



Making the Connections

**Professional development workshop for
manufacturing industry trainers and assessors**

**Australian WELL Practitioners Network Conference November
2012**

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MSA Manufacturing Skills Australia
ISC INDUSTRY SKILLS COUNCILS
Creating Australia's Future

Manufacturing Skills Australia
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Roles for Manufacturing Skills Australia

Major roles span:

- develop and maintain national, industry endorsed Training Packages - to establish skill standards and provide a framework for skills development
- support the implementation of training - through advice and resources, workforce development support and brokerage of Government funded programs

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Roles for Manufacturing Skills Australia (cont.)

Major roles span:

- provide leadership to support economic and environmental sustainability
- provide government with industry intelligence - to inform the development of policies and programs aimed at workforce development.



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DIISRTE project – Develop resources to support the Foundation Skills Training Package

- Industry consultation
- Needs identified (manufacturing)
 - PD for vocational trainers
 - Strategies for vocational trainers to support learners with numeracy issues
- Resources developed
 - Making the Connections
 - Putting the Jigsaw Together
- Resources trialled



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Foundation Skills

- Skills essential for meeting everyday life demands, participating in the community, achieving vocational qualifications or entering into the workforce
- Foundation Skills encompass:
 - Australian Core Skills Framework (ACSF)
 - Employability Skills
 - Digital literacy



Australian Core Skills Framework (ACSF)	Employability Skills	Digital literacy
Learning	Communication	
Reading	Teamwork	
Writing	Problem solving	
Oral Communication	Initiative and enterprise	
Numeracy	Planning and organising	
	Self management	
	Learning	
	Technology	



What are the core skills?

- What would you need to consider to be able to assess a document at a particular level?
- There was a need for a consistent national approach and language to describe where people are at
- This led to the development of the

Australian Core Skills Framework (ACSF)

<http://www.deewr.gov.au/Skills/Programs/LitandNum/ACSF/Pages/download.aspx>



Core Skills

- Essential skills required for individuals to participate effectively in society
- Core skills include:
 - Learning
 - Reading
 - Writing
 - Oral Communication
 - Numeracy



Adult Literacy and Life Skills (ALLS) survey Australian Bureau of Statistics (ABS) 2006

ALLS results reported across level 1 to level 5
Level 3 regarded as minimum functional level

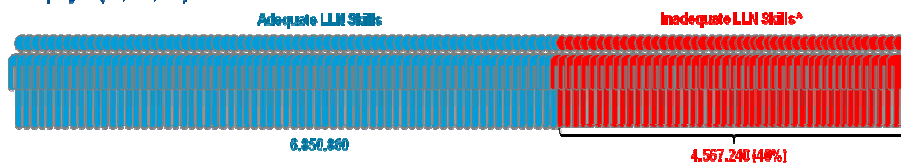
Results for working age Australians (aged 15 - 64)

- 46% (approx. 7 million) have difficulty with reading skills
- 53% (approx. 8 million) have difficulty with numeracy skills
- 70% (approx. 10.5 million) had difficulty with problem solving
- 30% (approx. 2 million) are classified in the lowest literacy category



Literacy levels of working-age Australians by labour force status

Employed (11,418,100)*

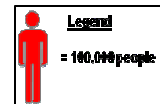
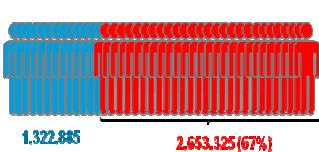


Unemployed (618,800)*



247,528 (40%)

Not in the Labour Force (3,976,210)*



* Trend series data from ABS 2010, 6202.0 Labour Force Australia, December 2010, (pg. 1).
 * Data taken from ABS 2009, 6220.0 Persons not in the Labour Force, Summary Results, September 2009 (pg. 10).
 ^ 'Inadequate LLN Skills' here refers to people with document literacy scores below Level 3. Extrapolated from ABS 2006, 4228.0 Australian Literacy and Life Skills Survey, Summary Results (pg. 38) which shows that approximately 40% of the employed, approximately 60% of the unemployed and approximately 67% of people not in the labour force had document literacy scores below Level 3.

AQF ≠ ACSF

- The levels of the Australian Qualifications Framework (AQF) do not match the performance levels of the ACSF
- The AQF is the framework for qualifications in Australia and consists of 10 levels (Certificate 1 up to Doctoral Degree)
- Effective performance in different industries requires different core skills
- Two qualifications at the same AQF level can have different core skill requirements. For example, CIII Engineering Mechanical Trade (MEM3025) has higher Numeracy requirements than CIII Aged Care.



Why do we need to be aware of core skills in workplace documents?

- To review documents used in the workplace/ training.
Can we simplify?
- To ensure our training reflects the level needed to work effectively
- To support low level learners
- To develop skills necessary for advancement



What skills do units of competency contain?

Units of competency contain:

- **explicit technical skills**
e.g. program machinery; unload machinery safely; clean metals
- **underpinning core / language, literacy & numeracy (LLN) skills**
e.g. participate in discussions; follow guidelines; record production data; calculate quantities
- **underpinning employability skills**
e.g. communicate with others; work in a team



Where are the core skills in a unit of competency?

Unit section	Contain trigger words
Elements and Performance Criteria	specific to the unit
Required Skills and Knowledge	of a more general nature but related to the specific unit
Evidence Guide	of a more general nature, found in many units
Range Statement	specific to the unit



Trigger words in units of competency

15

Type of trigger word	Examples	Core skill area
verb	communicate record calculate discuss identify plan and sequence	Oral Communication / Writing Writing Numeracy Oral Communication Reading / Writing / Oral Com. Learning
noun	charts and graphs calculations customer specifications procedures	Numeracy / Reading Numeracy Numeracy / Reading Reading / Oral Communication



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Industry Skills Councils



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