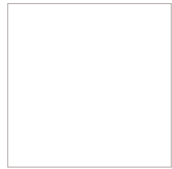
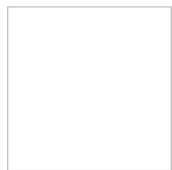


Engineering Industry Task Force

Progress Report June 2001

A joint project between the Department of Education, Training and Youth Affairs and the Australian Industry Group



**NATIONAL
INDUSTRY**
SKILLS INITIATIVE

Engineering Industry Task Force

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Introduction

In 1999 the Australian Industry Group's report *Training to Compete* identified the critical need to improve our skill base to meet the challenges of the workplace of the future. This report and other studies conducted by Ai Group as well as a range of Commonwealth Government reports were all quite clear. The skill sets of the Australian workforce were not well matched to the needs of industry in the 21st Century, that there are ongoing problems of skills shortages in regional Australia and that something needed to be done to resolve these problems.

In late 1999 I met with the Federal Minister for Education, Training and Youth Affairs, Dr David Kemp, and other industry representatives to discuss what might be done to prevent or at least minimise industry skills shortages both now and into the future. This led to the formation of the National Industry Skills Initiative with the responsibility to assist industry identify and plan relevant responses and solutions to skills shortage issues and challenges. In turn this initiative led to the formation of an Engineering Working Group which was asked to undertake research and provide evidence on a range of skill shortage issues in the engineering industry. The working group handed down its report during the second half of 2000. The report contained a range of recommendations that were subsequently distilled into an Industry Skills Action Plan with seven objectives.

These seven objectives and their related strategies are the basis of the work that the Engineering Industry Task Force has been undertaking since late 2000. This interim report outlines the progress that has been made by the Engineering Industry Task Force (EITF) against the Industry Skills Action Plan. In addition the Task Force has identified some of the things that need to be done into the future to overcome skills shortages in the engineering industry.

It is expected that the Task Force will present a further report on its activities towards the end of the year. This project has also provided industry with some additional benefits related to skill formation. The Task Force structure has already identified the need to develop strategies to deal with the emerging skill shortages in the aviation and boating sectors, particularly Aircraft Maintenance Engineers. With additions to Task Force membership and using the skills and expertise of the existing

members the aviation sector issues can be quickly and efficiently accommodated.

The Task Force has also identified that emerging technologies will suffer from skill shortages in the same way as the more traditional sectors. The recent development of qualifications at the Diploma and Advanced Diploma level in engineering has highlighted the importance of adequate preparation for these higher levels in the same way that employability skills at all levels are critical for lifelong learning.

Para-professional and professional levels will be a significant growth area for employment with over a million jobs currently at these levels nationally (over 10% of the workforce). The existing training framework does not cater well for this significant group in engineering related fields, and access from the Vocational Education Training (VET) sector through Recognition of Prior Learning (RPL) or other recognition of VET studies presents some obvious barriers.

Photonics and other emerging industry specialisations represent significant strategic and economic industry opportunities in Australia. Skill shortages will represent major impediments to growth in these sectors unless strategies are in place to provide timely education and training infrastructure. It is proposed that a reference group be established to consider strategies to overcome potential skill deficits in these emerging sectors.

There has been a significant group of individuals involved with this initiative some of whom are identified in the appendix to this report. To all of the people from industry and government who have committed their time and expertise to this project I express my appreciation for what is a most important issue for Australian industry.

I really do believe the work that has been done will make a difference.

R N Herbert

CHIEF EXECUTIVE

Australian Industry Group and Chairman
of the Engineering Industry Task Force



Executive Summary

The Engineering Industry Task Force has focussed on achieving measurable, beneficial outcomes which address shortages in engineering skill sets and better aligning them with the future requirements of industry.

Quite challenging and vexed issues have been addressed by the Task Force including the need to change perceptions about manufacturing as a career choice; building a training culture which enhances a stronger industry commitment to training and skills development; enhancing the skills of the existing workforce; ensuring that all available pathways into "new apprenticeships" are accessed; gathering information on skills shortages which better guide proactive initiatives; and availing all recruitment options.

