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17 SEP 2009

Economic Development  
Committee

SUBMISSION

To

THE QUEENSLAND PARLIAMENT ECONOMIC DEVELOPMENT  
COMMITTEE

Inquiry into identifying world's best practice by  
Governments to effectively stimulate employment  
opportunities in Queensland

17 September 2009





## **Queensland Parliament Economic Development Committee LGAQ Submission September 2009**

### **Introduction**

LGAQ welcomes the opportunity to give the local government perspective on economic and regional development opportunities and to emphasise opportunities for greater collaboration between three levels of government. This brief submission focuses on the role which local government can play in increased investment attraction and job creation.

The submission focuses on the role of local government in stimulating employment opportunities, existing local and regional development strategies and networks, capacity building opportunities at a local and regional level and relevant tools and resources. Reference is also included to the status of employment in the local government industry in Queensland and relevant workforce and skills development strategies under way.

### **Regional development and support arrangements**

LGAQ recognises the significant investment made by the Queensland Government in existing job creation, training and regional development programs and the extensive industry development arrangements employed. LGAQ also recognises the current financial strains which require all agencies to become more innovative in the way in which we collaborate, leverage existing resources and deliver services.

### **Role of Local Government & LGAQ**

There is a common view that there should be more effective use of ALGA and State Local Government Associations by the Federal and State Government in consultation, policy development and project partnering.

LGAQ operates a number of strategic State reference groups which develop policy responses to issues of strategic importance. The Regional Development and Relationships Reference Group focuses on economic and regional development across the State and includes representation from the peak body Economic Development Australia.

As peak membership bodies for local government, Local Government Associations carry considerable intelligence, have a strategic overview of State activities and influence on regional development. This is due to the cross government and community consultative and representative approach taken. LGAs often contribute to coordinating activity between government departments as well as across councils, ROCs and intergovernmental relations.

Local government has an important role to play in economic development through its ability to influence the drivers of economic growth. As key regional development stakeholders and service providers, Councils have a range of functions including leadership, advocacy, provision of infrastructure and planning scheme to facilitate sustainable growth, management of key assets and effective regulation, nurturing an attractive environment to attract economic and tourism investment.



## **Local Government Reform and Economic Development Capacity**

Local Government amalgamations have created larger Councils and necessitated the restructuring of staff and operational arrangements. Many Councils have recognised the need to employ Economic Development staff for the first time. However, there remains a lack of regional collaboration and capacity in this key area.

Smaller, non amalgamated and more remote local governments will always have different requirements and economic opportunities than larger and transitioning Councils which are restructuring and reengineering their business processes to effectively deal with a multitude of diverse communities and larger geography.

In general terms, stimulus for larger regional centres often focuses around the need for improved social and capital infrastructure to assist with economic diversification and population growth.

More rural and remote areas are in need of direct business and skills training along with assistance to identify and market key opportunities for investment, business expansion and attraction and retention of population.

There remain unique economic opportunities which can be identified and nurtured within each region of Queensland. Local government is well placed to do this through its engagement with local communities, ability to provide direct investment and action planning in conjunction with regional agencies.

Governments have a role in assisting with the attraction of population, business and investment away from larger centres which are struggling to manage high growth to regional areas which are tackling population decline.

## **Aligning Local and Regional Economic Development Strategies**

Regional economic strategies should embrace regional competitive advantages, effectively engage a broad range of local and regional stakeholders, and be anchored to ongoing action and evaluation. Those plans need to reflect actions, resources and secured ongoing commitment by business, tertiary sector, community organisations and all levels of government, having shared ownership by the broader region. (The Geelong 21 Alliance is a strong example of best practice in securing this broad engagement and long term regional development outcomes.)

A diversity of economic development strategies exist, prepared at various levels involving government, industry, development agencies, tourism groups, regional organisations or a mixture of stakeholders. However, they do not exist for every local government, community or region.

As the most decentralised State in Australia, Queensland has the most diverse spread of organisations which directly contribute to the development of the State's economy through varied membership and funding arrangements.

## **Regional Development Australia**

Great emphasis is being placed on RDA to deliver for Queensland, to provide a joined up approach to identify and tackle regional priorities and a shared voice on regional issues across three levels of Government. In practice, covering vast geographical areas



and without any funding, RDA will need to rely heavily on existing organisations and networks for that intelligence, community engagement and leverage to develop collaborative projects.

RDA aims to offer the first State wide consistent structure with a direct link into State and Federal Governments - enabling the direct input of local government, community and business representatives.

With administrative, coordination and support arrangements provided by Queensland Government staff, there is a growing perception that RDA will become an extension of existing State level programs and activities, rather than act as a conduit for three way dialogue and improved strategic planning.

Information and consultation in the development of RDA arrangements in Queensland has been restricted to Federal and State Government negotiations, despite the best efforts of LGAQ and members. The lack of opportunity to collaborate effectively in the development of this model and to maximise existing resources has been disappointing to date.

#### **State Driven Regional Development Strategies**

In addition to the lack of information surrounding the implementation of RDA, the fact that regional development plans prepared by Queensland Government are not made public is often seen as a missed opportunity for both collaboration and effective consultation.

Statutory regional plans do not necessarily align to identified shared regional economic opportunities and there remains an opportunity to improve both consultation and consistency of approach to this planning.

Investment Attraction and Business growth strategies need to be shared and a joint approach should be explored via RDA with funding and collaboration from all regional stakeholders. It is important that regional plans reflect the work already carried out by local governments and economic development agencies, taking into account local priorities as well as strategic regional opportunities.

In order for this to be achieved, a best practice community engagement framework needs to be put in place and a consistent approach to project planning which encourages broad regional resourcing and ownership.

#### **Capitalising on regional advantages**

Regional Queensland relies heavily on natural resources through agriculture, mining and tourism and is impacted significantly by job losses in these industries. A lower presence of State Government and research agencies and the tyranny of distance means that these communities would benefit from increased assistance to diversify their economies, encourage home based and emerging growth industries, supply chain development and projects which add value to traditional methods of production.



## **Regional Marketing and Investment Attraction**

As the most geographically diverse state in Australia, government has a role in nurturing investment opportunities in regional and more remote areas and to ease the population growth pressures of South East Queensland and major eastern coastal centres.

This can be done by direct investment in decentralising Government personnel to regional centres and easing the infrastructure and service provision burden on over populated South Eastern cities.

There is also a role to aid the diversification of coastal economies which are suffering high unemployment, greater degrees of low paid, part time and service industry work, having suffered from an over reliance and contraction in the construction and tourism industries.

In terms of attracting broader investment, LGAQ has continually advocated for a regional marketing and promotion scheme to be developed in collaboration with the Queensland Government. Similar initiatives have been successfully developed and funded with Federal and State Government support in Provincial Victoria and for New South Wales inland cities.

It is recognised that the 'Country Week' and "Queensland On Show' Expos have been supported in the past by the Queensland Government. The experience of local government has been that this is only one part of what needs to be a comprehensive regional marketing strategy which encourages both families and businesses to move to regional Queensland.

Levels of awareness regarding the lifestyle opportunities on offer across regional areas is lacking and a baseline awareness campaign is needed supported by the Queensland Government.

Councils can be further assisted to encourage their local industries to attract further investment, key suppliers and services by furnishing them with strong research and marketing and developing strong government to industry relationships at all levels. LGAQ is also working to assist the development of international relations through the Queensland China Local Government Initiative. In partnership with the Consul of the People's Republic of China in Brisbane, a program is being developed to help identify and capitalise on strategic economic and trade opportunities at a local government level in China and Queensland.

Collaboration in the development of communications material, media, investment attraction prospectus, consistent regional profiling and joint initiatives between RDA, Invest Queensland, regional economic development organisations and local government would aid this process.

Closer regional collaboration in the development of policy, regional economic and tourism development strategies, investment attraction initiatives and enquiry responses would aid the alignment of local and regional activities and regional profiling. This would also minimise duplication and help local councils and organisations capitalise on regional strengths.



Local governments can supply information to aid the attraction of companies and jobs to their regions in a consistent way and focus on target sectors. In the UK there are many examples of local governments and regional development organisations which maintain comprehensive information systems relating to available industrial and commercial sites and premises - quickly accessible in a presentable format to facilitate business enquiries. This is complemented by customised information about the local economy, demographics, skills and labour supply, market opportunities and lifestyle. There is an opportunity to build a consistent approach to servicing of investment enquiries collaboratively across government and this is something which RDA could also investigate.

### **Business Support across the Regions**

There remains a view that Queensland Government led programs focus on State wide initiatives, key opportunities from major cities and regional centres and strategic industry sector development, sometimes at the detriment of supporting entrepreneurs in emerging and innovative sectors or new starts with growth potential.

DEEDI regional centres have transitioned from providing business advice to a broad range of support services including skilled migration employment assistance, RDA committee support and the creation and implementation of strategic industry development plans.

With fifteen centres primarily located in SEQ and higher population centres along the eastern coast, this often leaves the more regional and remote communities which are often in need of greater face to face assistance and lacking in key infrastructure and services, without such support.

The geographical distances and range of responsibilities covered by these offices is often impractical and effectiveness comes down to the skills and capacity of the Regional Centre Director. Increasingly internet and call centre contact is being utilised to provide support, yet many small businesses require personalised assistance. The small business advisory network which previously existed is sorely missed by many communities and local governments and economic development organisations would often benefit from increased engagement from the Department at a regional level.

There remains an opportunity for the Queensland Government to jointly deliver programs in more regional and remote areas in collaboration with local government. Councils already have the infrastructure and engagement with their local communities to be able to offer additional services. This could include business start up and development services and the pooling of resources to offer on the ground assistance and alignment of local and regional strategies.

This would also help alleviate some of the weaknesses currently experienced through having minimal shop front support for traditional industries, service sector and new starts.

Consideration should be given to streamlining business support to a one stop shop which incorporates the programs available from three levels of government, along similar lines to the UK Business Link model.

In this scenario, dedicated officers have a geographic area of responsibility and work with local industry groups and local government economic development units. Business



Link is marketed consistently at a national level and incorporates all of the financial assistance and support measures available accessible via one point of contact. This kind of model would provide clearer communication of services, avoiding client confusion and minimising duplication.

