

Successful Projects

Successful Projects Round 1

Project Owner: 5 Star Training & Consulting Pty Ltd – <i>Skilling the bicycle industry in Tasmania</i>		
Partners: Dorset Trade Training Centre, Break O’Day Trade Training Centre, multiple cycling business in the delivery areas		
Amount: \$87,990	Length: 12 month duration	Goal: 12 traineeships
Delivery areas (LGA): Break O’Day, Devonport City, Dorset, Launceston City		
<p>Growth in the bicycle industry from increased bicycle sales, high cycling participation rates, along with bicycle related tourism has led to demand for qualified bicycle mechanics in Tasmania. This is felt particularly in the north east, as significant investment has been made in cycling infrastructure of late.</p> <p>The industry in Tasmania has annual sales worth an estimated \$20 million and employs around 130 people directly in the specialist area. Current estimates indicate less than 10% of the industry hold nationally recognised qualifications.</p> <p>This project aims to strengthen Tasmania’s bicycle industry workforce to prepare and respond to the growth in demand for the sales, servicing and repair of bicycles. Consultation with Tasmanian bicycle store owners identified a number of issues that limits the employment of trainees in the bicycle industry in Tasmania, and this project aims to address those barriers, and support the industry utilise formal traineeships to secure their current and future workforce.</p>		

Project Owner: MAS National Ltd – <i>South East Apprenticeships Tasmania (SEAT)</i>		
Partners: South East Region Development Association, South East Trade Training Centre, Community Transport Services, Workskills, Interact Australia, OzHelp, Work & Training,		
Amount: \$197,098	Length: 18 month duration	Goal: 10 apprenticeships, with potential to rise to 40
Delivery areas (LGA): Clarence City, Glamorgan Spring Bay, Sorell, Tasman		
<p>The South Eastern Region of Tasmania is undergoing high activity levels in key industries, and this is expected to continue. However, an ageing workforce may see the construction industry lose 10% of the workforce by 2020 and a further 15% over the next 15–20 years.</p> <p>MAS National's SEAT program seeks to provide local business with an apprenticeship-ready cohort through a project that combines pre-employment training, employment brokerage services, transportation, intensive mentoring and an incentive scheme to support regional job seekers overcome their barriers to employment and support local industries in growth to meet their workforce development needs, while supporting employers successfully receive these new employees.</p> <p>Collaborating with multiple partners, the project will offer a holistic approach to skills development and leverage their extensive industry networks to support job seekers into an apprenticeship or traineeship.</p> <p>Construction Company, Podmatrix, has pledged to offer an apprenticeship or traineeship to 10 participants from the program, with further employment outcomes being sought from MAS and SERDA’s industry networks, including Work & Training, the largest Group Training Organisation in Tasmania.</p> <p>The project will also leverage off existing initiatives in the region, including the <i>Jobs Action Package</i>.</p>		

Successful Projects Round 2

Project Title: Disability Sector Traineeship Pathways Program		
Project Owner: National Disability Services		
Partners: TasTAFE, Avidity, Work and Training, MAS National, Migrant Resource Centre Northern Tasmania, Multicap Tasmania, Mosaic Support Services, NOSS Tasmania, Community Based Support, Coastal Residential Services, Eskleigh Foundation		
Amount: \$199,844	Length: 24 month duration	Goal: 60 traineeships
Delivery areas (LGA): Burnie City, Glenorchy City, Hobart City, Launceston City, Northern Midlands		
<p>The project aims to embed the traineeship recruitment pathway into the business structure of employers in the disability sector across the state.</p> <p>The project will:</p> <ul style="list-style-type: none"> • Promote the use of traineeships as a recruitment pathway in the disability sector, and increase awareness to meet workforce needs through the traineeship model. • Deliver a minimum of 60 high quality trainees into the disability sector across the state. • Build the organisational capacity of disability sector employers across the state to sustain employment through traineeships in the future. 		

Project Title: Supporting Hatchery Employment Longevity Locally (SHELL)		
Project Owner: MAS National Limited		
Partners: South East Regional Development Association, Seafood and Maritime Training, Community Transport Services Tasmania, OzHelp, South-East Trade Training Centre		
Amount: \$169,574	Length: 24 month duration	Goal: 12 traineeships
Delivery areas (LGA): Sorell		
<p>The SHELL project will address the supply shortage of job capable candidates in the Sorell region and surrounding Oyster industry by supporting the skills development of local job seekers to transition into employment undertaking a Certificate III in Aquaculture.</p> <p>SHELL will shift the perception of this work from low skill/short term to highly skilled, long term employment.</p> <p>The program will implement training and on the job work experience initiatives to increase the uptake of traineeships and to better meet local workforce development needs by:</p>		

- Increasing attraction and retention of trainees in the Seafood Industry to address the low uptake of employment required to overcome labour supply issues.
- Increasing the participation of regionally located but disadvantaged job seekers through skills development training and transportation.
- Providing training and support that addresses social and vocational barriers to move beyond 'work ready' to 'job capable' with hands on practical training.

