

CENTRAL & STATE GOVERNMENT ADMINISTRATION

THE INDUSTRY & WORKFORCE IN WESTERN AUSTRALIA 2019



THE INDUSTRY ¹

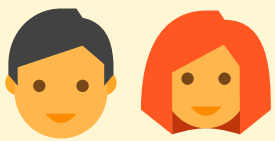


The Central and State Government Administration sectors employ more than 45,500 West Australians. Public sector reforms are guiding the strategic direction both sectors, impacting structural change and capability building with a focus on operations, management and efficiencies across all levels of government in WA.

Employment growth is anticipated across Central and Government Administration driving a need for effective training, accelerated development of critical capabilities, leadership, modern learning and workforce mobilisation strategies.

KEY WORKFORCE DEMOGRAPHICS ²

Gender



61% female

Age



24% <35 years of age

Nationality



36% born outside Australia

Employment



74% employed full time

Education



35% tertiary qualified
50% vocational & secondary qualified

Weekly Income



15% earn <\$1,000
54% earn \$1,500+

WORKFORCE PRIORITIES ³

1

The State Government is undertaking a major reform of the public sector, focusing on four key areas: building a public sector focused on community needs; enabling the public sector to do its job better; reshaping and strengthening the public sector workforce; and strengthening leadership across government.

3

Agencies are continuing to look for efficiencies, consolidating systems and procedures, and putting measures in place to shape a workforce focused on service delivery and better outcomes to the community. Changes to systems and structures are set to inform decision making and strategic direction, strengthen budget systems, and improve data sharing, ICT performance and cyber security.

2

Priorities include modernising the employment framework, shaping the public sector workforce, building capabilities and promoting integrity. More than two thirds of the public sector workforce is employed across education, health, and law and order; many of whom occupy front line, service delivery roles.

4

People need to be able to adapt to a fast-changing work environment, be proactive in finding solutions, resilient to ambiguity and uncertainty. Skill needs include data and information technology competencies, leadership and soft skills relating to teamwork, communication, critical thinking and complex problem solving.

OCCUPATIONS & CAREERS



General Clerk
Office Manager
Community Worker
Purchasing Officer
Court Bailiff



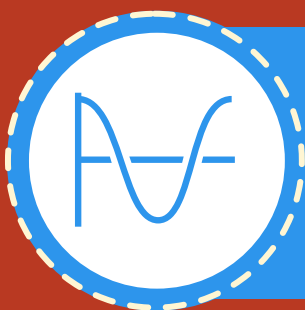
Contract Administrator
Program Administrator
Project Administrator
Interpreter
Translator



Science Technician
Security Consultant
Regulatory Officer
Inspector
Safety Inspector



INDUSTRY DEVELOPMENTS⁴



REFORM Various legislative changes and national strategies have been implemented by the Australian Government to improve public trust, the integrity and transparency of the public sector, including: a new Australian Government Agencies Privacy Code; an International Open Data Charter; and the establishment of Independent Commission Against Corruption (ICAC) bodies across jurisdictions. An independent review of the Australian Public Service was conducted to ensure its operating model, capability, and culture is fit-for-purpose for the coming decades, able to serve the Australian government and people, and support future reform activities. A number of initiatives have been proposed to support implementation of identified changes.



WORKFORCE STRATEGY A new whole-of government workforce strategy is being developed by the Australian Public Service Commission and the Department of Jobs and Small Business. Due for release by the end of 2019, the Strategy will incorporate findings of the independent APS review and include a new framework to guide workforce development (produced by a cross-agency workforce). Recently, a number of initiatives have been introduced to strengthen performance management frameworks, entry level programs and induction to APS frameworks, values and cultures.



DEMAND The latest State of the Sector report points to increases in service delivery in nursing, medical, public transport, prisons and teaching. It is anticipated health, education and public safety sectors will continue to grow as WA's population increases. A 20-year infrastructure strategy flags a pipeline of projects with the allocation of \$1.6 billion of Federal Government funds for road and rail development across WA. This is going to drive the demand for skilled labour in civil, traffic and environmental engineering as well as traffic modellers and similar technical skills.



TECHNOLOGY The public sector will rely on advanced technologies to support reform activities. These will shape how agencies operate, enabling automation of processes, digitisation of data collection, cloud-based processing, data storage and service delivery. The recent Innovation and Science Australia report, Australia 2030: prosperity through innovation, concluded the Australian Public Sector must transform to meet the challenges of a digitally enabled economy. This means improving the capacity of the APS to innovate, collaborate, and to use data and technology more effectively.

TRAINING^{4, 5}

A recent report by PricewaterhouseCoopers explores workforce planning in the public sector. It points to a need for strategic longer-term workforce planning based on reliable workforce data and analytics, insights into current workforce capability and future requirements, and an understanding of demand drivers and external trends. Factors critical to success include effective training, accelerated development of critical capabilities and workforce mobilisation. Career pathways showing how people can be retrained and redeployed can motivate development of skills, ensuring sustainable employment options as roles are affected by change.

Evolving work demands and skill requirements are creating a new capability frontier beyond a combination of technical and soft skills within a given role. Deloitte point to an emerging formation of superjobs which combine responsibilities from multiple traditional jobs and use technology to expand scope of work performed to encompass a number of work domains. The cost constrained public sector environment has put pressure on agencies which are needing to adjust the skills composition of their teams to ensure outcomes are achieved with reduced resources. Increasingly, changing job roles will rely on hybrid skill sets across occupations. Capability deficits have been identified in relation to policy, strategic human resources and industrial relations, ICT, procurement, data analysis and contract management.

The Public Sector Training Package is set for review to ensure it meets the current and future needs of the sector. The current Training package contains 5 traineeships ranging from Certificate II to Diploma qualifications, including government investigations. These provide vocational training through a combination of on-the-job and off-the-job training. Financial incentives exist for eligible employers.