Such a system would require and provide for more coordinated approach to the provision of support services. Joint funding, co branding, collaborative service delivery and research arrangements would contribute to a more integrated and efficient approach to generating sustainable growth.

Councils are often well placed to be able to administer funding in a holistic way in order to generate economic outcomes and act as a local conduit for a diverse range of support and advice.

### **Place Based Economic Development**

A joined up 'place based' approach to economic development is easily facilitated at a local government level. Providing the right climate to stimulate economic growth is often achieved through a mixture of targeted industry support, environmental and industry improvements, business and export advice, business clustering initiatives to develop supply chains. Local government can also assist in encouraging the development industry to supply infrastructure at competitive rates to encourage strategic business growth. This can be done by developing strong local relationships and information sharing regarding the status of local planning initiatives, investment opportunities and by stimulating and demonstrating demand for infrastructure.

Councils are best placed to provide on the ground advice to help tackle operational and Council issues - such as environmental improvements, utility supply issues, access to labour and key skills, local and regional marketing, buy local programs and local procurement.

A joined up approach to communication and interaction - with one local point of contact for businesses to deal with a range of issues and opportunities provides the best results - and can streamline approvals and referrals processes.

### **Capacity building**

There are a number of ways in which Queensland's regional development and employment generation efforts can be improved through engaging in capacity building initiatives.

In 2007, in partnership with the Queensland Government and Ergon Energy, LGAQ developed a training guidebook and online tool to assist organisations with planning for economic development.

The handbook entitled "Incorporating Economic Development into Local Government Planning" outlines a ten step process which is easy to follow, with practical templates and case studies. This information was translated into an online tool available for a broader range of organisations involved in developing their economies. LGAQ delivers a training program based on this guideline.



The resource was awarded Economic Development Australia's Strategic National Award for Excellence in 2007 and is used by a variety of public and private sector organisations across Australia.

This would be an ideal training program and guideline to be used and distributed through RDA and LGAQ would appreciate the opportunity to update contacts and case studies in these applications in collaboration with the Queensland Government.

A further opportunity exists to develop a new training program focusing on best practice in investment attraction.

LGAQ has previously approached the Queensland Government to collaborate in the development of these programs without success. However, it is timely in the current economic climate to revisit this opportunity, build our capacity with the tools and resources we have to hand, and capitalise on the new opportunities for collaboration on offer through RDA.

#### **National and International Best Practice in Economic Development**

LGAQ works closely with the national peak body for Economic Development practitioners (EDA). This is a not for profit organisation which offers the opportunity to up skill staff and better resource them with access to national networks and best practice information.

EDA has built strong international alliances including the Economic Development Association of New Zealand (EDANZ), International Economic Development Council (IEDC), the European Association of Development Agencies (EURADA) and the Economic Developers Association of Canada (EDAC).

Finally, LGAQ recently signed an MoU with the Australian Sustainable Tourism Cooperative Research Centre (STRCRC) to deliver pathways to sustainable tourism training to local governments. This training is now being rolled out with the aid of some Queensland Government subsidy.

EDA runs professional development programs - the first specific courses for Economic Development Practitioners launched last year in collaboration with RMIT and initial program development expediently funded by the Federal Government (DEEWR).

EDA awards best practice in the field through its annual national awards and conference. This and a strong network of State Chapters supported by respective Governments in other States provides effective learning and information sharing opportunities across all levels of government, private and community sectors.

The Queensland Chapter was launched at the Queensland Local Government Economic and Regional Development Conference in March this year, with the assistance of Minister Craig Wallace MP and the Parliamentary Secretary for Regional Development, Gary Gray AO MP. Queensland has a membership base of over 150 with more than 560 members across Australia. To date Tourism Queensland is the only Queensland Government agency which has joined EDA and there is considerable interest from Queensland Government staff in being part of this network.





## **Regional Profiling and Research**

There remains an opportunity for collaboration in the production of a comprehensive statistical information system which can be utilised by all regional stakeholders including Queensland Government Departments, RDA, regional economic development organisations and local governments. Again LGAQ has previously approached the Queensland Government (DEEDI) to investigate the further development and wider use of its regional indicators system which currently produces information which is not available outside of the Department. It is widely recognised that there is no access to comprehensive business data at a local or regional level as a basis for economic development professionals to be able to easily analyse and track economic growth opportunities.

Many of the larger local governments have paid for commercial statistical profiling systems and the information produced in OESR's regional profiles is often viewed as too simplistic or inaccurate.

There remains a need for a consistent platform of regional economic information to be produced to help all stakeholders better identify and be able to act upon key economic stimulus opportunities.

## **Infrastructure**

The provision of priority infrastructure and bringing forward of construction projects is widely advocated and recognised as a key opportunity for economic stimulus. Local governments continually advocate for Governments to address the continued demand for improved infrastructure in growing regional centres outside of SEQ.

Awarding of construction contracts locally wherever possible or to national firms who agree to contract local staff subject to procurement policy and legislation can of course aid this process. In addition, local employment/training programs should be utilised to deliver economic stimulus, building the nation and resource communities infrastructure programs.

The support for development of aged care facilities to assist with housing shortages in rural areas is another key opportunity.

LGAQ would also advocate to expediate the release of funding allocated through the Sustainable Resource Communities program to develop priority community infrastructure and create jobs.

## **Local Government Employment**

48% of the local government workforce is now over 45 compared to the national average across all industries of 37%. 53% of the outdoor workforce (operational and trade) is over 45 years of age. Managing an ageing workforce will be the greatest challenge to be faced by HR professionals in the next 5-10 years.

By 2017 Australia's labour market exit/entry ratio goes negative. We will lose more people than are entering our workforce. It is therefore reasonable due to the age profile of the local government workforce, the sector will reach that point much earlier. This information further supports that the flatlining of birthrates together with



an ageing workforce means that the availability of new talent is going to drop dramatically.

Regional areas will be worst affected by this demographic shift due to current levels of migration to cities. Strategies to attract new entrants and/or younger workers, particularly to regional areas will therefore be critical.

In order for local government to continue to provide services demanded by communities, councils will need to have strategies in place to effectively compete for the diminishing youth labour market. Initiatives like the 457 visas to attract young migrant workers will be an important tool in meeting this challenge.

Removing barriers to migration, increased investment in subsidies for apprenticeships and traineeships and initiating strategies to engage and encourage alternative labour pools will be important, particularly in remote and rural areas.

Key strategies in play within the Queensland local government sector include skills formation strategies at a State and regional level, school based apprenticeships and traineeships and the First Start program (Skilling Queenslanders for Work Initiative).

With over 400 occupational areas and over 40,000 employment positions, increasing employment levels, a diverse geographic spread of 73 councils, local government is the ideal vehicle within which to implement State wide employment strategies.

With the demographic shift the local government sector will require additional assistance from these types of programs.

In terms of developing Federal Jobs Fund initiatives councils are well engaged, evidenced by a number of submissions lodged during the first funding round. Consideration could be given to having a Local Government Jobs Fund Coordinator to facilitate the development of Jobs Fund submissions. This position could liaise with Queensland Government staff to ensure a systematic and coordinated approach to the development of regional employment opportunities.

## **Conclusion**

In summary, LGAQ recommends that the Committee gives due consideration to:

- Increased engagement from LGAQ in the implementation and coordination of RDA activities and to help facilitate greater collaboration in the development and alignment of local and regional economic development strategies.
- Leveraging existing networks, organisations and resources in the implementation of RDA and related activities, including collaboration with LGAQ in the development of State focused economic and regional development events and the annual LGAQ Economic and Regional Development Conference.
- Encouraging greater consultation and transparency in the development and implementation of Queensland Government driven economic and regional development strategies



- Working with LGAQ to produce and distribute the following training programs to capacity build our regions:
  1. An updated version of the nationally recognised “Incorporating Economic Development into Local Government Planning” guideline and associated planning tool applicable to all regional stakeholders
  2. A new investment attraction training program developed in association with Invest Queensland and Economic Development Australia
- Collaboratively developing and funding a regional marketing and investment attraction program to encourage both families and businesses to locate in regional Queensland
- Encouraging opportunities to provide increased staffing support or decentralisation of personnel to regional Queensland
- Provision of increased personalised business support to regional Queensland and investigate shared service delivery arrangements with local government
- Investigating the development of a consistent business statistics and economic profiling system to assist the analysis of strategic regional economic opportunities for use by local government, regional economic development agencies and key stakeholders
- Capacity building Queensland Government Economic and Regional Development practitioners and strengthening of the Queensland network by taking corporate or selected staff memberships with Economic Development Australia.
- The bringing forward of priority infrastructure projects, encouraging the engagement of local employment and firms in the delivery of those projects and expediting the release of the remaining Resource Communities funding.
- Removing barriers to migration, increasing investment in Queensland local government entry level employment initiatives and the continuation of strategies to engage new labour pools and retain/reengage older workers.
- Advocating for the establishment of a Local Government Jobs Fund Coordinator to ensure a more systematic approach to the development of regional employment opportunities.

