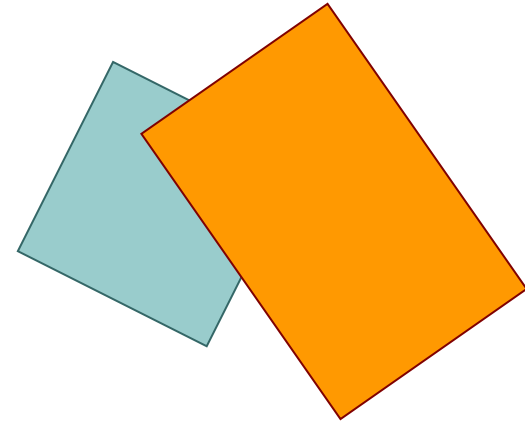




Developing the Future Workforce



Presented by:

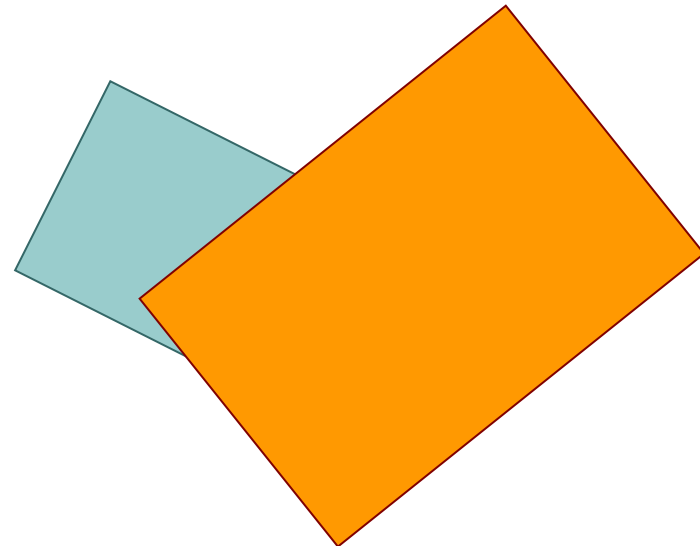
Carmel Westbrook
Whyalla City Council



Australia currently faces challenges in regard to skills shortages and an ageing workforce



Whyalla Council, having experienced a resources “boom” in its region prior to the Great Financial Crisis, is planning for its own future to ensure succession planning is in place.





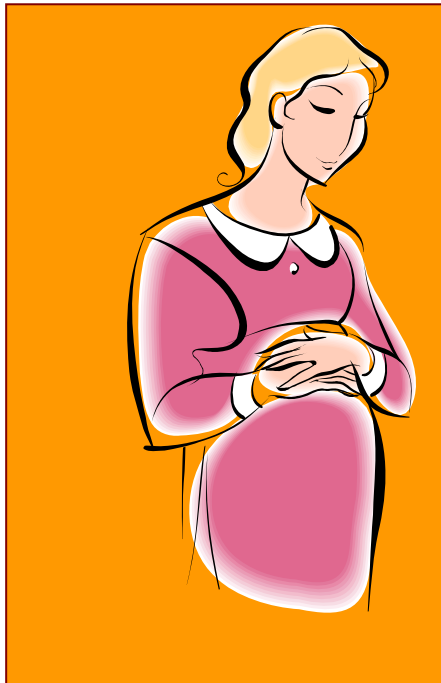
In recent years, the Council has taken on some 23 trainees, apprentices and cadets, undertaking a diverse range of training in areas such as:

- Building Assessment
- Planning and Development
- Legislative Compliance
- Motor Mechanics
- Horticulture
- Rates Assessment
- Finance
- Child Care
- Civil / Engineering





This succession planning enables Council to prepare for:

