

Manufacturing Skills Australia

Submission to the Education,
Employment and Workplace Relations
Senate Committee

Inquiry into Industry Skills Councils

August 2010



Manufacturing Skills Australia



This submission as been prepared by Manufacturing Skills Australia – August 2010
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1 Introduction to this submission

This submission addresses the items (except for items (d) and (h) below) referred by the Senate on 22nd June 2010 to the Senate Education, Employment and Workplace Relations Committee for inquiry and report:

- (a) the role and effectiveness of Industry Skills Councils (ISCs) in the operation of the national training system particularly as it relates to states and territories and rural and regional Australia;
- (b) accountability mechanisms in relation to Commonwealth funding for the general operation and specific projects and programs of each ISC;
- (c) corporate governance arrangements of ISCs;
- (d) Commonwealth Government processes to prioritise funding allocations across all ISCs;
- (e) ISC network arrangements and co-operative mechanisms implemented between relevant boards;
- (f) the accrual of accumulated surpluses from public funding over the life of each ISC's operation and its use and purpose;
- (g) the effectiveness of each ISC in implementing specific training initiatives, for example the Skills for Sustainability initiative under the National Green Skills Agreement; and
- (h) any related matters.

2 About Manufacturing Skills Australia

Manufacturing Skills Australia (MSA) is the trading name of Manufacturing Industry Skills Council. The organisation was established as an industry skills council (ISC) in 2004. MSA is the national ISC recognised by the Australian Government to ensure that the skill needs of the 250,000 enterprises and over a million workers in manufacturing and automotive industries are being met. It is responsible for workforce development initiatives which include providing industry intelligence and advice to inform government policy, supporting the development, implementation and improvement of nationally recognised training and qualifications, and providing skills and training advice to individual enterprises to assist with training and workforce development processes.

MSA is a not for profit public company and is bipartite in nature. MSA is owned by 14 industry employer associations and unions, and is governed by a Board of Directors drawn from across industry.

MSA has a purpose set by the Board of Directors to

- work with industry to determine the current and future skill requirements of the industries and occupations we represent.
- design, produce and maintain workforce development products, services and methodologies for our industries.
- be the principal voice of industry in relation to the workforce development needs.

This purpose is driven by a vision to be the pre-eminent organisation in Australia fostering and advocating for the workforce skill development needs of a thriving industry. MSA provides bi-partisan leadership and values the empowered and informed input of industry stakeholders. MSA strives to provide high quality information and workforce development resources to support the participation of industry in developing innovative, highly productive and globally competitive industries.

MSA is contracted by the Department of Education, Employment and Workplace Relations (DEEWR) and works closely with Skills Australia, industry associations, unions, training providers, government agencies and employers to continually evolve and improve skills for manufacturing.

3 The role and effectiveness of Industry Skills Councils (ISCs) in the operation of the national training system particularly as it relates to states and territories and rural and regional Australia

Industry Skills Councils are an integral component of the Australian national training system. This includes those aspects where ISCs can have a significant input to the system in terms of providing industry advice, setting priorities and establishing national qualifications.

Industry advice

ISCs provide key industry intelligence through the annual production of our Environmental Scans. These documents are a collation and synthesis of information and other gathered intelligence. Through this capture and analysis we identify existing and emerging skill shortages and training requirements. The Environmental Scan also informs and drives continuous improvement of our Training Packages.

The Environmental Scans provide a source of impartial advice to bodies such as Skills Australia, the National Quality Council as well as governments, training organisations and others.

In preparing Environmental Scans, local and regional information is considered and this in turn informs the Scan. This information is gathered through a range of devices including surveys and includes consultation with state/territory industry training advisory bodies where they exist. While the national Environmental Scans cannot provide details on particular skills shortages or skills needs on each and every occupation in every location in Australia, the overall picture does provide an early warning to inform national priorities and is used to assist the development of regional responses.

Advice is also sought from ISCs by governments in determining lists of skills shortages, relevant training priorities, and the suitability and relationship of training qualifications in skilled migration priority areas.

