



National Local Government Workforce Development Forum 23-24 March 2010

Common Room, University House, Cnr Balmain Crescent and Liversidge St,
Australian National University, Acton, Canberra

AIMS AND OBJECTIVES

- To review and evaluate the impact of Federal Government's skills and workforce development initiatives on local government;
- To receive an update on the Federal Government's *2010 Local Government Draft Workforce Development Strategy*;
- To present the National LG Workforce Development Steering Committee's draft *Blueprint for a Local Government Workforce – New Decade and Beyond*, and explore its implementation, including
 - LG National Employer brand; and
 - LG Indigenous Employment Program;
- To review changes and improvements to the education and training system and implications for the Local Government sector;
- To consider the impact of economic recovery on the sector's skills needs and skills supply;
- To review current attraction, retention, workforce participation and social inclusion initiatives and best practice as they relate to Local Government; and
- To facilitate increased collaboration and information sharing across the sector.

DAY ONE PROGRAM Tuesday 23 March 2010

12 noon Registration. Lunch and refreshments provided.

1 pm **Acknowledgement to Country** 5 mins

SESSION 1 :: INTRODUCTION AND CONTEXT

1.05 pm **Welcome by Government Skills Australia (GSA) and Overview of GSA Activities and Direction**
Greg McLean, Assistant National Secretary, Australian Services Union and
Government Skills Australia Director 15 mins

- 1.20 pm **Overview of Australian Centre of Excellence for Local Government (ACELG) Activities and Direction**
Melissa Gibbs, Acting Deputy-Director, ACELG 15 mins
- 1.35pm **Overview of 2009 Skills Forums and 2010 Forum Objectives and Focus**
John Ravlic, Chief Executive, Local Government Managers Australia –
Australian Centre of Excellence for Local Government Program Partner
- Recap on previous national skills and workforce development forums and main events since then; and
 - Review objectives and focus of 2010 forum.
- 10 mins
45 MINS
- 1.45 pm **STATE OF THE NATION**
- ECONOMIC AND EMPLOYMENT TRENDS**
Statistical overview and demographic analysis of current and future employment trends
Include impact of economic recovery, acceleration of mining activity, and climate change initiatives on skills supply and skills needs.
- Ivan Neville, Branch Manager, Labour Market Skills Branch, DEEWR 25 mins
 - Union representative to be confirmed 25 mins
- Facilitated forum discussion* 15 mins
- 1 HR 05 MINS**
- 2.50 pm *Afternoon tea and coffee* 15 mins
- 3.05 pm **PROGRESS REPORTS – PART 1**
Workforce development issues currently being addressed by stakeholders
- GOVERNMENT INITIATIVES**
LG or LG related overview of Australian Government initiatives
- Sue Beitz, Head of Secretariat, Skills Australia
Update on progress and overview of *Australian Workforce Futures – A National Workforce Development Strategy*, and implications for sector 25 mins
 - Nick Dudley, Branch Manager, Workforce Development, GSA
GSA update, including workforce development role 25 mins
 - Productivity Places Program – facilitated forum discussion 20 mins
- Forum discussion on session* 15 mins
GSA/ACELG co-facilitated session **1 HR 25 MINS**
- 4.30 pm **LOCAL GOVERNMENT AS A NATIONAL EMPLOYER**
A facilitated open forum session will be conducted to explore LG positioning itself as a national employer. **1 HR**
- 5.30 pm **End of daytime sessions**

Evening Events in the Great Hall, University House, ANU

- 7.30 pm **Pre Dinner Drinks**
8 pm **Dinner**

DAY TWO PROGRAM

Wednesday 24 March 2010

8.30am **SESSION 1 :: STATE OF THE NATION**

PROGRESS REPORTS – PART 2

LOCAL GOVERNMENT ORGANISATIONS

Facilitated discussion based on key themes emerging from the activity reports provided by local government organizations in the lead up to the forum.

1 HR

9.30am **NATIONAL WORKFORCE DEVELOPMENT FRAMEWORK**

- Review the progress of the Federal Government's *2010 Local Government Draft Workforce Development Strategy* – Mervyn Carter, LG Department of Infrastructure, Transport, Regional Development and Local Government 20 mins
- Australian Centre of Excellence for Local Government's (ACELG's) and the LG Workforce Development Steering Committee's draft *Blueprint for a LG Workforce – New Decade and Beyond* Angela Zivkovic, Project Manager, LG Practice Unit, ACELG 15 mins

Facilitated forum discussion

15 mins

50 MINS

10.20am

Morning tea and coffee

15 MINS

10.35am **SESSION 2 :: TRAINING AND EDUCATION**

Training and education focused reports from Government Skills Australia and Service Skills Australia

Speakers: Alun Gallie, Government Skills Australia

Alastair Wilson, Service Skills Australia

- Changes to training packages and implications for the sector, including
- Greening of training packages, including Green Skills Agreement
- Greater flexibility in revised versions of training packages
- Continuous improvement of the LG Training Package
- Other ISC matters of interest to Local Government 45 mins

Graduates, apprenticeships and traineeships

Session to cover graduates, the importance of maintaining apprenticeships and traineeships in good times and bad, and the benefits of Group Employment and Training Enterprises (GETEs)

Facilitated forum discussion

25 mins

1 HR 10 MINS

11.45am **SESSION 3 :: NEW WAYS OF WORKING**

DEMAND SIDE SOLUTIONS – INNOVATION AND NEXT PRACTICE

Intro by ACELG representative on ACELG's role: to identify, record, promote and encourage replication of innovation and best practice in the LG sector. 10 mins

- Kathy Kelly, Manager – Training Services, LGAQ – Strategies for retention of mature age workers in LG 25 mins

- Roger Stephan, CEO, Hunter Councils – Resource sharing: implications, benefits and impact on LG workforce development 25 mins

Facilitated forum discussion 15 mins

1 HR 15 MINS

1pm *Lunch* 30 mins

1.30pm **SESSION 4 :: WORKFORCE PARTICIPATION AND SOCIAL INCLUSION**

SOCIAL INCLUSION

Speaker: Linda White, Australian Social Inclusion Board

Presentation to include review of *Social Inclusion in Australia: How Australia is faring*, importance of LG in job creation, and an update on LG related initiatives 30 mins

Q&A and forum discussion 15 mins

45 MINS

2.15pm **WORKFORCE PARTICIPATION**

Focus on women and Indigenous sections of the population.

Women in LG

Facilitated forum discussion on national Year of Women in LG (YoWiLG) activities.

Benefits and measures of success. 15 mins

Afternoon tea and coffee (working)

Indigenous Employment in LG

Session will explore LG's potential role in becoming a place-based employer that attracts and retains Indigenous employees. Short presentations will be followed by additional commentary from key stakeholders, and open forum discussion.

Speakers and 'panelists' to include:

- Angela Zivkovic, ACELG, on draft *LG Indigenous Employment Program Green Paper*
- Kerrie Nelson, Advisor – Government, Reconciliation Australia
- Danny Lester, CEO, Aboriginal Employment Strategy
- Brenda Love, Director Strategic Policy, Indigenous Economic Strategy Group, and Madonna Tomes, Director Employment and Participation Policy, Indigenous Economic Strategy Group, DEEWR

Discussion to cover remote, regional and metropolitan perspectives on the issues

Presentations, commentary and facilitated forum discussion 2 hrs 15 mins

2 HRS 30 MINS

4.45pm **WRAP UP – Forum review and conclusions**

Neil Hartley, President, National LG WD Steering Committee

15 MINS

5pm **Forum ends**