Greg Hoffman, Director of Policy and Representation  
Local Government Association of Queensland  
15 September 2009

**Attachments:**

1. LGAQ Workforce Census 2009
2. Successful Jobs Fund Projects Under Round 1:

[http://www.deewr.gov.au/Employment/Documents/Jobs\\_Fund\\_projects.pdf](http://www.deewr.gov.au/Employment/Documents/Jobs_Fund_projects.pdf)

## Attachment 1

### Workforce Census 2009

#### Findings

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Findings based on:

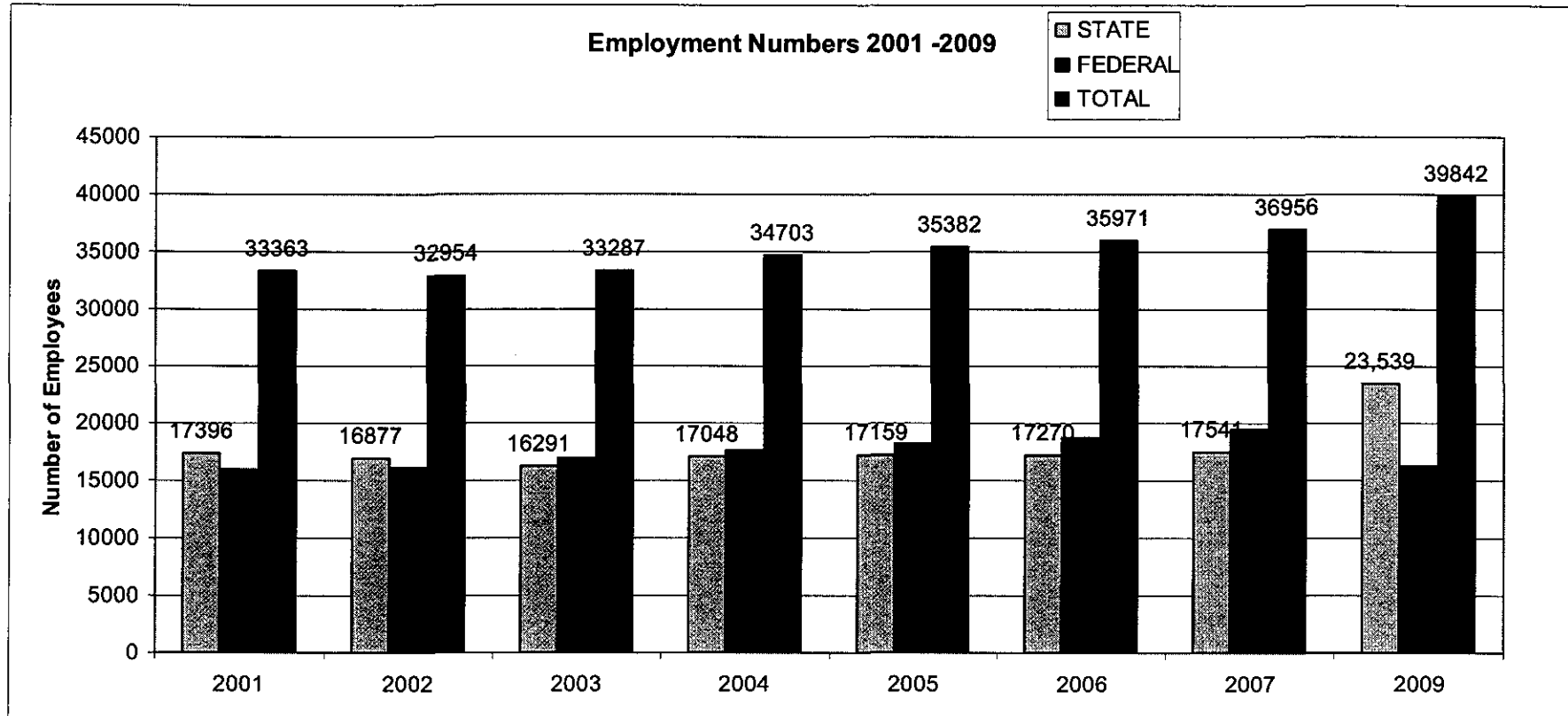
- Data collated from 57 non indigenous councils
- Indigenous council data not included
- Data sourced as at March 16, 2009

**1. Total Number of Employees:**

As at March 2009 there were 39,842 people employed under awards/contracts in the 57 Non Indigenous Councils.

Up to 2006 annual growth rates sat below the 2% mark. Between 2006 and 2007 they jumped to 2.75%. Employment levels over the two years to 2009 have increased by around 3.9% annually (7.8% over 2 years). Between 2007 to 2009 Non Amalgamated Councils displayed a 2.9% annual growth rate whilst Amalgamated Councils (excluding BCC) displayed a 0.65% annual growth rate.

Significant movement occurred between award coverage. Between 2007 and 2009 the numbers employed under this Employees Award have increased a staggering 34% whilst the number employed under the Officers Award (Federal) declined by 16%.



## 2. Gender Breakdown: :

In 2009 the workforce is made up of:

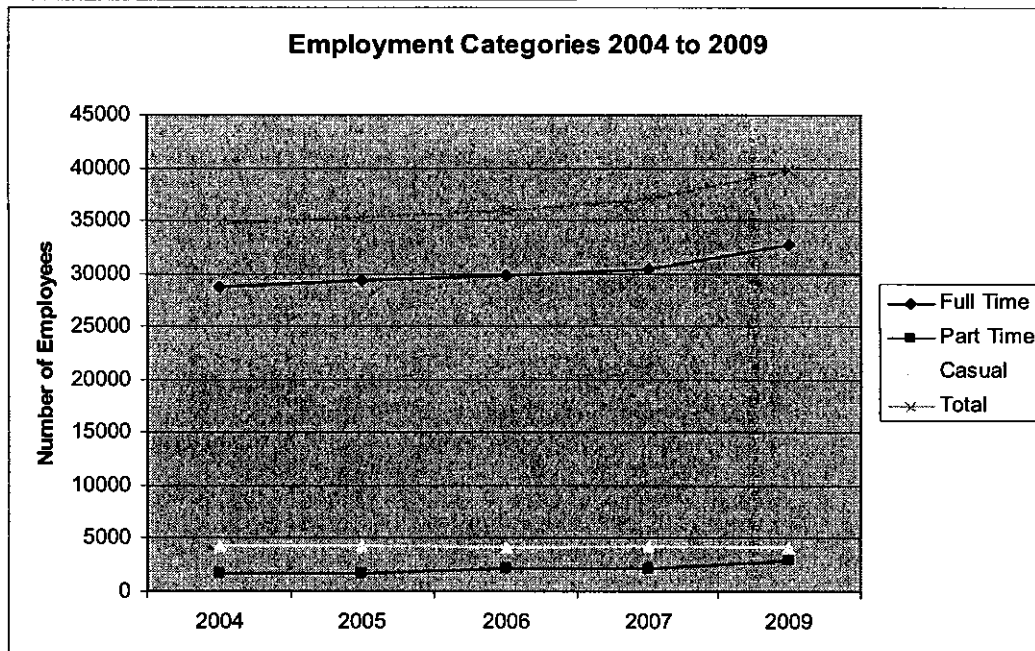
- Male - 64.2%
- Female - 35.8%

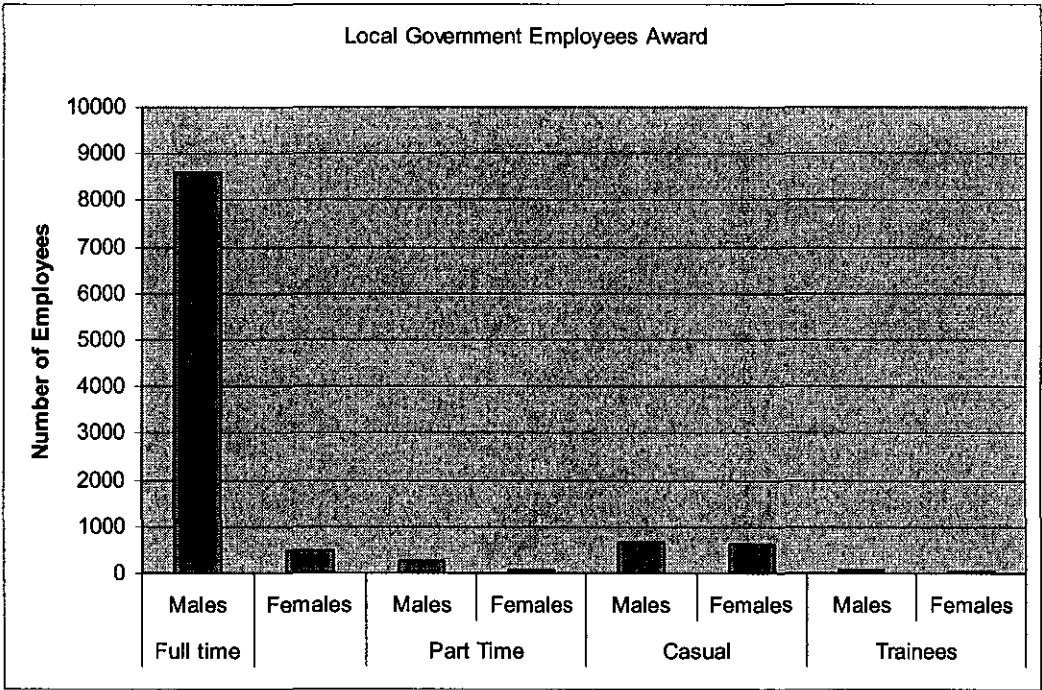
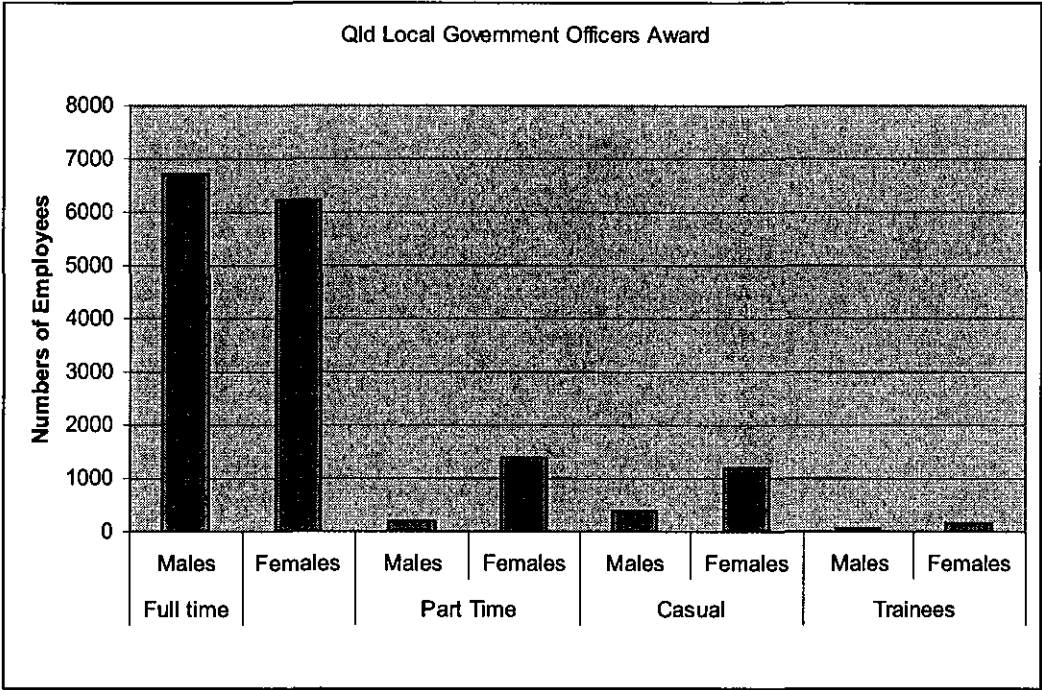
- There are twice as many men than women employed in full time employment in this sector.
- Women are over represented in the Part time and Casual categories.
- Three times as many men are taken on as trainees/apprentices than women.