National Training Packages

The policy framework for the training system includes Training Packages and ISCs have a key role in their development and maintenance.

ISCs develop national Training Packages that contain qualifications and skills standards endorsed by industry. These qualifications are designed to meet local needs as well as providing national skills recognition and portability. Development and continuous improvement of the qualifications and their units of competency follows an agreed and defined quality assured process where the needs of industry are addressed. Consultation on this work is extensive and spans each jurisdiction. ISCs work in conjunction with training authorities in each jurisdiction as well as registered training organisations to assist the implementation of these national qualifications.

MSA has responsibility for 11 national Training Packages that cover the span of our industry sectors. These 11 Training Packages include some 209 qualifications, with 2,776 units of competency developed by MSA and a further 1,530 units of competency imported from Training Packages maintained by other ISCs.

ISCs provide significant input to the continuous improvement of the national training system. For example, ISCs have been deeply engaged in the recent work by COAG and the National Quality Council in addressing the future needs of vocational training. The ISCs are one of the key groups involved in implementing the recommendations of the *VET Products for the 21st*

Century report (National Quality Council, 2009). These recommendations include structural changes to the training system, particularly around national Training Packages.

Workforce development

ISCs have an important role in workforce development. The national training system has evolved over time and now embraces a focus on workforce development, of which training is one component. MSA has developed a series of web-based tools to assist companies with workforce development. These tools are freely available and include references to other sources of advice and information as well as a step by step process that any firm can follow in determining its human capital needs, analysing job requirements, undertaking skills audits of existing staff and developing training programs.

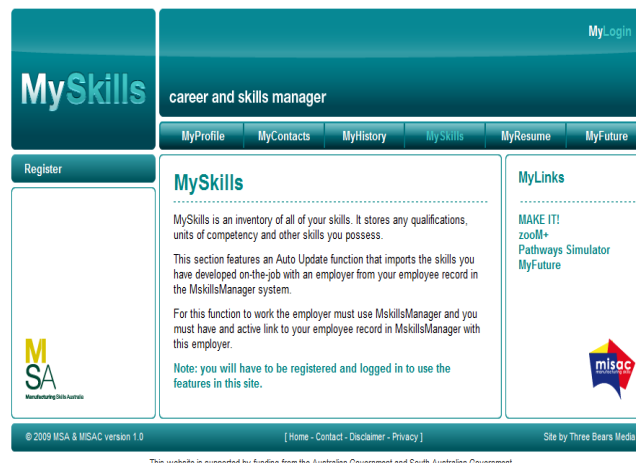
As a national organisation, MSA is challenged in trying to meet the needs of the many thousands of enterprises across the country. Our workforce development role is focussed on providing information and tools that any company can use to their benefit.

The www.mskills.manager.net.au website provides that support.



A further addition is a website aimed at individual workers, particularly those facing redundancy or other displacement. This site has been developed in conjunction with the Manufacturing Industry Skills Advisory Council in South Australia. The site provides opportunities for workers to record their educational and work achievements in one place as an e-portfolio device. It has provision for preparing a personal resume and job applications, based on the records held on the site.

The www.myskills.net.au website is freely available for any person to use and provides a secure portal for their records.



ISC roles in states and territories

ISCs have a national focus. Our work is shaped by regional needs and a continuing challenge is to ensure that any differences required in regional areas are addressed within a national context. This is an important consideration in ensuring that the tenets of a national training framework are maintained, in terms of skills recognition and portability.

MSA works closely with industry training advisory bodies where they are established by the different jurisdictions. We maintain a national cooperative network of these bodies. The industry coverage of these bodies is not always aligned to the coverage of MSA and so there are 16 separate industry training advisory bodies spread across five states and one territory in our network. MSA convenes meetings of the network, with several face-to-face meetings and numerous teleconference meetings held each year. We share significant levels of information and regularly seek advice from network members in a two-way exchange. The cooperation provided through this network is invaluable to MSA and we are aware from feedback from network members that this view is reciprocal.