A number of tangible outcomes have been achieved and these are well documented in this Progress Report. But it is also acknowledged that more work lies ahead for the Task Force which will report on this work in progress in 2002.

Outstanding among the outcomes are :

The preparation of a CD-Rom, Website and supporting print materials designed to provide up to date and relevant career information about engineering skills in manufacturing.

These initiatives will :

- appeal to young people making work and career decisions;
- lift the quality and number of young people seeking engineering skills as a career path; and
- better inform parents and career advisers about options and allay concerns about outdated images of industry.

Distribution will be Australia wide, through schools, Registered Training Organisations and industry. The material is easy to access and high impact. It will be updated as required.

A formalised relationship between the Enterprise and Career Education Foundation and Ai Group through which a partnership between industry and the schools sector will develop.

The ECEF / Ai Group relationship will :

- encourage greater industry commitment to enterprise and career education;
- add weight to information packages now developed; and
- open up opportunities for young people to better appreciate the working environment should they pursue an engineering oriented career.

A wider recognition of the contribution skills formation, training and knowledge makes to innovation and business success and that it must become the mantra of industry.

Skills formation must run in parallel with industry's strategic direction - not only based on past needs, but rather to match the emerging skill requirements of "new" manufacturing.

To this end :

- 2500 representatives from companies, schools RTO's and New Apprenticeship Centres have attended AiGroup information programs explaining the commercial benefits;
- Explanatory hand books and "plain English" information kits about training packages have been developed and widely distributed; and
- An 1800 call centre has been established to facilitate access to information for industry, schools, students and providers.

These measures will help contribute to a change in training culture. This will require unrelenting effort, if skills formation and building knowledge is to become our way of life.

The skills of our current workforce are an important base on which to build. The importance of recognising prior learning has received specific attention by the Task Force. The emphasis has been on removing the impediments to RPL.

The initiatives are :

- As a starting point, research and analysis of the issues;
- Development of the Metal and Engineering Assessment System - to provide assessment services of the skills of existing employees against relevant training packages;
- Several hundred people being trained in assessment techniques and use of training packages;
- Approaches to State Governments to develop standardised RLP assessment practices.

Group Training has been identified as a sensible and desirable direction, particularly for industry sectors such as labour hire. Important research has been commissioned.

The research now underway will examine methods to increase access to and acceptability of group training. It is to be completed in August 2001. Steps needed to remove any barriers to group training will then be apparent.

The variety of pathways into New Apprenticeships has been expanded to satisfy industry's requirements for higher level vocational skills.

The Task Force recognised this as an important strategic issue in the context of the requirement to match skill formation and training efforts to industry's future needs and to develop a workforce which is well rewarded because of the value of the skills it has acquired.

To this end, initiatives include :

- Development of a Diploma and Advanced Diploma qualification in engineering;
- Conclusion of "Leading Edge" and "Design" projects;
- New marketing strategies to promote Higher Engineering Trades persons program, and other options; and
- Proposals to re-introduce pre-vocational programs.

A program to refine the data collection process is underway. Data collected must better inform the strategic direction of our training system so as to address future skill needs. At present available data tends to explain past needs which may not be relevant to the changing dynamics of industry.

There was considerable focus on this conundrum by the Task Force jointly with DEWSRB and NCVER. This is a matter of work in progress. Revision of ASCO occupational descriptions is well underway. This will assist in refining the data collection process. Ai Group, in partnership with the Commonwealth Bank, will soon release a comprehensive survey which in part identifies skill and training requirements in regional Australia.

The initiatives of the Engineering Industry Task Force summarised in this Progress Report and relating to engineering skill shortages should make a difference but the task is far from complete. Addressing skill shortages is a universal and ongoing problem for most industry sectors. It is a task that should not be put aside. We live in a dynamic, changing world. To be ahead of the competition establishing mechanisms and strategies to foresee and address future skill, training and knowledge needs should be a paramount priority in Australia.

Methodology

The Engineering Industry Task Force was formed in September 2000 to address the initiatives and solutions identified in the report of the Engineering Skills Shortages Working Party. The Working Party identified seven objectives that would assist in resolving skill shortages in the engineering industry.

These objectives were distilled into a Statement of Agreement and an Industry Skills Action Plan.

