

#### Workforce Planning and Development – NT Regional and Remote Shires

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- Background and purpose
- Implementation
- Project outcomes

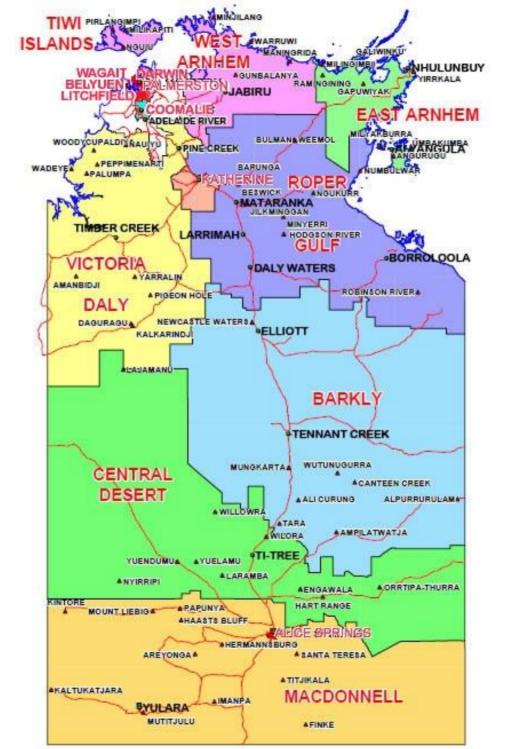




# Setting the Scene

- Approx 3500 people employed
- Remote shires up to 80% indigenous employment
- Up to 75% of income is grant funding
- 70 75% is tied funds and short term
- High staff turnover
- RJCP uncertainty (and other tenders)









# But it's not all bad news!

- Traineeships and apprenticeships
- Business qualifications
- Tiwi Islands Shire Council HR team



## Background

- Funded through the Indigenous Training and Employment Program
- Support from NT Dept. Business and Employment and AG Department of Education, Employment and Workplace Relations.
- Recognised that remote Shires needed support to engage in workforce planning and development



#### Purpose

- Develop
  - A workforce plan, development and implementation strategy
  - Workforce planning tools
- A top down approach



#### Implementation

- Project officer
- Development advisor
  - Ex HR Manager now working remote for Roper Gulf
- Workforce planning consultant
  Julie Sloan, Workforce Planning Australia
- Project reference group
  - LGANT, DHLGRS, DEEWR, DBE and DET



## Stakeholder Consultations

- HR Managers consulted
- Local community engagement in 10 communities
- Employee interviews
  - Individually
  - Group
  - Gender
- Across a range of positions





#### Project Outcomes - Shared Workforce Trends

- Similar business models
  - Regional headquarters with service delivery centres
- Suggestions of a young workforce
- Shire Service Managers are mission critical



#### Project Outcomes - Shared Workforce Issues

- Low levels of literacy and numeracy
- Lack of culturally appropriate training on communities by culturally appropriate RTO's.
- Infrastructure and resource constraints.
- Funding is mainly provided by third party funding bodies with minimal financing occurring from council commercial interests and rating.
- Seasonal movement to other communities during the wet season and dry season.
- Cultural restrictions, such as Sorry Business, "Humbug", Family Business.



### **Project Outcomes**

- Barriers
  - Council HR Managers limited capacity to engage
  - Access to consistent workforce data
  - Financial and operational pressures
- Consequently
  - No workforce plan





But ...

- Workforce planning workshops
- Workforce planning and the council strategic planning process
- Access to online workforce gap analysis tool
  - Including training
  - Potential to provide sector wide data
- Gathering of workforce trends and issues
- Local Government Workforce Planning Toolkit



# Workforce Planning Toolkit

- Includes
  - Workforce plan template
  - Data gathering templates
    - Current staff profile
    - Current position profile
    - Skills profile
- Roper Gulf Shire Council
  - Draft Workforce Development Plan
  - Workforce planning process



#### Next Steps

- Investigate the LGASA model bottom up approach
- Encourage commitment to workforce planning through council resolution
- Source funding???



#### Thanks for listening