As a national organisation working through state and territory organisations, MSA can provide solutions to meet regional needs. In many cases these solutions will have a wider application. An example of this is the skills required for liquefied gas processing. Natural gas production occurs in a range of sites and environments across. The particular needs of both off-shore and on-shore processing are addressed through the PMA08 Chemical, Hydrocarbons and Refining Training Package. The processes used for gas processing are quite similar but their application in Queensland for coal seam gas, or off-shore at the Gorgon site require quite different considerations. These differences are embraced by the Training Package through the inclusion of flexible choices of units of competency and so regional needs are met.

Other work by MSA has addressed particular needs in industry sectors such as the automotive component suppliers. The challenges of the Global Financial Crisis and other global market pressures led to some firms reviewing their operations and downsizing, and in some cases resulted in plant closures. MSA worked closely with companies, industry organisations and governments to address these workforce challenges, with a particular focus on future employment prospects for any displaced workers.

4 Accountability mechanisms in relation to Commonwealth funding for the general operation and specific projects and programs of each ISC

MSA's predominant funding is provided under a contractual agreement with the Australian Government through the Department of Education, Employment and Workplace Relations (DEEWR).

This ISC Agreement contains specific accountabilities through the following:

- Provision of a three year strategic plan by MSA for acceptance by DEEWR
- Provision of detailed annual business plans by MSA for acceptance by DEEWR
- Regular reporting to DEEWR against key performance indicators
- Provision to DEEWR of annual audited financial statements

The agreement includes detailed clauses dealing with the receipt and expenditure of funds as well as reporting and financial audit requirements. As a public company, MSA must also satisfy the requirements of the Australian Securities and Investments Commission (ASIC).

Furthermore, the 45 page DEEWR ISC agreement includes provision for inspection and scrutiny of any business and financial dealings of MSA. This inspection can be made where MSA must, under clause 18 of the DEEWR ISC 2008-2011 agreement:

“...at all reasonable times give the Auditor-General, the Privacy Commissioner, the Program Delegate, a member of the National Investigations Unit in the Department on production of photo identification, or any person authorised in writing by the Secretary:

- (a) reasonable access to:
 - (i) Your employees;
 - (ii) premises occupied by You;
 - (iii) Material; and
- (b) reasonable assistance to:
 - (i) inspect the performance of the Project;
 - (ii) to locate and inspect Material;
 - (iii) make copies of Material and remove those copies, relevant to the Project.”

Other contracts with the Australian Government mostly contain the same or similar clauses.

MSA takes these provisions very seriously. A risk policy and detailed accompanying management and operational procedures have been developed by MSA to ensure that all financial processing is well defined and transparent. These policies are approved by the MSA Board of Directors and both the policies and operational procedures are reviewed by our independent auditor, the Lomax Financial Group. Our auditor certifies our annual financial reports as well as financial reports for other funded contracts held by MSA. MSA works closely with our auditor to ensure that all financial, contractual and ASIC requirements are addressed correctly, including those of the Australian Tax Office. MSA's audited financial reports have always been fully accepted by our auditor, without qualification.

Detailed records of all transactions are maintained according to accepted accounting standards. All funds received by MSA, including those from the Commonwealth, are held in secure bank accounts.

Processing of all financial transactions is scrutinised on four separate occasions by three levels of ISC staff. All requests for payment are verified and correctly attributed to appropriate cost areas prior to final approval by the Chief Executive Officer.

The Chief Executive Officer is accountable to the Board, and presents a regular statement of compliance to the Board. The Board receives regular and detailed financial reports at its quarterly meetings for consideration and approval.

These policies, procedures and practices are maintained for all of MSA's activities and contracts.

An example of the application of this approach is in our recent work associated with the Enterprise Based Productivity Places Program (EBPPP). The EBPPP contract between DEEWR and MSA entails some 49 pages of details and has a value of \$4.34 million, for activities extending from April 2010 to February 2013.