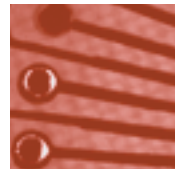
The Statement of Agreement to implement the plan was signed in Melbourne on the 27th July 2000 by the Minister for Education, Training and Youth Affairs, Dr David Kemp and Ai Group's Chief Executive, Bob Herbert.

THE INDUSTRY SKILLS ACTION PLAN HAS SEVEN OBJECTIVES AND A RANGE OF SUPPORTING STRATEGIES.

The seven objectives are to:

- progress action outlined in the Engineering Working Group Report.
- achieve a long term paradigm shift in the external perception of the image of manufacturing industry.
- build a training culture within the industry that will support the continual development of skills.
- build on the skills of the existing workforce.
- expand the provision, variety and uptake of pathways into New Apprenticeships.
- ensure the ready availability of high quality, consistent and timely information on skills shortages and RTO's responses to skill needs.
- improve outcomes from recruitment options to skills shortages.

The Task Force has held frequent meetings since September last year. These meeting have usually been by teleconference to minimise cost and members time as representatives are located in several States.



Supporting Activities

In addition to the Task Force there are four reference groups and a range of parallel activities, that provide advice to the Task Force on major projects associated with the Action Plan:

Careers Marketing Project

This project with funding support from the Commonwealth Government's Career Information Partnerships Program is developing a series of products targeting young people to provide better career information for those thinking of entering the engineering industry. The products include a CD Rom, website and printed material. This project is due for completion by June 2001.

Group Training Research Project

This project is surveying Group Training Companies and employers to identify what are the barriers to utilising Group Training more widely. The project will also identify the strategies to facilitate labour hire companies engaging in training.

Enterprise and Career Education

In conjunction with the Enterprise and Career Education Foundation (ECEP), formerly the Australian Student Trainee Foundation (ASTF), Ai Group has developed a business plan which is focused on enterprise and career education consistent with the skills shortage action plan.

Regional skills shortages

It is apparent that skill shortages in regional areas require different solutions to those of metropolitan areas. Some skill shortages in regional areas can be overcome by training or upskilling relatively few numbers of workers, however access to education and training is often the major barrier to resolving their skill shortages. The Task Force is attempting to articulate solutions to these problems through identifying methods of providing education and training utilising on-line and other distance education methodologies. Currently with support from the Commonwealth Bank, Ai Group is conducting three regional studies in NSW and Queensland to gain information about regional economic and skill needs.

Aviation and Boating

The Engineering Industry Task Force membership has been expanded to include representatives of the aviation and boating industry sectors. A separate action plan has been developed to consider skill formation requirements in these sectors, particularly referencing the shortage of aircraft maintenance engineers, licensed aircraft maintenance engineers and the expanding skill requirements in the growing boating industry.

Adopt a School Project

The Task Force identified that there are problems attracting school leavers into the industry. There are also problems with the general quality of the applicant pool. In addition to the Careers Marketing Project it was recognised that industry must develop local partnerships with schools. As a consequence the Task Force has developed a set of principles for an 'Adopt a School' pilot program. With assistance from ECEP, Ai Group will trial three regional projects in NSW, Victoria and QLD. Commencing in 2002.

Data Collection

The Task Force found that the methods of collecting data and reporting on skills shortages did not allow for appropriate matching of occupation categories to the job descriptions in current use within the engineering industry. This meant that government reporting did not necessarily reflect industry identification of skills shortages. Ai Group along with other peak bodies has been working with DEWRSB and other Commonwealth Government departments to develop ways of overcoming these anomalies. In addition MERSITAB has been working with the NCVER on similar activities. This process will continue and will be linked with reform to ASCO groupings to allow better measurement and description of skill shortages within the industry.

National Consistency

National consistency impacts on a large number of industries not only with a lack of uniformity in the delivery of VET across state boundaries, but also with inconsistent application of licensing and other regulatory and industrial frameworks. MERSITAB and EE QSB AUSTRALIA (formerly NUEITAB) have been working with State electrical regulators to overcome national regulatory inconsistencies. A working group consisting of MERSITAB and EE QSB AUSTRALIA representatives have mapped the electrical competencies between the Manufacturing and the Electrotechnology Training Packages and developed a set of knowledge and experience statements to allow the electrical regulators in each state to issue licenses on the basis of common training. Ai Group and MERSITAB are also working with the regulators through the National Uniform Electrical Licensing Authority to gain cross border consistency in licensing.

