THE TERRITORY WORKFORCE: ANALYSIS, PLANNING AND DEVELOPMENT

Schedule 2.1

Goals
1. To develop capability and capacity at the University to deliver quality programs with a high degree of currency in key areas of need for the NTPS.
2. To create a suite of programs based on a modularised structure leading to accredited qualifications in public sector leadership, governance, management, human resources, industrial relations and finance.
3. To establish and deliver a range of programs that improves Indigenous employment and career development within the NTPS.
4. To ensure programs delivered to Indigenous employees are culturally appropriate and reflect the knowledge and perspectives of Indigenous people.
5. An internal University steering committee monitors internal university planning, quality, client satisfaction and content relevance, for new suite of professional development programs.

Issues
The parties agree the key issues to be addressed are:

- Relationships between NTPS and the University have in the past failed to produce the desired outcomes and require a new approach.
- The University is now committed to the strategic development of programs and research in areas of public sector leadership, management, governance and finance.
- The opportunity exists to work closely with OCPE, NT DH&CS, NTDEET and NT Treasury to develop a modularised suite of programs (ac above) for which NTPS course participants can be guaranteed.
- The Charles Darwin University is constrained by economies of scale for the courses it can offer, therefore innovative enrolment alternatives must be explored for areas of specialist graduate need but low student numbers. The University and the NTPS can use existing relationships with other providers to create partnerships that enable the cost effective delivery of a range of specialist higher education programs.
- There are opportunities for the University to partner with existing local providers of accredited programs at VET level, where economies of scale are also an issue, e.g. in rural and remote communities.
- Under the Higher Education Support Act there is an imperative for all programs to be aligned closely with national and jurisdictional strategic workforce needs.
- There is an urgent need to expand professional development in the NTPS to all regional and remote locations.
- There is a need for increased recognition of the NT Public Sector as a career of choice by young Territorians, in particular and the wider community in general.
- In order to ensure Territorians can access employment under the merit principle in the NTPS they must also be able to access appropriate relevant training.
- It is no longer acceptable to run non-accredited short courses that do not articulate into a nationally recognised qualification.
Strategies
The Parties agree to oversee the implementation of the following strategies:

1. Establish the Schedule team that has membership from NT Treasury, OCPE, CDU, NTDEET, and DHCS.
2. Develop mechanism within the University to ensure there is a whole of institution approach to developing programs, and that these programs are aligned with identified Government workforce priorities.
3. Ensure that program development is linked to research in a similar field so that new knowledge is integrated into program delivery at all levels e.g. outcomes of social, policy and economic research.
4. Develop a scope of service, and program framework for the delivery of the Certificate IV in Government across the Territory.
5. Develop, accredit, and attract Commonwealth supported student places for, B Bus (Economics) and B Bus (Human Resources).
6. Develop a recruitment strategy to attract students to the B Bus programs leading to a career in the NTPS.
7. Explore possibility of the University becoming an accrediting institution and the NT deliverer for the Public Sector Management Program.
8. Using a collaborative approach, review the accreditation and delivery of the EDP and LDP and recommend and implement quality improvement processes.
9. Design a suite of modularised offerings that address the financial and economic workforce demands of NT Treasury and other agencies and feed into an accredited qualification pathway.
10. Commence the delivery of a second Kigaruk program modified in accordance with the outcomes of the evaluation and the development and implementation if demand justifies of an Indigenous women's leadership program.
11. Explore reasons why low numbers of Indigenous students choose to enter the NTPS in key areas such as finance and economics, and make recommendations to reverse observed trends.
12. Develop tool kits for facilitating staff exchange, secondments between CDU and the NTPS.

Targets
The Parties agree that the Targets for 2004 / 2005

• The Schedule team meet and communicate on an as needs basis.
• The certificate IV in Government is delivered to 100 NTPS employees in at least three locations in the NT.
• 15 Commonwealth Supported student places for a B Bus (Human Resources) 2006 have been approved.
• Partnership arrangements with University of Adelaide and the James Cook University for the delivery of the BBUs (Economics) are in place.
• A feasibility of offering NT Treasury Scholarships to NT year 12 graduates to study Economics at CDU is presented to Treasury for consideration.
• The University is approved as an accrediting institution for the Public Sector Management Course and is positioned to be able to deliver the program.
• The accreditation and delivery of the EDP / LDP is reviewed, the recommendations are implemented and the program is placed under the leadership of the Chair in Governance.
• A suite of modularised programs that address the financial, HR, IR and economic workforce demands of NTPS agencies, is designed and content is developed. Accreditation is achieved and program structure is characterised by pathways.
• A relationship between Australian Centre for Industrial Relations Research and Training, or another appropriate body and CDU.
• The content for a module is developed in HR that focuses on recruitment, selection, retention and career development for Indigenous staff (linked to the Indigenous Employment Toolkit currently under development by OCPE).

• A second Kigaruk program is delivered.

• An agreement is reached on the development and implementation of an Indigenous women's leadership program.

• A discussion paper is produced on the reasons why low numbers of Indigenous students choose to enter the NTPS in key areas such as finance and economics.

• Three 'Taste of Uni' workshops are delivered that promote the NTPS as a career of choice, provide advice and support in applying for Government scholarships and applying to CDU.