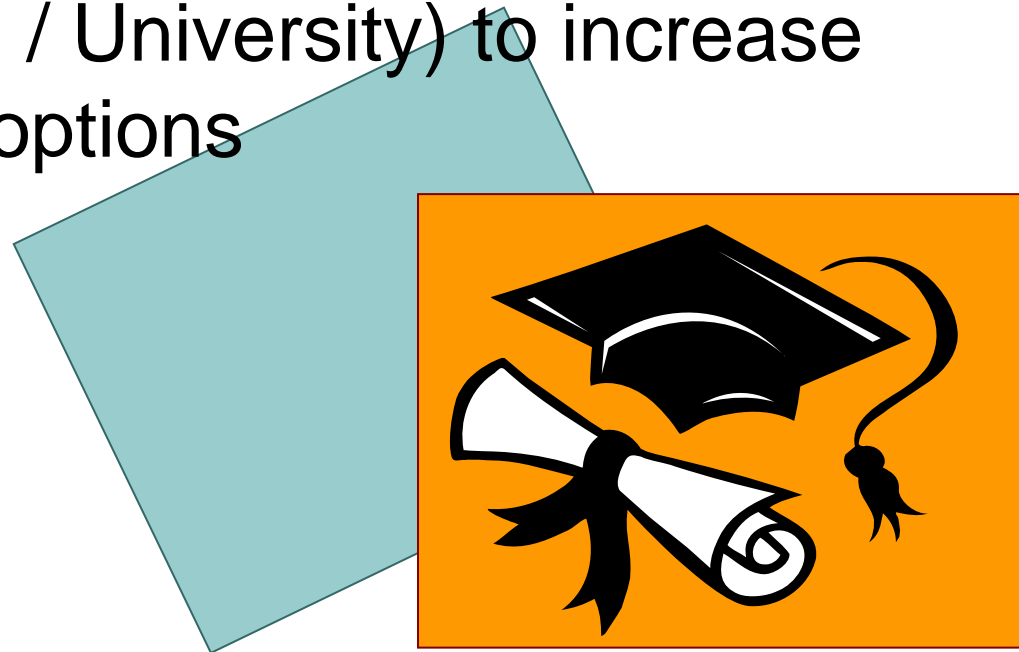


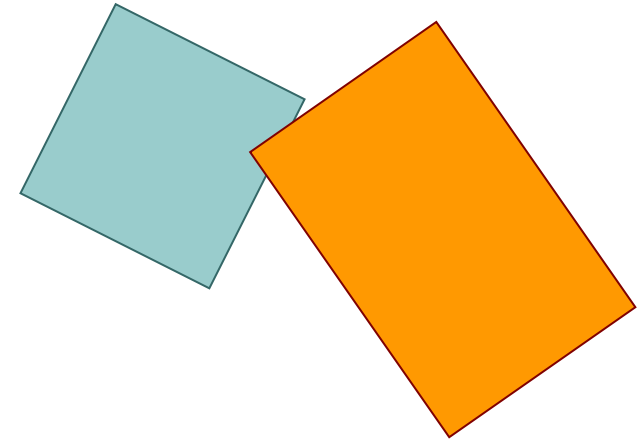
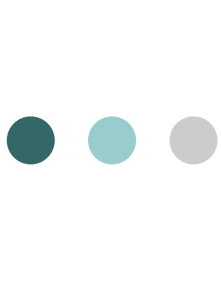
- Baby boomers retiring
- Maternity / paternity leave
- Increased employee turnover re lowered employment rates in South Australia





As well as introducing young people into supernumerary training positions, Council also encourages existing permanent employees to undertake study (TAFE / University) to increase their career options



