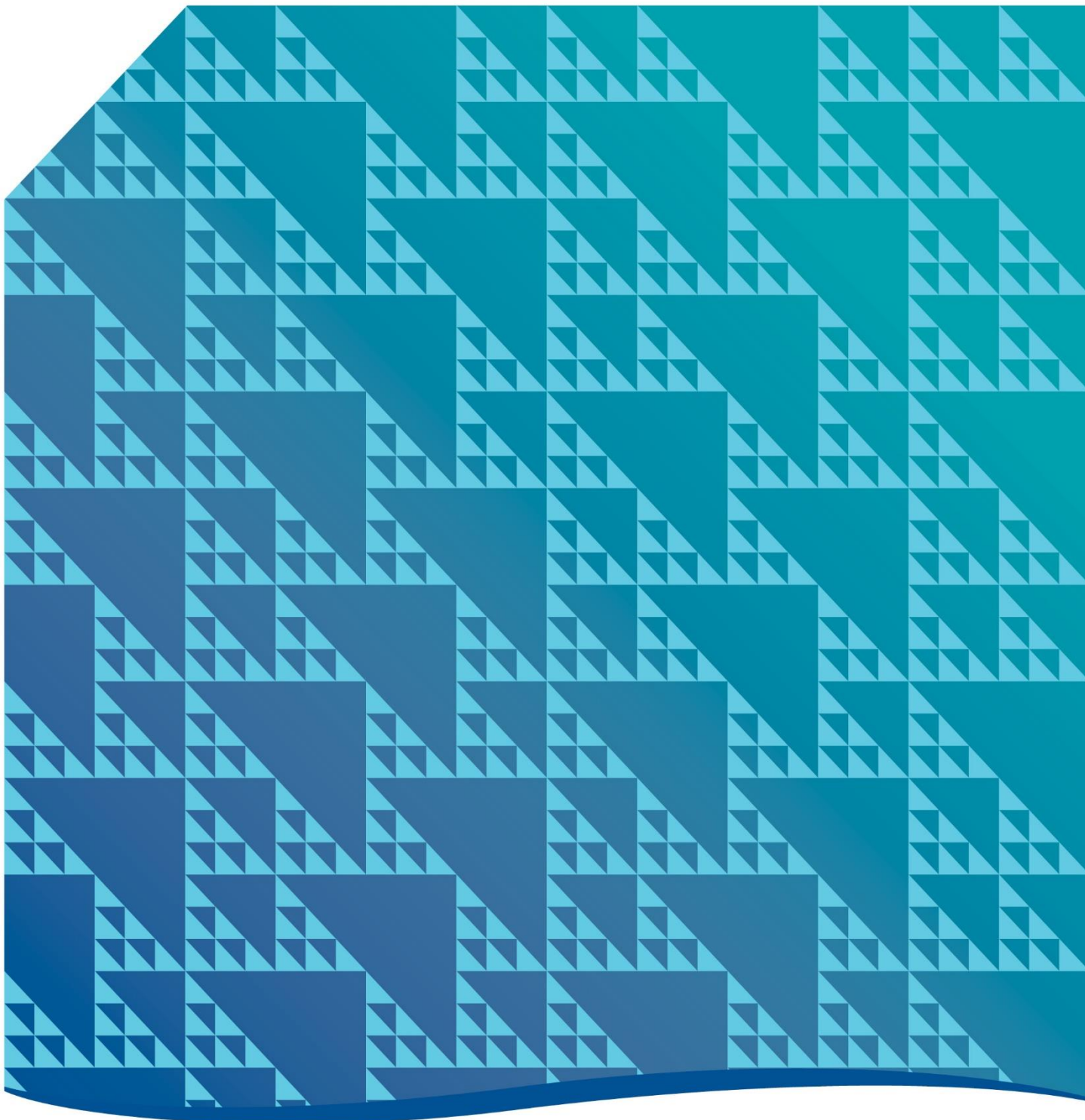


2018
Strategic Community and Industry Partners
Ministerial Forum

Feedback Report



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Overview

The *Training and Workforce Development Act 2013* requires consultation with businesses, industry, communities and other interest groups on the priorities for the Government's annual investment of over \$100 million in training and workforce development.

