



Queensland
Government

Queensland Transport

Senator Judith Troeth
Chairman
Standing Committee on Employment,
Workplace Relations and Education
Parliament House
PO Box 6100
Canberra ACT 2600

Dear Senator

Re: Appearance before Senate Standing Committee on Employment, Workplace Relations and Education on 12 April 2007

On behalf of the Department of Education, Training and the Arts, and Queensland Transport, I thank you for the opportunity of appearing on 12 April 2007 before the Senate's inquiry into workforce challenges in the transport sector.

During the appearance of myself, Mr Geoff Favell and Ms Louise Perram-Fisk, there were a number of questions taken on notice. The answers to these questions are provided as follows:

Traineeships and Apprenticeships in Queensland

Details of the Transport and Logistics qualifications offered in Queensland and the numbers of traineeships and apprenticeships currently operating are contained in **Attachment A**.

Pilot Program Operating in Oakey

A case study outlining the 'Transport and Logistics Employees for Our Community' program operating in Oakey can be found in **Attachment B**.

Queensland Skills Plan

A copy of the Queensland Skills Plan can be found in **Attachment C**.

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Barriers for Young People Entering Apprenticeships in Queensland

The following factors inhibiting entry into apprenticeships are addressed in *Queensland's proposed responses to the challenges of skills for jobs and growth*, a green paper. The action items cited in each paragraph represent the relevant actions under the *Queensland Skills Plan (QSP)*:

- Apprenticeship Nominal Terms. (**QSP Action 15**). It was identified that new entrants to the trades had the perception that it took too long to complete an apprenticeship. As Contracts of Training are time-based in most cases, the Department decided to carry out wide-ranging consultation with a view to reducing apprenticeship durations where appropriate. A new concept of "Expected Durations" was implemented on 1 January 2007 which included 23 apprenticeship occupations having a reduced nominal term;
- Full Competency-based training (CBT) Implementation. (**QSP Action 15**). CBT provides the opportunity for apprentices to complete their training sooner – when they have proven competency. This then enables apprentices to start earning trade wages sooner. New legislated completion process proclaimed in the VETTE Act 23 March 2007;
- Low Apprenticeship Wages. (**QSP Action 13**). In some industries apprentice wages are still seen as cheap labour, particularly in the first two years of training. There is a review of apprenticeship wages currently underway and a submission is before the Fair Pay Commission;
- TAFE Capacity. (**QSP Actions 3, 7,11**). Many TAFE colleges and private training organisations are operating at capacity, preventing many apprentices from completing the off-the-job component when they should be. In order to alleviate this, TAFE has embarked on an infrastructure expansion program to increase and improve capacity. The User Choice market has also been expanded with many private Registered Training Organisations (RTOs) being provided with more funding to assist in meeting demand. There is expected to be an extra 17,000 trade places by 2010;
- Third party TAFE access. (**QSP Action 1**). As part of the above action, private RTOs will be provided with access to TAFE infrastructure in order to fully utilise TAFE facilities. This initiative is aimed at alleviating apprentice waiting periods for off-the-job training and thereby addresses possible disillusionment with the system;
- Lack of information and resources - perception. (**QSP Action 8**). In order to increase the profile and perception of the trades, new industry engagement strategies have or will be implemented. Part of the scope of these new strategies will be the promotion of their respective industries to potential entrants. As many of the trades are seen as "dirty work", industries in general must act to promote themselves as technologically advanced and therefore a preferred choice amongst school leavers. Some of the new strategies are:
 - Skills Alliances;
 - Centres of Excellence; and
 - Skills Formation Strategies
- Increased Travel and Accommodation Subsidy. (**QSP Action 14**). In order to assist entry into the trades from regional areas, apprentices will be able to access increased

travel and accommodation subsidies to assist with training expenses whilst away from home;

- Increasing flexibility. **(QSP Action 19).** In order to meet the lifestyles of Queenslanders, there has been an introduction of more flexible delivery options such as face-to-face, online, distance and delivery options in the workplace;
- Assisting the disadvantaged. **(QSP Action 19).** A new Indigenous Employment and Training Strategy to enhance educational and employment outcomes and a Skilling Action Plan for people with a disability have been developed;
- Preparing young people for work. **(QSP Action 20).** A new Queensland Certificate of Education to provide young people with more opportunities to select programs with Vocational Education and Training pathways has been introduced.

