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Workforce Development



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Workforce Development Branch - What we do

- Conduct analyses of the skill requirements of organisations
- Consult with Industry to identify workforce development priorities and strategic approaches
- Work collaboratively with other ISCs on workforce development issues
- Provide integrated industry intelligence to governments and industry
- Assist industry in matters relating to the PPP and EBPPP initiatives



Sector Stream Audit

1. For multiple councils
2. Targeting specific job families e.g. Planners or IT personnel
3. Customised employer & personnel questionnaires created & sent
4. (Sample) site visits conducted
5. Analysis of data
6. Aggregate and individual reports produced



Skills Audit

1. For a single council
2. Across targeted divisions
3. Customised employer & personnel questionnaires created & sent
4. Remote interviews optional
5. Analysis of data
6. Organisation level report produced

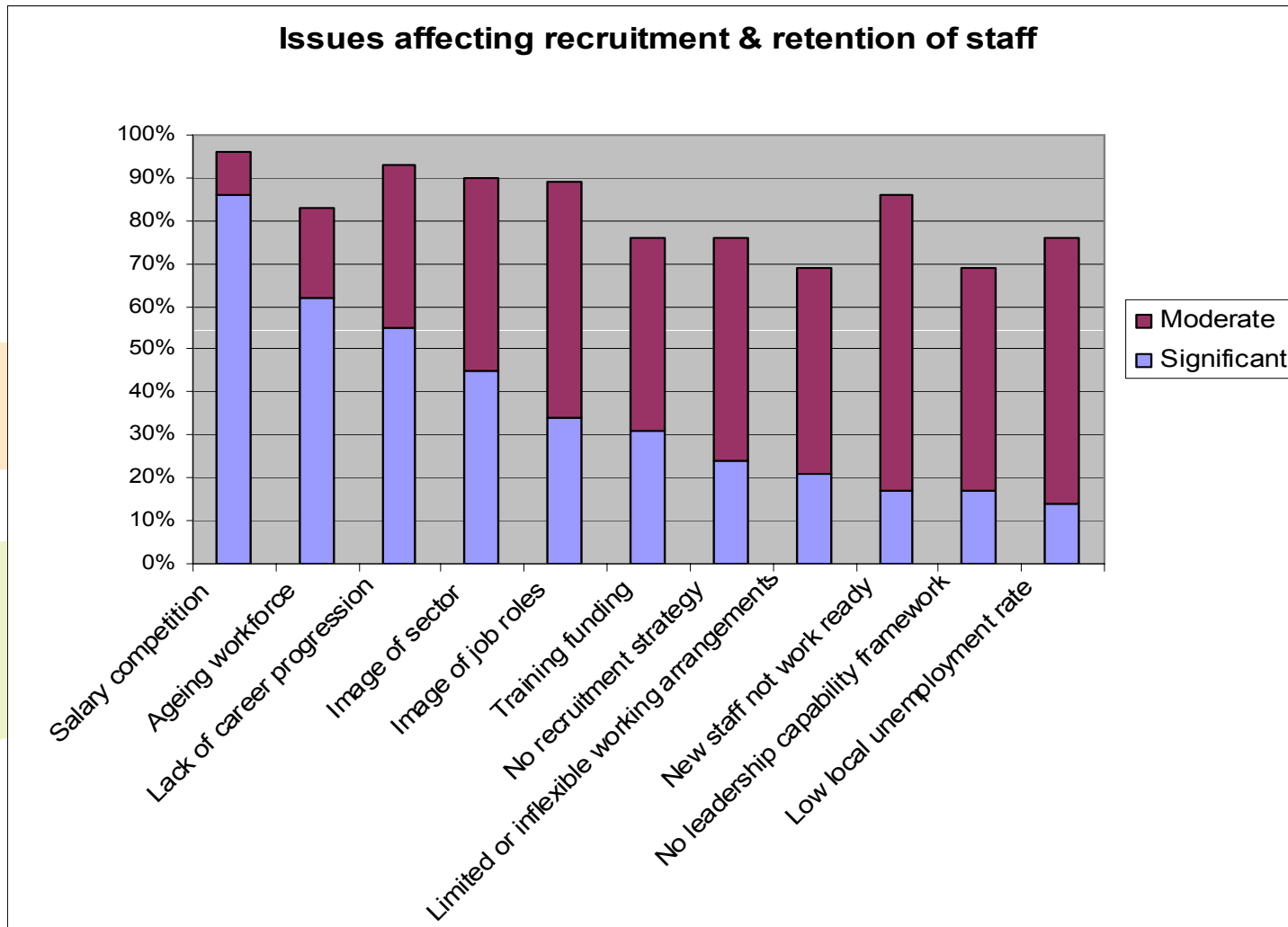


What intelligence do we collect?