Industry Training Strategies Program

The Commonwealth has recently expanded its industry training strategies program to provide support funding to MERSITAB to facilitate communication between ITABs, New Apprenticeship Centres and Registered Training Organisations on training packages and delivery issues.

Industry Skills Action Plan

Objective 1: Progress action outlined in the Engineering Working Group (EWG) Report

ACTION PLAN STRATEGY

To form an Engineering Industry Task Force (EITF) to oversee implementation of the EWG Action Plan

ACHIEVEMENTS ■ JULY 2000-JUNE 2001

Task Force formed, appropriate representation achieved. Task Force working toward achieving the outcomes of the Action Plan.

Objective 2: Achieve a long term paradigm shift in the external perception of the image of manufacturing industry

Establish a sub committee of the Task Force including representatives of industry and the ITAB to:

(a) Develop a marketing campaign targeting school students, job seekers, career counsellors, parents and community on general image.

(b) Promote manufacturing industry as career destination and provide information on pathways to acquisition of vocational qualifications and vocational skills

The reference group established comprised: industry practitioners, RTO, high school teacher, career counsellor, young people from industry, MERSITAB, DETYA and an indigenous Australian.

A stocktake of available resources has been undertaken. Organisations holding obsolete career information materials contacted.

A multi media company has been contracted to develop and produce a CD ROM, Careers web site and printed materials by 30th June.

The products have been market tested with young people to ensure relevance to target audience.

A business plan to promote the value of Enterprise and Career Education in manufacturing has been adopted by ECEF and Ai Group.

This plan will focus on:

- Developing industry/ECEF partnership;
- Improving employer access to enterprise and career education activities in schools;
- Improving long term employer participation in enterprise and career education;
- Improving student understanding of employment opportunities in manufacturing and lifting participation rates; and
- Gaining wider community awareness of the viability of careers in manufacturing.

An ECEF/Ai Group management committee has been established to implement the business plan.

Outcomes: The solutions proposed by the EWG are progressed and barriers to appropriate skills attainment are overcome

ACTION REQUIRED ■ JULY 2001-JULY 2002

Continuation of Task Force activities.
Expansion of Task Force membership to include the aviation and boating industry sectors.

DETERMINANTS OF SUCCESS

All outcomes of the Action Plan are met.
An action plan for aviation and boating is in place by June 2001.

Outcomes: 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. The engineering industry is committed to the ongoing development of career information strategies and products

Distribute careers materials nationally to senior secondary schools, libraries, Centrelink Career Resource Centres and New Apprenticeships Centres.
Arrange for launches of the products to industry and target audience in NSW, Victoria, Queensland and SA.
A series of regional seminars will be conducted in NSW, Victoria, Queensland and SA to promote the products.
Ai Group will present new career resources through a range of school career markets.

Market research to determine the acceptance and suitability of the career materials.
Arrangements are in place for regular updating and maintenance of web site and related careers information.
Further work is required between industry and DEWSRB to describe new skill sets and incorporate them into career materials.

Monitor the effectiveness of the business plan and adjust implementation measures where necessary.

Material has been distributed to target audience by November 2001.
Launches will occur in NSW, Victoria, Queensland and SA by 31st August 2001.
Numbers of seminars conducted and satisfactory attendance by target audiences by June 2002.
Data produced to indicate take-up and responses to career material.

The process for undertaking market research has been developed and a time frame for implementation has been agreed by June 2002.
Degree of access to web site to be quantified.
An annual review process is in place to up date web site and related materials by December 2001.
A process is in place for ongoing dialogue with DEWSRB on skills issues by June 2001.

Indicators have been developed to monitor progress against the business plan objectives by June 2002.

Industry Skills Action Plan

Objective 3: Build a training culture within the industry that will support the continual development of skills

ACTION PLAN STRATEGY

ACHIEVEMENTS ■ JULY 2000-JUNE 2001

Implement a marketing and information campaign to promote the benefits of investment in training.