Growth Areas in Apprenticeships on an Industry-by-Industry Basis

- Building and Construction
 - Carpentry
 - Plumbing
 - Electrical
 - Civil construction
- Manufacturing and Engineering
 - Welding
 - Fabrication (heavy and light)
 - Fitting and machining
- Automotive
 - Mechanics
 - Panel and Paint
 - Coach and Body building
 - Auto Electrical
- Transport and Logistics
 - Road transport
 - Warehousing
 - Marine ship masters

Aboriginal and Torres Strait Islanders Engaged in Apprenticeships in Queensland

Participation in Transport Industry by Apprentices who identify as ATSI

*data accurate as at 23 May 2007

Qualification	23-May-07
AUM35101 Certificate III Automotive Manufacturing (Bus/Truck/Trailer)	3
AUR30305 Certificate III Automotive Electrical Technology	5
TDM20101 Certificate II Transport and Distribution (Marine Operations)	3
TDF20102 Certificate II Transport and Distribution (Warehousing and Storage)	1
TDT30102 Certificate III Transport and Distribution (Warehousing and Storage)	73
TDT30202 Certificate III Transport and Distribution (Road Transport)	40
TDT30402 Certificate III Transport and Distribution (Rail Operations)	3
TDT30702 Certificate III Transport and Distribution (Rail Infrastructure)	1
TDT31102 Certificate III Transport and Distribution (Administration)	5
TDT40102 Certificate IV Transport and Distribution (Warehousing and Storage)	1
Total	135

Should you wish to discuss the contents of this submission further, please contact Louise Perram-Fisk, Senior Project Manager (Industry Capability) by email at louise.z.perram-fisk@transport.qld.gov.au or by telephone on (07) 3306 7006. Ms Perram-Fisk would be pleased to assist.

