



AUSTRALIAN LOCAL GOVERNMENT WORKFORCE AND EMPLOYMENT CENSUS: AUSTRALIAN CENTRE OF EXCELLENCE FOR LOCAL GOVERNMENT

MELISSA GIBBS

Assistant Director, ACELG

Overview of session

- Background to the Australian Local Government Workforce and Employment Census
- What it involves
- What we hope to achieve
- Current status





Background

- Formerly known as the National Minimum Dataset
- An initiative of the former Local Government and Planning Ministers' Council
- A key component of the National Workforce Strategy
- Consultation with state and NT local government associations, LGMA, ASU, jurisdictions
- Funded by the Australian Government
- Co-ordinated by ACELG



What the census seeks to achieve

- Collection of standardised workforce data from all 565 councils
- Data will be used to:
 - Improve workforce planning and development in LG
 - Support sector-wide and jurisdictional efforts to address skills shortages
 - Facilitate workforce diversity
 - Develop and maintain nationally consistent database on women's participation



Project status

- Dataset has been finalised following considerable consultation
- Pilot councils recruited and pilot surveys undertaken in councils
- Census has now commenced and is open to 21 December



Dataset

- Elected reps by age and gender
- Mayor by gender and method of election
- Staff (headcount) by gender and highest post school qualification
- Occupation (headcount) by age and gender
- Commencements and separations by occupation, age and gender
- Management level by area of council business by gender
- Directly employed apprentices by occupation/trade



Dataset (cont.)

- Study/training support by occupation and gender
- Organisation training budget
- Total payroll as supplied to ABS for earnings survey
- Total positions vacant:
 - Vacant < 6 months
 - Vacant 6-12 months by top three occupations
 - Vacant > 12 months by top three occupations
- Workforce planning status
- Diversity targets

Support provided

- Detailed census guide for all councils
- “Sandpit” tool
- Blog website with FAQs and an area to post questions





Reports

- Each council will receive a print out of their own data
- No council will be able to access another council's data
- ACELG will analyse the data and provide reports
- Councils will receive reports for their ACELG classification, RDA region, state/territory and national
- Data will not be used as a “league table” for council comparison



Finally...

- The purpose of the census is:
 - To improve professionalism
 - Assist with skills shortages
 - Enable capacity building
 - Assist with workforce planning

**WE NEED
YOU!**





www.ancelg.org.au

melissa.gibbs@ancelg.org.au

+ 61 2 9514 4890 | + 61 412 647 233