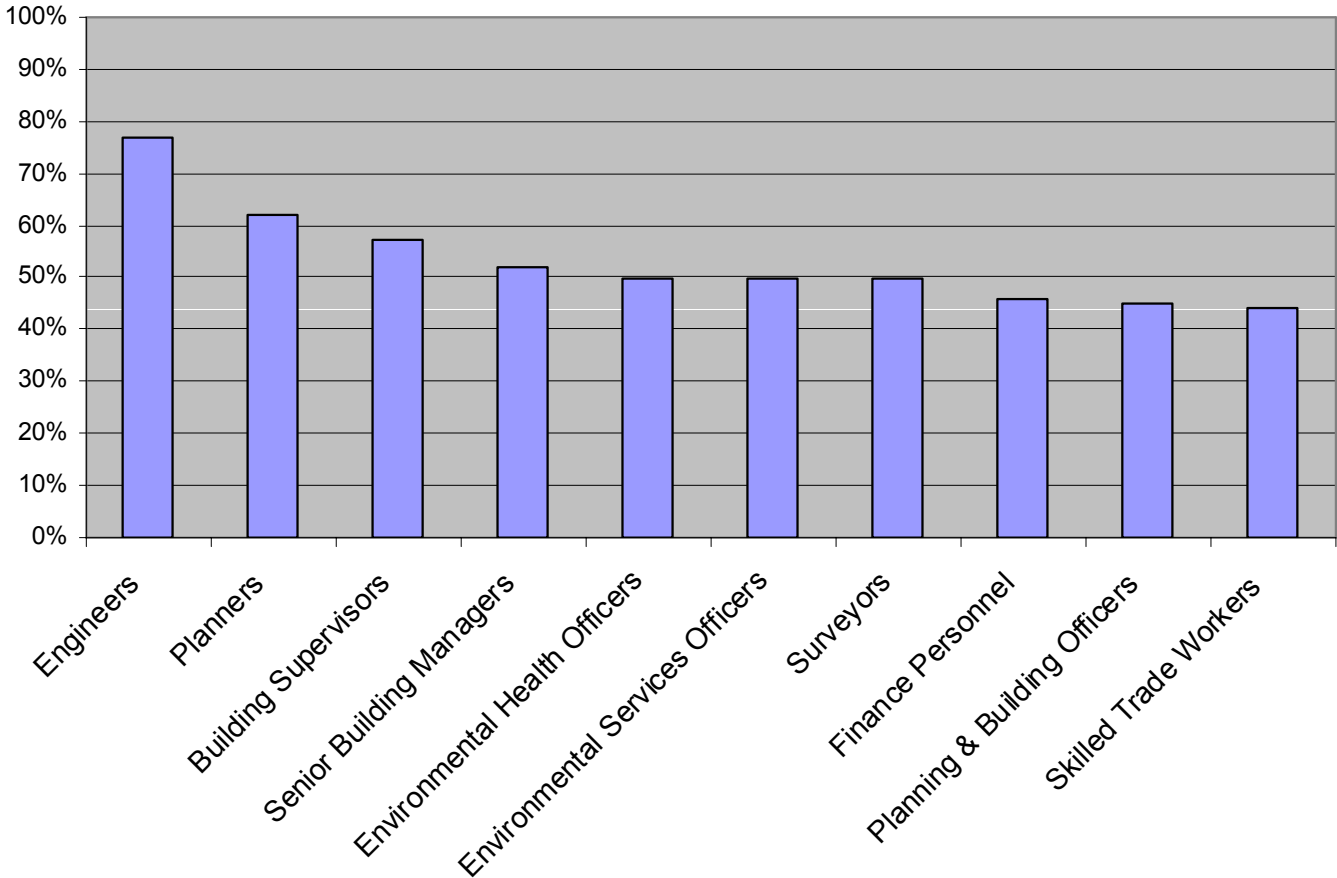
- Enterprise level issues and external influences
- Generic training needs (at job role level)
- Occupation-specific training needs (at job role level)
- Recruitment issues
- Retention issues
- Training and development activity
- Workforce planning activity



