

7 February 2024

Grow Your Own – Urban and Regional Planners Workforce Initiative (GYO)

Progress Report: 14 February 2024

Additional Program Information

The following provide additional information of GYO project progress.

Nominations received by Councils

Expressions of interest received from 6 Councils as follows:

- Barunga West Council
- Port Pirie Regional Council
- Mid Murray Council
- Tatiara District Council
- Alexandrina District Council
- Kangaroo Island Council

Formal applications were received from 3 Councils as follows:

- Barunga West Council
- Port Pirie Regional Council
- Mid Murray Council

Expressions of Interest from individuals

Expressions of interest were received from three existing Council employees as follows:

- Barunga West Council
- Port Pirie Regional Council
- Mid Murray Council

Selection process and Council/student acceptance into the program

Councils were required to complete an application which included:

- A Detailed application form including the nomination of a new or existing employee
- Provide the nominated employee's resume, and

- A detailed statement from the nominated employee to include:
 - why they are interested in undertaking study in Urban Planning,
 - their commitment to the program of study as an employees of the host Council, and
 - a commitment to the region and to the planning profession

All three Council nominations were deemed eligible and accepted into the program.

Summary by Council, level of study and commencement date:

Student	Council	Level of study	Commencement
Student 1	Mid Murray Council	Undergraduate	October 2023
Student 2	Barunga West Council	Postgraduate	February 2024
Student 3	Port Pirie Council	Undergraduate	February 2024
Student 4	Vacant	-	-

Student Study Progress

Student	Year, Trimester	Units enrolled	Completion
Student 1	2023 Trimester 3	1	Studying
Student 2	2024 Trimester 1	Yet to commence	NA
Student 3	Withdrawn - Vacant	-	-
Student 4	Vacant	-	-

Student Feedback

Item	Rating	% of students
MRSH/UHSG Supportive to learning outcomes	Supportive	100

Question to student	Response
Support utilised through the MRSH/UHSG	Application process Enrolment process Selecting units Study space
Workplace supportive of learning	YES
Details of workplace support	Paid study time Access to qualified planners
Liaison with University	Good access to lecturer

*Data collected through student evaluation form and MRSH/UHSG case notes.

GROW YOUR OWN SKILLED WORKFORCE



\$20,000* council subsidy to 'grow your own' urban and regional planner

*\$10,000 per year per host council for 2 years.

URBAN AND REGIONAL PLANNERS

Create your own skilled workforce to meet the ongoing demand for qualified planners in regional South Australia.

Are you struggling to attract and retain qualified planners? Have you thought about 'growing your own' workforce?

With funding from the Government of South Australia and the LGA's Local Government Research and Development Scheme, the Murray River Study Hub and Uni Hub Spencer Gulf have partnered with University of New England (UNE) and the Planning Institute of South Australia to deliver a two year pilot program to assist regional councils to employ and support a University Cadet in Urban and Regional Planning.

What does this mean?

The program will support up to four students to study the Planning Institute of Australia (PIA) accredited Bachelor, Graduate Diploma or Masters Degree in Urban and Regional Planning with University of New England.

A subsidy of \$20,000 will be provided to the host/employing Council, payable by two annual instalments of \$10,000 per year. Students will be supported locally through the Uni Hub Spencer Gulf or the Murray River Study Hub Regional University Centres.

What are Regional University Study Hubs?

Murray River Study Hub (MRSH) and Uni Hub Spencer Gulf (UHS) are both funded by the Federal Government's "Regional University Study Hubs" program to help students in regional, rural and remote areas of Australia to access and succeed in higher education.

In partnership with local Councils, the MRSH and UHS provide study centres in the Riverland and Murraylands; and in Port Pirie, Port Augusta, Port Lincoln, Kadina and Roxby Downs.

Regional University Study Hubs partner with universities to support local delivery of qualifications that help meet our regional workforce needs, providing university outreach and local face to face student support including enrolment and orientation, intensive and industry placement coordination, exam invigilation and graduation events.

Who benefits from this program?

'Local Jobs for Local People'

This two-year pilot program offers those already living in regional SA the chance to gain a professionally accredited university qualification in Urban and Regional Planning – without having to move to Adelaide to study on-campus.

The cadetship is available for school leavers or individuals already in the workforce who are looking to upskill or reskill into a career in planning.

'A Skilled Workforce for Local Government'

Local people are already part of the local community and are more likely to stay. Whilst 'growing your own' might seem more expensive and time consuming, investing in locals can provide a more stable workforce and succession planning, helps raise awareness of the range of professional and technical careers available in local government and has economic and social benefits that flow-on right through the community.

GROW YOUR OWN SKILLED WORKFORCE

What you need to know...

Program Objectives

- Address regional skills shortages in urban and regional planners.
- Incentivise and support regional councils to employ and develop new planners.

Expected Outcomes

- An increase the total number of planning cadets employed by regional councils in SA.
- An increase in the pipeline of planners in South Australia.