Given the complexities of the number of sub-projects involving many training places, MSA developed a Microsoft Access database to capture all details of each of the 114 participating enterprises and their selected Registered Training Organisations as well as the 1,385 trainees being funded under the EBPPP contract. The cost of this database has been quite modest yet it is being used to manage the details of these complex projects as well as providing a management tool for each progress payment under separate deeds with participating organisations and RTOs. The database interfaces with our accounting systems and ensures that the overall EBPPP project activities and funds are properly and responsibly managed. MSA has made this database architecture available to other ISCs.

5 Corporate governance arrangements of ISCs

As a public company, registered by ASIC, Manufacturing Skills Australia operates under a constitution in accordance with the Corporations Act 2001 (Commonwealth).

Corporate governance of MSA follows accepted structures, procedures and processes. MSA is bipartite in nature and through its member organisations, board structures and committees, embraces sound governance principles.

The 14 owners (or members) of MSA are industry associations and unions as shown in the table below.

Australian Industry Group
Australian Chamber of Commerce and Industry
Australian Manufacturing Workers' Union
Australian Workers' Union
Australian Petroleum Production and Exploration Association
Communication Electrical and Plumbing Union
Construction Forestry Mining and Energy Union
Footwear Manufacturers' Association of Australia
Furnishing Industry Association of Australia
Liquor Hospitality and Miscellaneous Union
National Union of Workers
Plastics and Chemicals Industries Association
Textile and Fashion Industries of Australia
Textile Clothing and Footwear Union of Australia

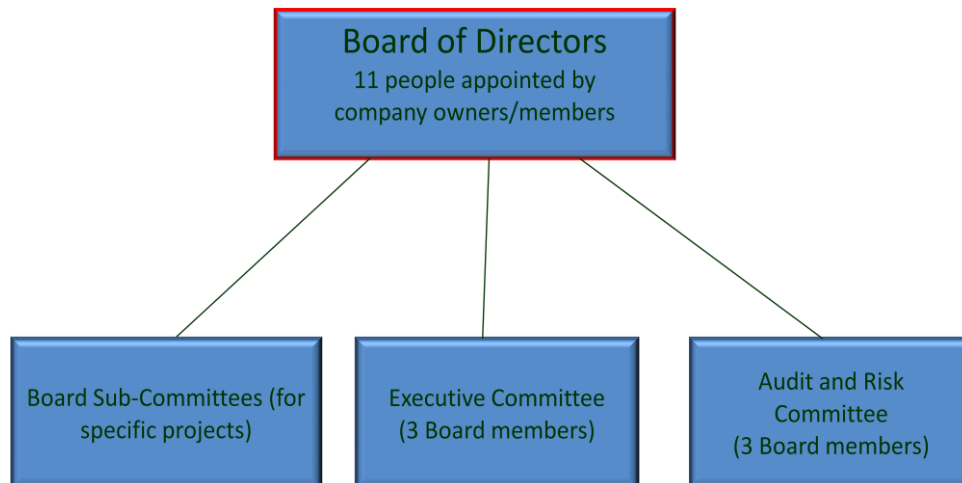
The Board of Directors is drawn from industry and reflects the membership of the company and hence the industry sub-sectors covered by MSA.

It should be noted that in early 2009, the Australian Government allocated responsibility for the automotive industry to MSA. This addition to MSA's coverage was handled through an interim governance arrangement of specialised committees. MSA is now engaged in the process of forming a wholly owned subsidiary company that will soon take on the coverage of the automotive industry. This action is in response to the desires of key automotive industry stakeholders where they are seeking a high degree of independence and autonomy for any activities associated with a national industry training advisory body for their industry. MSA anticipates that the new entity will be functioning by the end of 2010.

