



Development and career growth

2014

Learning and Development

We ensure that our employees have the necessary skills, knowledge and competencies required to achieve the outcomes adopted within our Strategic Plan for the Future. The Shire values and will actively encourage staff development to ensure its workforce reach their full potential and be successful within the organisation.

We also recognise the local government Industry needs to do more to grow its professional people so we offer a competitive study assistance scheme to support our staff in reaching their full potential.

Career growth

As an 'employer of choice' we will endeavour to maximise the opportunities for those talented employees to grow their career within the Sorganisation. Forward planning is an integral part of supporting career growth and we will develop workforce plans that identify future opportunities for position progression and changes in workforce skills.

We seek to remove traditional barriers that may have impeded certain employee groups from being able to pursue their career aspirations. Our Equal Opportunity Plan particularly supports the career growth of under represented employee groups.

Traineeships, apprenticeships and bursaries

We have a proven track record in supporting employee development schemes in a wide range of career areas, including:

- Engineering
- Town Planning
- Environmental
- Environmental Health
- Building Surveying
- Customer relations
- Community Development
- Librarian
- Ranger
- Sport and Recreation
- Childcare
- Human Resources
- Mechanic