

EDUCATION, SCIENCE AND TRAINING

SENATE LEGISLATION COMMITTEE - QUESTIONS ON NOTICE 2003-2004 SUPPLEMENTARY BUDGET ESTIMATES HEARING

Outcome: 2

Output Group: 2.2 – Assistance for New Apprenticeships

DEST Question No. E365_04

Senator Marshall asked on 5 November 2003.

Question:

- (xxvii) Can the Department provide the details of funding allocated to and spent on National Industry Skills Initiatives over the past three years. In each case who was the funding actually paid to and what targets and key performance indicators were put in place? What have been the deliverables?
- (xxviii) Can the Department outline where any of the initiatives arising from the National Industry Skills Initiatives have increased training places in areas of skill shortages and actually reduced or alleviated skill shortages?

Answer:

National Industry Skills Initiatives Funding

(xxvii) See attached table.

(xxviii) The objectives of the National Industry Skills Initiative include:

- Increased awareness, particularly by young people, of career paths in the industries involved;
- Increased understanding of the training system and engagement of employers in creating training opportunities; and
- Development of new innovative training pathways.

Strategies developed by the Working Groups have helped shape industry recruitment, skills recognition and training to redress existing and projected skills needs.

The National Industry Skills Initiative is one of a number of inter-related strategies to help address skills shortages such as support for New Apprenticeships and the inclusion of specific targets for New Apprenticeships in skill shortages area in the ANTA Agreement. The overall result has been significant growth in New Apprenticeships in most industry areas and additional training places in skill shortages areas being provided by States and Territories.

National Industry Skills Initiatives (2000/2001 to 2002/2003 Financial Years)

Attachment A

Industry	Recipient	Project	Financial Year	Funding allocated	Target/Milestones	Outcomes
Commercial cookery (Food Trades)	Australian Hotels Association	Research and consultation on skill shortages for food trades in the hospitality industry as part of NISI	2000/2001	\$62,210	<ul style="list-style-type: none"> * Research and/or provide evidence of research which demonstrates the benefits to employers of investment in training; * Identify the skill set needs of each occupational area (chefs, cooks, bakers and pastry cooks) now and in the future (three to five year time frame), including common cross industry skill sets; * Identify the impediments and/or barriers to satisfying these needs; and * Recommend initiatives/solutions (short, medium and long term) which may assist in addressing the identified needs. 	All targets/milestones have been delivered.
Building and construction	Master Builders Australia Inc	Research and consultation on skills shortages for trades based occupations in the Building and Construction Industry, specifically for the on-site construction sector as part of NISI	2000/2001	\$62,000	<ul style="list-style-type: none"> (from MBA/HIA proposal) * Undertake research and/or provide evidence of research which demonstrates the benefits to employers of investment in training; * Identify the skill set needs of each occupational area now and into the future (three to five year time frame), including common cross industry issues; * Identify the impediments and/or barriers to satisfying these skill needs; and * Recommend initiatives/solutions (short, medium and long term) which may assist in addressing the needs. 	All targets/milestones have been delivered.

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Industry	Recipient	Project	Financial Year	Funding allocated	Target/Milestones	Outcomes
Rural	Rural Industry Trainee Association	Involvement in NISI specifically for Task Force development and implementation of the Rural Action Plan	2000/2001	\$22,506	<p>Taskforce to oversight and direct activities for the development and implementation of recommendations identified under point four (Recommend initiatives/solutions (short, medium and long term) which may assist in addressing the needs).</p> <ul style="list-style-type: none"> * Marketing and promotion; * Developing young people for careers in the industry; * Make New Apprenticeships work for the industry; * Attuning the VET system to the training needs of the rural industry; and * Addressing skill gaps and shortages. 	All targets/milestones have been delivered.
Various	Australian Chamber of Commerce and Industry	Support for NISI – salary and management costs, travel and accommodation, printing and stationery and incidentals	2000/2001	\$53,000	<ul style="list-style-type: none"> * Development and implementation of action plans for the automotive retail and repair, and electrotechnology industries; * Research and consultation on skills shortage issues, existing barriers and development of solutions; * Communication and consultation activities * Development of cross industry issues responses; and * Management – attendance at National Steering Committee meetings and discussions with DETYA. 	All targets/milestones have been delivered.