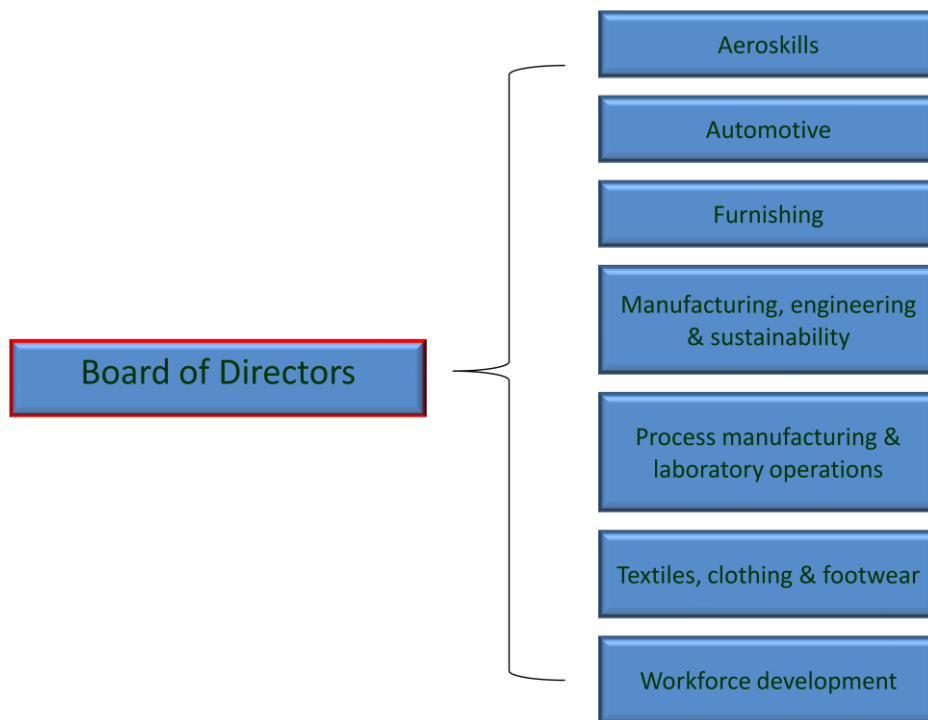
Following a review in 2006 of sector-based divisions in MSA governance, a revised structure was put in place that provided a greater degree of integration. This resulted in a system of Board Sub-Committees being established to provide strategic direction to particular activities of MSA and to provide advice to the Board. These revised arrangements have been refined in the intervening years and they provide for direct involvement of key industry personnel in the ISC business of MSA, with a focus on their particular areas of interest.

This structure is illustrated in the diagrams on the following page.

MSA Board of Directors – committee structure



MSA Board of Directors – details of sub-committees for specific projects and work



In 2005, soon after the establishment of MSA, the Board of Directors commissioned a recognised expert in corporate governance and ethics to assist the Board in the development of a charter of good governance. The *MSA Governance Guide* was finalised and implemented in September 2005. This guide provides clear statements of roles, responsibilities and expectations of the Board, the Chair, and the Chief Executive Officer. The guide is publically available through the MSA website and is regularly used as a point of reference to assist all parties in the governance and management of the organisation.

Each sub-committee operates under terms of reference agreed by the Board. They are structured to ensure full accountability to the Board, with a member of the Board chairing each committee. As well as industry representatives, the sub-committees include RTO representation where appropriate, and in some cases observers from DEEWR.

Meetings of the Board of Directors are held at least four times each year. The meeting agendas include items of governance where the Board considers proposals for changes in committees, professional development of the Board members and constitutional matters. Although decision making by the Board is achieved by a majority vote, all contentious issues are worked through in order to resolve any differences and achieve consensus. All MSA Board meetings conclude with a review of the meeting in terms of effectiveness and of efficiency.

The MSA Board has undertaken three separate reviews of corporate governance since establishment in 2004. In each case, experts were engaged to assist in these processes. The constitution has been changed several times to reflect the maturity of governance arrangements for the company and its review is a continuing activity for MSA.

In addition to these formal governance arrangements, MSA also maintains a range of industry reference groups. These groups provide opportunities for any interested persons to more deeply engage in MSA's activities. The groups are organised around a series of technical areas of interest such as engineering, or furnishing, and membership is open to any interested person. MSA uses these groups to provide direct information about particular aspects of our work on Training Packages or on workforce development. These groups provide key information to assist and support our work, including providing comments on draft materials under development as well as for validation of final products.

