

QANTAS AIRWAYS SUBMISSION INQUIRY INTO INDUSTRY SKILLS COUNCILS

The Qantas Group's workforce encompasses more than 250 unique roles across a number of industries. Due to its diversity, Qantas is represented on a number of the eleven ISCs in Australia, including the Transport and Logistics Industry Skills Council, Manufacturing Skills Australia, Service Skills Australia and Innovation and Business Skills Australia. Qantas is represented on ISCs as both an employer and training provider, offering a range of learning solutions through Qantas College, an enterprise Registered Training Organisation (RTO).

The comments below are relevant to those ISCs with which Qantas has membership.

Role and effectiveness in the operation of the national training system

As a national employer and enterprise RTO, the role of ISCs in developing and monitoring nationally recognised training products and services is important to Qantas.

Many Qantas employees are required to meet national competency standards and Australian Qualifications Framework (AQF) qualifications, as outlined in industry specific training products, in order to perform their role. By working with government and industry to support the implementation and continuous improvement of the national training system, ISCs have ensured that the system meets government, regulatory and industry needs. In Qantas' view, ISCs have been responsive and effective in incorporating industry feedback into the range of training packages, while also being a source of information on government initiatives.

The diverse representation of stakeholders on ISCs, both as Board appointments and members, has also been effective and includes representatives from trade unions, employer associations and industry.

ISCs consult with a number of stakeholders in relation to the national training products and services, including regulators and licensing bodies, across and within jurisdictions. While we note that there is engagement with states and territories, with ISCs providing industry assistance at both state and federal levels on a broad range of issues, Qantas would support a clearer definition of the relationship between ISCs and the states and territories. Further clarity on the interrelationship between ISCs would also be beneficial.

Processes to prioritise funding allocations

Qantas welcomes the funding made available through ISCs and our ability to access national funding, such as through the Productivity Places Program initiative, has to date been encouraging.

In Qantas' view, the current mechanism for allocating funding, where funding is prioritised at a Commonwealth level in conjunction with ISCs, is both effective and appropriate. Importantly, the current process ensures that there is engagement with ISCs in relation to funding, to inform priorities set by the Commonwealth. While the current funding mechanism is effective, more clarity around the process would be beneficial.