Project Title: Developing training pathways for oyster farmers

Project Owner: Seafood and Training Tasmania Inc. trading as Seafood and Maritime Training

Partners: Tasmanian Seafood Industry Council, Oyster Tasmania with TSIC

Amount: \$104,727

Length: 18 month duration

Goal: 15 traineeships

Delivery areas (LGA): Break O'Day, Circular Head, Clarence City, Glamorgan Spring Bay, Sorell

Since the Pacific Oysters Mortality Syndrome (POMS) outbreak in 2016 the industry has been rebuilding its stock and staff capacity. During this period there has been consolidation of farms as many family-owned farms have sold to larger farms who are seeking an economy of scale post POMs. This consolidation has led to a demand for managers with the skills to run larger scale operations.

Whilst the industry is focussed on rebuilding it has not had the capacity to develop and access training that will address its needs of future and current managers.

The barrier of regions, POMs recovery and size has meant that the Industry is unable to resource the consultation required to develop a management training program.

This project aims to complete this consultation and development stage to enable the roll out of a Shellfish Certificate IV program that will increase the number of farmers accessing apprenticeships for this training.

Project Title: Joining Dots between Adult Learning & Employment

Project Owner: Avid Life Long Learning (AL3)

Partners: Northern Suburbs Community Centre, Starting Point Neighbourhood House, MEGT, Business and Employment, OAK Possability, Life Without Barriers, Family Based Care, St Giles, Eskleigh Foundation

Amount: \$199,000

Length: 18 month duration

Goal: 25 traineeships

Delivery areas (LGA): Huon Valley, Launceston City

This project has been designed to support unemployed Tasmanians to overcome barriers and successfully transition from unemployment to employment. The trial is based on the following two stages.

Stage 1 – Using a person-centred approach a community liaison officer will conduct an assessment of the jobseeker using specifically designed assessment tools, including ACSF, Core Skills for Work and the Health and Wellbeing Index Scale to determine what the current barriers are to employment and inform what wrap-around supports are needed.

Stage 2 – jobseekers will then be supported to transition to Stage 2 where they will develop foundation and employability skills. They will develop a Career and Learning Action Plan to identify their strengths and areas of interest to identify their most suitable career pathway and develop a career action plan. This stage includes exposure to employers, training providers and Apprenticeship Network Providers.

The Industry Liaison Officer (ILO) and Apprenticeship Network Provider (ANP) will work together to support the participant to pursue their chosen career path and apply for employment and/or undertake further education.

Project Title: Pathway to Quality...

Project Owner: Aged and Community Services Australia

Partners: Community Based Care, Integrated Living, Masonic Care Tasmania, Glenview Community Living, Work & Training, WorkSkills, AETS, MAS Experience

Amount: \$196,481

Length: 24 month duration

Goal: 100 traineeships

Delivery areas (LGA): Burnie City, Circular Head, Clarence City, Derwent Valley, Devonport City, Glenorchy City, Hobart City, Huon Valley, Launceston City, Northern Midlands

The focus of this project will be on identifying 'right fit' people and providing participants with pathways to support them gain the skills and knowledge required to deliver quality services to older Tasmanians. Utilising an apprenticeship/traineeship pathway enables and supports a 'grow our own' focus and drives the delivery of quality learning outcomes.

The program will develop a collaborative environment (Industry led/demand driven) where all stakeholders involved (Aged Service Organisations, Employment Service Providers, Registered Training Organisations, Government, Apprenticeship Network Providers) build the capacity and capability of the Aged Services Sector Workforce and work together to identify, recruit, support, employ, develop and retain the workforce utilising apprenticeship/traineeship pathways.

Project Title: Upskilling the Disability Sector With Traineeships

Project Owner: National Disability Services

Partners: TasTAFE, Avidity, MAS National, Multicap Tasmania, NOSS Tasmania, Community Based Support, Coastal Residential Services, Eskleigh Foundation

Amount: \$185,933

Length: 24 month duration

Goal: 60 traineeships

Delivery areas (LGA): Burnie City, Glenorchy City, Launceston City, Northern Midlands

The disability sector is experiencing substantial pressure and change. This project will address these barriers and embed the traineeship model into the business structure of employers across the state while establishing a valued work progression within the sector for employees.

The project will: -

- Promote the use of traineeships as a flexible pathway to skill support workers in the disability sector, and increase awareness to meet workforce needs through the traineeship model.
- Convert a minimum of 60 casual support workers into traineeships across the state.
- Build the organisational capacity of disability sector employers across the state to sustain skilling workers through traineeships in the future.

Project Title: Building EYSAC sector capability for trainees

Project Owner: Early Childhood Australia Tasmania Branch Inc.

Partners: MAS National, Gowrie Training & Consultancy, Lady Gowrie Tasmania Children's Services, Phoenix Children's Services, TasTAFE, Discovery Early Learning, Foresite Training, Adventure Patch

Amount: \$197,290

Length: 24 month duration

Goal: 27 traineeships

Delivery areas (LGA): Devonport City, Hobart City, Launceston City, Northern Midlands

This project will work with employers/workplaces, Apprenticeship Network Providers and Registered Training Organisations who have capacity to support the uptake and completion of traineeships in Tasmania. This approach will ensure a robust, shared vision for increasing the recruitment and retention of Early Years and School Age Care (EYSAC) Trainees for Tasmania.

This project will include:

- Upskilling current educators to be effective coaches of trainees in the workplace to progress through and complete qualifications.
- Mentor access for Workplace coaches to embed learning to contribute to a sustainable framework.
- RTOs collaboratively developing consistent resources to enhance workplace support skills, enabling workplaces (and students) to develop clear understanding of professional obligations.