	Male		Female	
	Number	% of workforce	Number	% of workforce
Full Time	22,263	55.9%	9,079	22.8%
Part Time	648	1.6%	2,269	5.7%
Casual	1,626	4.1%	2,523	6.3%
Trainee	1,039	2.6%	395	1.0%
<b>Total</b>	<b>25,576</b>	<b>64.2%</b>	<b>14,266</b>	<b>35.8%</b>

## 3. Workforce Employment Categories 2009:

	Employee numbers	% of workforce
Full Time	31,342	78.7%
Part Time	2,917	7.3%
Casual	4,149	10.4%
Trainee	1,434	3.6%
<b>Total</b>	<b>39,842</b>	<b>100%</b>

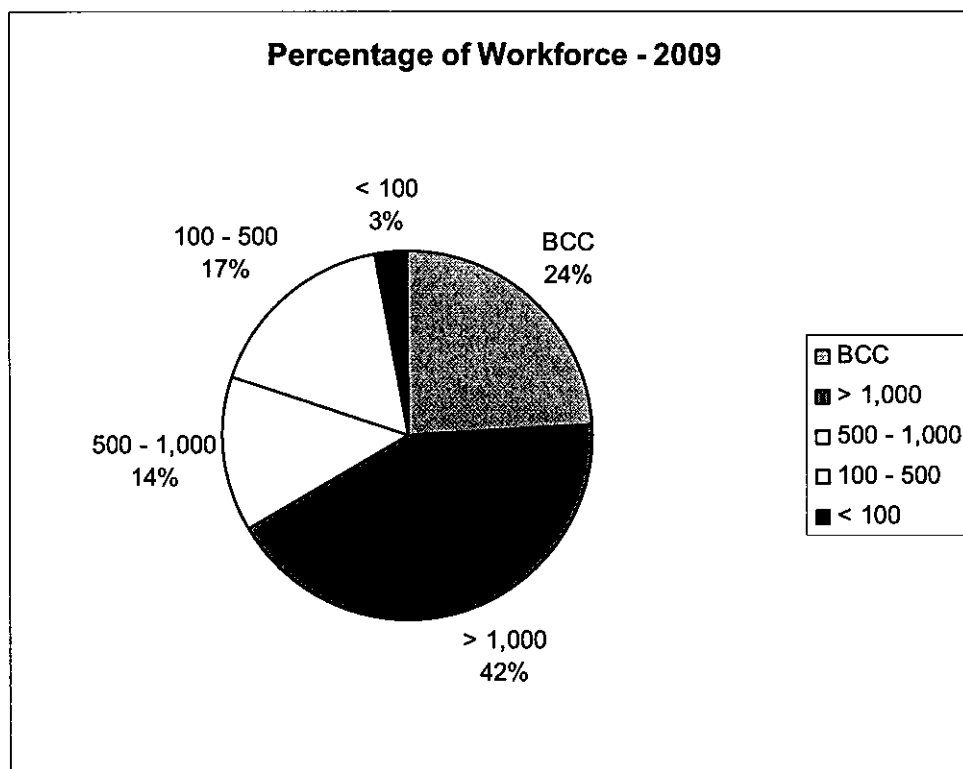




**4. Employment spread :**

Council Size	Number of Councils	% of Employees
BCC	1	24%
>1,000	9	42%
501-1,000	7	14%
101-500	24	17%
<100	16	3%
<b>Total</b>	<b>57</b>	<b>100%</b>

Councils with 500 or more employees represent 80% of the total Queensland Local Government Workforce.



**5. Percentage of the Workforce Affected by Amalgamation:**

62% of the Local Government workforce has been directly affected by the amalgamation process - just over 25,000 employees.



## 6. Number of Awards:

Councils were asked to supply numbers for a range of specified awards and then to list "other awards" currently operating.

The 14 Awards listed under STATE OTHER cover only 976 workers or 2.4% of the workforce.

	Award Titles	Employee Numbers	Number of Councils using the award
<b>National</b>	Qld Local Government Officers Award	16283	55
	National Training Wage Award	20	3
<b>State</b>	Local Government Employees Award	10811	55
	Building Trades Public Sector Award	578	39
	Child Care Industry Award	191	18
	Engineering Award	1760	49
<b>Other</b>	Accommodation & Care Services Employees for Aged Persons	88	4
	Civil Construction, Operation Maintenance General Award	1	1
	Disability Support Worker Award	31	1
	Electrical Employees Award	29	1
	Health & Fitness Centre and Indoor Sports Award	272	3
	Hotels & Liquor Industry Award	17	1
	Miscellaneous Worker Award	127	2
	Municipal Baths Attendants Award	69	1
	Nurses Award	18	3
	Retail Industry Award	5	1
	Social & Community Services Award	23	2
	Theatrical Employees Award	70	3
	Training Wage Award - State	16	1
	Weighbridge	10	1
Not specified	200	1	
<b>Contracts</b>	Contracts/AWAs	238	9

## 7. Age Profile of Staff

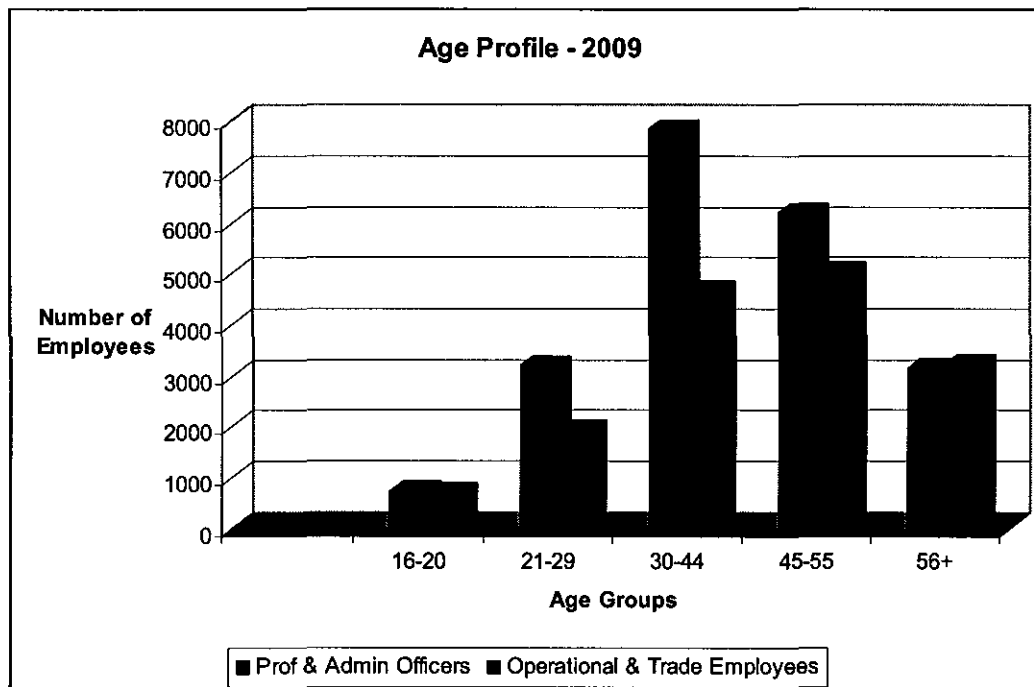
48% of the Local Government Workforce is now over 45 years of age up from 44% in 2007 - compared to the national average across all industries of 37%.

Of major concern for the sector is that 53 % of the “outdoor” workforce (operational & trade) is over 45 years of age. These employees are predominately male and working full time in physically demanding jobs. Data from the 2007 survey suggests that 55% of these older workers have a maximum of a Grade 10 education.

Managing an ageing workforce will be the greatest challenge to be faced by HR professionals in the next 5-10 years.

Age Groups	Professional & Admin Officers	% of Prof & Admin Officers	Operational & Trade Employees	% of Operational & Trade Employees
56+	3159	14.9%	3245	20.7%
45-55	6213	29.3%	5066	32.3%
30-44	7861	37.1%	4685	29.9%
21-29	3213	15.2%	1951	12.5%
16-20	739	3.5%	719	4.6%
<b>Totals</b>	<b>21,185</b>		<b>15,666</b>	

(Total of 36,851 employees recorded under this question)

