

Working together to transition car manufacturing workers to new jobs

Automotive Sector Restructure

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\$155 million
GROWTH FUND

www.business.gov.au

\$155 million Growth Fund

- * The Growth Fund supports the workers, businesses and regions affected by the closure of the automotive industry in Australia at the end of 2017.
- * The Growth Fund is a strategic, collaborative, future-focused plan:
 - to deal with the short and longer term impacts of the closure of the auto industry
 - to drive the development of new industries in high growth sectors in South Australia and Victoria
 - to create long-term economic prosperity and jobs for people in the region.
- * The Growth Fund is part of the Commonwealth Government's National Industry Investment and Competitiveness Agenda. The Government is committed to moving quickly to deliver assistance to affected employees and businesses; and to put in place a long-term, national plan for change and growth.

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Growth Fund programmes and initiatives

Initiatives to drive the development of industries in high growth sectors in South Australia and Victoria

\$20m Automotive Diversification Programme to help auto supply chain businesses diversify out of domestic automotive sector.

\$60m Next Generation Manufacturing Investment Programme encourages high value manufacturing investment in Victoria and South Australia.

\$30m Regional Infrastructure Programme supports new infrastructure projects outside of manufacturing that facilitate industry collaboration and drive economic activity.

Initiatives to build skills and capabilities and transition workers to new jobs

\$30m Skills and Training Initiative funded by Holden and Toyota for their employees to recognise their skills and train them for jobs while they are still employed.

Redeployment Strategy

\$15m boost to Automotive Industry Structural Adjustment Programme to provide intensive employment support through Commonwealth funded Job Service Providers to help redundant workers find new jobs.

Complementary State Government Initiatives

South Australia

Workers in Transition Program

- Support package for automotive supply chain displaced workers
- Northern Futures Career and Workforce Development Centre for transition services

Automotive Supplier Diversification Program

- Support package for supply chain businesses to diversify and securing alternate revenue streams

Website

<http://www.statedevelopment.sa.gov.au/industry/automotive>

Victoria

- Support package for employees of the automotive supply chain
- Workforce Development Centres in Geelong, Broadmeadows and Dandenong

Website [Helping workers in transition](#)

Redeployment Strategy: helping to transition manufacturing workers to new jobs

- * Australian Government, Holden, Toyota and the South Australian and Victorian Governments have worked together to develop a strategy to transition workers and have formed a Governance Committee to guide and monitor the strategy
- * Workers will be provided with information, skills and support they need to successfully transition to new jobs — ideally all before leaving their current job.
- * Support includes careers advice, labour market information, recognition of prior learning and training opportunities.
- * When a worker is made redundant, they will also have access to intensive employment support.

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Initial contact

- Initial contact prior to restructure or closure
- Clear, concise communication, including centres and websites
- Contacts established



Stage 1: Access to support and information

- Financial education services
- Health and well-being services
- Information on job opportunities



Stage 2: Careers and training advice

- Individualised careers advice
- Reviewing strengths, skills and experience
- Outline of training and skilling required for job opportunities



Stage 3: Skills recognition and training

- Skills Assessment and Skills Recognition
- Assistance with Training
- General skilling such as verbal and interpersonal skills



Stage 4: Help to find a new job

- Immediate access to intensive employment services
- Resume and job application help, interview and job search skills
- Assistance to gain tickets and licences