Ai Group has conducted numerous seminars and information sessions for industry promoting the benefits of investing in training.

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.

A recruitment kit has been developed to assist employers. The kit uses a loose-leaf approach to facilitate the inclusion of additional information as necessary.

Modify the Ai Group web site to add relevant career information including 'hot links' to associated web sites.

Promote the take up of the Metal and Engineering Training Package. This will support employers to meet their skill needs and access flexibilities available through training packages, New Apprenticeships and the National Training Framework.

Industry parties have agreed to cooperate in developing 'user friendly' training package information.

Training package information is being disseminated through seminars, web site and mail outs.

Investigate support measures needed by employers to meet the cost of New Apprenticeships

'One Stop Shop' being developed by MERSITAB to provide comprehensive training information across a wide range of training issues. The service is using a 1800 call centre in addition to an expansion of the web site information.

Support the MINCO resolutions of the 17th November 2000 in respect of working cooperatively to achieve a fully integrated national VET system, particularly in relation to fundamental regulatory issues underpinning mutual recognition.

All State Premiers have been contacted expressing industries concern over lack of national consistency of vocational education and training.

Ai Group is an active member of NCAC, NTQC and a range of State Training Authority training boards and is vocal in pursuing a national consistency agenda.

Ai Group and MERSITAB have been working with the State Electrical regulators and EE QSB AUSTRALIA to develop a national set of competency statements for training to an electrical license.

Investigate and pilot regional industry clustering arrangements that aim to address skill shortages through:
Supporting good practice in recruitment and training, fostering sharing of training resources and rotation of apprentices and building better relationships with RTOs and NACs

Information has been gathered to determine the most appropriate regions and structures.

The ECEF/Ai Group business plan has identified this as a high priority.

Outcomes: Industry is committed to continuous improvement and values skills enhancement and recognises the value of training to overall commercial success

ACTION REQUIRED ■ JULY 2001-JULY 2002

DETERMINANTS OF SUCCESS

Work currently being undertaken by ANTA and NCVER on the economic value of training will provide a focus for future seminars and information sessions.

Distribution of ANTA 'Training Pays' kit and relevant information from NCVER to HR Managers/Training Managers and CEO's of member companies.

Identification of best practice career path strategies is required. This information will be included in the recruitment kit.

Develop a process for maintaining the currency of the web site.

Best practice examples are available for dissemination to employers by June 2002.
A process for maintenance is in place by December 2001.

Publish and distribute 'user friendly' information on training packages.
Training package information continues to be widely disseminated through seminars, websites and mail outs. This promotion will be expanded to incorporate Aviation and Boating Training Packages.

Information is completed and distributed by December 2001.

'One Stop Shop' operational and client usage is monitored.
Client surveys developed
Web site expansion complete.
Work with Government to ensure that employer incentives reflect the true cost of employing New Apprentices.

Client surveys indicate a high level of satisfaction by June 2002.

Continue to promote national consistency through a range of activities including continuation of membership of relevant committees and boards.

Membership of key bodies on consistency maintained.

Pilot three regional networks focussed on manufacturing to work with RTOs, School, NACs and ACCs in Victoria, NSW and Queensland.

Three operational regional networks by June 2002.

Industry Skills Action Plan

Objective 4: Build on the skills of the existing workforce

ACTION PLAN STRATEGY

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 are developed to support assessment against the Metal and Engineering Training Package.

Influence States and Territories to target training to support upskilling.

ACHIEVEMENTS ■ JULY 2000-JUNE 2001

RPL position paper prepared identifying industry specific RPL issues.

MERSITAB's Metal and Engineering Assessment System (MEAS) has been devolved to the State ITABS to work with a suitable RTO to provide assessment services for existing workers against the training package.

A range of professional development workshops have been conducted to train employees in assessment techniques and use of the training package. Several hundred employees have trained to deliver assessment against the metal and engineering competencies.

MERSITAB is undertaking strategies to collate skills shortages information available from State ITABS and to seek promotion of these areas to State Training Authorities for special training program funding/strategies. Ai Group State and Federal pre-budget submissions have identified the importance of upskilling of existing workers. Ai Group has reviewed its representation on State and Territory VET committees/boards to ensure adequate lobbying can take place.