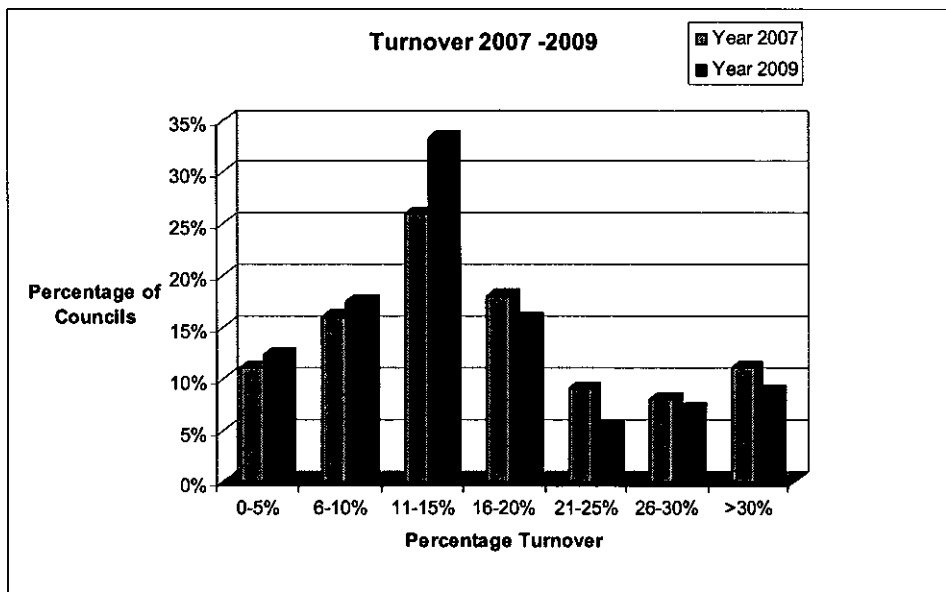
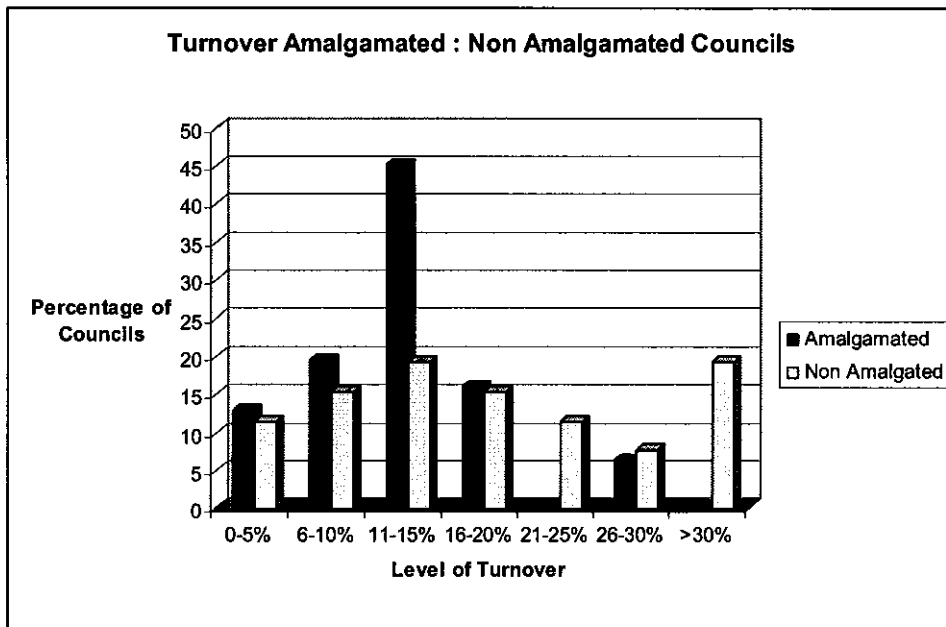


(Can't do time series analysis - different age groupings used between the years)

## 7. Turnover of Workforce:

Councils were asked to indicate the level of staff turnover in the past 12 months.

- In 2007 - 28% of Councils indicated that they had experienced a staff turnover of greater than 21% compared to 21% of Councils in 2009
- 77.5% of Amalgamated Councils recorded a Turnover level of less than 15% compared to 46.2% on Non Amalgamated Councils.
- Only Non Amalgamated Councils recorded Turnover levels above 30%
- In Councils with >30% Turnover: this was linked mainly to Operational Areas; Plant Operators, & General Labourers.



Turnover	Percentage of Councils	
	Year 2007	Year 2009
0-5%	11%	12.30%
6-10%	16%	17.50%
11-15%	26%	33.30%
16-20%	18%	15.80%
21-25%	9%	5.30%
26-30%	8%	7.00%
>30%	11%	8.80%

Turnover	Non Amalgamated	
	Amalgamated	Non Amalgamated
0-5%	12.9	11.5
6-10%	19.4	15.4
11-15%	45.2	19.3
16-20%	16.1	15.4
21-25%	0	11.5
26-30%	6.4	7.7
>30%	0	19.2

## **8. Consultants & Contractors:**

Limited data supplied. Councils not readily able to source data

Occupation	Range	Average	No. Consultants Used up to 20 days in the last year	No. Consultants Used over 20 days in the last year
Finance/Accounting	\$480 - \$2,000	\$1,070	20	22
Engineering	\$500 - 1,980	\$1,120	22	37
Planning (Strategic)	\$320 - \$2,880	\$1,250	20	22
Development Assessment	\$320 - 2,520	\$1,090	17	15
Recruitment	\$720- \$1,850	\$1,285	6	0
Organisation Design & HR	\$720- \$1,500	\$1,300	3	3
Training & Development	\$320 - \$2,200	\$1,290	8	4
IR/Workplace Relations	\$720 - \$1,613	\$1,250	11	1
WH&S	\$720 - \$850	\$820	2	2

## **8. Enterprise Bargaining:**

Councils were asked a series of questions around their Enterprise Bargaining Arrangements. Responses were as follows:

<b>Question</b>	<b>Yes</b>	<b>No</b>
<b>Is Councils Currently Negotiating New EBA?</b>	31	28
<b>Is Council Currently Applying an Administrative Arrangement in lieu of not currently finalising an EBA?</b>	16	40
<b>Has Council had an EBA finalised in past 12 months?</b>	20	39
<b>Is council operating under a current EBA</b>	44	14

There were 4 councils who did not have an EBA in place but were still operating on an Administrative Arrangement.

## **9. Level of Entitlements offered to Employees:**

Councils were asked to indicate if Employees received the same level of entitlement as Officers.

<b>Question</b>	<b>Yes</b>	<b>No</b>
<b>Do Employees get 13 weeks LSL after 10 years as per Officers?</b>	48	11
<b>Do Employees get a 5<sup>th</sup> week of annual leave in remote areas?</b>	30	26
<b>Do employees get 15 days sick/carer's leave accumulating each year?</b>	37	23
<b>Does you council have an arrangement for paying out accrued sick leave</b>	19	40
<b>Has your council annualised or averaged or absorbed any award based allowances through the EBA or other agreements?</b>	22	33
<b>Should local government pursue one award for all operational &amp; trade employees and officers</b>	43	9

52 of the 57 councils responded to this question of those 82.5% think local government should pursue one award for all operational and trade employees and officers.

## 11. Union Membership:

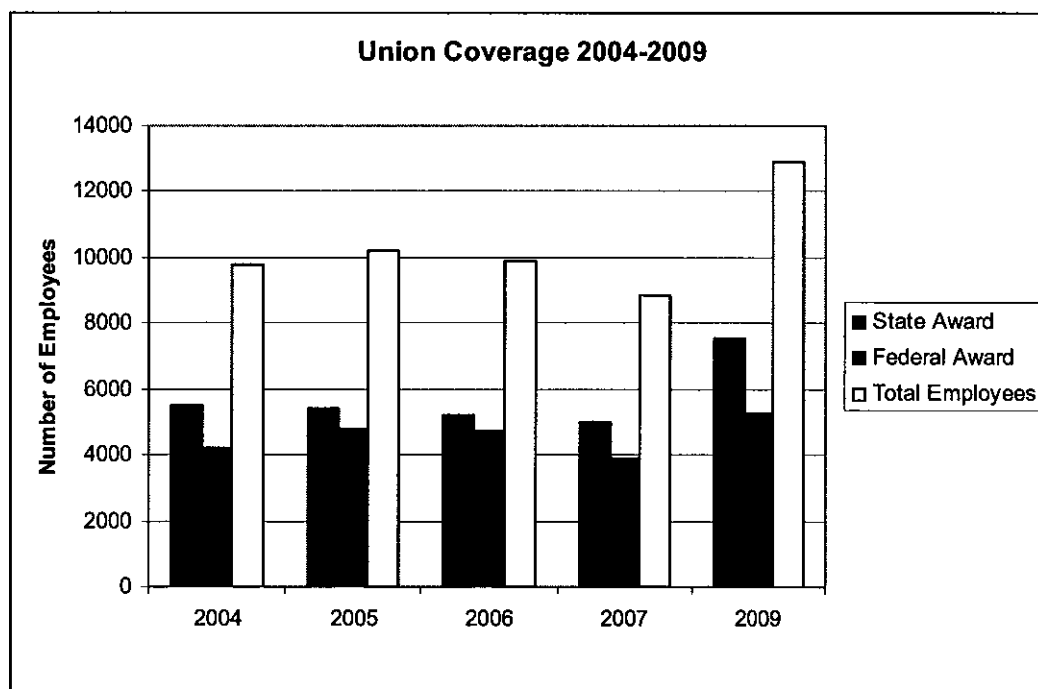
Councils were asked to list the number of employees who have union membership fees deducted from their pay.

- 39% of employees under the Officers Award have union membership deducted from their pay compared to 59% for those under the Employees Award

This set of data does not give a comprehensive count of the number of employees who are union members. Employees now can pay union dues by direct debit.

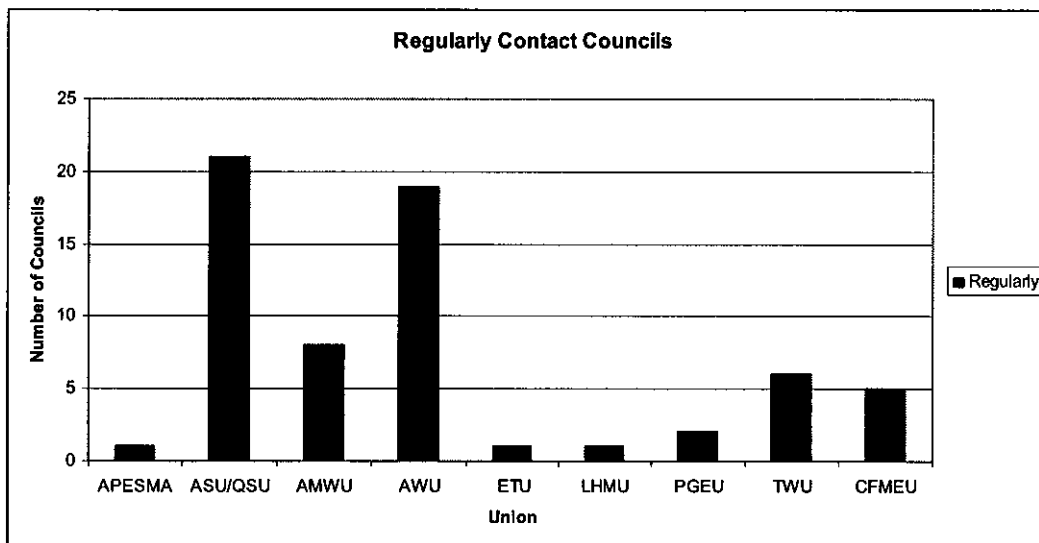
	Number of Employees in each category who have union fees deducted from their pay	As a Percentage of total employees in each category
Professional & Administrative Officers	5231	39%
Operational Employees	6334	59%
Trade/Other	1222	10%
<b>Total</b>	<b>12,932</b>	<b>32%</b>

## 12. Union Membership trends over time:



**13. How often do you deal with Unions:**

Union	Regularly	Occasionally	EBA only	Never
APESMA	1	2	12	31
ASU/QSU	21	21	14	3
AMWU	8	15	11	14
AWU	19	23	13	5
ETU	1	7	8	29
LHMU	1	8	9	26
PGEU	2	9	4	30
TWU	6	12	14	16
CFMEU	5	19	5	3



#### **14. ATSI Participation Levels:**

36 of the 57 Councils were able to provide data on ATSI participation levels. Most councils indicated:

- that they are Equal Opportunity Employers - no special systems in place for ATSI
- The identification as ATSI is voluntary
- No data is currently captured around ATSI participation

Between the these 36 Councils employed 951 persons who have identified as ATSI which is about 2.4 % of the total local government workforce.