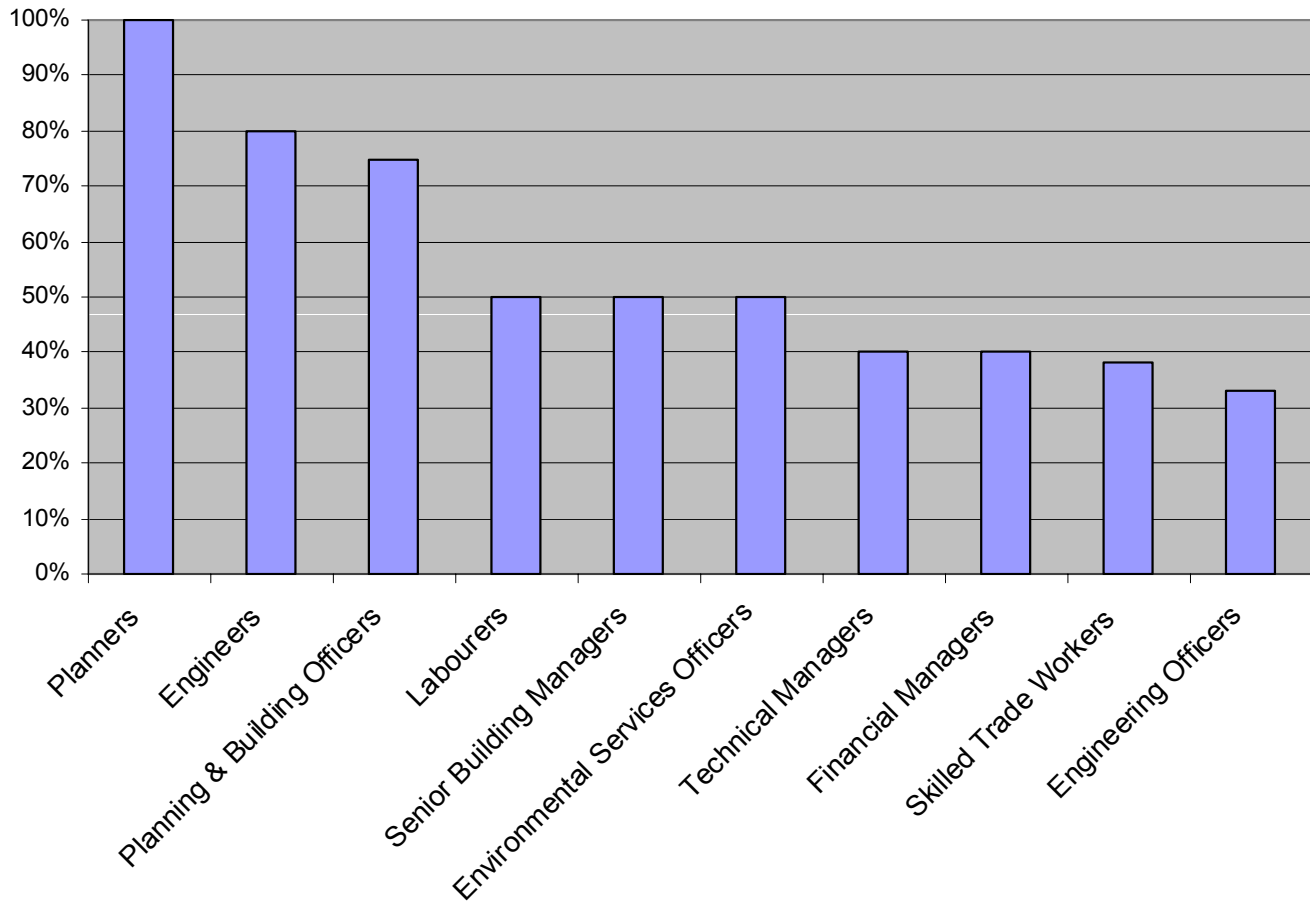
2009 Aggregate audit results (LG)



