



Manufacturing Learning Victoria

Suite 4
191 Riversdale Road
Hawthorn 3122
Telephone: (03) 9819 6300
Facsimile: (03) 9819 6303
Email: help@mlvic.com
Website: www.mlvic.com

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The Secretary
Senate Employment, Workplace Relations and Education References Committee
Suite SG .52, Parliament House
CANBERRA, ACT 2600
(Email ect.sen@aph.gov.au)

RE SENATE INQUIRY – CURRENT AND FUTURE SKILLS NEEDS, EXPRESSION OF VIEWS

Manufacturing Learning Victoria, the Victorian Industry Training Board for process manufacturing industries would like to raise the following points in response to the above inquiry.

1. Skills shortages are largely determined through occupational listings which do not reflect current jobs and occupations to which real skill shortages apply. In many processing industries, skill shortages are at the advanced skill levels, whilst occupational groups list the base skill levels.
2. State and Commonwealth Governments focus on current skill shortages and provide initiatives to address them. There is little focus on future skill shortages and strategies to prevent them from occurring.
3. Skill gaps are as relevant as skill shortages and relate to individuals in current in employment who require skill development to avoid skill shortages from occurring. Skill shortages relate more to a shortage of individuals to fill specific identify vacancies requiring specific skill sets.
4. Addressing identified future skill shortages in manufacturing industries is hampered by the limited number of young people who are attracted to careers in manufacturing. This needs to be addressed through comprehensive strategies that address school and community cultures and their ability to provide relevant, current and accurate information about current manufacturing and related careers.
5. The current occupation lists used to determine whether a skill shortages exist, for the purposes of determining which foreign people should be able to enter Australia, is not reflective of current skill shortages (see point 1. above).
6. Current training programs developed through industry and contained in Nationally Recognised Training Packages are building a genuine skills base supporting a flexible labour marketing, however they are not attracting a sufficient number of people to address current or future skill shortages.
7. The Job Network and other parts of the employment system are not matching skill availability with labour market needs effectively. These programs tend to concentrate on numbers and through puts without a clear reflection of job availability. The focus is on training programs that are easy to access and cheaper to implement, in areas where it is possible to attract young people and often do not connect with potential job outcomes. This is resulting in over training in some areas where jobs will not be available to the large number of people accessing the training.
8. Completion rates of people entering labour market programs need to be carefully reviewed and destination studies of people undergoing these programs should be scrutinized.

I trust that these points add to inquiry and assist in formulating an informed report. I will be happy to provide further comment and input as the inquiry progresses.

Yours sincerely,

John Molenaar
Executive Director

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