations into Options for the Development of Linked Employer-Employee Data (ref: 6106.0):

Data in Australia regarding employers are generally unconnected to data on employees, and the ability to relate these types of datasets would greatly increase the type of analysis which can be completed....

The ABS has explored and outlined how options for a linked employer-employee dataset could be created. These options include making additional use of existing survey and/or administrative data through integrating existing datasets, and others which would involve new data collection...
 - Review of the Labour Household Survey Program (ref: 6105.0):
 - *what are the priorities for the labour supplementary survey and MPHS topics?*
 - *what are the most important elements within those topics, and at what frequency are they required?*
 - *whether there are key data items that need to be collected more frequently?*
 - *what are the key linkages (existing and missing)?*
 - *are there any key data gaps across LFS and/or the labour supplementary survey & MPHS topics?*
- Both these reviews are seeking input and may be an opportunity to improve national LG-related data collections.

Data collection issues – State

- Survey of stakeholders is incomplete.
- However interviews so far confirm previous findings of very variable and inconsistent levels of data collection across jurisdictions.
- Best examples are Local Government Association of Queensland and the SA Local Government Grants Commission.

Items for Discussion:

- Core data needed by sector.
- Options for data collection models.
- Exploration of best methodology for establishment, collection and maintenance of data set.
- Alignment and coordination with State and Territory LG Depts and LG peak body activities.

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