

## Funded Workforce Development Projects (funded in 2018-19)

Workforce Development projects:

- support industry and regional engagement in workforce planning and development;
- improve collaboration between industry and employers with training providers, and improve engagement of industry and employers in the training and workforce development system; and
- develop and implement effective responses, and promote and facilitate collaboration with training providers, to ensure training and skill development meet contemporary and emerging industry standards and requirements.

Workforce Plans, Projects and Initiatives support industry and regions to identify and manage future workforce challenges.

Finalised project reports and plans can be found at <https://www.skills.tas.gov.au/employersindustry/workforceplans>

Project Name	Organisation Name	Total Value (ex GST)	Project Summary
<b>Understanding Career Pathways for Engineering in Tasmania</b>	Engineers Australia	\$35,865	To develop a clear understanding of the career pathway options for an aspiring to retiring engineering career in Tasmania and what is required to progress through the options. The project will deliver the following outputs: • A toolkit that informs the user what pathway and courses they can follow to achieve their career goal; • A career pathways map to benefit employers and employees delivering engineering services across Tasmanian industry.
<b>Gender Equality in the Tasmanian Engineering Profession</b>	Engineers Australia	\$52,500	To design and deliver a pilot program that assists engineering organisations in Tasmania to become more diverse and inclusive workplaces, primarily with respect to gender, including: group mentoring and peer support programme for managers and female engineering workers and developing a tool kit that measures the impact of the former on gender inclusive readiness of an organisation
<b>WFD in Disability Sector - Career and training pathway development and delivery</b>	NDS	\$200,000	To define career pathways relevant to the Tasmanian Sector and promote these careers to: potential new workforce entrants, including schools and mature age students; the existing workforce who may be looking at further training and up-skilling opportunities; the existing and future Allied Health Workforce.

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<b>Key Education and Employment Network (KEEN)</b>	Regional Development Australia	\$200,000	To establish a sustainable framework for the recruitment of apprentices and trainees in the greater George Town region. This initiative is and will be driven by industry demand in the region, particularly in the advanced manufacturing sector, enhancing apprenticeship outcomes (target of employing 10 apprentices in the first 12 months).
<b>Next Generation Foresters</b>	Arbre	\$37,500	To develop a VET program for forestry careers into Tasmanian Schools for years 10, 11 and 12, with Forest Industry Employers, My Education, School Based Apprenticeship staff, Trade Training Centres and Apprentice Network Providers.
<b>Fabrication Career Awareness Using Simulated and Augmented Training Tools</b>	Tasmanian Minerals, Manufacturing and Energy Council	\$200,000	To develop and deliver a career awareness program to promote employment and training opportunities in fabrication and, more broadly, the advanced manufacturing industry. The pilot program will be delivered to staff and students across Tasmanian schools, state-wide. Transportable, state-of-the-art simulated and augmented welding simulators will be at the core of program delivery that will be developed in association with key education and industry stakeholders (a Project Steering Committee), together with complementing other related training and workforce development projects in the advanced manufacturing sector.
<b>EYSAC - Building Sustainable workforce foundations</b>	Early Childhood Australia	\$143,548	To strengthen leadership capability in workforce planning and development; promote pathways into training and employment; provide information to inform career choices, strengthen partnerships and improve achieving 'right fit' with training and employment.
<b>Tasmanian Transport &amp; Logistics Industry Workforce Plan 2019-22</b>	Tasmanian Transport Association	\$60,000	To develop, promote and support a skilled, productive Transport & Logistics workforce for Tasmania by reviewing and evaluating the previous workforce development plan and developing a 2019-2022 plan. The plan will provide advice and direction for the industry and to VET providers and government on industry priorities for training and workforce development initiatives, to meet safety, productivity and efficiency goals.
<b>Rural Cadetship Project</b>	Rural Business Tasmania	\$200,000	To create a link between the current formal school learning packages and practical learning through apprenticeships/traineeships with primary producers in Tasmania. RBT, in collaboration with agricultural and educational stakeholders, will develop and deliver a Pilot Cadetship Program that will guide and mentor young Tasmanians in the Agribusiness sector and deliver training to farmers to better support workers.

Project Name	Organisation Name	Total Value (ex GST)	Project Summary
<b>Growing and strengthening Tasmania's adult literacy and numeracy workforce</b>	Tasmanian Council for Adult Literacy	\$145,000	To strengthen and expand the adult literacy and numeracy workforce to meet Tasmania's employment and community requirements. To do this the proponents will develop and begin implementation of a practical and actionable adult literacy and numeracy workforce development plan, including building the sector and TCAL's skills and resources to manage and implement this.
<b>Regional Development of VET Teaching Capacity</b>	West Coast Council	\$115,000	To assist up to 12 individuals on the West Coast of Tasmania to undertake training in the TAE40116 Certificate IV in Training and Assessment. The recruitment of suitable individuals will be based on priority industry demand in the region, providing it with a greater capacity to develop a skilled workforce and enhancing regional employment outcomes.
<b>Building and Construction Migrant Pathway Program</b>	Migrant Resource Centre Tasmania	\$100,000	To develop and deliver a sustainable state-wide workforce development framework which will assist multicultural Tasmanian community members to obtain the knowledge, skills and experience to work in the building and construction industry and also encourage employers to offer employment opportunities (including apprenticeships) participate in the sector.
<b>Tasmanian Seafood - Rising with the Tide</b>	Tasmanian Seafood Industry Council	\$156,250	To assist TSIC to address priority workforce development goals including; preparing the industry for a new generation of workers, improving capability and professionalism of new workforce entrants, creating a positive culture, facilitating succession planning in Tasmania's wild catch fisheries and connecting workforce demand to meaningful outcomes.