Skills Tasmania currently delivers on this requirement through its Strategic Engagement Framework that includes consultation with 14 Strategic Community and Industry Partners (SCIPs) on the Government's investment in skills.

The Minister for Education and Training hosts an annual forum with SCIPs to hear directly from industry and community sectors about the key issues that they are facing in relation to workforce development and training. This informs government policies and strategies. For example, the 2017 Ministerial Forum themes informed the *Ministerial Priorities for Training and Workforce Development 2018-21* and a range of programs and activities initiated in 2018.

The 2018 Ministerial Forum was held on 14 November in Hobart. After a welcome from Kim Evans, Secretary Department of State Growth, the Minister for Education and Training, the Hon Jeremy Rockliff, shared with participants his view on the importance of the forum and asked for honest and open feedback. The next section of this report provides a summary of the themes that emerged from the discussion.

Key Themes

Strategic Community and Industry Partners identified a number of common themes in terms of developing a skilled workforce in Tasmania which Skills Tasmania has grouped under the following eight themes.

1. Labour demands of the current and future Tasmanian economy

- All industry partners predicted significant job vacancy growth in the next 5 – 10 years but saw this is an opportunity to support local job seekers into work.
- A number of partners identified the short and long-term impact of having enough skilled workers to meet industry needs.
- There is a need to address the pre-employment skills needs and attributes of local job seekers to help address labour supply.
- Discussion referred to a need to have relevant education and training initiatives tailored to meet both short and long-term labour market requirements.
- Targeted training for existing workers was mentioned by multiple industry representatives to improve productivity.
- Multiple industry partners highlighted the significance of the state government's infrastructure pipeline in stimulating economic growth and providing a tool to help plan.
- The competition for labour across growth industries was a common discussion point, highlighting the need for relevant/targeted marketing and branding strategies that clearly demonstrate pathways into their respective sectors.

2. Apprentice and trainee participation across industries

- There was a general consensus across strategic industry partners that attracting apprentices and trainees to the respective sectors is an important pathway.
- Challenges associated with apprentice and trainee system were identified, including (but not limited to):
 - Cost – including (but not limited to) wages, tangible and intangible organisational resources
 - Complexity of the training system and associated stakeholders/processes
 - Attraction and retention in a competitive labour market.

3. Industry relevant, flexible and agile vocational education and training system

- Industry and community representatives noted that there needs to be better alignment between training delivery and local labour market demands.
- A lack of flexibility around national training packages and the capacity to adapt to immediate/specific industry requirements was consistently noted across forum stakeholders
- Industry partners identified issues with funding flexibility, particularly in relation to limitations around accessing recurrent funding for existing (and, in many instances) successful training programs.
- Industry partners need to play a role in understanding and promoting quality training providers to their members.

4. Attitudes and understanding of vocational pathways

- There is a need for an attitudinal shift in relation to the value of VET across all relevant stakeholders in the community.
- VET needs to be promoted as a pathway to sustainable employment in key growth industries.
- Educating parents, teachers and students in relation to the relevance of VET in the modern economic climate is important.

5. Impact of technology and digital literacy

- Technological advances were identified as being both a competitive advantage and a challenge across all industry and community partners.
- The need for a workforce with strong digital literacy is paramount to support technological advancements across products and services.
- The importance of education and training institutions incorporating industry-specific digital literacy content was emphasised.

6. Supporting all Tasmanians to participate in the labour force

- It was recognised that there is an opportunity for industry representatives to engage and use Neighbourhood Houses and Migrant Resource Centres to access labour supply. This includes businesses being able to access support for cohorts with additional needs.
- Jobseekers, migrants and businesses lacking access to local networks and information on job and training opportunities is a barrier.
- The importance of developing strategies to conquer challenges associated with the ageing workforce was highlighted by the majority of industry partners.
 - An example is the need to develop initiatives that enhances the digital literacy capabilities of existing mature aged workers.