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Industry	Recipient	Project	Financial Year	Funding allocated	Target/Milestones	Outcomes
Various	Australian Chamber of Commerce and Industry	Support for NISI – salary and management costs, travel and accommodation, printing and stationery and incidentals	2001/2002	\$90,000	<ul style="list-style-type: none"> * Ongoing implementation of action plans for the retail motor, and electrotechnology industries; * Development and implementation of action plans for the automotive retail and repair, and electrotechnology industries; * Research and consultation on skills shortage issues, existing barriers and development of solutions; * Communication and consultation activities; * Development of cross industry issues responses; and * Management – attendance at National Steering Committee meetings and discussions with DEST. 	All targets/milestones have been delivered.
Automotive	Automotive Training Australia Ltd	Production of the careers promotion video “Formula for Training”	2002/2003	\$22,000	<ul style="list-style-type: none"> * Production of an automotive careers video to be supplied in CDROM, DVD and VHS formats. 	Video distributed to over 400 schools, colleges, TAFEs and Group Training Organisations.
Engineering	Australian Industry Group	Engineering Task Force involvement in NISI specifically pertaining to skills in the aviation industry	2000/2001	\$35,000	<ul style="list-style-type: none"> * Consider data on current and emerging skills shortages in the aviation sector particularly for aircraft maintenance engineers; * Identify the consequent skill formation needs in the aviation sector; and * Develop proposed strategies (within an integrated action plan) to deal with these needs, for referral to the Task Force for its implementation. 	All contracted milestones reached and products delivered.

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Emerging Technologies	Australian Industry Group	Involvement in the NISI Emerging Technologies Working Group	2001/2002	\$104,115	<ul style="list-style-type: none"> * Research and/or provide evidence of research which demonstrates the benefits to employers of investment in training; * Identify the photonics and nanotechnology skill set needs now and in the future (three to five year time frame), including common cross industry skill sets; * Identify the impediments and/or barriers to satisfying these needs; and * Recommend initiatives/solutions (short, medium and long term) which may assist in addressing the identified needs. 	Working Group Report and Action plan produced. Industry led Task Force currently being established to deliver targets/milestones.
Automotive	Motor Trades Association of Australia Ltd	The reproduction and distribution of existing occupation-specific career information products for the automotive industry	2002/2003	\$40,150	<ul style="list-style-type: none"> * Reproduction of existing occupation-specific brochures for schools; * Distribution of materials to schools; * Reproduction of existing occupation-specific brochures customised for dealerships, distributed to selected dealerships by schools; * Additional promotional poster and purpose built stand for dealerships; and * Distribution of dealer packs. 	Material produced and distributed nationally.
Retail	Australian Retailers Association	Involvement in the NISI Retail Working Group	2001/2002	\$55,000	<ul style="list-style-type: none"> * Research and/or provide evidence of research which demonstrates the benefits to employers of investment in training; * Identify the skill set needs of each occupational area in the retail industry now and in the future (three to five year time frame), including common cross industry skill sets; * Identify the impediments and/or barriers to satisfying these needs; and * Recommend initiatives/solutions (short, medium and long term) which may assist in addressing the identified needs. 	Working Group Report and Action Plan produced.

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Commercial Cookery	Australian Hotels Association	Involvement in NISI through implementation of the Commercial Cookery Action Plan	2001/2002	\$440,000	<ul style="list-style-type: none"> * Leadership and coordination by adopting a whole of industry approach to the identification of the priorities and the continuous monitoring and review of progress; * Developing young people for careers in Commercial Cookery; * Marketing and promotion of the industry; * Making New Apprenticeships work for the industry; and * Enhancing the professionalism of the industry. 	All targets/milestones have been delivered.
Road Freight	Australian Trucking Association	Involvement in the NISI Road Freight Working Group	2001/2002	\$67,090	<ul style="list-style-type: none"> * Using existing data sources develop an industry profile showing major categories of employment by fleet size and ownership for all trucks used for hire and reward, identifying key characteristics of employment including age profile, gender mix, mobility and educational achievement; * Identify the particular areas where there are benefits of investment in training; * Flowing from above, identify the skill set needs over the next decade including linkages to associated areas such as logistics; * Identify and record the existing array of training provision nationally, both public and private, and the extent to which existing course content meets the needs identified above; * Identify the barriers and impediments to satisfying the outcomes above, and make recommendations for an action plan to build on strengths or remedy deficiencies over the next decade; 	Working Group Report and Action Plan produced and formally launched 17 November 2003.