Redeployment strategy: Co-ordinated effort

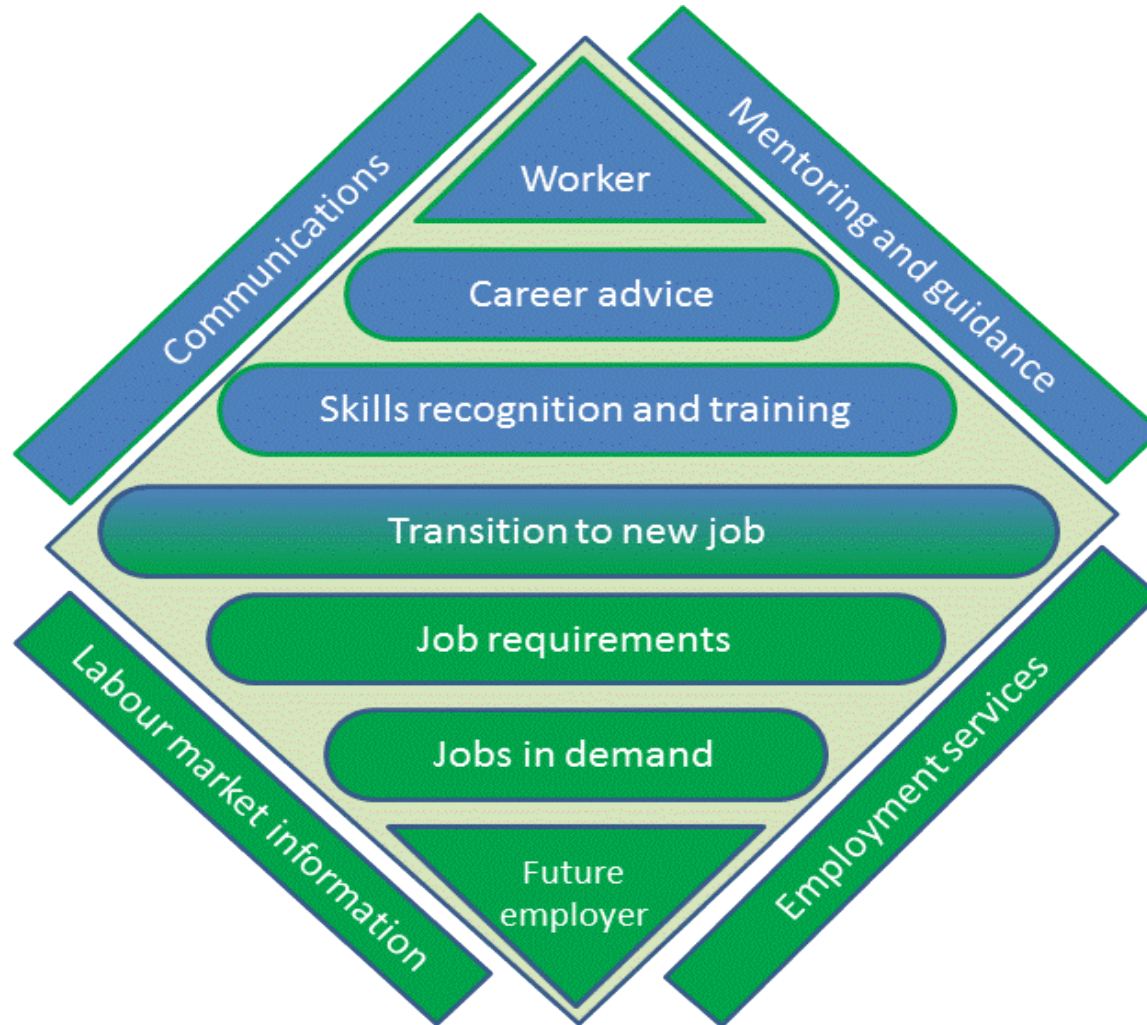
- * A co-ordinated effort to inform workers of information, services and programmes.
- * Co-ordination has been formalised under a national governance structure.
- * An on-ground national facilitator appointed.
- * Four local leadership groups with the decision-making capability (Holden, Toyota, VIC DET, SA Automotive Transition Taskforce) to deliver the agreed strategy.

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Redeployment strategy: Communication

- * Coherent package with consistent messaging is critical.
- * Facilitate information sharing and ensuring the right information is provided at the right time.
 - includes communicating role of JSAs and related support
- * Where are the jobs in demand?
- * What training is needed?
- * Continually seek better ways of communicating including social media, family, internet and on-site.

Demand and Supply Side Strategies



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Redeployment strategy: Engagement

- * Engagement with displaced workers will occur before firm closures.
- * Workers will be consulted throughout to see needs are being met.
- * The response will consider when workers are ready to engage.
- * Involvement of family and spouses will be a key.

Redeployment strategy: Tailored support

- * Services and support to be tailored to need.
- * Some workers will readily jump into a different career, others will need guidance, information and advice.
- * Information sessions will be critical, we can involve spouses and family members.
- * Sessions of support need to be fair and flexible, including offered at change-over of shifts.
- * Balancing short term objectives with long term goals.

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Redeployment strategy: Outcome driven training

- * Training offerings to dovetail and complement counseling and career advice services.
- * Skills assessments and recognition of prior learning critical.
 - Conversations crucial in helping workers articulate their competencies
- * Training to be flexible, including scheduled around work and on-site, where possible.
 - Skill sets more appropriate in some instances than full qualifications.
- * To be effective, literacy and numeracy support needed.

Redeployment strategy: Outcomes and monitoring

- * Current data on the quality and sustainability of jobs post redundancy is lacking.
- * Monitoring outcomes and improving service delivery will be a key deliverable of the National Governance Committee.
- * Transition plans and progression to training and jobs.
- * Satisfaction of services and training in obtaining new jobs to be a feature of the redeployment strategy.
- * Post retrenchment tracking to be discussed with Department of Employment.

Q & As

Thank You

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