- Increasing female participation across a number of industries was identified as both a priority and opportunity.
- There was a general consensus across community and industry partners around the need to provide well-supported, tailored, industry-led training opportunities to better accommodate those with identified vocational and non-vocational barriers.

7. Industry and community partner engagement with *jobactive* and Employment Services Providers

- Strategic partners identified gaps in the current Employment Services (including *jobactive*) network in relation to the compliance/operational framework not meeting the demands of key industry growth areas.

8. Engagement with Skills Tasmania

- Workforce development strategies have provided an effective framework for industry and community partners to generate both short and long-term solutions based on their respective demands in the local economy.
- Multiple representatives pointed to the benefit of positively engaging with Skills Tasmania in relation to funding, advice, strategy and supporting growth across their respective sectors.
- A number of participants discussed the idea of more opportunities to have cross-industry conversations throughout the year on workforce development issues and strategies.

Actions Arising

The themes arising will inform the development of Skills Tasmania's 2019-20 investment strategy. Specific actions that Skills Tasmania will take in response to key issues are outlined below.

1. Labour demands of the current and future Tasmanian economy

Skills Tasmania will:

- Collate and disseminate information about the Tasmania labour market to industry, business, local communities and schools, including implementation of an on-line tool that will provide easy to understand information about the local labour force.
- Work with the building and construction sector to map the labour and skills needs against the Tasmanian Infrastructure Pipeline.
- Continue to use the project management structure adopted in co-ordinating the *Workforce Development Grants Program* to foster collaboration across industry in relation to best-practice.
- Continue to encourage and support industry-specific initiatives that correlate with immediate and ongoing labour market demands.
- Continue to use the Employer of Choice (EoC) program as a mechanism of facilitating collaboration and promoting best practice both within and across industries and regions on attracting and retaining a skilled workforce.

2. Apprenticeship and trainee participation across industries

Skills Tasmania will:

- Release an innovative funding program in early 2019 seeking industry and community partner's ideas on how to address barriers to apprentice and trainee growth, recognising that Government does not have all the answers.
- Fund the Launceston Apprenticeship Pipeline Project that will help support the growth of a pool of job-ready and apprenticeship ready talent to help businesses meet the skill demands in that region.
- Support the Tasmania Training and Apprenticeship Committee (TTAC) to review its policies and guidelines to ensure they are meeting the needs of business and the apprentice and are clearly and administratively simple.
- Streamline requirements for the registration of Group Training Organisations.
- Advocate for improvement to the Australian Government's role in the apprenticeship and traineeship system especially in the performance of Australian Apprenticeship Support Network (AASN) providers.

3. Industry relevant, flexible and agile vocational education and training system

Skills Tasmania will:

- Review Skills Tasmania Funding Programs to ensure in 2019-20 they are appropriately targeted to priorities, cognisant of the impact of program design on stakeholders, including RTOs who work with cohorts disengaged for training and work.
- Enhance quality assurance frameworks to ensure that only high quality Registered Training Organisations (RTOs) who are responsive to Tasmania business' needs attract Tasmania Government subsidies.
- Continue to work with the Australian Industry Skills Council, industry partners and training providers to advocate for training package development that is meeting the needs of employers and learners in Tasmania.
- Convene a forum between RTOs and industry and community partners and promote best practice in training delivery that is tailored to business' needs.

4. Attitudes and understanding of vocational pathways

Skills Tasmania will:

- Work with all stakeholders to develop a campaign to promote the economic, social and personal benefits of choosing vocational pathways in Tasmania (over the next 18 months).
- Continue to work closely with the Department of Education (DoE), priority industries and other relevant stakeholders to promote vocational pathways, as an equally valued option to University, for all learners into any industry they chose.
- With the DoE, work to embed high quality VET in School and Australian School Based Apprenticeships as part of Tasmanian Government Education reforms.
- Fund industry led projects to gather labour market data to accurately inform schools, parents and the community about vocational pathways into Tasmania's priority industries.

