

## PROGRAM 6.1: Workforce Practice Unit

Component Description	Outputs/Milestones 2011	Expected Achievement 2011	Proposed Outputs/ Milestones 2012	Budgets*			
					Budget 2011	Expected Result 2011	Draft 2012
Formulate and implement national workforce development strategy and related measures to make local government an employer of choice.	<ul style="list-style-type: none"> <li>▪ Finalise national workforce strategy in conjunction with jurisdictions</li> <li>▪ Implement three key projects:               <ul style="list-style-type: none"> <li>- Ageing workforce and retention issues</li> <li>- Workplace and job re-design</li> <li>- Update skills shortages research</li> </ul> </li> <li>▪ National Workforce Forum 7-8 April</li> <li>▪ Commence implementation of ATSI Employment Program:               <ul style="list-style-type: none"> <li>- Interim White Paper to define demonstration projects</li> <li>- National Roundtable</li> <li>- Negotiate Commonwealth funding support for operational models</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Draft strategy completed and preliminary endorsement by jurisdictions</li> <li>▪ Substantial completion of projects on Mature Talent Management; other projects commenced</li> <li>▪ Forum held</li> <li>▪ National roundtable held; interim White Paper substantially completed; demonstration projects scoped; funding sought</li> </ul>	<ul style="list-style-type: none"> <li>▪ Strategy finalised and adopted by all key stakeholders; implementation activity commenced</li> <li>▪ 5<sup>th</sup> Workforce Development Forum held April 2012</li> <li>▪ Complete 2011 projects</li> <li>▪ New projects:               <ul style="list-style-type: none"> <li>- Case studies – New Ways of Working</li> <li>- Language, literacy and numeracy strategy</li> <li>- Training and education capacity building</li> <li>- Managing mature talent – Phase 2</li> <li>- ATSI employment strategy – Phase 2</li> </ul> </li> </ul>	<b>Income</b>			
				<i>c/f from previous</i>	101,651	101,651	101,651
				ACELG Quarterly	200,000	200,000	200,000
				Other ACELG			
				LGRF Grant#	50,000	50,000	
				Contributions		5,000	
				Sales			
				Other (specify)			
				<b>TOTAL</b>	<b>351,651</b>	<b>356,651</b>	<b>310,651</b>
				<b>Expenditure</b>			
				Salaries	86,939	94,194	95,000
				On-Costs	7,668	12,563	13,000
				Consultancy Fees	160,000 <sup>^</sup>	65,749 <sup>^</sup>	135,000
				LGRF Project	50,000	50,000	
				Travel - Domestic	13,000	12,374	13,000
				Events/Seminars	22,000	18,366	22,000
ACELG Website	5,000	964	5,000				
Promotion/Publicity	5,000	-	5,000				
Other	2,044	790	2,000				
<b>TOTAL</b>	<b>361,651</b>	<b>255,000</b>	<b>290,000</b>				
<i>c/f to next year</i>		101,651	20,651				

\*2011 budget amended at September Board meeting. # For draft National Workforce Strategy. ^ See supplementary detail

## Supplementary Detail: Workforce Practice Unit

Project Description	Budget	Co-ordinator/ Consultant	Timing (Milestones & Completion)	Planned Outputs
<b>New Ways of Working Case Studies</b> <ul style="list-style-type: none"> <li>▪ Indepth Regional Cross-sectoral Case Studies of QLD Incubator project for trainees and apprentices, involving local, state and federal government and the resource sector; and Narrabri Sharing Workers Locally project . Case Studies to lead into potential hybrid project scope based on learnings and involving mining affected councils</li> <li>▪ Develop case studies that capture successful innovative Ways of Working that maximise on available skills, build capacity and lift productivity, eg Community Chef or technology based</li> </ul>	\$20,000 ACELG  \$15,000 ACELG	TBC	Preliminary research commenced Q3>	<ul style="list-style-type: none"> <li>▪ Demonstration Project initiated</li> <li>▪ Case studies and range of print promotional materials for online and print release</li> </ul>
<b>Language Literacy and Numeracy (LLN) Strategy for Local Government</b> Including Foundation Skills and Pathways	\$15,000 ACELG	Philippa McLean TBC		<ul style="list-style-type: none"> <li>▪ LLN Strategy for Local Government</li> </ul>
<b>Training and Education Capacity Building:</b> <ul style="list-style-type: none"> <li>▪ Explore ways for the sector to participate in the Federal Government's:               <ul style="list-style-type: none"> <li>- Skills and workforce development goals 2009-2020 thereby providing 42% of the sector's employees with formal qualifications; and</li> <li>- Skills for All Australians VET Skills Reform Package for States &amp; Territories</li> </ul> </li> <li>▪ Review LG qualifications nationally and compare to COAG mandate on minimum skill level targets.</li> </ul>		TBC	Q4	
<b>Workforce Strategy Implementation</b> <ul style="list-style-type: none"> <li>▪ Implementation Plan will be developed following the finalisation and adoption of the strategy</li> </ul>	\$25,000 ACELG		Progress for adoption in Q3	To be determined following adoption of Workforce Strategy
<b>Managing Mature Talent – Phase 2</b> <ul style="list-style-type: none"> <li>▪ Provide a range of resources, including training, to councils embarking on managing their mature talent, including training. Online, print and face to face.</li> </ul>	\$15,000 ACELG	Julie Morgan	<ul style="list-style-type: none"> <li>▪ Training to be rolled out Q4 or early 2013</li> <li>▪ Mini-site to be implemented in time for training</li> </ul>	<ul style="list-style-type: none"> <li>▪ Training and support materials and resources – online and print</li> </ul>

<p><b>Aboriginal and Torres Strait Islander Employment in LG Strategy – Phase 2</b></p> <ul style="list-style-type: none"> <li>▪ Demonstration Projects: Lockdown of funding and partnerships and commencement of implementation</li> <li>▪ Literature Review</li> <li>▪ Final Position Paper or Good Practice Guides / Practice Notes</li> </ul>	<p>\$15,000 ACELG</p> <p>\$15,000 ACELG</p>	<p>Escalier Consulting: Adrian Stephens, Danny Colgan, Philippa McLean &amp; Duane Vickery</p>	<ul style="list-style-type: none"> <li>▪ Demo Projects Q3</li> <li>▪ Lit Review Q3</li> <li>▪ Final Position Paper or good Practice Guides Q4</li> </ul>	<ul style="list-style-type: none"> <li>▪ Demo Project funding and partnerships firmed up and projects under way</li> <li>▪ Literature Review</li> <li>▪ Position Paper or Good Practice Guides</li> </ul>
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