



Working for Victoria program assessment

May 2021

Who are we? What is Nous Group?



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NOUS GROUP

Nous Group is an international management consultancy with over 400 people working across Australia, the United Kingdom and Canada.

We partner with leaders to shape world class businesses, effective governments and empowered communities.

What was the purpose of the assessment?

Rural Councils Victoria engaged Nous Group to conduct an independent review of the Working for Victoria program in rural councils.

The purpose of the review was to understand the benefits of the program and any areas for improvement from both the perspective of councils and participants.



Strong engagement with WfV participants, CEOs and HR professionals informed the development of findings

7

INTERVIEWS
WITH CEOS OR
REPRESENTATIVES

19

INTERVIEWS WITH
WfV PARTICIPANTS

1

SURVEY WITH WfV
PARTICIPANTS FROM
23 COUNCILS

204

SURVEY RESPONSES
FROM WfV
PARTICIPANTS

3

HR FOCUS GROUPS
REPRESENTING
16 COUNCILS

6

ALL REGIONS
REPRESENTED BY
PARTICIPANT
INTERVIEWS

INTERVIEW
PARTICIPANTS
INCLUDE A BROAD
MIX OF ROLES

SURVEY
RESPONDENTS
45% FEMALE
55% MALE

While not without challenges, council CEOs are clear the Working for Victoria program had tremendous benefit

"It's been an amazing program...I think it will have a lasting positive legacy."

"Any concerns or criticism of the program is far outweighed by the benefits to the council and the individual."

"It was a good program. It's been an interesting beast but gosh it's been hard to deal with some of it."

"I went from the biggest cynic to the biggest champion... I am very supportive of the result."

"There is no question for me, that was a bloody brilliant program. It was a hard slog, but it was a fantastic program."

The vast majority of participants had a positive experience



"The program itself was fantastic. It certainly saved our family from financial ruin."



"I love seeing a competed job that's been done to my highest standard... knowing I have done something good for the community"

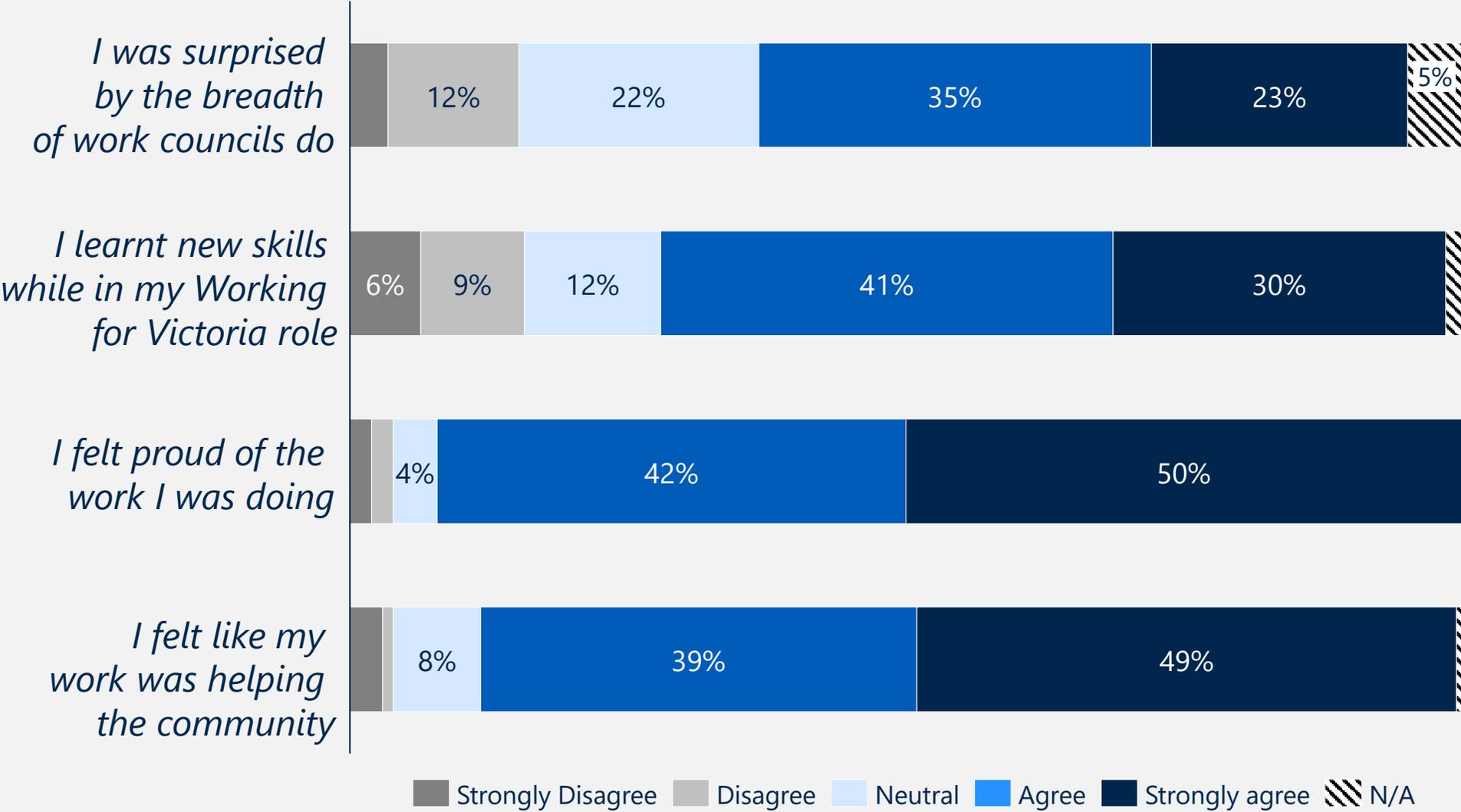


"In terms of money, it's not competitive against private sector. But when you achieve a task, you feel much better. There was some magic because the local community is very grateful."