Yours sincerely



Jack Noye
Acting Deputy Director-General

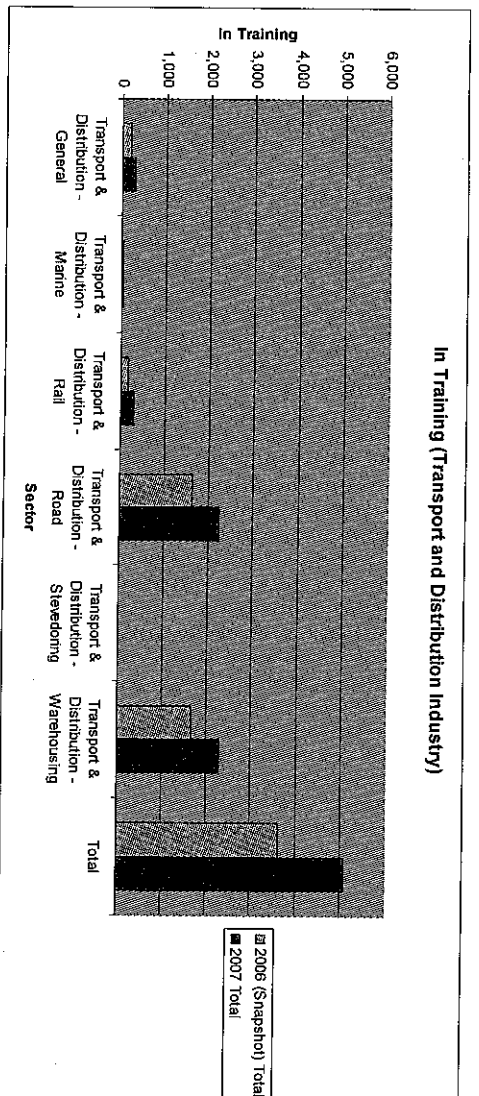
Attachment A

Qualifications in T&L currently delivered in Queensland @ 30-04-07

Apprenticeship/ Traineeship	Code	Type
Aviation Flight Operations Level 3	TDA30203	Traineeship
Aviation Ground Operations Level 2	TDA20403	Traineeship
Aviation Ground Operations Level 3	TDA30403	Traineeship
Aviation Ground Operations Level 4	TDA40403	Traineeship
Marine Engine Driver (Grade 2)	TDM30201	Traineeship
Marine Engine Driver (Grade 3)	TDM20201	Traineeship
Marine Operator - Level II	TDM20101	Traineeship
Marine Operator - Level III	TDM30101	Traineeship
Marine Operator - Level IV	TDM40101	Traineeship
Master 5/Skipper 3	SF133204	Traineeship
Mobile Crane Operator	TD130902	Traineeship
QANTAS Airport Ramp Services	ZQF20300	Traineeship
QANTAS Leadership and Management	ZQF40100	Traineeship
Rail Infrastructure Worker Level 2	TD120702	Traineeship
Rail Infrastructure Worker Level 3	TD130702	Traineeship
Rail Operator Level 2	TD120402	Traineeship
Rail Operator Level 3	TD130402	Traineeship
Road Transport Working Level II	TD120202	Traineeship
Road Transport Working Level III	TD130202	Traineeship
Stevedoring Level II	TD120302	Traineeship
Stevedoring Level III	TD130302	Traineeship
Taxi Driver	TD120202	Traineeship
Transport Administration Level 2	TD121102	Traineeship
Transport Administration Level 3	TD131102	Traineeship
Warehousing Level II	TD120102	Traineeship
Warehousing Level III	TD130102	Traineeship
Warehousing Level IV	TD140102	Traineeship
Allied Industry		
Automotive Mechanic (Heavy Vehicle Mobile Equipment)	AUR30405	Apprenticeship
Automotive Mechanic (Heavy Vehicle Road Transport)	AUR30405	Apprenticeship
Automotive Electrician	AUR30305	Apprenticeship
Bus, Truck & Trailer Manufacture Level III	AUM35101	Apprenticeship
Automotive Specialist (Diesel Fitter)	AUR30605	Apprenticeship
Automotive Specialist (Diesel Fuel)	AUR30605	Apprenticeship
Automotive Specialist (Forklift Mechanic)	AUR30605	Apprenticeship

Traineeships and Apprenticeships by Gender (accurate as at 16 April 2007)

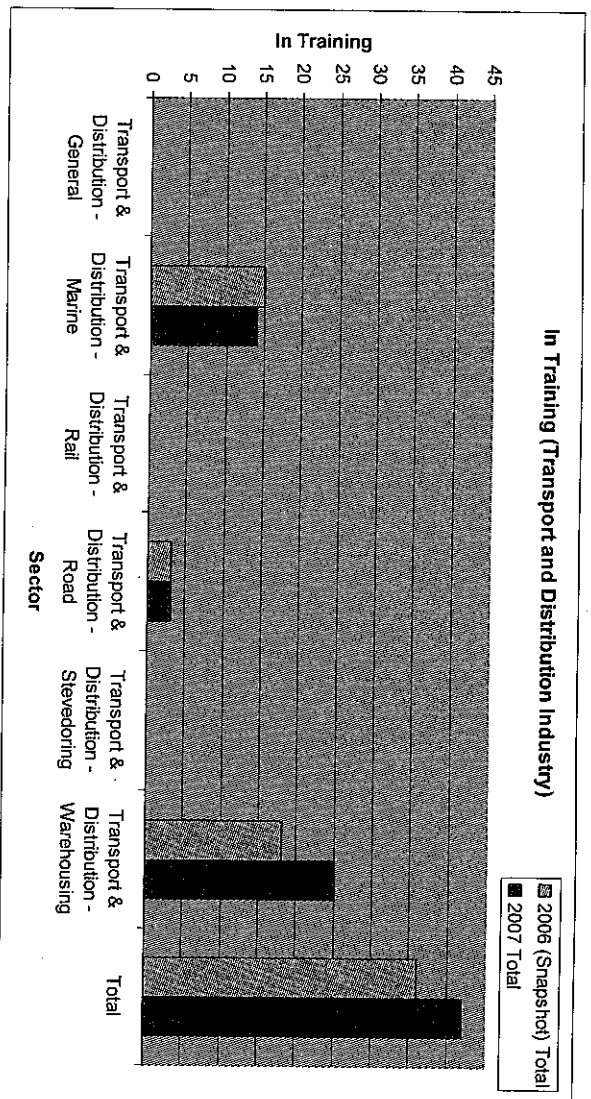
Industry Training Group	2006 (Snapshot*)			2007		
	F	M	Total	F	M	Total
Transport & Distribution - General	104	83	187	158	119	277
Transport & Distribution - Marine	2	27	29	1	27	28
Transport & Distribution - Rail	14	140	154	18	270	288
Transport & Distribution - Road	120	1,492	1,612	127	2,093	2,220
Transport & Distribution - Stevedoring	0	0	0	1	3	4
Transport & Distribution - Warehousing	281	1,359	1,640	420	1,853	2,273
Total	521	3,101	3,622	725	4,365	5,090



Note: 2007 Numbers are expected to rise as more training contracts are reported. * The 'snapshot' reporting method allows for direct point in time comparisons to be made between current data and that of previous years

School based Apprentice Trainees by Gender - (accurate as at 16 April 2007)

Industry Training Group	2006			2007		
	F	M	Total	F	M	Total
Transport & Distribution - General	0	0	0	0	0	0
Transport & Distribution - Marine	1	14	15	0	14	14
Transport & Distribution - Rail	0	0	0	0	0	0
Transport & Distribution - Road	0	3	3	0	3	3
Transport & Distribution - Stevedoring	0	0	0	0	0	0
Transport & Distribution - Warehousing	0	18	18	5	20	25
Total	1	35	36	5	37	42



Note: 2007 Numbers are expected to rise as more training contracts are reported. * The 'snapshot' reporting method allows for direct point in time comparisons to be made between current data and that of previous years

Transport and Logistics Gateway Schools Project

Background

An Australia-wide skill shortage in the Transport and Logistics (T&L) industry first prompted Oakley State High School (OSHS) to link with industry employers, training organisations and the Queensland Government to develop the *Transport and Logistics Gateway Schools Project*.

