

**GSA – ACELG
Skills Seminar
Canberra March 2010**

Greg Mclean GSA - Board Member
& Joint Chair GSA - LG Advisory Committee

GSA - Industry Skills Council

GSA structured same as other ISC's -
industry employer and employee
registered organizations.

GSA Local Government

- **GSA** - does not cover all of local govt employment classifications, probably covers around 39% of council workers (on average across the country)
- **Other LG industry skills councils include-**
 - Service Skills - Sport & Recreation, and Cemeteries (*LG largest provider and employer*)
 - IBSA - libraries art galleries and museums (*LG largest provider and employer*)
 - Others ISC's from community services to EE- OZ also cover local govt to various degrees

GSA - LG Directors sought creation and funding of a GSA LG Advisory committee -

- Made up of industry state registered employer and employee associations and some industry professional associations.
- Not a voting body but consensus

Second forum GSA Local Government has conducted

- The first held in 2009 attracted some 80 participants.
- This year it's been expanded to include a joint GSA and ACELG Skills Committee
- It includes industry engagement

- Having the involvement of a wider group providing advice to GSA LG Advisory Committee members is a critical -step in addressing the current and future skills needs .
- Local government is an industry with many skilled workers from cert III , diploma , trades , para and professionals work side by side
- Its an industry that 'true job and work redesign can offer increased career paths to cert III and greater responsibility to other levels

To look at Local Govt as an industry and skills shortages need to look at -

- **What Local Govt is** - including its many skills councils and skills need
- **Engage with industry**
- **Pursue actions and outcomes that create long term skills retention and employment** - *longer employees stay cheaper the training.*
- **Long term retention of staff** - increases knowledge and quality public services
- **Other industries are looking for our staff**- how may leave the industry and why ?
- **We must both retain staff and train staff** - at all levels
- **Encourage positive job and work redesign**

The forum today and tomorrow

Brings together local govt at a number of levels ,
the industry union , the employer association ,
industry users, a number of industry
professional bodies, and representatives of
Federal Govt Departments

Comes at critical time -

- A recovering economy
- Already suffering skills shortages.
- Retirement ageing work force .
- Need to employ new staff and train up
- Up skill existing staff
- Let those trained do what they have been trained for .
- Funding of Local Govt
- A Federal Govt doing more to embrace Local Govt
- An ageing work force
- Australians' wanting more services

Messages

- The meeting of this group sends a clear message out there that there are issues to deal with in local govt
- That parties can work together to
 - **Train**
 - **Skill and**
 - **Retain**
 - **The local govt workforce**

- Thanks ..