



*Australian Bureau of Statistics Roundtable  
UTS Sydney*

# **LOCAL GOVERNMENT NATIONAL WORKFORCE STRATEGY AND ABS DATA**

Mervyn Carter, Project Manager  
National Workforce Strategy and Data Sets

Australian Centre of Excellence  
for Local Government (ACELG)

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## Presentation Outline 2


- Brief outline of Draft National Local Government WF Strategy 2012 - 2020
- Focus on the first component of the strategy, in particular data needs
- Coverage of key COAG goals in relation to the workforce
- The relevance of existing ABS data and the gaps in ABS data to COAG goals and LG workforce development

## Where has the WF strategy come from? 3

- The ACELG has attracted funding from the Australian Government's Local Government Reform Fund to draft a National Local Government Workforce Strategy in consultation with the sector covering WF planning, career development and retention.
- It is one of several complementary reforms – including improvements in financial and asset management and community engagement - that aim to make LG more sustainable.
- Strong local governments can craft place-based solutions to problems, they can engage and empower local communities and make more informed decisions.



# What's in the WF

- The draft National LG WF Strategy has 7 themes:
    - Workforce Development and Planning
    - A Place-Based Employer of Choice
    - Retention and Attraction
    - Skills Investment
    - A contemporary workplace
    - Improving Productivity
    - Integrated Programs and Shared Responsibility
- 

# What's in the strategy? 5

- Data for the National LG WF Strategy is being sourced in 3 main ways:
  - the development of a survey of councils (the National Minimum Data Set) with the data to be collected through a national portal;
  - ABS data on the LG WF. This includes the publication of data including customised Census data, in Fact Sheets on the ACELG website (see [www.acelg.org.au/page.php?pageid=116](http://www.acelg.org.au/page.php?pageid=116)); and
  - Analysis of data collected by state government and state local government associations.

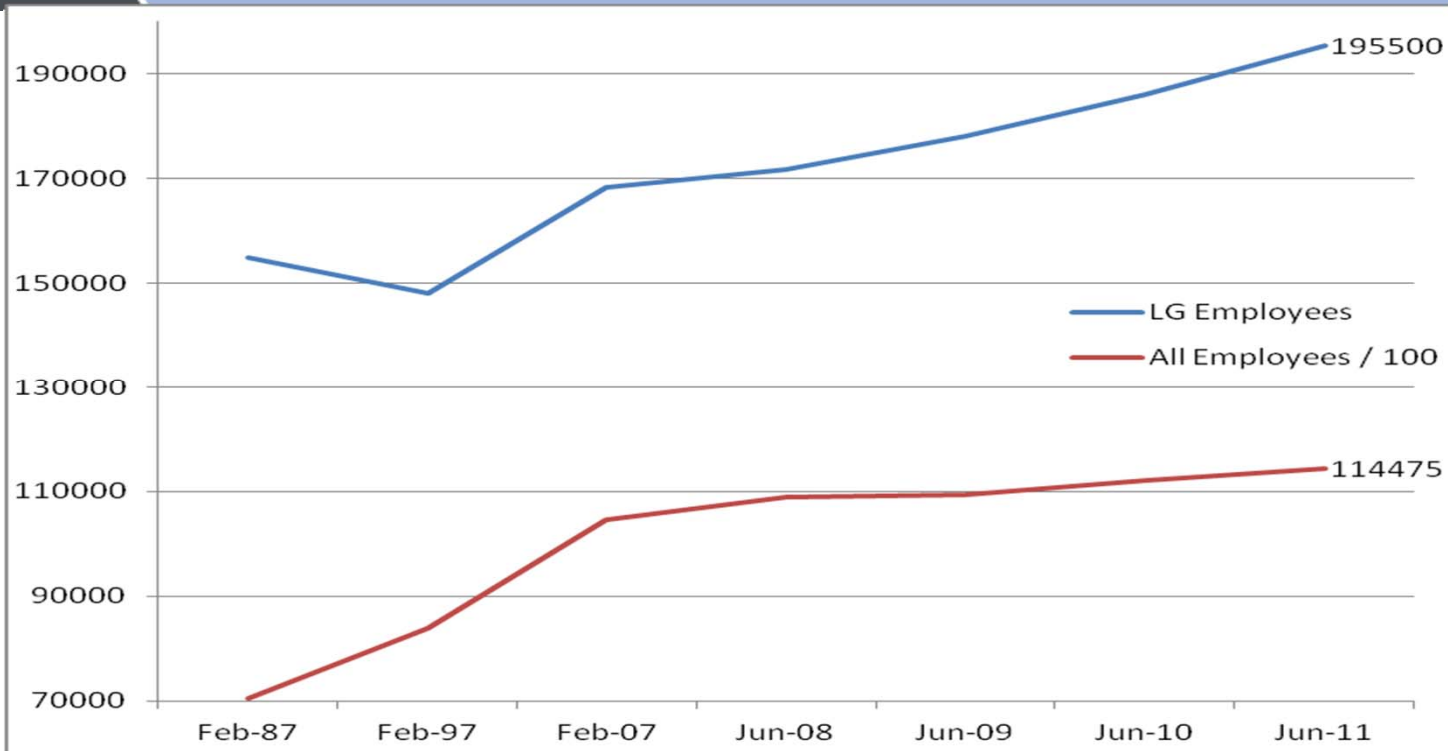
## What are our key data needs? 6

Workforce development and planning includes data needs - we have many – 3 key ones are:

- How many people work in LG; what are their occupations and qualifications; how many staff are undertaking training and how much is LG spending on training? The goal here is to address supply side skill shortages by better aligning occupations, qualifications and training.
- What is the rate of turnover in LG?
- How many women work in LG; how many women are managers and how many Indigenous people work in LG?
- We need to know this information nationally and by state and in the case of turnover, by region too.

# How many people work in LG?

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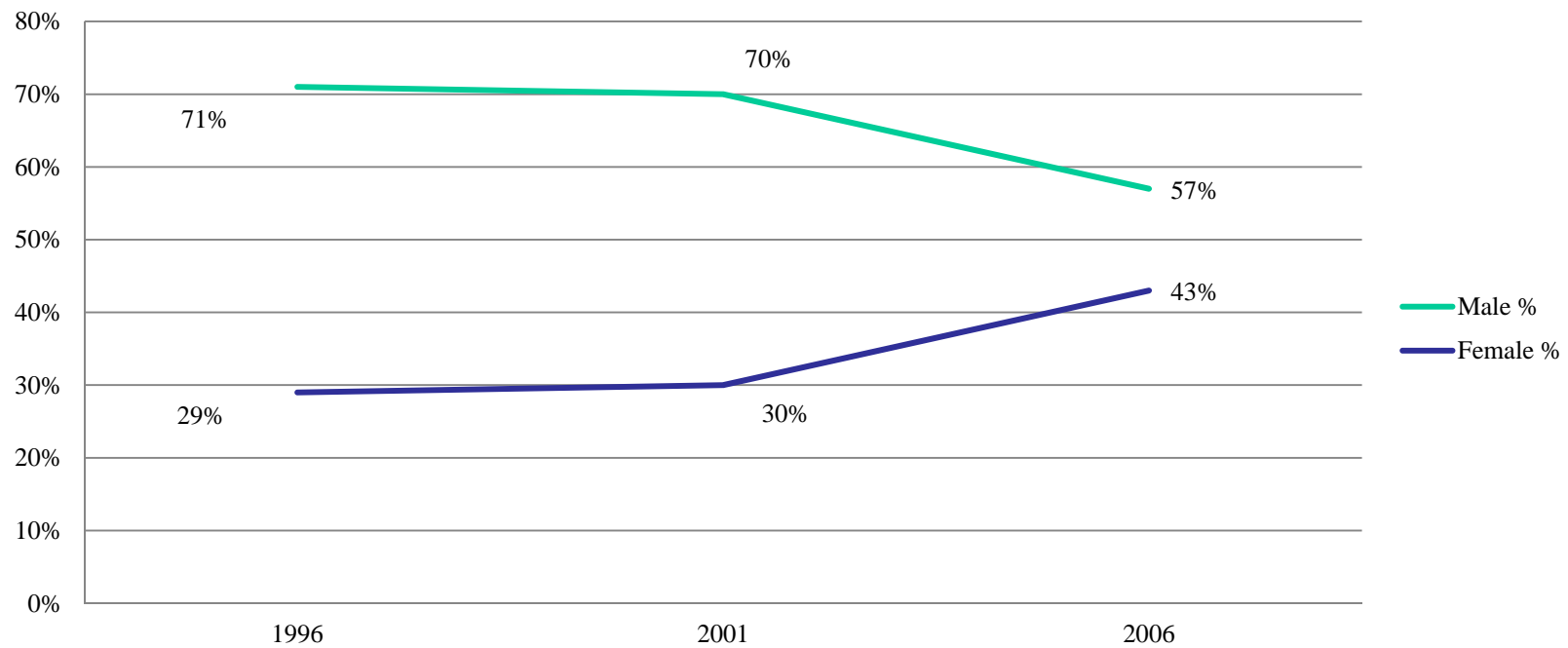
ABS Cat 6248.0 Employment and Earnings Public Sector 12/11	LG Employees	All Employees '00 (ABS Cat 6202.0 Labour Force 12/11)
Feb-87	154800	70570
Feb-97	148000	83907
Feb-07	168400	104551
Jun-08	171700	108825
Jun-09	178000	109303
Jun-10	186000	112202
Jun-11	195500	114475

## How many women work in LG 8

- Nationally, LG is very successful in attracting staff
- ABS Employment and Earnings Cat 6248.0 shows in the last 3 years, LG employment grew faster than the workforce as a whole:
  - 13.9% increase for the LG WF
  - 5.2% increase for the WF as a whole
- The Local Government and Planning Ministers' Council adopted a Women in LG Strategy, which aims to lift women's participation in senior management in LG. A gender split for ABS Employment and Earnings data would help us.
- 2006 Census for "LG administration" (excludes commercial activities of LG) shows the LG WF is about 43% female.