Objective 5: Expand the provision, variety and uptake of pathways into New Apprenticeships

Industry is committed to continuous improvement and values skills enhancement and recognises the value of training to overall commercial success

Development of a Diploma and an Advanced Diploma qualification in engineering as additions to the training package
 Conclude the 'Leading Edge' and 'Design' projects.
 Development of a marketing strategy to promote the Higher Engineering Tradesperson program.
 Negotiations with State Training Authorities to reintroduce pre-vocational programs
 Agreed cooperative approach to promotion/marketing campaigns across industry organisations.
 Wider publication of the training package industry handbook.

Initiate a research project with Group Training Companies to identify barriers to employers using GTCs.

Commencement of a DETYA funded project to identify why group training is not more widely accessed by industry.

Outcomes: Existing workers receive training against identified skill gaps

ACTION REQUIRED ■ JULY 2001-JULY 2002

Utilising the proposed ANTA skills audit tool assist companies in identifying current competencies and consequential skills gaps.

The MEAS system will become operational in all States.

With the support of States and Territories additional training will be delivered to employees in the assessment requirements of the training package.

Lobby States and Territories to adequately fund upskilling of existing workers and develop standard RPL practices across States and Territories.

DETERMINANTS OF SUCCESS

Numbers of companies assisted by June 2002.

Numbers of individuals processed through the MEAS system.

Numbers of additional employees trained.

Increase in the level of upskilling of existing workers.

Outcomes: An increase in the number of people entering New Apprenticeships

Implement the recommendations from the MERSITAB 'Leading Edge' and 'Design' projects as they apply to the Training Packages. Implement the HET marketing strategy. Continue to lobby State Training Authorities to support pre-vocational programs. Identify the extent of movement to higher level skill sets (technician level) in industry from traditional trades. Further investigation to ensure occupational and job titles used for recruiting and marketing reflect the activities of the workplace. Examine Government incentives to assist career pathways for employees to progress to Adv. Diploma level to develop the skills of 'technician'.

Final report of the Group Training project August. Implement recommendations of report. Provide final report to NISI steering committee to consider its wider applicability.

Implementation of the Diploma and Advanced Diploma level programs by June 2002. MERSITAB S.A. will pilot these programs. Changes to the training package which reflect the recommendations of the 'Leading Edge' and 'Design' projects by June 2002. Extent of pre-vocational programs in use by June 2002. Extent of distribution of handbook by June 2002. Recommendations by March 2002. Input to government on any possible changes to incentives available June 2002.

Report is completed by August 2001. Strategies to implement recommendations are identified by December 2001. Report provided to NISI steering committee by September 2001.

Industry Skills Action Plan

Objective 6: Ensure the ready availability of high quality, consistent and timely information on skills shortages and RTO's responses to skill needs

ACTION PLAN STRATEGY

Ensure relevant data about the implementation flexible delivery and recognition of prior learning mechanisms is reported by all stakeholders

Approach ABS and DEWRSB to review and recommend changes to the 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.

Review the appropriateness of occupational descriptions used to identify key occupations as an interim solution to facilitate the generation of more accurate skills shortage data in the short term.

Develop processes and procedures for collecting consistent, accurate data on a regional basis.

ACHIEVEMENTS ■ JULY 2000-JUNE 2001

A report on the collection of flexible delivery data through AVETMISS has been submitted to ANTA

A suite of projects has been commissioned through NCVET on the state of the art of implementation of flexible on-line delivery in the VET system.

Several meetings have been held with DEWRSB and other industry representatives to determine what changes are necessary to existing data collection and reporting on skills shortages. In addition MERSITAB is working with NCVET to determine appropriate criteria to describe skill sets.

Meetings will continue with DEWRSB and other government departments and industry groups to refine data collection of skilled vacancies and to better define occupational descriptions for inclusion in revised ASCO reporting.

A project supported by the Commonwealth Bank is surveying regional employers to gain data relevant to regional needs.

Objective 7: Improve outcomes from recruitment options to skills shortages

Ensure employers have information available to them on migration options as a mechanism for addressing skill shortages and provide information to employers on the available mechanisms for recruitment of personnel from overseas.