Council Subsidy

- Year 1 - \$10,000 per student paid to the host Council on commencement of study.
- Year 2 - \$10,000 per student paid to the host Council commencement of second year.

Eligibility criteria for Councils

To be eligible, Council applicants must:

- be located within the Murraylands, Riverland or Spencer Gulf catchment (encompassing Mid North, Yorke Peninsula, Far North, Eyre Peninsula).
- commit to supporting a new or existing employee to undertake university study for a minimum of two years.
- provide at least five hours per week study leave for the employee/student.
- ensure they can provide, or have access to, qualified supervisory staff to support student learning.
- collaborate with other Councils or industry employers to maximise planning sector exposure and learning experience for the student.
- comply with program progress reporting, acquittals and evaluation processes.



Eligibility of student/employee

To be eligible, students/employees must:

- meet the UNE entry requirements for the Bachelor, Graduate Diploma or Masters of Urban and Regional Planning.
- be an Australian citizen, permanent resident, humanitarian visa or similar.
- commit to the program of study as an employee of the host Council, on a full-time or part-time basis.
- provide a written statement and curriculum vitae and attend an interview as part of the selection process.

Application process:

Councils interested in participating in this program are encouraged to contact Uni Hub Spencer Gulf or Murray River Study Hub to discuss their application and obtain a copy of the application form.

Vanessa Leigh
Program Manager
Murray River Study Hub
0410 879 887
vanessa@mrsh.org.au

Anita Kuss
CEO
Uni Hub Spencer Gulf
0427 609 404
ceo@unihubsg.org



Choose a career in planning and study while you work

URBAN AND REGIONAL PLANNERS

Become a planner in your region and help improve people's lives and create a better and more sustainable future.

Do you love working for council and looking for a career change? Have you ever thought about planning and how important this role is in regional communities?

Planning is the process through which people, businesses and government come together to protect, grow and shape their cities, towns and regions.

The planning process involves research and consultation, writing reports, working with communities and other professionals, and preparing plans and strategies.

What do planners do?

Planners play an important role in helping to improve people's lives and create a better and more sustainable future. Some of the ways planners do this is by working with others to:

- tackle climate change
- protect biodiversity
- manage natural disasters
- reduce congestion and improve transport networks
- grow our economy and jobs
- make housing more affordable

- address social issues
- celebrate arts and culture
- provide places for sport and recreation
- recognise our heritage.

How can I study locally and become a planner?

Murray River Study Hub and Uni Hub Spencer Gulf, in partnership with the State Government, the LGA's Local Government Research and Development Scheme, the Planning Institute of Australia and University of New England, have created a program that supports local people to study to become planners.

This program will support the training of four students across regional councils to study either a Bachelor or Masters degree of Urban and Regional Planning with the University of New England. Students will be supported by their local Regional University Centre and be able to study their degree locally (online) with access to quality mentors. It also means they are guaranteed a local job at the end of their study.

Interested? Take a look overleaf for more information about the degrees and how to find out more information.

Key facts about the University of New England's Bachelor of Urban and Regional Planning.

Study mode: Students will study online, with the support of their local Regional University Centre.

Course duration: Up to 4 years full-time, with an intensive 2.5 year full-time fast track option available. Up to 10 years part-time.

Entry requirements: Entry pathways include: recent high school ATAR (guaranteed ATAR: 72.55), higher education (GPA), VET study, or work experience.

About the degree: UNE's Bachelor of Urban and Regional Planning is structured to provide you with a wide breadth of knowledge and skills that balance theory with real-world contexts. You will get a broad, thorough understanding of design and planning in urban and regional contexts, across a range of major areas: land use; social and economic issues; transport; professionalism and ethics; and environmental and planning law.

Industry recognition: The Bachelor of Urban and Regional Planning is fully accredited with the Planning Institute of Australia.

Key facts about the University of New England's Master of Urban and Regional Planning.

Study mode: Students will study online, with the support of their local Regional University Centre.