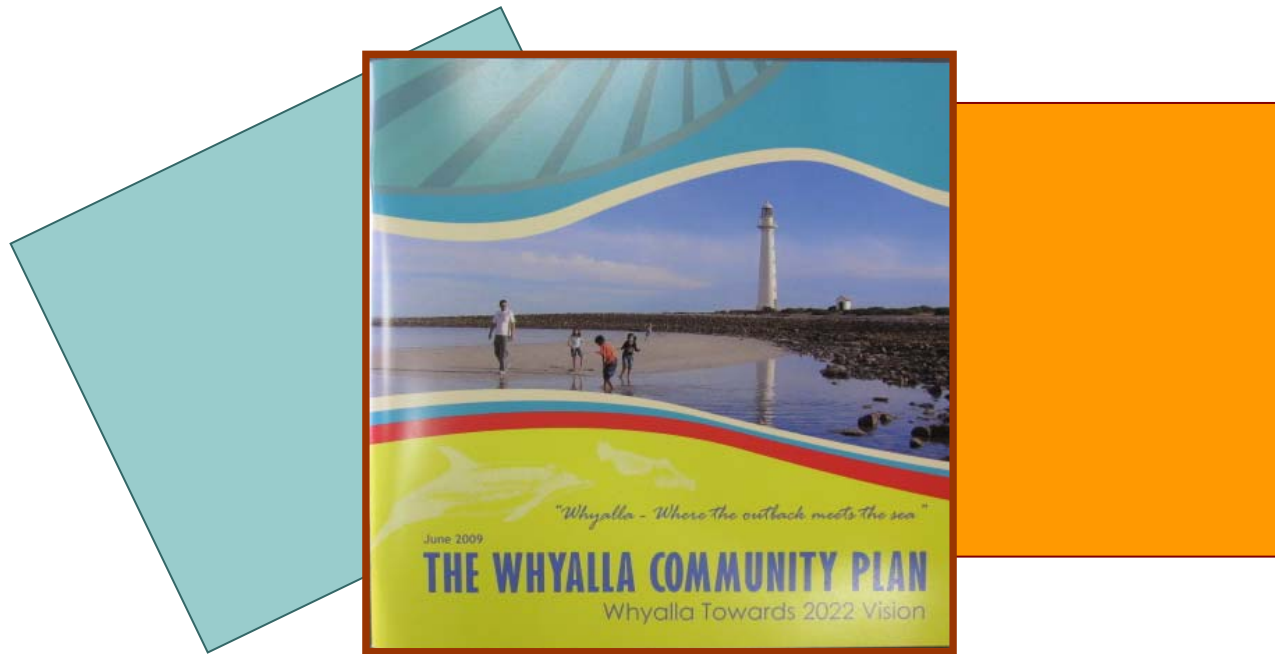


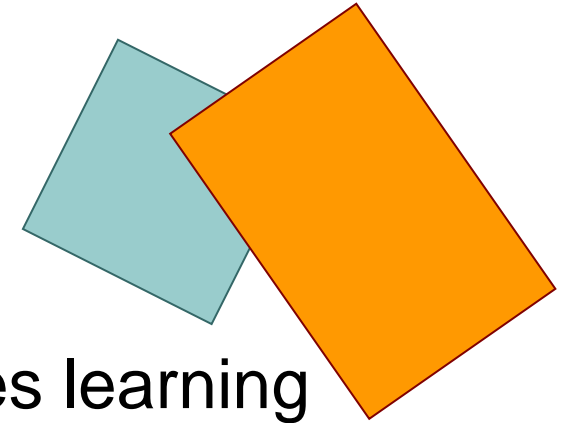
This is underpinned by an “Approved Studentship” Clause in Council’s Enterprise Agreement (No. 5 amended) whereby they are approved for relevant study and on completion of units are reimbursed up to \$1,000 per annum of study costs.

A student loan facility is also available.



Whyalla City Council, in its Strategic Community Plan, aspires to be a “learning organisation” and undertake to train and develop employees and young people in the community.





A learning organisation integrates learning and work.