Conduct a project with Labour Hire companies to identify strategies to facilitate a greater role in skills development, particularly in increasing the take up of New Apprenticeships

One page flyer on migration options for employers in the engineering industry has been produced and distributed.

Commencement of a DETYA funded project to identify impediments/strategies to engage Labour Hire companies in New Apprenticeships.

Outcomes: Accurate and up to date information on skill shortages and the responses to them is available to all interested parties so that all training is relevant and responsive

ACTION REQUIRED ■ JULY 2001-JULY 2002

DETERMINANTS OF SUCCESS

Engage on line and flexible delivery agencies to facilitate access to training by people in remote, regional and thin markets

Extent to which skill needs in these market sectors have been accommodated.

Further refinement of data collection and reporting. Further discussions with DEWSRB on changes to ASCO leading up to the review in 2006.

Extent to which agreed occupational descriptors are included in ASCO for the ABS collection in 2006.

See Above

See Above

Continue the Commonwealth Bank regional survey project

Task Force to work with State Training Authorities and RTOs to better match course offerings with industry skill needs in the rural and regional Australia.

Completion of the survey project by December 2001 and inclusion of the resultant data in further analysis of regional issues.

The extent to which skills gaps and shortages have been reduced in thin market areas across Australia, by June 2002.

Outcomes: Skills shortages are being met by a wide range of recruitment options

Specific information on migration options will be included in the Ai Group recruitment kit
Ai Group will work with DEWSRB and DIMA to ensure relevant skill shortage categories are identified in the DIMA skill shortage lists.

Extent of distribution of kits by December 2001
Formal mechanisms are in place to allow the passage of information from industry to Government by December 2001.

Final report of the project August.
Implement recommendations of the report.
Provide final report to NISI steering committee to consider its wider applicability.

Report is completed by August 2001.
Strategies to implement recommendations are identified by December 2001.
Report provided to NISI steering committee by September 2001.

**CURRENT LIST OF
SKILLS SHORTAGE
TASK FORCE MEMBERS**

**REFERENCE
GROUPS**

Bob Herbert
Chief Executive Officer
Australian Industry Group

Andy Smith
General Manager, Research
& Evaluation
National Centre for
Vocational Education
Research Ltd

Brian Kerwood
Director, Training Services
Australian Industry Group

John Vines
Chief Executive
Association of Professional
Engineers, Scientists and
Managers Australia

Steve Ghost
National Manager Education
and Training Services
Australian Industry Group

Chris Lloyd
MISTAS Co-ordinator
Australian Manufacturing
Workers Union (AMWU)

Stephen Myatt
Director
Engineering Employers
Association of South
Australia

Peter Nicholls
Managing Director
Production Parts Pty Ltd

Gary Collins
Manager, Training Services
Chamber of Commerce &
Industry of WA

Peter Hannigan
Principal Project Officer –
Industry Relationship
Australian National Training
Authority

Bob Paton
National Executive Officer
Manufacturing Engineering
& Related Services Industry
Training Advisory Board
(MERSITAB)

Rob Lucas
Regional Manager
Australian Industry Group

Richard Winter
Training Manager
Email Limited

Rod Manns
Assistant Secretary
Vocational Education
Reform Branch
Department Education
Training & Youth Affairs
(DETYA)

Greg Clarke
Department Education
Training & Youth Affairs
(DETYA)

Sue Hosking
Quality Assurance & HR
AMES

Kathy Rankin
Education & Training Advisor
- Policy Unit
Australian Business Limited

Patrick Flannigan
Regional Manager - Eastern
Australia
Skilled Engineering Ltd

Michael Brown
Vice President, Components
Ansett Australia and Air New
Zealand Engineering Services

