



# PLANNING GUIDE CONTINUED



TASK	RESOURCES	TICK WHEN COMPLETED
<p><b>Step three: Identify and communicate with potential partners</b></p> <p>Growing your own (GYO) local workforce could be a strategy to address your workforce gaps. To determine how viable this would be, the next step is to identify and communicate with potential partners who can provide a better understanding of the potential pool of skills in the local community, what opportunities may exist to tap into these skills, as well as the challenges. Working with your partners to understand the issues influencing local employment, such as community demographics, cultural make up, and access to transport, training, education and housing will help guide GYO planning.</p> <p>Potential partners in a grow your own ecosystem could include: schools, registered training organisations and universities, recruitment providers, community groups, Aboriginal and Torres Strait Islander Elders, migrant organisations, councils, chambers of commerce, Regional Development Australia, and relevant federal and state government departments. Invariably, the same conversations will be had if you bring together the same stakeholders. To deliberately create different conversations, engage broadly and look for stakeholders who may be able to offer different insights and bring different strengths to the table.</p> <p>Consider the potential for collaborating on initiatives aimed at improving attraction, development and retention of a local workforce.</p>	<p>GYO ecosystem map</p> <p>The local Council's Economic Development Plan</p> <p>Regional Economic Development Plan</p> <p>ABS workforce data</p>	<input data-bbox="1321 719 1414 808" type="checkbox"/>
<p><b>Step four: Develop a strategic workforce action plan and evaluation strategy</b></p> <p>Develop a strategic action plan to bridge the gaps using tailored GYO strategies. Consider making local sourcing of labour an explicit goal in the organisation's strategic plan and other policy documents.</p> <p>It is important that strategies are kept to a manageable number so they are achievable. They should also be prioritised to ensure you focus resources on the most important strategies first. To ensure accountability, the role of each partner should be clarified, measurable outcomes and timeframes should be agreed to, and progress should be measured, evaluated and regularly shared. The evaluation can be used to inform future programs and policies.</p> <p>If feasible, create a role dedicated to inclusive, local sourcing. Dedicating at least one staff position to the GYO program establishes it as a business priority, elevates and prioritizes the work, ensures that it is not merely an additional project in already busy workloads and increases the overall effectiveness of the initiative.</p>	<p>Recruitment policies and procedures</p>	<input data-bbox="1321 1525 1414 1615" type="checkbox"/>
<p><b>Step five: Ongoing reviews</b></p> <p>Regularly review the strategic workforce action plan to determine if any refinement is required as changes are made within your organisation, stakeholder groups and / or pool of local employees.</p>	<p>Strategic Business Plan</p> <p>Strategic Workforce Action Plan</p>	<input data-bbox="1321 1984 1414 2074" type="checkbox"/>