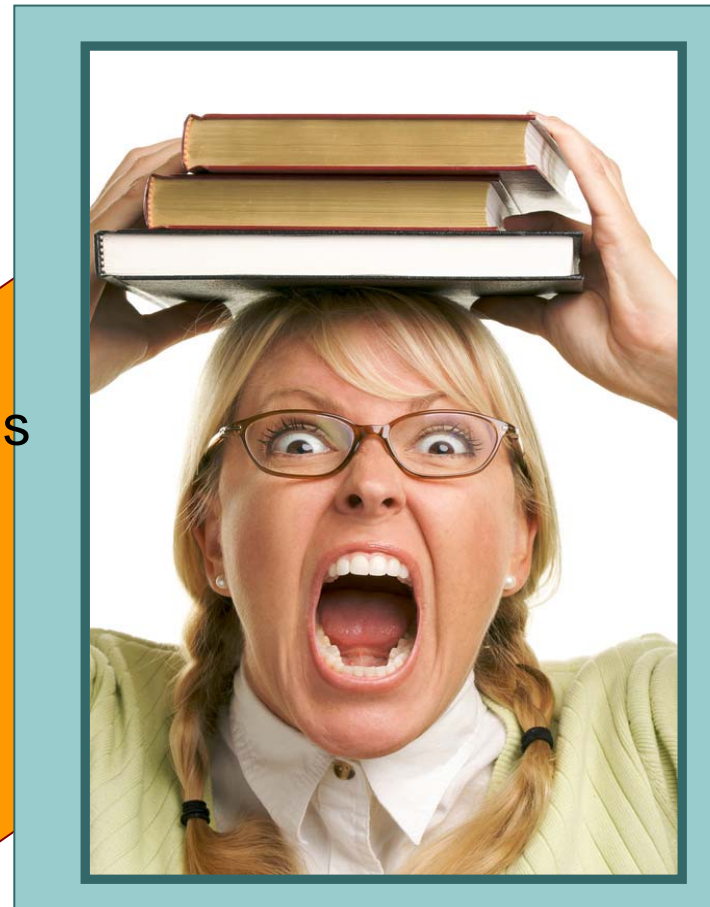
Training and development are seen as an integral part of strategic planning.

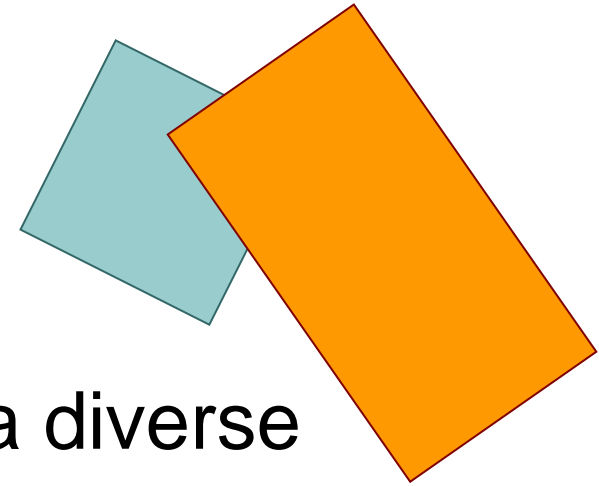
Training and development is recognised at Whyalla City Council as required to assist us through the cycles of economic and generational change.



Currently 20 permanent employees are undertaking formal tertiary studies towards:

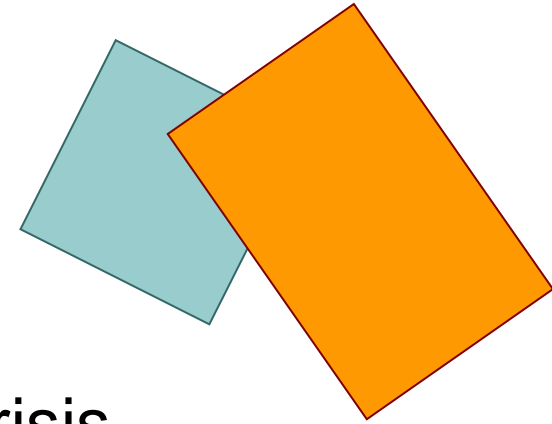
- Planning
- Human Resource
- Accounting
- Records Management
- Tourism
- Library studies
- Media and Communications
- Drafting
- Front Line Management





Increasing awareness of a diverse workforce and marketplace indicates problems and possibilities for our Council.





Prior to the Great Financial Crisis commencing in approximately October 2008, Whyalla Council experienced an employee turnover rate of 19% resulting from a Resources Boom in the region (previously it had been 6% or so).

During the same period, 9 employees embarked on maternity leave, many returning as part-timers.