## Percentage of Males & Females in Local Government



- State Government and LGA data confirm a continuing feminisation of the LG WF - approaching 50:50
  - Tas 43.5% female (Tas LG Division 2011)
  - NSW 46% female (NSW P&C 2010 Census of LG Employees)
  - Qld 37.6% female (LGAQ Current and future needs of Qld LG sector March 2011)
  - SA 43.1% female (2007-08 LGGC Census)

# Are LG staff well qualified? 11

- ABS Customised Census data 2006:
  - a) 60% of LG employees had post school qualifications compared with 58% for the WF as a whole and 73% and 78% for the Commonwealth and State WF
  - b) A slightly greater proportion of female employees (61%) have post school qualifications than males (59%)

# LOCAL GOVT WF QUALS (2006 CENSUS) 12

	Male Total	Female Total	Grand Total
<b>Hierarchy - Non-School Qualification:</b>			
<b>Level of Education</b>			
Postgraduate Degree Level	2,475	1,862	4,337
Graduate Diploma and Graduate Certificate	1,926	2,416	4,342
Bachelor Degree	9,297	10,062	19,359
Advanced Diploma and Diploma	6,910	7,494	<b>14,404</b>
Certificate Level, nfd	1,367	2,231	3,598
Certificate III & IV Level	18,775	7,183	<b>25,958</b>
Certificate I & II Level	936	1,520	<b>2,456</b>
Sub Total Certificate level	21,078	10,934	32,012
Level of education inadequately described	827	1,015	1,842
Level of education not stated	2,805	2,073	4,878
Total	45,318	35,856	<b>81,174</b>
Not applicable	32,006	22,658	<b>54,664</b>
Grand Total	77,324	58,514	135,838

## Are LG staff well qualified? 13

- c) 25,958 LG staff had Cert III or Cert IV
- d) 14,404 had Diplomas or Advanced Diplomas
- e) 10% of LG WF had not qualified beyond year 9
- f) 325 did not attend school at all

# COAG qualification goals 14

- COAG Goals

- a) Halve the proportion of Australians ages 20-64 without qualifications at Certificate III level and above between 2009 and 2020.
- b) Double the number of higher qualification completions (diploma and advanced diploma) between 2009 and 2020.

# COAG Qualification LG impact 15

- To do this in its own workforce, LG would need to:
  - a) Lift the number of LG employees with qualifications at Certificate III level and above by at least 28,560 by 2020.
  - b) Lift the number of LG employees with higher qualification completions (diploma and advanced diploma) by at least 14,404 by 2020.