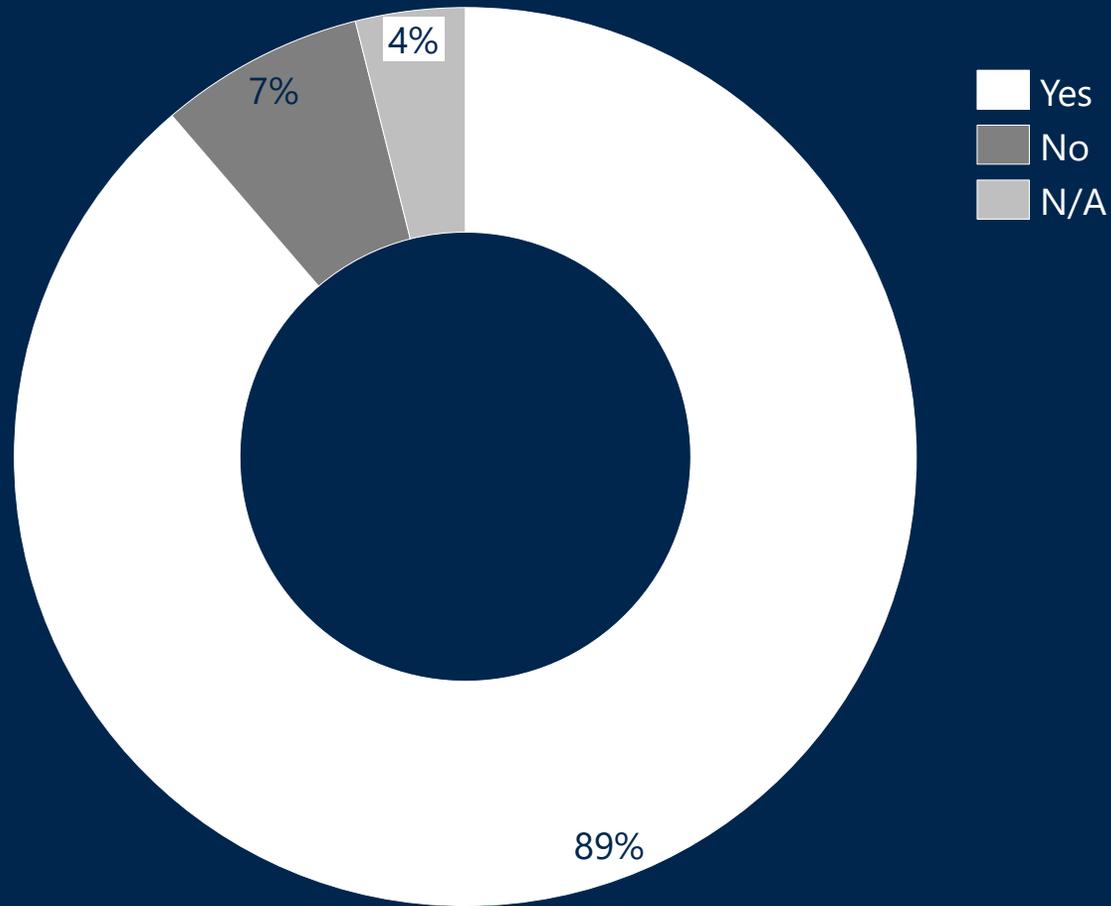


"The team were the nicest people I ever worked with."

Participants were asked to indicate how strongly they agreed or disagreed with the statements below:



89% of participants said they would consider working for a rural council again in the future



It's rewarding to deliver services for small communities

Findings and insights

- Barriers to attracting and retaining staff exist but are not universal.
- Aspects of the program were challenging for many rural councils.
- Challenges raised by WfV participants were minor compared to the benefits of the program.
- The pandemic and the program have created a paradigm shift around flexibility.
- The program produced a wide range of benefits for councils, their communities and for the participants.
- There are opportunities to use a similar model where there are shared goals between state and local government.

Recommendations

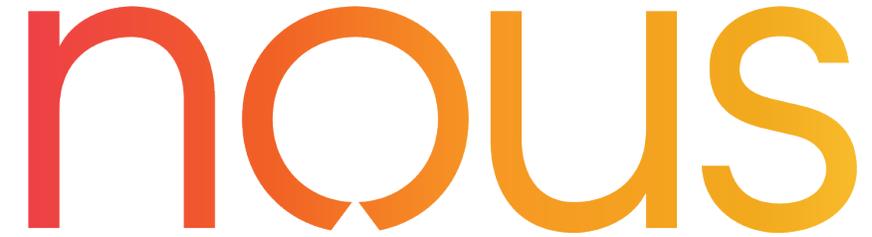
Councils should be strategic in their marketing efforts to change perceptions and increase awareness of potential career pathways in local government

Embracing contemporary ways of working will assist councils fulfil their workforce requirements

Councils should take steps to improve the recruitment experience for both applicants and those administering it

Rural Councils Victoria should work with the state government to achieve mutually desirable outcomes to systemic issues

Thank you



About Nous

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For over 20 years we have been partnering with leaders to shape world-class businesses, effective governments and empowered communities.

400

PEOPLE

11

LOCATIONS

3

COUNTRIES