



LG Practice Unit ACELG Overview and A Blueprint for a LG Workforce

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The Local Government Workforce in the New Decade

National Local Government Workforce Development Forum 2010

OVERVIEW

- ACELG and LG Practice Unit
- Draft Blueprint for LG Workforce
- Relevance

ACELG Program Action Plan - Program 6.0

To formulate and implement a national workforce development strategy and related measures to make Local Government an employer of choice

- Establish LG Practice Unit to provide an interface between ACELG and the sector
- Review previous skills strategies against current developments and economic conditions and evolve into LG Workforce Development Blueprint
- Implement LG Workforce Development Blueprint recommendations in order of priority
- Develop and implement a national LG Indigenous Employment Program

ACELG LG PRACTICE UNIT KPIs

- Programs and strategies operating to address workforce and skills issues and fill gaps
- Develop new talent pools for the LG sector
- Sector supported by appropriately skilled workforce
- LG broadly regarded as Employer of Choice

2 of ACELG Guiding Principles



- The Centre should focus on adding value, filling gaps and seeding new initiatives: it should not compete with existing programs
- Given limited resources, the centre must focus on a limited number of strategic interventions

Refer to www.acelg.org.au for info on Workforce Development and the other 5 ACELG programs areas:

1. Research and policy foresight
2. Innovation and best practice
3. Governance and strategic leadership
4. Organisation capacity building
5. Rural, remote and Indigenous Australia
6. Workforce development

Phase 1 of website development goes live in May 2010.
Current version is interim website.

Blueprint

- Evolution
 - Previous reports
 - 2009 forum
 - LG Workforce National Steering Committee
- From strategy  blueprint  action plans reviewed annually for relevance and currency

Blueprint for a LG Workforce – Priorities

- 1. National LG Workforce Data Set**
- 2. New Ways of Working**
- 3. Employer of Choice**
- 4. Training and Education**
- 5. Workforce Participation and Social Inclusion**
- 6. Capacity and Capability**
- 7. Communication, Coordination and Collaboration**

Priorities 1 + 7 underpin all the others

Priority 2 – New Ways of Working

- Focus on Demand Side Solutions, including
 - Redesign jobs and workplace practices
 - Promote New Ways of Working
 - Reward excellence and innovation
 - Unpack specialist roles
- Supply Side Solutions, incl
 - Open up the Sector: be more inclusive
 - Recruit Internationally
- ACELG to function as information clearing house for LG Innovation and Best Practice

4. Training and education incl.

- COAG's Skills and Workforce Development Goals 2009-2020 – with 42% of LG WF without formal qualifications, explore implications for LG
- LG Career Pathways
- Climate Change and Green Skills required
- LG Regional Group Employment Training Enterprises (RGETEs) and LG Regional Careers Advisors
- Mature age training and employment
- Conduit to Skills Australia + Federal Government
- Advocacy , promotion and communication

We need:

- ‘do fests’ not ‘talk fests’
- To translate into ‘nuts and bolts’ practical tools and actions to benefit the sector
- To keep it relevant and practical
- To overcome fragmentation
- **To stay connected and**
- **To keep communicating ...**

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