



NATIONAL
INDUSTRY
SKILLS INITIATIVE

A Commonwealth Government Initiative

ENGINEERING INDUSTRY
INDUSTRY SKILLS ACTION PLAN

Objective	Outcome	Strategy	Duration	Lead Agency & responsibility	Performance Indicators
Long term paradigm shift in the external perception of the image of manufacturing industry	The Engineering Industry is perceived as one that is hi tech; a developer, a designer and a user of information technology tools. As a global industry it is seen as offering great opportunities for careers and financial rewards.	<p>Establish a committee including representatives of Industry, and the ITAB to:</p> <p>a) Develop a marketing campaign targeting school students, job seekers, career counsellors, parents and community on general image</p> <p>b) Promote manufacturing industry as career destination, and provide information on pathways to acquisition of trades qualifications and trade related skills.</p> <p>Note: these strategies will be supported through activities undertaken in 4(a).</p>	<p>24 months</p> <p>ongoing</p>	<p>Industry Committee and MERSITABS working with the industry, other ITABS and govt agencies with govt support.</p> <p>Industry/ITAB with govt support</p>	<p>a) More suitable applicants for jobs especially New Apprentices Campaign developed as planned with input from identified stakeholders.</p> <p>b) Promotional activities undertaken and materials developed.</p>
Build a training culture within the industry that will support continual development of skills	Industry Strategic Plans will contain a commitment to continuous improvement and skills enhancement in recognition of the value of training to overall commercial success.	<p>a) Implement a marketing and information campaign to promote the benefits to employers of investment in training. (need to work in with ANTA marketing strategy)</p> <p>b) Support employers in broadening their traditional selection pool and advise on ways to attract and retain New Apprentices, such as offering best practice career path strategies.</p> <p>c) Use for the Enhanced Educative Services Program to assist the development of expertise within NACs and RTOs in using the Metals and Engineering Training Package. This will</p>	<p>24 months</p> <p>12 months</p> <p>12 months</p>	<p>Industry Committee working with MERS and other ITABs, ANTA, State Training Authorities, DETYA</p> <p>As above</p> <p>Industry</p>	<p>a) Articles in industry magazines and journals, use of websites, and presentations to employers</p> <p>b) ITAB VET Plans and NCVET Reports indicate improved recruitment outcomes and completions respectively.</p> <p>c) Increased training</p>

Objective	Outcome	Strategy	Duration	Lead Agency & responsibility	Performance Indicators
		<p>support employers to meet their skill needs and access flexibilities available through Training Packages, New Apprenticeships and the National Training Framework. See also 5c).</p> <p>d) Investigate and improve support measures needed by employers to meet the costs of New Apprenticeships, including reviewing employer incentives to consider further targeting to support employers for the extra time commitment and level of training involved in development of trade skills.</p> <p>e) Review of legislative issues relating to New Apprenticeships in the trades, to identify and remove impediments to training through the apprenticeship system.</p> <p>f) Investigate and pilot regional industry clustering arrangements that aim to address skill shortages through: <ul style="list-style-type: none"> • supporting good practice in recruitment and training • fostering sharing of training resources and rotation of apprentices • building better relationships with RTOs and NACs. </p>	<p>6 months</p> <p>12 months</p> <p>24 months</p>	<p>Committee, supported by DETYA</p> <p>DETYA, working with the Industry Committee and State Training Authorities</p> <p>ANTA, working with State Training Authorities, DETYA and the Industry Committee</p> <p>Industry, working with DEWRSB (esp area consultative committees) and DETYA, NACs and RTOs</p>	<p>using the Metals & Engineering Training Package . More enterprise based training.</p> <p>d) Employers report improved service from NACs and RTOs.</p> <p>e) Increased take up of Apprenticeships and incentives.</p> <p>f) Employers report greater ease in accessing and using the system.</p> <p>g) Three viable regional networks established by industry.</p>
Build on skills of the existing workforce.	Existing workers receive training against identified skills gaps.	a) Improve employer access to Recognition of Prior Learning services for existing employees through first identifying impediments to access and then recommending and implementing strategies to improve access. Strategies should support assessment of skills against the Metal and Engineering Training Package to identify	12 months	ANTA with advice from Industry, ITAB, RTOs, State Training Authorities	a) Impediments identified, employers reporting greater access to RPL services.