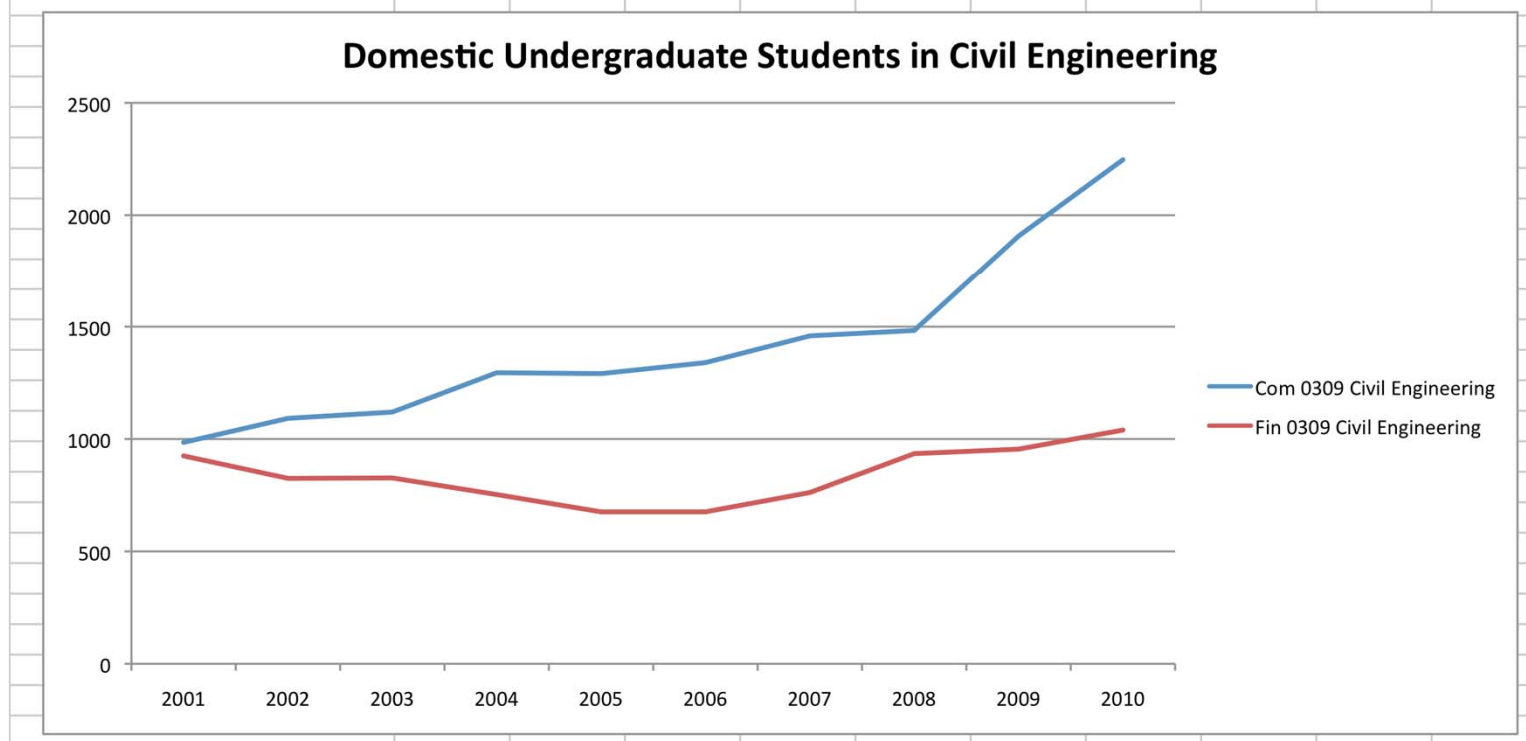
# How many LG staff in skill shortage occupations? (ABS 2006 Customised Census data) 16

	Civil Engineer	Urban & Regional Planner	Environmental Health officer	Building Inspector
NSW	740	1126	508	420
Vic	419	883	308	240
Qld	447	617	393	172
SA	61	180	100	75
WA	78	334	221	176
Tas	59	69	57	36
NT	4	4	0	0
ACT	9	6	3	0
<b>Australia</b>	<b>1,817</b>	<b>3,219</b>	<b>1,590</b>	<b>1,119</b>



# Civil Engineer graduates 17

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
<b>Com 0309 Civil Engineering</b>	985	1,092	1,120	1,295	1,291	1,340	1,459	1,483	1,907	2,247
<b>Fin 0309 Civil Engineering</b>	925	825	827	753	676	676	762	935	955	1040
<b>DEEWR Unistats 28 October 2011</b>										



## How competitive are LG wages? 18

- ABS Cat 6248.0 shows that LG workers received average cash wages and salaries of \$51,726 per annum in June 2011
- ABS Cat 6302.0 Average Weekly Earnings Australia shows:
  - this is on par with earnings of \$52,790 in May 2011 for all employees
  - but you can double your earnings in the mining sector where average earnings are \$109,896

- ABS Cat 6209.0 “Labour Mobility” shows turnover for the Australian workforce as a whole fell from 12% in the year to February 2008 to 9% in the year to February 2010.
- The APS State of the Service Report 2009-10 (p190) shows over the decade 2001-2010 turnover in the APS has been steady at 6%-8%.
- It would be good to have ABS data on turnover in LG.
- LGAQ’s Industry Skills and WF Development Report 2011 shows turnover for the year to March 2011 was 10.45%, but in some rural/remote areas in Queensland it was 55%. Civil construction and plant operator jobs recorded a turnover of greater than 30%.

# ATSI Employees in LG 20

State	No. LG employees	Number of ATSI employees	%
NSW	56,400	659	1.17
Vic	47,800	21	0.04
Qld	43,900	1042	2.37
WA	20,100	311	1.55
SA	10,700	49	0.46
NT	3,900	1878	48.15
Tas	2,600	0	0.00
Total	185,400	3960	2.14

## ATSI representation in LG 21

- ATSI represent about 2.1% of the LG WF
- COAG target is 2.6% by 2015
- To meet COAG target LG needs an extra 860 ATSI staff
- Cost is about \$48 million pa
  - based on average \$50K wages in LG
  - 0.5% of LG annual LG wages bill
  - For LG with a revenue base of \$32.4 billion (ABS Cat 5512.0 Gov't Finance Statistics 2009-10) this is affordable.