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Industry	Recipient	Project	Financial Year	Funding allocated	Target/Milestones	Outcomes
Road Freight cont...					<ul style="list-style-type: none"> * In the context of the above, examine future prospects for employment in the trucking industry, the need and means by which it should be better promoted as a career; and * Assess current provision made for training in various accreditation schemes and their place in the larger training scenario. 	
Marine manufacturing sales and service	Australian Industry Group	Facilitation of a Boating industry Working Group under NISI	2002/2003	\$56,050	<ul style="list-style-type: none"> * Identification of the boating industry's skills needs now and into the future through a Working Group of industry experts; * Development of a boating industry Working Group Report and Action Plan that details strategies to address the identified skills needs; and * The production of 1000 copies of the Report and Action Plan, professionally desktop published, which include an introduction and executive summary, distributed to all stakeholders. 	Action Plan developed and currently being implemented.

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Industry	Recipient	Project	Financial Year	Funding allocated	Target/Milestones	Outcomes
Building and Construction	Australian Chamber of Commerce and Industry	Implementation of the <i>Building Brighter Futures</i> Building and Construction Industry Skills Action Plan – Task Force	2001/2002	\$440,000	<ul style="list-style-type: none"> * Ensure Building and Construction Industry Task Force and sub-committees as determined by the Task Force are established; * Participate in and facilitate the operation of the Task Force and its sub-committees including the provision of management support to the Task Force; * Conduct ongoing monitoring of Task Force and sub-committee activities to ensure objectives are met; * Prepare progress reports on the implementation of the Action Plan; * Promote the activities and achievements of the Task Force in available forums, including professional industry publications and conferences and seminars, by informing and consulting with industry on issues arising from activities; and * Monitor developments and activities undertaken by other NISI Task Forces to identify synergies and relevant developments and activities. 	All targets/milestones have been delivered.

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Industry	Recipient	Project	Financial Year	Funding allocated	Target/Milestones	Outcomes
Aerospace	Australian Industry Group	Facilitate implementation of careers promotional materials as required under Objective 1 of the Aerospace Engineering Skills Action Plan under NISI.	2002/2003	\$222,000	<ul style="list-style-type: none"> * Develop appropriate material relating to the aerospace sector of the engineering industry and place this material on the ZOOM website; * Develop an aerospace video and careers information, and include this on the ZOOM CDROM; and * Develop and distribute support print materials for the above to NACs, RTOs, libraries and schools. 	All milestones delivered.
Automotive	Automotive Training Australia (WA) Inc	The Automotive Career Education (ACE) programme which aims to build on the Careers Industry Partnership Programme pilot.	2002/2003	\$101,200	<ul style="list-style-type: none"> * Implementation of an automotive industry scholarship (or other approved initiative), similar to that underway in the Southwest Region (Bunbury) in each region; * Establishment of effective and continuing industry working groups in each Region that involve key players in identifying and developing opportunities for training and employment in their region; * Increased awareness among students, teachers and parents of the opportunities for training and work within the automotive industry; * Closer school-industry partnerships that enhance training and work opportunities for students and assist in overcoming skill shortages within industry; and * Increase in the positive image of the automotive industry. 	Project is still underway. Industry Working Groups have been established in all identified regions.

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Industry	Recipient	Project	Financial Year	Funding allocated	Target/Milestones	Outcomes
Various	Australian Chamber of Commerce and Industry	The facilitation of NISI with particular emphasis on the Retail, Building and Construction and Commercial Cookery industries	2002/2003	\$80,000	<ul style="list-style-type: none"> * Assist Australian Retailers Association through the establishment of a Task Force; * Coordinate the activities of the Building and Construction Task Force; * Provide support to the Australian Hotels' Association with its management of the Commercial Cookery Task Force; and * Promote NISI broadly across industry. 	All targets/milestones have been delivered.