

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