Secretariat to the Task Force:
Steve Ghost
Project Manager

Rob Lucas
Executive Officer

Dennis Dal Santo
Project Officer-Report
Drafting Sub Committee

Gail Silman
Executive Officer-Group
Training Research Project

Judi Brown
Executive Officer-Careers
Marketing Project

**ECEF BUSINESS
PLANNING PROJECT**

Brian Kerwood
Australian Industry Group
Melbourne Victoria

Steve Ghost
Australian Industry Group
Brisbane Qld

Gail Silman
Australian Industry Group
Westmead NSW

Peter Watts
Enterprise & Careers
Education Foundation
Sydney NSW

Linda Franklin
Enterprise & Careers
Education Foundation
Sydney NSW

**THE CAREER
INFORMATION
INDUSTRY
PARTNERSHIP
PROGRAM
REFERENCE GROUP**

Judi Brown
Australian Industry Group
Westmead NSW

John Quick
Manufacturing Engineering
& Related Services Industry
Training Advisory Board
(MERSITAB) – NSW

Bob Paton
Manufacturing Engineering
& Related Services Industry
Training Advisory Board
(MERSITAB)- National

Ivan Noacco
TAFE NSW Craig Beavers
Wisby & Leonard Pty Limited

Paul Newman
Paul Newman Consulting

Steve Ghost
Australian Industry Group
Brisbane Qld

Stephen Montgomery
Department of Education
NSW

Gail Silman
Australian Industry Group
Westmead NSW

Kylie Parker
Enterprise & Careers
Education Foundation

Vicky Illarramendi
John Heine & Son

Carole Shearer
Department Education
Training & Youth Affairs

Glyn Jowsey
Australian Industry Group
Nth Sydney

Julian Sharrad
Department Education
Training & Youth Affairs

Dennis Dal Santo
Australian Industry Group
Nth Sydney

Robert Kent
Kirby Engineering

**GROUP TRAINING
BARRIERS
RESEARCH PROJECT**

Steve Ghost
Australian Industry Group
Brisbane

Doug Wright
Australian Industry Group
North Sydney

Brian Kerwood
Australian Industry Group
Melbourne

Dennis Dal Santo
Australian Industry Group
North Sydney

Richard Winter
EMAIL
Waterloo

Colin Johnston
FJ Precision
Caringbah

John Dickman
National Can NSW
Pennant Hills

Linda Franklin
Enterprise and Career
Education Foundation
Sydney

Greg Clarke
Department Education,
Training and Youth Affairs
Canberra

Bob Williams
Aldus Engineering
West Ryde

Kay Sharp
Hunter Valley Training
Company
Maitland

Darren Driscoll
Skilled Engineering
Box Hill

Gail Silman
Australian Industry Group
Westmead

Alan Wheeler
Australian industry Group
Melbourne

Nicole Gobet
W.A. Chamber of Commerce
and Industry
Perth

Gary Collins
W.A. Chamber of Commerce
and Industry
Perth

Patrick Flanagan
Skilled Engineering

Wayne Beswick
Department Education
Training & Youth Affairs.

**AVIATION SKILLS
SHORTAGE ACTION
PLAN REFERENCE
GROUP**

Michael Brown
Vice President, Components
Ansett Australia and Air New
Zealand Engineering Services

Bob Hoogland
Technical Training Manager,
Melbourne
QANTAS Airways Ltd

Terry Brown
General Manager
Business Development,
Aerospace Support
Boeing Australia Ltd

Hans Bannink
Managing Director
Flight Support International
General Aviation

WCdr Roger Preston
Staff Officer, Technical
Standards and Workforce
Royal Australian Air Force

George Faulkner
Technical Director
Aviation Component Services
General Aviation

Richard Belman
Senior Training Adviser
Australian Manufacturing
Workers Union

Adrian Hart
National Director Education
and Training
Australian Workers Union

David Sweet
National Industrial Officer
Communications, Electrical,
Plumbing Union

Mick O'Rance
Councillor
Australian Licensed Aircraft
Engineers Association

Ken Cannane
Head of Maintenance
Standards
Civil Aviation Safety
Authority

Steve Ghost
National Manager Education
and Training Services
Australian Industry Group

Jim Manning
Director
Aviation Industry Policy
Section
Dept of Transport and
Regional Services

Dennis Dal Santo
Education and Training
Adviser
Australian Industry Group

David Game
Assistant Director
Dept. Educ. Training and
Youth Affairs

Greg Clarke
Assistant Director
Dept Educ. Training and
Youth Affairs

Bob Paton
National Executive Officer
MERSITAB