All of these processes are quite open and transparent and available for scrutiny by any party. Industry is deeply engaged in MSA processes, governance and decision making and this engagement continues to support an industry led system.

6 ISC network arrangements and co-operative mechanisms implemented between relevant boards

Joint ISC Forum

Manufacturing Skills Australia is aware of the joint-ISC submission to the Senate enquiry and fully supports that submission.

MSA is an active participant in all activities and work undertaken by the ISC Forum. This is facilitated by involvement of the MSA Chair, Deputy Chair and other Board members, the Chief Executive Officer and staff.

The ISC Chairs and CEOs meet on a regular basis both separately and in combined sessions. There are working groups of ISC staff who also regularly meet to address joint work and activities in areas such as Training Package development and improvement, workforce development, project management and financial management. These collegiate arrangements enable combined approaches to policy development and strategic direction, information sharing on good practice and moderation of procedures.

The ISC Forum provides opportunities to involve key stakeholders in the Australian training system. These are well described in the joint ISC submission and include engaging with senior people in State and Territory training boards and agencies, Skills Australia, Commonwealth agencies, peak industry bodies and overseas visitors.

MSA participates as a member of a range of national committees and groups. In some cases as an ISC representative and in others as a relevant ISC participant. These include:

- Strategic Industry Forum (convened by Skills Australia)
- Energy Efficiency Skills Committee (Dept Resources, Energy and Tourism)
- Sustainability Skills Action Group and Framework Implementation Action Group (National Quality Council)
- COAG regulatory reform working groups for occupational licensing
- Australian Flexible Learning Framework Innovation and Leadership Management Committee
- Navigation Projects Steering Committee (DEEWR for MCTEE)

Cross-ISC cooperation

There is frequent close interaction by ISC staff at all levels on a range of matters across the operational scope of ISCs.

The MSA CEO is the convenor of several joint ISC working groups for Training Package Technical Managers and for Financial Managers. The product of these and all other ISC working groups frequently informs national policy development and interpretation as well as providing advice to DEEWR on a range of ISC-related matters.

Another example of cross-ISC cooperation is around the work involved in implementation of the Enterprise Based Productivity places Program (EBPPP). MSA has been deeply involved in work around the operational needs associated with this important program. MSA managed the negotiation of the terms of a common-terms contract for use by DEEWR for each ISC. MSA also managed the engagement of a suitable legal firm and then the development a tri-party deed for use by all ISCs when engaging participating organisations and RTOs in the EBPPP. And, as mentioned in section 4 above, MSA has willingly shared the MS Access database that we developed to manage the EBPPP.

MSA works in cooperation with a range of other ISCs in Training Package work. Current examples of this include working with:

- Service Skills Australia on training qualifications for the caravan and recreational vehicle industry
- Innovation and Business Skills Australia on qualifications and competencies for Lean Office
- Government Skills Australia for qualifications covering defence armament technicians as well as competencies for the use of radiographic technology and radiation security
- Agrifood ISC on competitive manufacturing for food and pharmaceuticals
- Construction and Property Services and Transport and Logistics ISCs on high risk licensing units of competency

In addition, MSA participates in a joint ISC Workplace Language and Literacy program.

The joint ISCs maintain a website (www.isc.org.au) for publication of jointly developed or commissioned research, reports and activities of individual ISCs, and to provide a central point of web-based contact to each ISC.

International work

MSA was involved in the recent inclusion of the Australian Industry Skills Councils as a founding member of the International Network of Sector Skills Organisations (INSSO). The MSA CEO attended the launch of INSSO held in conjunction with the British Council's Going Global 2010 international conference in London in March 2010. The CEO is also a member of the international Board of Management for INSSO.

INSSO is providing opportunities for Australia to benefit from joint international work and outcomes arising from the INSSO objectives, to:

- share international best practice and information on sector-based approaches to skills training
- enable and facilitate the development of transnational standards and learn from specific sector-based solutions (e.g. employability skills)
- facilitate international links between sector skills organisations, potentially including formal exchange programmes of technical expertise and staff
- carry out research and analysis to support these activities

The INSSO Board of Management has now agreed on a series of joint international activities covering development of a good practice framework and database of sector skills body practices / approaches, a guide to Labour Market intelligence across INSSO members, guidelines and approach to the development of trans-national occupational standards, and the coordination of an international sector council staff exchange program.

