

Regional Youth Traineeship Program Update

August 2018

The State Government has contributed \$4 million to two Programs, which is managed by the Local Government Association.

Eighty two percent of regional councils have taken part in one or both Regional Youth Traineeship Programs to date.

RYTP R1 (2015 – 2018)

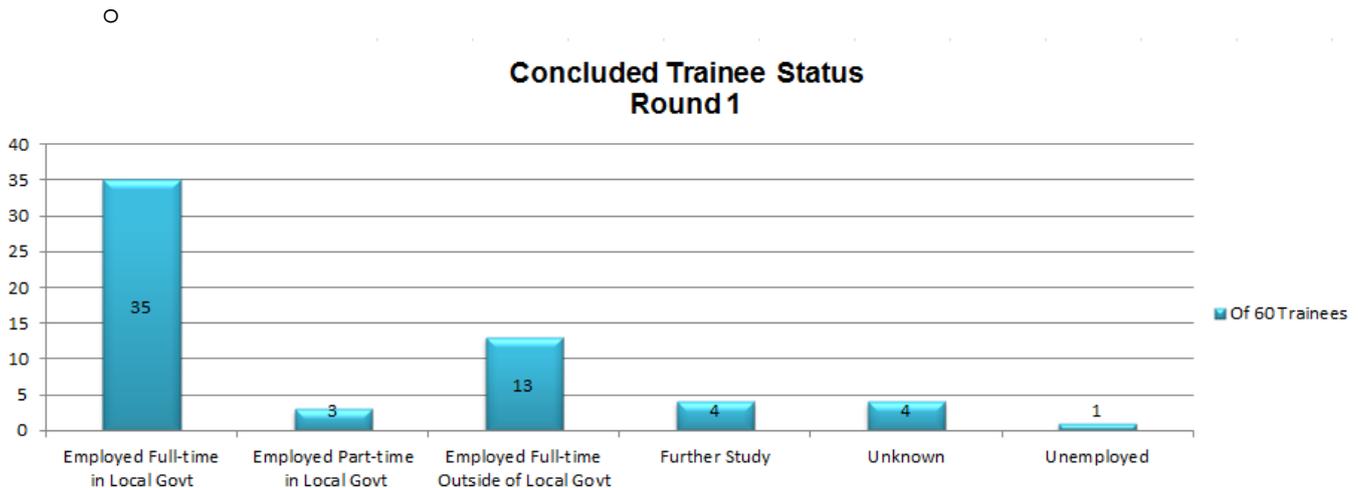
- Within the allocated 57 positions, 74 regional youth have had the opportunity to participate in fulltime employment and to undertake a certificate III level qualification as a result of the Round 1 Program.
- 47 councils submitted an expression of interest to participate in the Program at its inception, with 36 councils contributing to the success of the Program.
- Some councils have utilised the two year wage subsidy to employ 2 trainees for 12 months consecutively, therefore increasing the number of trainees gaining benefit from the Program.

As the Program is nearing completion, the following statistics have been gathered.

- Of the 57 original positions (74 trainees):
 - 60 trainees have participated in meaningful employment and gained a qualification (81%):
 - 35 are employed full-time for councils (59%);
 - 13 are employed outside of local government (21.5%);
 - 1 trainee completed two qualifications and won the Training and Skills Commission - **SA Trainee of the Year award 2017**;
 - 3 are working part-time for council (of own choosing) (5%);
 - 4 are participating in further study (6.5%);
 - 4 status unknown (despite numerous attempts to enquire) (6.5%)
 - 1 unemployed (moved regions recently and actively looking) (1.5%)
 - 14 trainees were not successful in maintaining employment or completing a qualification.

Of the 36 councils that participated in the Program:

- 5 councils have supported 3 positions each (15 positions);
- 12 councils have supported 2 positions each (24 positions);
- 17 councils have supported 1 position each (17 positions);
- 2 councils shared 1 position and both withdrew from the program altogether.



RYTP R2 (2017 – 2019)

- All 57 positions remain allocated.
- 9 positions have experienced a change in trainee.
- 17 councils were allocated two or more trainee positions.
- The table below summarises the vocational roles undertaken by the trainees in the Program.