Data from these 36 councils indicates and ATSI Participation levels as follows:

	<b>Total</b>	<b>Male</b>	<b>Female</b>
Full Time	607	386	199
Part Time	220	101	119
Casual	46	22	24
Trainees/Apprentices	78	64	14
<b>Total *</b>	<b>951</b>	<b>573</b>	<b>356</b>
Indoor Workers	304		
Outdoor Workers	584		
Councils with IEP			12

\*Note:- some councils did not break down number by male/female



## Attachment 2

### Successful Jobs Fund Projects Under Round 1:

**Successful Jobs Fund projects under Round 1**

<b>Name of Organisation</b>	<b>Project Title</b>	<b>Funding Amount</b>	<b>Funding Stream</b>	<b>Total Jobs</b>	<b>Total Traineeships</b>	<b>Total Wk Experience Places</b>	<b>State</b>
Midnight Basketball Australia	Strengthening Communities, Creating Capacity and Building Work Experience and Jobs with Midnight Basketball - a Social Inclusion, Harm Prevention Program for Communications in Need.	\$1,315,000	Get Communities Working	64	0	360	NSW
St Matthews Anglican Church of Australia. Ashbury	Ashbury Community Building	\$151,145	Get Communities Working	7	0	0	NSW
Bankstown Multicultural Youth Service Inc	Youth Community Connections (Café/catering)	\$786,122	Get Communities Working	48	0	50	NSW
Marrickville Community Training Centre Incorporated	Y Green Western Sydney	\$1,131,120	Local Jobs	196	0	160	NSW
Camden Council	ArtyCaf Fitout	\$550,163	Get Communities Working	4	0	0	NSW
Fairfield City Council	Modular Sustainable Toilet Blocks and Solar Lighting	\$650,000	Local Jobs	16	1	0	NSW
Riverwood Community Centre	Tomorrow's Job Today	\$503,033	Get Communities Working	20	0	0	NSW
Newleaf Community Renewal	Place-based Green Jobs Training and Employment Program, Bonnyrigg NSW trading as Green Wings	\$1,883,010	Local Jobs	28	36	0	NSW
Ted Noffs Foundation Inc.	Street University: Gideon Shoes	\$935,420	Get Communities Working	60	10	10	NSW
Canterbury City Community Centre Inc	Lakemba Neighbourhood Centre - Lakemba Workforce Renewal Project	\$651,570	Get Communities Working	2	4	60	NSW
Newcastle City Council	National Park Community Amphitheatre	\$2,000,000	Get Communities Working	69	0	0	NSW
Waterfall Springs Conservation Association Incorporated	Endangered Species Conservation Program	\$78,975	Local Jobs	13	4	6	NSW

<b>Name of Organisation</b>	<b>Project Title</b>	<b>Funding Amount</b>	<b>Funding Stream</b>	<b>Total Jobs</b>	<b>Total Traineeships</b>	<b>Total Wk Experience Places</b>	<b>State</b>
Shortland Wetland Centre Limited	Capacity Building in Conservation Management and Ecotourism	\$541,727	Local Jobs	3	4	0	NSW
Belmont Neighbourhood Centre Inc	Community Shed Belmont	\$197,036	Get Communities Working	20	0	2	NSW
Youth Connections	Green Central - Business Incubation, Social Enterprise and Education (BISEE)	\$1,794,546	Local Jobs	22	49	12	NSW
Pacific Palms Surf Life Saving Club Inc	Enhancement of Community Facility at Pacific Palms	\$303,945	Get Communities Working	14	0	0	NSW
Trustees of the Roman Catholic Church for the Diocese of Maitland-Newcastle trading as Catholic Care - Centacare	Maitland Community Shed and the Hunter Cluster	\$1,047,425	Get Communities Working	16	10	44	NSW
Yarnteen Ltd	Regional Indigenous Social Enterprise (RISE) Hub	\$1,800,000	Get Communities Working	74	30	0	NSW
Psychiatric Rehabilitation Australia (PRA)	Illawarra e-Recyclers	\$1,818,182	Local Jobs	18	1	6	NSW
Lady Denman Heritage Complex Huskisson Inc	Lady Denman Cultural Infrastructure Project	\$126,136	Get Communities Working	40	0	0	NSW
Kembla Joggers	Kembla Joggers National Cross-Country Park & Clubhouse Development Project	\$1,047,960	Local Jobs	50	0	0	NSW
Eurobodalla Adult Education Centre Inc	Community Education Access Centre	\$675,064	Get Communities Working	34	15	0	NSW
Shellharbour Surf Lifesaving Club Inc.	Extension/renovations of Shellharbour Surf Lifesaving Club Building	\$228,560	Get Communities Working	200	20	0	NSW
The Crossing Land Education Centre as trustee for The Crossing Land Education Trust	Sustainable fit-out of The Crossing Community Centre for Youth Education Tourism	\$100,422	Local Jobs	7	2	2	NSW

<b>Name of Organisation</b>	<b>Project Title</b>	<b>Funding Amount</b>	<b>Funding Stream</b>	<b>Total Jobs</b>	<b>Total Traineeships</b>	<b>Total Wk Experience Places</b>	<b>State</b>
Shoalhaven City Council	Shoalhaven Regional Hockey Centre	\$700,000	Local Jobs	22	1	0	NSW
Bermagui Surf Life Saving Club Incorporated	Bermagui Surf Life Saving Club Stage 2 Construction	\$991,350	Get Communities Working	30	2	0	NSW
Wollongong City Council	Illawarra South Coast Region State Emergency Services	\$301,364	Get Communities Working	20	0	1	NSW
Bega Valley Shire Council	Blue Pool Access Path / Steps, Bermagui	\$321,500	Get Communities Working	10	2	0	NSW
Port Macquarie - Hastings Council	Bush Regeneration, Parks and Arboriculture Employment Program	\$388,456	Local Jobs	11	4	0	NSW
Black Head Surf Life Saving Club Incorporated	Black Head Surf Life Saving Club Refurbishment	\$33,360	Local Jobs	10	0	0	NSW
Beyond Empathy LTD	The Better Factory Enterprise	\$1,188,651	Get Communities Working	95	1	16	NSW
Bellingen High School	Guunbunby Aboriginal Community Resource Centre	\$702,587	Get Communities Working	9	1	2	NSW
Cobar Enterprise Facilitation Inc	Cobar Enterprise Facilitation - Diversifying Cobar	\$68,764	Get Communities Working	30	3	45	NSW
Pole Depot Community Centre Incorporated	St George Bilingual Respite Care Project	\$353,208	Get Communities Working	24	15	0	NSW
The Uniting Church in Australia Property Trust (NSW) represented by The Exodus Foundation	Expansion and Replication of the Tutorial, Youth and Welfare Programs	\$881,198	Get Communities Working	13	0	2	NSW
Ningana Enterprises Inc	Ningana Market Garden	\$500,000	Local Jobs	37	0	0	NSW
Riverina Community College Inc	Marramarra Bundanha Upgrade - Wiradjuri means "to create, to draw .... together"	\$410,000	Get Communities Working	18	3	8	NSW
St John's Ambulance Australia (NSW)	St John Ambulance NSW Head Quarters and NSW Training Centre	\$1,818,181	Get Communities Working	150	0	10	NSW
Griffith City Council	Kooyoo Street public community space	\$164,250	Get Communities Working	24	1	2	NSW

<b>Name of Organisation</b>	<b>Project Title</b>	<b>Funding Amount</b>	<b>Funding Stream</b>	<b>Total Jobs</b>	<b>Total Traineeships</b>	<b>Total Wk Experience Places</b>	<b>State</b>
Indigenous Development Outcomes	Tamworth and New England Housing and Land Development Partnership - Employment and Business Development Opportunities for Indigenous and Non-Indigenous Australians - NSW	\$1,768,182	Get Communities Working	93	0	0	NSW
Cancer Care Western NSW Inc	CancerWest Lodge Construction	\$1,309,091	Get Communities Working	103	5	5	NSW
Singleton Soccer Club	Improve Lighting at Howe Park	\$53,104	Get Communities Working	4	0	0	NSW
Cabonne Shire Council	Upgrade of Playground at Memorial Park Canowindra	\$132,066	Get Communities Working	14	0	1	NSW
Tumut Shire Council	Tumut Shire Council Waste Transfer and Recycling Facility	\$406,500	Local Jobs	22	0	0	NSW
Bega Shire Council	Eden Community Access Centre Improvements	\$50,200	Get Communities Working	5	0	0	NSW
Tweed Shire Council	Building The Environmental Capacity of Tweed Valley Farmland	\$489,589	Local Jobs	4	3	4	NSW
Nimbin Neighbourhood and Information Centre Incorporated	Nimbin Community Solar Farm	\$313,596	Local Jobs	6	1	5	NSW
Byron Bay Community Association	Byron Bay Community Hub	\$63,902	Get Communities Working	18	2	120	NSW
Coffs Harbour City Council	Coffs Harbour War Memorial Olympic Pool	\$1,134,545	Get Communities Working	19	4	0	NSW
Mid Richmond Neighbourhood Centre Inc	Chill@Evans	\$440,630	Get Communities Working	14	2	7	NSW
Tweed Shire Council	The Jack Evans Boat Harbour Foreshore and Parklands Project - Revitalising the Tweed CBD	\$1,818,182	Local Jobs	34	0	0	NSW
Karelle Life Enrichment Services Inc	The Enterprise Training and Employment Project	\$603,034	Local Jobs	33	0	0	NSW

