

Supporting councils with skilled contingent staff for disaster recovery projects, while building regional capability in engineering, project and contract management through formally recognised training.

THE ISSUE

Regional and remote councils face ongoing challenges in attracting and retaining skilled staff, especially in engineering and project management. This leads to heavy reliance on external contractors after disasters, which is driving up recovery costs and weakening workforce resilience.

Limited 'paid to train' opportunities mean local capacity isn't developed and when contractors leave, they take skills and investment with them. This is leaving lasting gaps in capability, community and economic resilience.

'Australia is experiencing an increase in the frequency, severity, and impact of climate change-influenced disasters.'

National Emergency Management Agency (NEMA)

CONTEXT

- **Disasters are becoming more frequent.**
- **Disasters are affecting more people.**
- **Disasters are becoming more costly.**
- **Disasters disproportionately affect regional areas where critical skills shortages are most acute.**

FROM 2019-24 IN NSW THERE WERE

2019



2024

85 DISASTER DECLARATIONS ACROSS 782 LGAS



91% OF COUNCILS REPORTED SKILLS SHORTAGES
IN ENGINEERING, PLANNING, SURVEYING AND PROJECT MANAGEMENT

91%

OUR SOLUTION

The Regional Resilience workforce initiative has been developed, in partnership with Latsyrc, to reduce reliance on short-term contractors and address critical skills shortages by building local capability that supports both immediate disaster recovery and long-term regional resilience.

How can it benefit your local government area?

We're investing in regional capability by combining hands-on recovery work with nationally recognised training in engineering, project and contract management.

Partnering with us gives your council access to experienced personnel during peak recovery periods without the long-term resourcing burden. We are here to strengthen your internal capacity by recruiting local people in critical professions and supporting knowledge transfer. Training will be completed within the national disaster funding contract period.

Our model ensures recovery is not only delivered, it builds resilience into your systems and people through building capability and capacity that can be engaged by council after the funding program ends (we don't have non-competes in our contracts).

BENEFITS



Access skilled support fast

Grow local talent

Strengthen your team

Deliver your recovery goals

Build resilience

Retain capability

Our goal is to leave communities stronger and more self-reliant after each disaster, not just recover what was lost.

HOW IT WORKS

Step 1

Local recruitment

Recruit local staff in partnership with your council.

Step 2

Simple procurement

Engage us via LGP Panel 808-4 (Human Resources), with costs eligible under the National disaster recovery.

Step 3

On-the-ground delivery

Employ and embed staff within council teams (38 hours/week, including 8 hours for training).

Step 4

Training & mentoring

Staff receive required training through IPWEA and supported with mentoring while delivering council projects.

Step 5

Ongoing workforce

Councils can directly employ staff after project completion, building local capability.

TRAINING COURSES OFFERED

Role

Course

Contract administrator

- Project management skill set
- Contract administration & law
- Public sector probity & integrity

Project Officer

- Certificate IV in Project Management Practice
- Local Government Roles & Responsibilities in Public Works
- Public sector probity & integrity

Surveillance Officer

- Certificate IV in Civil Construction
- Conduct Road Safety Audits
- Bridge Inspections & Maintenance
- Public sector probity & integrity

Project Manager

- Diploma of Project Management
- Asset Management Fundamentals
- Public sector probity & integrity

Site Supervisor

- Diploma of Civil Construction Management
- Procurement & Contracting Masterclass
- Lead Road Safety Audits
- Bridge Inspections & Maintenance
- Public sector probity & integrity

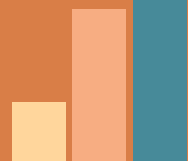
CASE STUDY

Haley was a Year 11 student at South Grafton High School with no plans to attend university and unsure about her future.

In 2023, she began a school-based traineeship with Latsyrc to complete a Certificate III in Business. During her time with the company, Haley also completed a Level 2 Bridge Inspectors course and obtained her White Card.

She completed her training in just over 18 months and gained experience working on the Byron Shire Council's natural disaster recovery after the 2022 floods, as well as the Tenterfield Youth Precinct and Skate Park project. Haley also developed skills in land surveying and office administration.

Since completing the program, Haley has secured a role with Transport for NSW and, at 19, is already progressing her career within the department.



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