Oakley State High School is located in Queensland's Darling Downs region, 157 km west of Brisbane and 29 km west of Toowoomba, and is located within a T&L hub.

This program has won a number of local, state and national awards since its conception in 2005. These include:

- Education Queensland Regional Showcase Awards 2007 – Showcase Award for Excellence in Community or Industry Partnerships.
- Education Queensland Regional Showcase Awards 2006 – RACQ Showcase Award for Excellence in Senior Phase of Learning.
- The Chartered Institute of Logistics and Transport (Queensland) 2006 – Achievement of the Year award.
- The Chartered Institute of Logistics and Transport (Australia) 2006 – Achievement of the Year award.
- The Chartered Institute of Logistics and Transport (Queensland) 2006 – Student of the Year award.
- The Australian Supply Chain and Logistics Awards 2006 – Transport and Logistics Achievement of the Year.

Motivation for program

In 2005, OSHS began the first T&L program for students who were in danger of leaving school early and were not succeeding in the traditional learning programs offered at the school. It was also realised that the T&L industry is a major employer in the region with demands for skilled employees. The program accepted its first group of students in Semester 1, 2005. The program focuses on placing these students in industry to give real world exposure to the demands of a work place.

The program also works as part of a wider strategy to retain school leavers and promote meaningful career opportunities within the local community, while building a stronger community focus with the region's young adults.

Establishing the program

Through this program there has been collaboration between OSHS, local and state-wide T&L employers and Queensland Transport, to develop, promote and prepare young people to work in the transport industry or to become "work-ready". Hands-on learners are given the opportunity to develop their interest and skills prior to taking up traineeship positions with a number of T&L providers located in the Darling Downs region. The program is in its second year and has now expanded to involve three state high schools, numerous industry partners and the support of Queensland Transport and the Department of Education, Training and the Arts.

In the two years that OSHS has been providing T&L training, the program has evolved to meet the needs of employers,

staff and the school organisation and the needs of students and their families.

Initially the program focussed on placing students in T&L workplaces one day a week using the Work Experience Act to cover the participation in workplace education. It was soon realised that students needed some preparation and a matching process with their prospective work placement. OSHS developed a pathway to successful industry placement. Students may transition from Certificate I, II and III in either T&L or related trades to continue training with employers post-school. There is evidence that many also fill numerous other roles in local transport companies.

Ross Haylock, T&L trainer and mentor at OSHS, has developed a way of monitoring and recording competencies demonstrated by students. This system will be used to compile an individual statement of competency or Certificates.

The Registered Training Organisation (RTO) operating in this program is Major Group Training.

Program achievements and outcomes

This program has provided pathways to T&L occupations previously not available to students in any Queensland school and leads Australia in connecting schools to this industry.

It has gained the attention of the T&L industry locally and at peak body level as an innovation which will meet the needs for more skilled workers and raise the profile of the industry at school level.

It has engaged students from Oakley and Pittsworth State High Schools and continues to build an excellent record of achievements for students, the industry and the schools.

Woodridge State High School is currently taking steps to implement this model into their school curriculum by July 2007. Satellite programs were commenced in the local region to allow other schools and employers to benefit from the model and experience gained from successfully developing the program to this stage.

Through the support of the Queensland Government, it is anticipated that this highly successful program will have a framework developed to enable the roll out to numerous schools throughout Queensland and Australia.

The program has attracted numerous awards in recognition of its innovative nature and style of delivery, together with unprecedented successes in T&L training.

Special recognition

Ross Haylock, OSHS – for his vision, drive and determination.

Oakley State High School – for supporting Ross and going "outside the square" in their quest for exceptional learning.

Findlays Bulk Services – for their support with "real time learning".

Heavy Vehicle Maintenance – To Alan Bacon for his continual support of the program through provision of "real time learning" within his workshop.

Queensland Government – (Queensland Transport and Department of Education Training and the Arts) For their financial support and leadership of the expansion of the program.

Major Group Training – For their unwavering support and quest to support learning and development within the T&L industry.