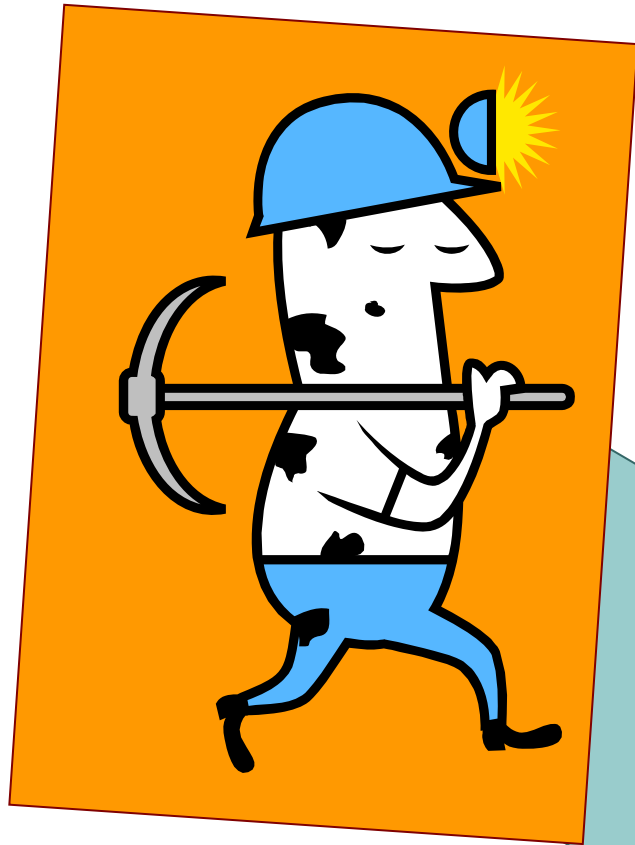
● ● ● | A “Transition to Retirement” clause in the Enterprise Agreement is enabling us to retain older “Baby Boomer” workers but on a part-time basis. They are needed to mentor trainees, cadets.



New blood was definitely needed!!

● ● ●

The Great Financial Crisis calmed turnover rates, but for how long?



We already have competed with steelwork / mining companies for good employees.

It took over 15 months to attract a Civil Projects Officer to Council.



We are good risk managers at Whyalla City Council.

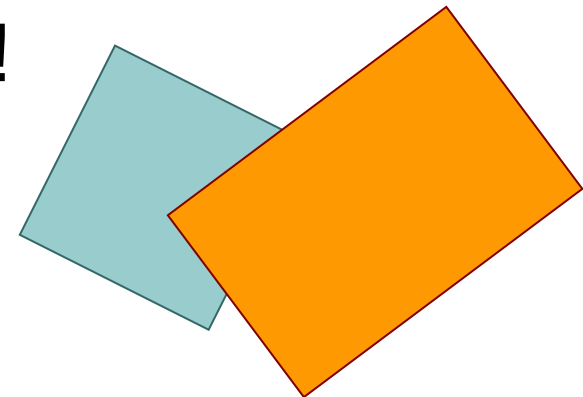
Our succession plan is an insurance as economic good times rapidly return!





ABS Labour Force Survey data show SA employment increased 0.3% in February 2010, rising for the 6th consecutive month.

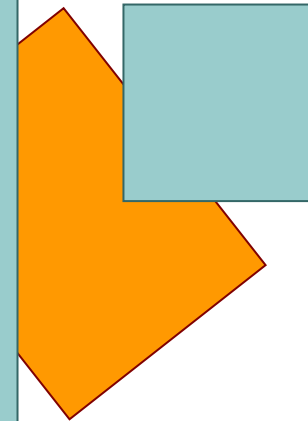
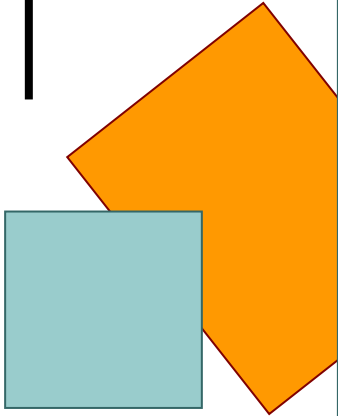
SA recorded in February 2010 an unemployment rate of 4.7% - over half a percentage point lower than the national (at historic lows) average!





We have the BHP Roxby Downs Behemoth ready to take off in our region by 2011 – 2012 (estimated), which will soak up workers in its expansion.





Whyalla City Council will be ready!!