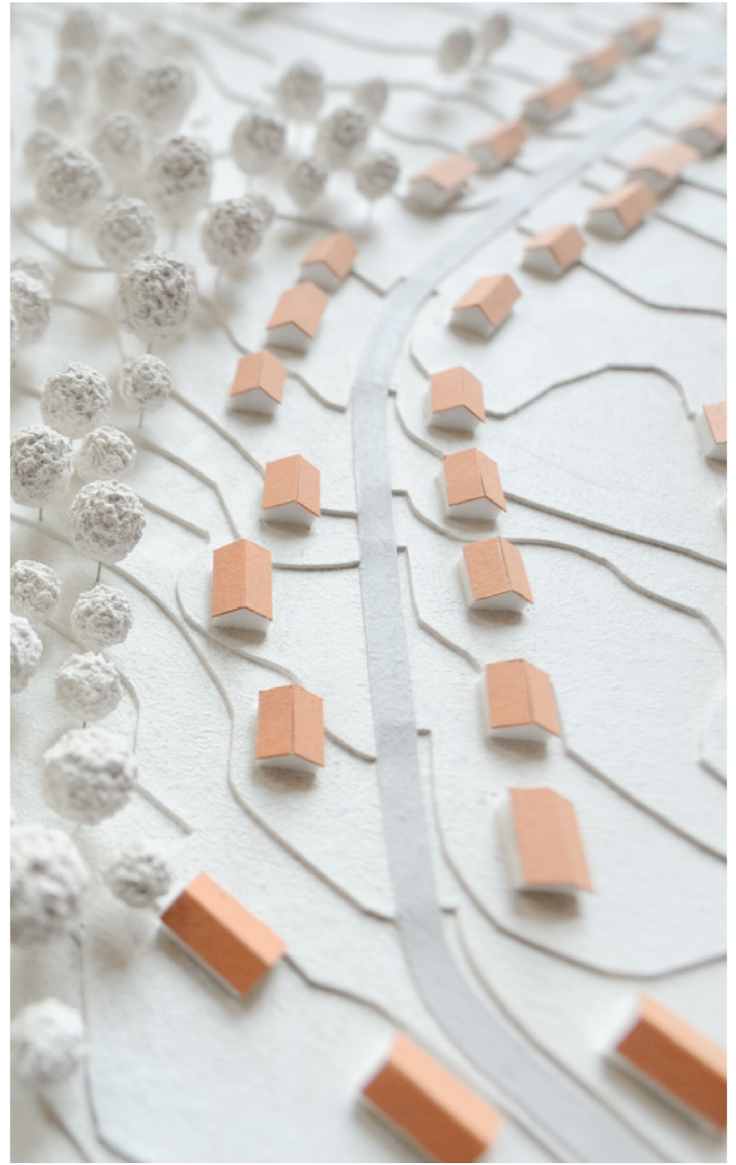
Course duration: 1.5 years (full time).

Entry requirements: Entry is based on a Bachelor qualification in a relevant discipline, or a Graduate Diploma in Urban and Regional Planning from UNE (or equivalent) with specific GPA and credit point requirements.

About the degree: Graduates will gain specialist knowledge across a range of important study areas including geography, sociology, law, public policy and economics so you can competently deliver the best professional planning outcomes for small and large scale developments across urban and regional contexts.

You will explore a range of complex planning problems and learn knowledge and skills across a range of integrated study areas that contribute to finding sustainable planning solutions for communities, business and governments.

Assessment tasks will include project-based, real-life contexts. You'll be steps ahead to apply your structural and



statutory knowledge to built and natural environments within the legislative framework controlling land use.

Industry recognition: The Master of Urban and Regional Planning is fully accredited with the Planning Institute of Australia.

What about fees?

The cost of this qualification is subsidised through a Commonwealth Supported Place (CSP) and you may be eligible for a HECS-HELP Loan.

A range of scholarships may also be available. Contact your Regional University Centre for more information.

Application process:

For more information about how to become a planner contact Uni Hub Spencer Gulf or Murray River Study Hub.

Vanessa Leigh
Program Manager
Murray River Study Hub
0410 879 887
vanessa@mrrsh.org.au

Anita Kuss
CEO
Uni Hub Spencer Gulf
0427 609 404
ceo@unihubsg.org

New planning program to support Riverland housing

Murray Pioneer

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New planning program to support Riverland housing

A NEW program designed to tackle skills shortages in the Riverland has been established through a state and local government partnership.

Launched at the end of September, the Grow Your Own program is a joint initiative between the State Government and Local Government Association (LGA) – focused on training local talent and providing pathways to grow regional councils' planning workforce.

The two-year pilot program will enable participating councils to support four employees – either from existing staff members or external hires – to become qualified planners, a built environment role which is critical to delivering more housing.

Successful applications will enrol in either a bachelor, graduate diploma or a master's degree in Urban and Regional Planning at the University of New England, completing their studies online while continuing their role at council.

“We recognise the increased pressure regional councils face to address the housing crisis and want to support the work they do to help their communities,” Minister for Planning Nick Champion said.

“Planners play a crucial role in delivering new housing and this program empowers councils to grow their own skilled workforce in key regional areas. More planners mean more opportunities to fast-track development and build the housing required across the state.

“The initiative enables regional staff to pursue a much-needed profession without having to move to the city to study, backed by support throughout their degree.”

Through the program, councils' in the Riverland will receive \$20,000 over two years to support the university cadets.

The initiative removes the need for workers to relocate to Adelaide to study on-campus and helps offset extra costs for councils associated with employee training.

The Grow Your Own program builds on the work undertaken in partnership with the built environment sector and professions after Mr Champion established an industry body group bringing together key stakeholders earlier this year.

As part of its A Better Housing Future plan, the State Government has also established the Office for Regional Housing to tackle chronic regional housing shortages.

“ We recognise the increased pressure regional councils face to address the housing crisis and want to support the work they do to help their communities... ”

- Nick Champion