5. Impact of technology and digital literacy

Skills Tasmania will:

- Work with TasCOSS and other stakeholders to understand the role of training and workforce development in the implementation of Tasmania's Digital Inclusion Strategy.
- Support the completion of an Information and Communications Technology (ICT) Workforce Development Plan that will initially focus on the ICT skills needed in three priority industries.
- Work with TasTAFE on the further development of higher level qualifications in ICT building on their Tasmania Training Award winning work with local industry. This includes in growing areas of need in cyber security.

6. Supporting all Tasmanians to participate in the labour force

Skills Tasmania will:

- Continue to work with industry, communities and businesses to understand what their workforce development needs are and help to broker, facilitate and coordinate responses with education and training providers.
- Strengthen the connection between industry and community partners to enhance these mutually beneficial relationships in promoting greater scope to access coordinated labour market solutions.
- Continue to explore regional strategies both within and across community and industry partners to assist in developing actions that link in with the key themes raised at the Forum.

7. Industry and community partner engagement with *jobactive* and Employment Services Providers

Skills Tasmania will:

- Explore the development of Tasmanian trial(s) of new approaches to connecting job seekers to local jobs in the South East of Tasmania working with community partners in particular.
- Continue to facilitate engagement with the Department of Jobs and Small Business in relation to priority industry strategies and collaboration around tailored local labour market solutions.
- Broker engagement with partners and the State Office of the Department of Jobs and Small Business.

8. Engagement with Skills Tasmania

Skills Tasmania will:

- Share this report and issues discussed with other relevant branches of Department of State Growth, Department of Education, TasTAFE, Tasmanian private RTOs and other key stakeholders.
- Work with SCIPs to find opportunities to meet as a training and workforce development 'community of practice' to explore shared needs. Examples may include: responding to digital disruption; digital literacy; working with different job seeker cohorts; working with population, workforce and economic data to plan for future training and workforce development.

Appendices

Appendix I – List of current Strategic Community and Industry Partners (SCIPs)

- Aged and Community Services Australia
- Engineers Australia
- Migrant Resource Centre – Northern Tasmania
- Migrant Resource Centre – Southern Tasmania
- National Disability Services
- Neighbourhood Houses Tasmania
- TasICT
- Tasmanian Building and Construction Industry Training Board
- Tasmanian Chamber of Commerce and Industry
- Tasmanian Farmers and Graziers Association
- Tasmanian Hospitality Association
- Tasmanian Minerals and Energy Council
- Tasmanian Seafood Industry Council
- Tasmanian Transport Association

Appendix 2 – 2018 Ministerial Forum attendance list

Name of SCIP	SCIP Representative(s)
Minister for Education and Training	Jeremy Rockliff
Department of State Growth	Kim Evans, Secretary
Skills Tasmania	Angela Conway, General Manager Stuart Hollingsworth, Director Workforce Policy & Strategic Relations
Aged and Community Services Australia	Darren Mathewson, Executive Director Lee Veitch, Workforce & Industry Development Manager
Engineers Australia	Phil Gee, President Tasmanian Branch David Pointing, Acting General Manager Tas. Branch
Migrant Resource Centre – Northern Tasmania	Roger Tyshing, Chairperson Ella Dixon, Chief Executive Officer
Migrant Resource Centre – Southern Tasmania	Nick Bedding, Chairperson Catherine Doran, Manager Settlement and Community Service Manager
National Disability Services	Will Kestin, Chief Executive Officer Claire Richardson
Neighbourhood Houses Tasmania	Michael Higgins, Vice-President John Hooper, Executive Officer
TasICT (represented by Australian Computer Society (ACS))	Tristan Richards, State Manager
Tasmanian Building and Construction Industry Training Board	Simon Cocker, Chief Executive Officer
Tasmanian Chamber of Commerce and Industry	Colleen Reardon, Chief Operating Officer Stacey Joseph, Education Specialist
Tasmanian Seafood Industry Council	Lindsay Newman, President Julian Harrington, Chief Executive
Tasmanian Transport Association	Joanne Tye, Chairperson Michelle Harwood, Executive Director



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