Objective	Outcome	Strategy	Duration	Lead Agency & responsibility	Performance Indicators
		<p>skills and knowledge held and training required for skills gaps.</p> <p>b) Review, and if necessary, implement incentives and support such as targeted training to support upskilling where skill shortages are identified.</p>	ongoing	ITAB, with advice from Industry, ANTA, DETYA, State Training Authorities	b) An increase in accredited training delivered to existing employees.
Expand the provision, variety and uptake of pathways into apprenticeships.	An increase in the number of people entering New Apprenticeships.	<p>a) Monitor and expand the take up of school to industry links programs that support pathways to engineering qualifications and increase the amount and range of accredited vocational training options in school, including part time New Apprenticeship options.</p> <p>b) Provide and promote pre-vocational training to provide a pathway into apprenticeships</p> <p>c) Implement a project to: <ul style="list-style-type: none"> review current non-trades student cohort review pathways from traineeships to apprenticeships investigate the possibility of achieving engineering trades skills through alternative pathways. </p> <p>d) Raise JobNetwork provider (RTOs) and employer awareness of the availability of the Metal and Engineering Training Package as a tool for assessing the skills of job seekers. See also 2(c)</p> <p>e) Identify reasons why employers do not use Group Training Companies more widely. This information can then be used to expand</p>	<p>12 months</p> <p>Annually</p> <p>6 months</p> <p>12 months</p> <p>12 months</p>	<p>DETYA with advice from the Industry Committee, State Training Authorities, schools systems, ANTA,</p> <p>STAs with advice from ITAB on areas of need.</p> <p>ANTA with advice from Industry, unions, DETYA, and government support</p> <p>The Industry Committee working with DEWRSB, Job Network Providers</p> <p>The Industry Committee, working with GTA,</p>	<p>a) ASTF & State Education Departments report increased numbers taking engineering options at school</p> <p>b) Courses provided in states where recruitment problems reported</p> <p>c) Pathways agreed and implementation strategies developed.</p> <p>d) Employers report more appropriate referrals from Job Network providers</p>

Objective	Outcome	Strategy	Duration	Lead Agency & responsibility	Performance Indicators
		recruitment activities of Group Training Companies by manufacturing employers.		individual GTCs and Labour Hire Companies with government support	e) Increased numbers of apprentices employed by GTCs and Labour Hire companies
Ensure the ready availability of high quality, consistent and timely information on skills shortages and RTOs' responses to skill needs.	Accurate and up to date information on skills shortages and the responses to them is available to all interested parties so that all training is relevant and responsive.	<p>a) Ensure relevant data about implementation of flexible delivery and recognition of prior learning mechanisms is reported by all stakeholders.</p> <p>b) Establish a cross industry and government committee to review and recommend changes to ASCO groupings, identify the appropriate methods for more regular monitoring of skill shortages, identify the appropriate occupational groupings and skill areas to be used for analysis and implement these recommendations</p> <p>c) Review the appropriateness of nomenclature used to identify and analyse skill requirements of key occupations as an interim solution to facilitate generation of more accurate skills shortage data in the short term</p> <p>d) Develop processes and procedures for collecting consistent, accurate data on a regional basis.</p>	<p>18 months</p> <p>By 2006</p> <p>12 months</p> <p>12 months</p>	<p>ANTA with advice from Industry, MERS and other ITABs, NCVER, State Training Authorities and RTOs</p> <p>ABS in conjunction with industry, MERS and other ITABs, , RTOs, DEWRSB, NCVER, DETYA, ANTA.</p> <p>DEWRSB working with Industry, ITABs, ANTA, DETYA, NCVER</p> <p>DEWRSB working with Area Consultative Committees, Industry, ITAB</p>	<p>a) National reports are generated on RPL and flexible delivery activity against the Metal and Engineering Training Package.</p> <p>b) Next census cycle uses categories reflecting skill and qualification descriptions relevant to current practice of industry.</p> <p>c) Industry, ITAB & NCVER will report that ABS information on labour force is more relevant.</p> <p>d) Sufficient information on regional skills shortages exists</p>

Objective	Outcome	Strategy	Duration	Lead Agency & responsibility	Performance Indicators
					for RTOs to respond to.
6. Improve outcomes from recruitment solutions to skills shortages.	Skills shortages are being met by a wide range of recruitment options.	<p>a) Ensure employers have information available to them on migration options as a mechanism for addressing skills shortages, and provide information to employers on the available mechanisms for recruitment of personnel from overseas.</p> <p>b) Conduct a project with Labour Hire Companies to identify strategies to facilitate a greater role in skills development, particularly in increasing take up of New Apprenticeships.</p>	<p>Two months, then ongoing</p> <p>24 months</p>	<p>DIMA, with support from DEWRSB and Industry</p> <p>ANTA in conjunction with the Industry Committee, DETYA, Labour Hire Companies, State Training Agencies, RTOs and Group Training Companies</p>	<p>a) Better use by employer of migration options to meet skills shortages.</p> <p>b) Higher apprenticeship numbers, and increased training by labour hire companies</p>