The outcomes and findings of these projects will be of benefit for industry, the VET systems, and for governments.

Manufacturing Skills Australia is committed to maintain the impetus gained through involvement in INSSO. This will build on the existing networks and arrangements that MSA has established with New Zealand across a range of areas, especially in competitive manufacturing, engineering, process manufacturing and aerospace. It is also in keeping with the recent work done by MSA to enable BHP Billiton in Houston Texas to use the Australian *Chemical, Hydrocarbons and Refining* Training Package (PMA08) units of competency as the basis for their global HR structure for hydrocarbons workers involved in oil and gas projects around the world.

7 The accrual of accumulated surpluses from public funding over the life of each ISC's operation and its use and purpose

MSA commenced operations as an ISC in late 2005. MSA's financial resources were quite limited during the early development of ISC capability and were underpinned by contributions of equipment, facilities and cash from some of the national Industry Training Advisory Bodies that were replaced by MSA.

The majority of MSA's revenue is derived from contracts with the Commonwealth of Australia. As a result of delays in renewal of the ISC contract by the Commonwealth in 2006, the MSA Board of Directors set in place a strategy to manage the dwindling resources, with a view to closure of the company at the end of December 2006 if a new contract was not forthcoming. Staff redundancies and sub-contractor reductions and terminations were commenced on a progressive basis from October 2006. This managed approach was the only fiducially responsible action that could be taken by the Board. Fortunately, notice of a new ISC contract was provided by the Commonwealth in November of that year and MSA commenced a process of rebuilding capability.

One outcome of these circumstances was a resolution by the Board to ensure that MSA establish and maintain a reserve fund. This fund was designed to enable the company, if faced with a similar situation of no guaranteed income or to provide for the vagaries of cash flow cycling, a period of funded trading for up to six months.

Based on staffing and other structures and arrangements at the time, an amount of \$900,000 was established by the Board as an appropriate amount for this reserve, to be identified in the cash at bank for treatment as a reserve fund. This amount was built up in the following years and is now maintained and indexed annually by CPI amounts.

The last audited company financial report refers to year ending June 2009. The reported surplus for the year was \$485,864, resulting in total company equity of \$1,008,916. This equity is mostly comprised of the reserve fund. The current ISC agreement with DEEWR expires in June 2011. The budget for the current fiscal period (2010-2011) will ensure that all funds provided to MSA under the ISC agreement are fully expended towards the agreed business plan for the period.

The MSA Board of Directors is conscious of the financial commitment by the Australian Government to industry through ISCs and makes strategic and financial decisions based on providing value for money and gaining the greatest possible benefit. As a declared not-for-profit public entity, any surplus funds beyond those needed to maintain the reserve fund, are allocated to activities in core ISC work.

All MSA business activities are entirely in keeping with its roles as a national Industry Skills Council.

8 The effectiveness of each ISC in implementing specific training initiatives, for example the Skills for Sustainability initiative under the National Green Skills Agreement

In areas of strategic emphasis, MSA Board has set a course to take a strong leadership position in the preparation of the workforce for sustainability.

The establishment of the National Green Skills Agreement provided further opportunities for MSA to pursue initiatives aimed at environmental sustainability. In October 2008 MSA produced a report and action response on sustainability titled *Sustainable Manufacturing – Manufacturing for Sustainability*. The report was the result of research on the challenges to industry and community around environmental sustainability. The report illustrated how environmental sustainability and enterprise sustainability can be achieved through workforce skills development.

MSA adopted an approach where, as well as the take-up of training at each level of the workforce in competencies covering environmental sustainability, the adoption of lean principles such as those encompassed in the MSA competitive manufacturing qualifications would be able to deliver both environmental and business sustainability.

