

ITEM 9. EXEMPTION FROM TENDER – ARTSREADY TRAINEESHIP PROGRAM

FILE NO: X001671

SUMMARY

The City is committed to attracting new talent and building a diverse and inclusive workforce. This includes supporting entry-level employment in the cultural sector as articulated in the City's Cultural Policy, and developing employment opportunities and career pathways for Aboriginal and Torres Strait Islander people as outlined in the City's Reconciliation Action Plan, Eora Journey Program and draft Eora Journey Economic Development Plan.

To support these goals, in 2015, the City engaged AFL Sports Ready Limited, who administer the ArtsReady traineeship program. This is a Federal Government-funded program that gives recent school leavers the opportunity to gain experience and skills in the arts and creative sector through traineeships. The traineeships provide paid employment and combine practical experience at the City with vocational education. After completing their 12-month traineeship, graduates receive a Certificate III in Business (Arts) through TAFE.

Three trainees successfully completed the pilot program in 2015. Another three trainees are taking part in 2016 including an Aboriginal and Torres Strait Islander trainee.

AFL Sports Ready Limited is the only training organisation in Australia that offers a dedicated traineeship program for the arts and creative sector. The City seeks exemption from tender to engage AFL Sports Ready Limited for three years from 2017 to 2019.

RECOMMENDATION

It is resolved that Council:

- (A) approve an exemption from tender in accordance with section 55(3)(i) of the Local Government Act 1993 noting that, because of the unavailability of competitive or reliable tenderers, a satisfactory result would not be achieved by inviting tenders to provide the ArtsReady Traineeship program for a further three years for the calendar year period 2017-2019;
- (B) note that the reason why a satisfactory result would not be achieved by inviting tenders is going to tender would not deliver a competitive process as AFL Sports Ready Limited is the only group training organisation with a commitment to the arts/cultural/creative sector and a dedicated traineeship program to assist organisations with talent management; and
- (C) Council enter into a contract with AFL Sports Ready Limited for three years from 2017 to 2019.

ATTACHMENTS

Attachment A: Contract Costs (Confidential)

(As Attachment A is confidential, it will be circulated separately from the agenda paper and to Councillors and relevant senior staff only.)

BACKGROUND

1. ArtsReady is a Federal Government-funded program that gives recent school leavers the opportunity to gain experience and skills in the arts and creative sector through traineeships. The program is an initiative of AFL Sports Ready Limited.
2. The traineeships provide paid employment and combine practical experience at the City with vocational education. Trainees are supported by ArtsReady employees throughout their traineeship.
3. ArtsReady was developed in response to creative industries employment growth outstripping the general economy by about 40 per cent [Source: CIIC – Valuing Australia’s Creative Industries, December 2013].
4. AFL Sports Ready Limited, the training provider behind ArtsReady, last year celebrated 20 years of education and employment. It has helped around 12,500 young people start a traineeship, including 1,500 Aboriginal and Torres Strait Islander young people.
5. Since 2013, the ArtsReady program has started the careers of more than 228 young Australians and established ongoing partnerships with organisations such as City of Sydney, Arts NSW, Bangarra Dance Theatre, Australia Council for Arts, Regional Arts NSW, Bell Shakespeare, Arts Centre Melbourne, SA State Theatre Centre, National Gallery Victoria, Country Arts WA and Monkey Baa Theatre. About 42 per cent of trainees have been Aboriginal and Torres Strait Islanders and 51 per cent have since transitioned to full time employment.
6. As the legal employer of all trainees, AFL Sports Ready Limited manages the administration, education plan and arranges training to deliver the education.
7. Four ArtsReady trainees began with the City in February 2015 and the trainees and their managers reported that the program exceeded their expectations. Following the success of the program, another intake was approved for 2016. Four trainees have been successfully engaged in City Life, City Operations and Chief Operations Office.
8. AFL Sports Ready Limited is the only training organisation in Australia that offers a dedicated traineeship program for the arts and creative sector. The City seeks exemption from tender to engage AFL Sports Ready Limited for three years from 2017 to 2019, at which time the program and any new alternative training options for the arts/creative sector will be assessed.

KEY IMPLICATIONS

Strategic Alignment

9. *Sustainable Sydney 2030* is a vision for the sustainable development of the City to 2030 and beyond. It includes 10 strategic directions to guide the future of the City, as well as 10 targets against which to measure progress. This program is aligned with the following Sustainable Sydney 2030 strategic directions and objectives:
 - (a) Direction 6 – Vibrant Local Communities and Economies – the ArtsReady Traineeship program provides opportunities for young school leavers, creating diversity within the City’s workforce, and helping promote the City as an employer of choice.

10. *Workforce Strategy 2015-2019* has six priorities and collectively they aim to optimise the City of Sydney's workforce strengths. This program is aligned with the following strategic directions and objective:
 - (a) Objective 5 – Develop our diverse and inclusive workplace.
11. *Draft Eora Journey Economic Development Plan* is a dynamic 10-year plan and is a key part of the *Eora Journey Program*. Based on the challenges identified through the City's engagement and research work, the Plan focuses on four main themes of which the ArtsReady traineeship program is aligned with:
 - (a) Theme 2 – Maximise employment outcomes by focusing on issues such as support for stronger career pathways.
12. A key strategic priority of the City's Creative City Cultural Policy is to create new avenues for creative participation, with emphasis on developing partnerships with key cultural institutions, business and/or tertiary education partners to provide more creatives skill development opportunities. The ArtsReady program contributes to this work by offering young people pathways to careers in the arts and creative industries.

BUDGET IMPLICATIONS

13. Funding is provided by the Business Units in their agreed operating budget.

RELEVANT LEGISLATION

14. Section 55(3)(i) of the Local Government Act 1993.

CRITICAL DATES / TIME FRAMES

15. The current funding for the ArtsReady Traineeship program expires at the end of 2016.

OPTIONS

16. The City will continue to monitor training and employment options in the arts/creative sector and will consider these for addressing the City's goals in the future. Currently, ArtsReady is the only dedicated program for the arts/creative sector.

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