Trainee Role	Business / Admin / IT / Local Government	Horticulture / Parks and Gardens / Arboriculture	Civil Works / Operational Maintenance	Environmental Services / Water Operations	Tourism or Library or Events
Total in RYTP	28	14	7	4	4
Percentage (%)	49	25	12	7	7

Participant Satisfaction Ratings for the Program

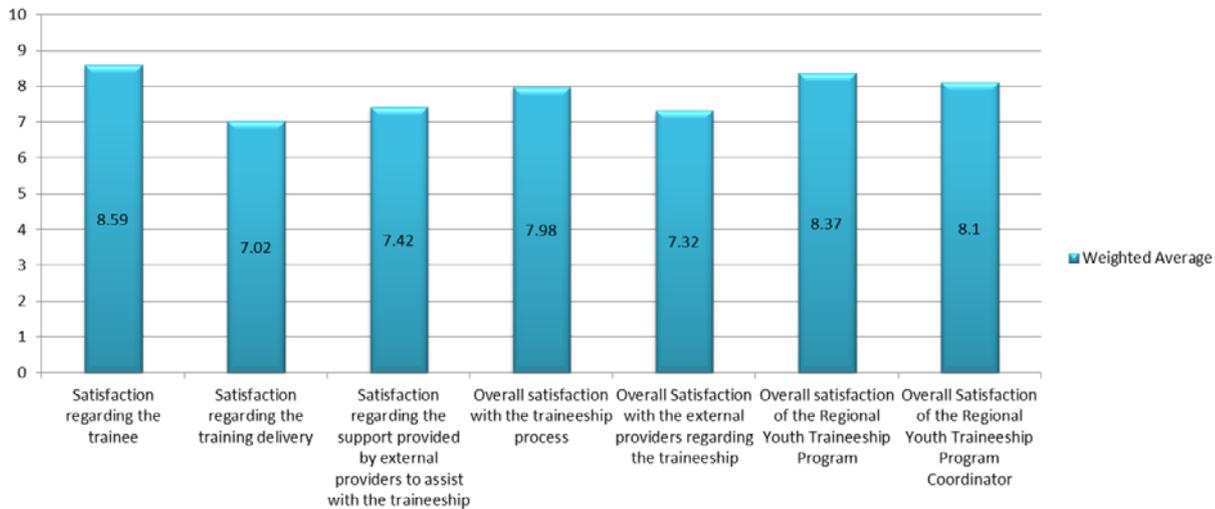
All participating councils have recently had a site visit by the Program coordinator for the purpose of monitoring, evaluating and gathering progress information, and to provide case management support.

Round 2 participants (council staff and trainees) were recently required to complete a satisfaction survey. The graph below depicts council satisfaction in seven measurable areas.

Feedback received from participants of both Programs has clearly demonstrated that overall, trainees and councils are extremely supportive and very satisfied with the Program. Members have embraced the opportunity to employ a young person from their region full-time while they undertake nationally recognised training at a Certificate III level. For some members and their local community, this is the first time in many years that this has occurred.

Council Satisfaction Rating

On a scale of 1 to 10 please rate the following:
(1 being least satisfied, 10 being most satisfied)



Conclusion

Employment outcomes to date have been very positive with the majority of Program positions resulting in permanent employment for our regional youth, whether it is within the Local Government sector or in the private sector. The majority of councils are passionate and enthusiastic about the employment opportunities that they have been able to provide youth in their regions through their participation in this initiative.

The vast majority of councils have recently indicated their keen interest to participate in future opportunities. The outcomes of this program will be reinforced with the new state government with the intention to continue the programs' success.

Human capital is the single most important factor in enhancing economic development and growth. A productive, educated and skilled workforce is essential for a prosperous local economy and will contribute to increasing the participation of the local population in employment. The LGA focuses on twelve economic development policy drivers and includes "Skilled Workforce" in terms of the councils themselves and also the greater community.

The Regional Youth Traineeship Program is the key skilled workforce initiative of the LGA in economic development and its contribution to community wellbeing.