

Subject: LMM 28/05/2024 - Commitment to Education and Training Opportunities

MOTION:

That Council:

- 1 Notes that City of Newcastle has a commitment to upskilling, training and education opportunities for the local community.
- 2 Commends City of Newcastle's Future Fit program which has supported 72 apprentices, trainees, undergraduates and graduates since 2021 in areas such as civil construction, horticulture, building trades, environmental services and information technology.
- 3 Notes City of Newcastle's commitment to inclusion, with positions targeted towards Aboriginal and Torres Strait Islander people as part the Aboriginal Employment Strategy, and towards increasing female participants in traditionally male dominated occupations.
- 4 Notes that with the support of the United Services Union, City of Newcastle's Enterprise Agreement 2023 supports apprentices and trainees through above award wages and covering 100% of tool allowances.
- 5 Notes that the Lord Mayor's Scholarship Program was established to nurture local talent and support social inclusion by offering support to students who have endured personal or financial hardship to successfully complete their studies and kick start their career.
- 6 Notes that in the last four years 37 students have attended TAFE or the University of Newcastle with support from the Lord Mayor's Scholarship program including:
 - a. Women Empowered Scholarship,
 - b. Aboriginal and Torres Strait Islander Scholarship,
 - c. Culturally and Linguistically Diverse Scholarship,
 - d. Lord Mayor's Art Scholarship,
 - e. PRIDE Scholarship,
 - f. Lord Mayor's Scholarship for Women,
 - g. Meg Pursuer Communication Scholarship, and
 - h. Industrial Summer Scholarship.
- 7 Commends the hard work of scholarship recipients and their ongoing commitment to the community.
- 8 Receives a report outlining opportunities to further develop the scholarship program to support disadvantaged local people seeking education and training support.

RELATED PREVIOUS DECISIONS

24 March 2015 - Lord Mayor's Women's Scholarship
24 January 2017 - Lord Mayor's Women's Scholarship - University of Newcastle
22 October 2019 - Lord Mayor's University of Newcastle Scholarship
25 May 2021 - Supporting Hunter Tafe Foundation Scholarships
29 June 2021 - The Meg Purser Communications Scholarship
13 December 2022 - Greater Newcastle TAFE New Industries Training Centres
25 October 2022 - Lord Mayor's Scholarship Renewal

BACKGROUND:



2024 Scholarship Recognition Event

Media release: 15 September 2023

CITY OF NEWCASTLE DOUBLE 2024 TRAINEE AND APPRENTICESHIPS

City of Newcastle (CN) has boosted its annual apprentice and trainee intake for 2024 with 18 roles on offer to help people take their first career steps.

Recruitment has begun for a range of early career positions, with roles available across various sectors including greenkeeping, civil construction, carpentry, heavy vehicle mechanics, information technology, customer service and digital marketing.

Four positions have been targeted towards Aboriginal and Torres Strait Islander people as part of our commitment to our Aboriginal Employment Strategy.



Newcastle Lord Mayor Nuatali Nelmes said she looked forward to welcoming even more faces as part of the expanded 2024 cohort, bringing the total number of apprentices, trainees, graduates and undergraduates currently employed with CN to more than 50.

"City of Newcastle is committed to being a diverse, inclusive and culturally welcoming employer of choice and has doubled the number of opportunities on offer this year, compared to last year, to give more people starting out a leg up," Cr Nelmes said.

"This year, we've also increased the number of positions targeted towards individuals who are Aboriginal or Torres Strait Islander, aligning with our commitment to bridge the gap in Indigenous employment across the organisation."

Twenty-six-year-old Shanden Mills is nine months into completing a dual apprenticeship in landscaping and arboriculture as part of CN's Trainee and Apprentice program, based at its Kotara Nursery.

"I sought out apprenticeship opportunities and the program CN offered really stood out," he said.

"I'm really enjoying learning new skills like how to use a chainsaw safely from an elevated work platform and eventually conquering my fear of heights.

"I've been getting my hands dirty helping to plant, prune and maintain more than 2,000 trees across the LGA as part of our annual tree planting program and working

on projects like Orchardtown Road's Local Centre upgrade.

"CN also offers the option to work a nine-day fortnight, which allows me a day to study and complete my TAFE course work."

Shanden is learning under the supervision of CN's City Greening Coordinator Tahn Woolmer, who started out in horticulture as a CN apprentice 21 years ago.

"It's very rewarding training up-and-coming apprentices over three or four years and then seeing many of them secure a full-time position," Mr Woolmer said.

"I'd encourage anyone starting out or looking for a career change to consider applying for an apprenticeship or trainee role, as there are plenty of opportunities on offer."