<b>Name of Organisation</b>	<b>Project Title</b>	<b>Funding Amount</b>	<b>Funding Stream</b>	<b>Total Jobs</b>	<b>Total Traineeships</b>	<b>Total Wk Experience Places</b>	<b>State</b>
Boys Town	Western Sydney Youth Homelessness Social Enterprise	\$413,692	Get Communities Working	21	0	0	NSW
Parramatta City Council	Ermington Bay Nature Pathway	\$1,307,500	Local Jobs	80	0	10	NSW
Parramatta City Council	Installation of secure bicycle parking and end of trip facilities	\$86,000	Local Jobs	10	0	0	NSW
Teen Challenge NSW Inc	ONE80TC Yarramundi Infrastructure Grant	\$782,376	Local Jobs	35	10	25	NSW
Blacktown City Council	Whalan Reserve Masterplan Implementation - Jobs Fund Project	\$2,000,000	Local Jobs	65	74	105	NSW
Scouts Australia NSW	Foundation for the Future of Bundilla Scout Training Centre	\$267,615	Local Jobs	20	0	0	NSW
Hawkesbury City Council	Yarramundi Reserve Restoration Project	\$90,000	Local Jobs	12	0	0	NSW
Jesuit Social Services	The Mt Druitt Enterprise Hub	\$1,144,713	Get Communities Working	6	45	17	NSW
North West Disability Services Inc	Lavender Cottage Sensory Garden Development	\$81,000	Get Communities Working	10	0	0	NSW
Marist Youth Care Ltd	Affordable Housing for Life Project for "at risk" Young People	\$1,711,847	Local Jobs	6	3	16	NSW
Riding for the Disabled Association (NSW) - Ryde Centre	Redevelopment of Riding for the Disabled Association (NSW) - Ryde Centre	\$1,543,818	Get Communities Working	14	10	50	NSW
AFL Sports Ready Ltd	Local Jobs	\$497,500	Get Communities Working	3	120	0	NSW
The Australian Employee Ownership Association	Jobs that we Own' = Saving jobs through employee buyouts - Setting up an Employee Buyout Centre in South Western Sydney	\$1,814,546	Get Communities Working	603	30	30	NSW
Mars Hill Café	Mars Hill Café Employment, Sustainability and Expansion Project	\$368,100	Get Communities Working	7	0	20	NSW
Mangarrayi Aboriginal Corporation	Development of the Mangarrayi Meatworks Jilkminggan	\$1,739,853	Get Communities Working	20	0	0	NT

<b>Name of Organisation</b>	<b>Project Title</b>	<b>Funding Amount</b>	<b>Funding Stream</b>	<b>Total Jobs</b>	<b>Total Traineeships</b>	<b>Total Wk Experience Places</b>	<b>State</b>
Djilpin Arts Aboriginal Corporation	Infrastructure to support business aims of a growing local indigenous arts and culture organisation	\$1,093,740	Get Communities Working	19	0	0	NT
Coomalie Community Government Council	Coomalie Gamba Grass & Weed Mitigation Employment Project	\$390,909	Local Jobs	31	0	0	NT
The Salvation Army (Queensland) Property Trust	Experience the Change	\$936,793	Local Jobs	7	0	150	QLD
Woodgate Club Inc	Woodgate Club Inc. Alterations and Extensions	\$1,818,181	Get Communities Working	60	4	5	QLD
Bribie Island Junior AFL Club Inc	Construction of Change Rooms and Amenity Block	\$625,000	Get Communities Working	50	3	3	QLD
Urban Land Development Authority	The Caboolture / Fitzgibbon Community Employment and Enterprise Project: Bushland Trails	\$353,450	Local Jobs	4	40	0	QLD
Urban Land Development Authority	The Caboolture / Fitzgibbon Community Employment and Enterprise Project: Fitzgibbon Community Development and Enterprise Centre (CDEC)	\$1,744,645	Get Communities Working	4	90	0	QLD
Guide Dogs for the Blind Association of Queensland	Guide Dogs Queensland Cadetships for Guide Dog and Rehabilitation Services	\$1,448,089	Get Communities Working	30	0	0	QLD
Sunshine Coast Regional Council	Meridian Fields Clubhouse - Stages 2 & 3	\$454,545	Get Communities Working	44	0	8	QLD
Skill 360	Cairns Community Education Centre Construction	\$581,900	Get Communities Working	24	13	2	QLD
Queensland Police-Citizens Youth Welfare Association (Innisfail Branch)	Building Skills for Innisfail	\$1,979,840	Get Communities Working	33	0	10	QLD
Group Training Association of Queensland and Northern Territory Inc.	Australian Apprenticeship Intervention Project	\$1,818,181	Get Communities Working	0	245	0	QLD

<b>Name of Organisation</b>	<b>Project Title</b>	<b>Funding Amount</b>	<b>Funding Stream</b>	<b>Total Jobs</b>	<b>Total Traineeships</b>	<b>Total Wk Experience Places</b>	<b>State</b>
Mission Beach Artists Inc.	Construction of Mission Beach Community Arts Centre incorporating a history room	\$419,699	Get Communities Working	7	0	0	QLD
Bamanga Bubu Ngadimunku Inc.	Mossman Gorge Water Reserve Walking Track Construction	\$757,735	Local Jobs	28	10	0	QLD
Worklinks Inc	Worklinks Community Café(s) project - skilling community members for employment (retail, hospitality and employability skills training)	\$650,186	Get Communities Working	3	60	200	QLD
BUSY Inc	BUSY BEAT	\$515,000	Get Communities Working	15	5	240	QLD
Youth and Family Service (Logan City) Inc.	Kingston Road - Car Parking Upgrade	\$60,000	Get Communities Working	8	0	0	QLD
The Wheelchair & Disabled Association of Australia	Train to Care	\$1,479,700	Get Communities Working	60	240	0	QLD
Assisting Collaborative Employment Support Services Incorporated	Work Placement Plus	\$247,480	Get Communities Working	148	0	80	QLD
Kombumerri Aboriginal Corporation for Culture	Logan City Yugambah Indigenous Employment & Building Project Centre	\$692,831	Get Communities Working	19	1	12	QLD
Glad Tidings City Church - CityCare Brisbane	CityCare IT Services Fortitude Valley	\$369,200	Local Jobs	4	0	0	QLD
Social Ventures Australia	Social Enterprise Hub- Seeding and supporting social enterprises for sustainable job creation.	\$1,620,000	Get Communities Working	103	0	0	QLD
Boys Town	Boys Town and Ipswich City Council Social Enterprise Project	\$391,529	Get Communities Working	21	0	0	QLD
Kyabra Community Association Inc	Kyabra Social Housing and Community Facility Project	\$937,972	Local Jobs	47	0	0	QLD



<b>Name of Organisation</b>	<b>Project Title</b>	<b>Funding Amount</b>	<b>Funding Stream</b>	<b>Total Jobs</b>	<b>Total Traineeships</b>	<b>Total Wk Experience Places</b>	<b>State</b>
National Trust of Queensland Trading as Currumbin Wildlife Sanctuary	Development of a Community Native Garden Trail and Native Bird Rehabilitation Facility	\$346,933	Local Jobs	20	1	1	QLD
Redland City Council	Point Lookout Hall Upgrade/Refurbishment	\$344,873	Get Communities Working	41	10	0	QLD
Central Queensland Indigenous Development Ltd	The Community & Enterprise Inclusion Centre	\$1,983,500	Get Communities Working	26	4	4	QLD
Cook Shire Council	Cooktown Community Events Centre	\$1,500,000	Get Communities Working	100	8	1	QLD
Brisbane City Council	Dowse Lagoon Revitalisation Project	\$557,500	Local Jobs	8	1	1	QLD
Condamine Catchment Natural Resource Management Corporation Ltd trading as Condamine Alliance	Darling Downs Indigenous Green Jobs Project	\$1,124,585	Local Jobs	10	24	0	QLD
Group Apprentices Limited	Builyan Hall Refurbishment	\$892,038	Get Communities Working	25	5	25	QLD
Mackay & Whitsunday Regional Economic Development Corporation Limited	Seasonal Labourforce Attraction and Retention Strategy	\$36,000	Get Communities Working	0	60	0	QLD
Silver Lining Foundation Ltd	Cherbourg State School - Breakfast Program	\$66,685	Get Communities Working	2	2	0	QLD
Silver Lining Foundation Ltd	Ironbark Ridge Services Hospitality - Marquee Project	\$109,091	Get Communities Working	9	2	1	QLD
Community Agency for Development, Employment & Training	Civic Skills Sunshine Coast (CSSC)	\$592,172	Get Communities Working	128	64	0	QLD
Lifeline Community Care Queensland	Retail Employee Development Programme	\$136,364	Get Communities Working	7	0	6	QLD
Burnett Inland Economic Development Organisation	"Murri Network": "Sharing Jobs with MAI'YANDAH"	\$909,091	Get Communities Working	20	16	10	QLD