This strategic focus is illustrated in the following diagram:



In September 2009 MSA produced a second report titled *Sustainable Manufacturing – Unpacking The Issues*. This report provided an analysis of current research and initiatives from across Australia on how the environmental agenda was affecting manufacturing at that time and what strategies were being engaged to address these issues.

During 2009 MSA worked with our consultant and the ISC forum secretariat on the production of the joint ISC publication *Environmental Sustainability: An Industry Response*. This report provided an ISC industry perspective on skills for sustainability as well as a short report on the activities and approach to environmental sustainability by each ISC.

Training Package work

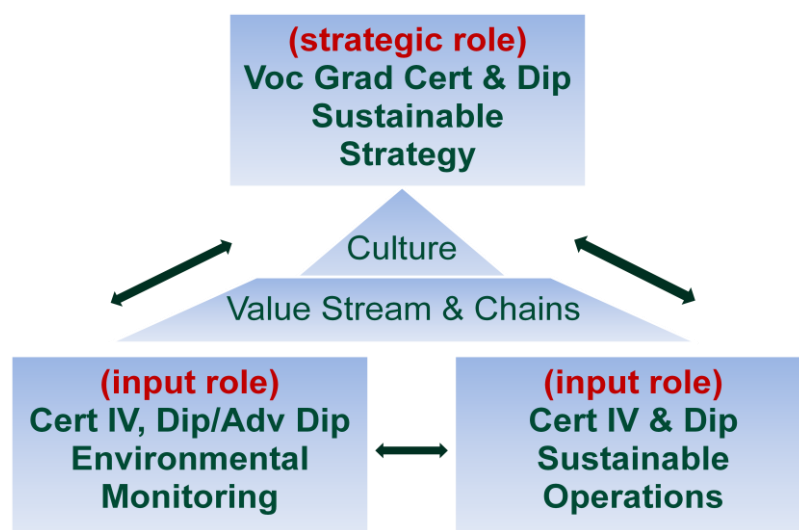
Initiatives under the National Green Skills Agreement that directly impact on the work of ISCs are central in our work on Training Packages as well as workforce development. MSA has

developed a strategy for the inclusion of a comprehensive approach to the inclusion of skills for sustainability in all of our qualifications. Much of this work was already in place and we are working to complete the outstanding items by the end of 2010.

MSA also supported the development of learning support resources for the three national guideline units of competency covering sustainability. This work was funded by the NSW Department of Environment and Climate Change and Sustainability Victoria and was undertaken by the National Centre for Sustainability at Swinburne University. MSA now makes this comprehensive support material available at low cost for RTOs and others.

In addition, MSA is developing a range of new qualifications to address emerging jobs and job roles. These developments are illustrated in the diagram below.

MSA approach to sustainability qualifications



Upskilling existing workers in sustainability skills

MSA was one of three ISCs approached by DEEWR to trial the roll-out of a program to upskill existing qualified workers in a small selection of units of competency covering sustainability skills. This program provides funding assistance to enterprises and is in the process of implementation by MSA. Programs have been identified that will deliver sustainability skills for existing workers across many occupations and MSA is promoting the program to enterprises.

Again, this is an application of the MSA strategy to incorporate sustainability skills into business improvement programs based on our competitive manufacturing qualifications and competencies.

9 Conclusion

Manufacturing Skills Australia is proud of its work as an Industry Skills Council and of its reputation as a leader in the field.

MSA industry stakeholders value the contribution by the Australian Government through ISCs in support of an industry led national training system.

MSA has made great strides since inception in late 2004, with continuing growth in capability and impact. We have a culture of continuous improvement in all aspects of business and governance and our initiatives are delivering increasing benefits for industry, community and Government.

MSA believes that our work in providing agile and timely responses to industry workforce development and skills needs are assisting Australian industry remain competitive in a global market. We achieve these things through our close engagement with industry and in providing industry-based solutions to implement government initiatives.

Manufacturing Skills Australia looks forward to our continuing work as an Industry Skills Council and addressing the challenges of maintaining a highly skilled workforce for a thriving industry.

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