Recruitment difficulties - Top 10



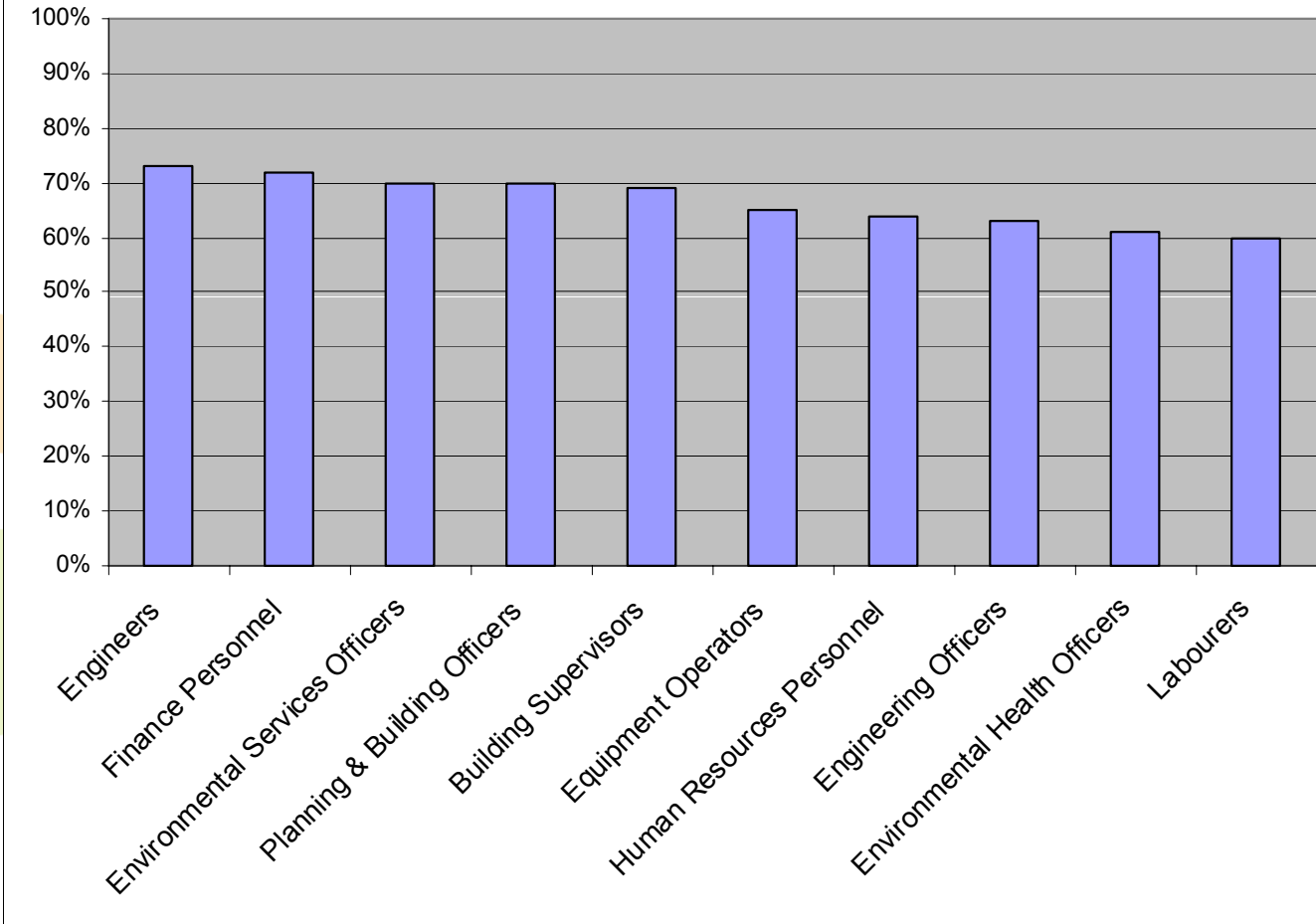
Retention difficulties - Top 10



Top 10 Generic Training Needs



Top 10 Job Roles Requiring Upskilling



What are we doing about it?

2009

- Offering upskilling solutions (VET)
- Providing recruitment, retention & WP strategies (org / regional / national)

2010

- More of the above
- Facilitating workshops for significant issues and priority needs
- Providing/developing 'how to' resources to suit G&CS industry
- Reporting findings to DEEWR



Further information

For more information on Workforce Development,
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