<b>Name of Organisation</b>	<b>Project Title</b>	<b>Funding Amount</b>	<b>Funding Stream</b>	<b>Total Jobs</b>	<b>Total Traineeships</b>	<b>Total Wk Experience Places</b>	<b>State</b>
Thuringowa Enterprise Centre Inc.	Creation of Traineeships resulting from North Queensland Small Business Development Centre infrastructure and training facility upgrades	\$65,958	Get Communities Working	3	0	0	QLD
James Cook University	Construction of Geology Education Garden at James Cook University Townsville	\$766,929	Local Jobs	11	0	6	QLD
City of Playford	Playford Connections - Jobs 100	\$1,078,750	Get Communities Working	170	25	100	SA
White Lion	Sail for Success - innovative job creation and pathways to employment	\$407,790	Get Communities Working	21	0	40	SA
Anglicare SA Inc	Angligrreen - Sustainable Food Waste Strategies	\$341,100	Local Jobs	2	9	15	SA
City of Playford	Munno Para West Local Park and Green Corridor	\$588,182	Local Jobs	12	2	0	SA
Office for Recreation and Sport (ORS)	South Australia River Torrens Linear Park Trail (RTLPT)	\$64,785	Local Jobs	13	0	0	SA
Finding Workable Solutions Inc	Salvage & Save - Regional Resource Recovery & Recycling Ventures - A Social Franchise Model	\$487,439	Local Jobs	49	2	25	SA
Port Pirie Regional Council	Port Pirie Regional Material Recovery Facility	\$2,000,000	Local Jobs	34	2	5	SA
Uniting Care Wesley Port Pirie Incorporated	Connexions to Work Enterprises	\$695,455	Get Communities Working	11	0	170	SA
O Group Incorporated	Community Infrastructure Development Group	\$909,091	Get Communities Working	58	42	100	TAS
Door of Hope Christian Church Inc	MadWheels - "Madhouse - 2twelve" – pre-employment training for young people	\$266,593	Get Communities Working	10	0	10	TAS
Mersey Natural Resource Management Group Inc.	Weed to Assets Commercialisation	\$267,000	Local Jobs	7	0	0	TAS
Burnie City Council	Waterfront Boardwalk	\$1,260,000	Local Jobs	10	0	0	TAS

<b>Name of Organisation</b>	<b>Project Title</b>	<b>Funding Amount</b>	<b>Funding Stream</b>	<b>Total Jobs</b>	<b>Total Traineeships</b>	<b>Total Wk Experience Places</b>	<b>State</b>
Launceston City Council	Launceston Communities Working Together - Finding Pathways to Economic Participation through Socially Inclusive and Sustainable Engagement Approaches	\$150,148	Get Communities Working	3	5	20	TAS
Devonport City Council	The Julie Burgess Maritime Discovery Project	\$1,865,987	Get Communities Working	22	5	120	TAS
George Town Council	George Town Waste Management Centre	\$150,000	Local Jobs	6	0	0	TAS
Department of Primary Industries, Parks, Water and the Environment	Tasmanian Wilderness World Heritage Area Aboriginal Heritage Management Partnership	\$387,500	Local Jobs	11	4	0	TAS
Interchange Loddon Mallee Region Inc.	Interchange Community Offices Building	\$1,685,841	Local Jobs	27	2	8	VIC
Future Employment Opportunities Inc	Eaglehawk Industrial Recycling Project	\$1,321,024	Local Jobs	15	0	5	VIC
Willaura Recreational Reserve Committee of Management	Willaura Recreational Reserve Committee of Management	\$102,179	Local Jobs	10	0	0	VIC
St Luke's Anglicare	Refurbishment of Children's Centre	\$66,759	Get Communities Working	10	0	0	VIC
Education Centre Gippsland Ltd	Bunyip Ridge Bushfire Recovery	\$851,400	Local Jobs	48	4	9	VIC
Flowerdale Community House Inc	Flowerdale Community House and Memorial Garden	\$1,571,000	Get Communities Working	21	5	2	VIC
Yarra Ranges Shire Council	Conservation & Land Management Traineeships	\$137,636	Local Jobs	0	2	0	VIC
Murrindindi Shire Council	Marysville Community Complex	\$1,118,181	Get Communities Working	48	3	4	VIC
Murrindindi Shire Council	Bollygum Park Community Project	\$1,076,701	Local Jobs	12	2	10	VIC
Njernda Aboriginal Corporation	Dhungulla Gallery and Café	\$577,769	Get Communities Working	6	6	2	VIC
Typo Station Ltd	Cabin Construction and Utilities Infrastructure Support	\$180,827	Get Communities Working	9	2	20	VIC

<b>Name of Organisation</b>	<b>Project Title</b>	<b>Funding Amount</b>	<b>Funding Stream</b>	<b>Total Jobs</b>	<b>Total Traineeships</b>	<b>Total Wk Experience Places</b>	<b>State</b>
Rumbalara Aboriginal Cooperative Ltd	Indigenous Employment on Multi Site - Community Centre	\$1,817,785	Get Communities Working	24	6	0	VIC
Mansfield Shire Council	Eildon - Jamison Rd Upgrade	\$1,780,000	Get Communities Working	45	2	3	VIC
Numurkah Golf and Bowls Club Inc	Drought Proofing Numurkah's Golf Tourism Industry	\$113,800	Local Jobs	6	1	3	VIC
Footscray Football Club Ltd	Whitten Oval Multipurpose Community Hall	\$1,200,000	Get Communities Working	52	6	26	VIC
Centre For Education & Research in Environmental Strategies (CERES)	Coop: Produce for the People	\$620,675	Local Jobs	15	0	0	VIC
Banksia Gardens Association	Banksia Gardens Redevelopment Project - Jobs for Broadmeadows	\$302,000	Local Jobs	53	2	5	VIC
Hobsons Bay Community Arts Centre Inc	Community Infrastructure Project	\$543,432	Get Communities Working	90	4	40	VIC
Moomba Park Tennis Club	Design and Construction of three synthetic tennis courts with lights	\$203,775	Local Jobs	44	3	0	VIC
Djerriwarrh Employment and Education Services Inc.	Sunshine Community Access and Learning Centre	\$1,400,468	Local Jobs	99	6	22	VIC
Brotherhood of St Laurence	Comprehensive Energy Efficiency Social Enterprise Solution (CEESES)	\$1,791,874	Local Jobs	20	61	0	VIC
William Angliss Institute of TAFE	HEAT Kitchen	\$274,684	Get Communities Working	19	35	40	VIC
St Laurence Community Services Inc	St Laurence Paper Services - Sustainable Employment through Recycling	\$140,591	Get Communities Working	30	2	20	VIC
Nhill Neighbourhood House Learning Centre Inc.	Nhill Neighbourhood House Extension	\$61,233	Get Communities Working	5	0	1	VIC
Preston Reservoir Adult Community Education	The Sliding Door Café - Catering for our Community	\$291,657	Get Communities Working	16	2	6	VIC

<b>Name of Organisation</b>	<b>Project Title</b>	<b>Funding Amount</b>	<b>Funding Stream</b>	<b>Total Jobs</b>	<b>Total Traineeships</b>	<b>Total Wk Experience Places</b>	<b>State</b>
Odyssey House Victoria	Odyssey Family Units Project	\$2,000,000	Get Communities Working	73	2	40	VIC
City of Yarra	Yarra River Embankment Restoration Project - Ground Storey Restoration	\$250,560	Local Jobs	12	4	20	VIC
Adult Multicultural Education Services (AMES)	Liveable Urban Environments: by communities for communities	\$620,500	Local Jobs	16	6	80	VIC
Project Respect Incorporated	Project Respect Incorporated	\$297,850	Get Communities Working	5	0	0	VIC
Australian Community Support Organisation Inc	Scanners R Us	\$621,675	Get Communities Working	50	0	25	VIC
STREAT Limited	The Expansion of STREAT's Mobile Food Cart and Development of GREEN CANTEEN Project	\$1,122,727	Get Communities Working	104	26	0	VIC
Gippsland Group Training Ltd	Toongabbie Community Fire Station	\$197,319	Get Communities Working	10	0	18	VIC
Department of Human Services	Public Housing Apprenticeships in the Construction Industry	\$490,909	Get Communities Working	0	55	0	VIC
Woorinyan Incorporated	Woorinyan Employment, Training and Support Services	\$132,308	Get Communities Working	15	5	0	VIC
Wise Foundation	BIB Home Services, social franchise	\$2,000,000	Get Communities Working	114	0	0	VIC
ERMHA Inc	The MadCap Café	\$546,330	Get Communities Working	1	0	480	VIC
Try Youth and Community Services Inc	Employ, Learn, connect and sustain (ELCS)	\$1,400,000	Local Jobs	170	30	20	VIC
South Eastern Region Migrant Resource Centre	Bridges for Local Skilled Migrants into Local Jobs	\$774,433	Get Communities Working	2	0	60	VIC
The Social Studio	Remixed Design: Creating Jobs for Young Refugees	\$181,064	Get Communities Working	100	12	50	VIC
City of Kingston	Jobs Training & Accessible Parks Program (JTAPP)	\$616,298	Local Jobs	7	12	0	VIC

<b>Name of Organisation</b>	<b>Project Title</b>	<b>Funding Amount</b>	<b>Funding Stream</b>	<b>Total Jobs</b>	<b>Total Traineeships</b>	<b>Total Wk Experience Places</b>	<b>State</b>
Scouts Australia - Victoria	Gilwell Park Activity Centre	\$374,000	Local Jobs	18	12	0	VIC
The Uniting Church in Australia Property Trust	Retail Social Enterprise	\$1,214,000	Get Communities Working	42	11	11	VIC
Mission Australia	Greener Features Program	\$1,952,238	Local Jobs	92	0	0	VIC
Brotherhood of St Laurence	Goodbye Graffiti	\$361,966	Get Communities Working	5	9	0	VIC
Kanyirninpa Jukurrpa	Martu Media	\$244,300	Get Communities Working	12	0	10	WA
Goolarri Media Enterprises Pty Ltd	Refurbishment of Goolarri Media's Performance Venues	\$355,600	Get Communities Working	16	3	2	WA
Good Samaritan Industries (GSI)	Expand GSI's Retail Outlets in key areas providing sustainable employment facilities	\$279,407	Get Communities Working	28	0	0	WA
SWAN TAFE	Construction of Residential/Training Facilities for Palmerston Farm	\$780,000	Local Jobs	52	0	50	WA
Western Australian Council of Social Services (WACOSS) Inc	Jobseeker2Communities	\$1,000,000	Get Communities Working	38	0	0	WA
Western Australian Council of Social Service (WACOSS) Inc	Climate Change Readiness for Community Services Project	\$1,858,845	Local Jobs	48	0	0	WA