LOCAL GOVERNMENT WORKFORCE

55,900 EMPLOYEES

- 128 COUNCILS
- 10 COUNTY COUNCILS

299 DIFFERENT OCCUPATIONS

- 14% COUNCILS
- 25% NSW WORKFORCE

- 54% COUNCILS
- 41% NSW WORKFORCE

- 49% MALE
- 51% FEMALE

- 42% URBAN
- 41% REGIONAL
- 17% RURAL

- UNDER 30 YRS
- OVER 45 YRS

OCCUPATIONS ON THE INCREASE

- PROFESSIONALS
- SPECIALIST MANAGERS
- COMMUNICATIONS & DIGITAL

FULL TIME
- 71%

PART TIME
- 13%

CASUAL
- 17%
COUNCIL SKILLS SHORTAGE

86% OF COUNCILS REPORT SKILLS SHORTAGE

31% OF COUNCILS HAVE ANALYSED FUTURE WORKFORCE NEEDS

36% OF COUNCILS HAVE UNMET TRAINING NEEDS

TOP 7 SKILL SHORTAGE OCCUPATIONS

1 ENGINEERS
2 URBAN & TOWN PLANNERS
3 BUILDING SURVEYERS
4 PROJECT MANAGERS
5 ENVIRONMENTAL OFFICERS
6 SUPERVISORS / TEAM LEADERS
7 IT/ICT TECHNICIANS

73% OF COUNCILS EMPLOY APPRENTICES AND TRAINEES

55% OF COUNCILS SAID THEY DID NOT HAVE ENOUGH TRAINEES OR APPRENTICES TO MEET THEIR NEEDS

64% LOCAL GOVERNMENT VS 13% ALL INDUSTRIES

ISSUES IMPACTING SKILLS

> Major infrastructure projects
> Technology
> Population growth
> Ability to attract and retain staff
> Ageing workforce
> Amalgamations
> New legislation and regulations

ACTION NEEDED

> Fund programs to increase the number of cadets, apprentices, trainees and university graduates employed by councils
> Fund relevant, accessible and high quality training
> Encourage sector collaboration on workforce management initiatives
> Collect nationally consistent workforce data
> Research future skills requirements for the sector