



**Australian Government**

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**Department of Education and Training**

# Industry Skills Fund (Growth Stream)

Information session  
March 2015

# Industry Skills Fund

## Policy Objective

Address workforce capability issues impacting on the ability of Australian businesses to respond to new and changing opportunities and improve their productivity and competitiveness in a global market.

# Industry Skills Fund

## Overview

- \$476 million over 4 years
- 200,000 targeted training places and support services
- Co funding based on sliding scale
- Commenced in January 2015



# Industry Skills Fund

## Funded Activities

- **Skills Advice**  
Help identifying skills opportunities and maximising training outcomes (at no charge)
- **Training**  
Co-investment for businesses looking to improve the skills of their workforce for an identified growth opportunity.
  - Nationally recognised training, including full qualifications and skills sets
  - Language, literacy and numeracy training
  - High quality, innovative or tailored training that may not be part of a training package
  - Training required to access foreign markets
- **Support Services**
  - mentoring
  - coaching

# Industry Skills Fund

## Skills Advisers

- A free service offered under the Industry Skills Fund
- Experienced Skills Advisers work with businesses to understand growth opportunities and identify the skills needed to increase competitiveness
- Following Skills Advice businesses receive a Skills Advice Report that covers:
  - Business profile
  - New growth opportunities
  - Current and future workforce requirements
  - Training recommendations

# Industry Skills Fund

## Eligibility

### Eligible applicants:

- Individual solvent Australian enterprises which:
  - are non-tax exempt and incorporated under the Corporations Act
  - have an ABN
  - are GST registered
  - have a demonstrated trading history for at least three consecutive years
  - workplace Gender Equality Agency compliant
- Consortia:
  - Can be led by a business involved in the project or a separate entity
  - Lead member must be a solvent Australian incorporated entity
  - At least three beneficiaries

### Not eligible:

- training deliverers
- state and territory government bodies

# Industry Skills Fund

## Priorities

- Small and medium enterprises, including micro businesses
- Industry sectors identified by government as having a competitive advantage (businesses that fall outside these sectors can also apply)
- Business with growth opportunities:
  - diversifying
  - adopting new or emerging technologies
  - entering export markets
  - responding to domestic opportunities, or
  - repositioning because of market driven structural adjustment

# Industry Skills Fund

## Immediate Priority Industries



**FOOD AND  
AGRIBUSINESS**



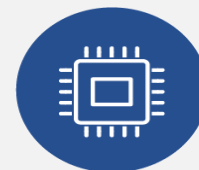
**MINING EQUIPMENT,  
TECHNOLOGY AND  
SERVICES**



**MEDICAL  
TECHNOLOGIES AND  
PHARMACEUTICALS**



**OIL AND GAS**



**ADVANCED  
MANUFACTURING**



# Industry Skills Fund

## Merit Criteria

The Fund has five Merit Criteria:

- Growth Opportunity
- Productivity
- Linkages
- Value for Money
- Capacity to Manage

All eligible applications and funding proposals must address all the Industry Skills Fund (Growth Stream) Merit Criteria, unless a business has accessed Skills Advice.

# Industry Skills Fund

## Co-contribution Model

Co-contributions as a % of total project expenditure are based on business workforce size:

- Micro businesses (0-4 FTE employees) – 25%
- Small businesses (5-19) – 34%
- Medium businesses (20-199) - 50%
- Large businesses (200+) 75%

Co-contributions cannot be in-kind

# Industry Skills Fund

## Scenarios

A **food manufacturer** has recently negotiated contracts to start **exporting** their produce to China.

In order to achieve this goal, the company will need to undertake accredited training in exporting and food safety.

Some of these employees do not have the required level of LLN skills **to successfully complete this export and food safety training** and **could benefit from some contextualised LLN training** to assist them.

# Industry Skills Fund

## Scenarios

A **small IT company** has recently developed a **new product line**.

In order to build the market for this product, the company needs to develop the skills of its technology experts to **enhance service delivery** beyond their current role of trouble shooting in order to identify additional business opportunities.

Additionally, written submissions for new business contain a number of grammatical errors and staff need to develop the skills to **produce reports with an enhanced level of sophistication**.

Therefore, these employees **may undertake a range of workplace communication training** to assist them meet the growing needs of the company.

# Industry Skills Fund

## Scenarios

A **medical manufacturer** has introduced a **new product line** and as a result the company needs to **restructure**.

This will involve some employees moving to new more customer focused roles and some others being promoted to more senior positions.

Many of these employees are from **CALD backgrounds** and while operating effectively in their current role **don't have the required workplace communication skills to operate in their new more customer-based or supervisory role**.

Therefore, these employees **may undertake workplace communication training** to assist them with the transition.

# Industry Skills Fund

## Scenarios

A **citrus grower** has created a small side-business making eco-friendly cleaning products out of inferior quality oranges. **Demand for these products is growing exponentially** and the business has recently invested significantly in upgrading their production line.

The company requires their staff to be trained in both operating and maintaining this machinery as soon as possible to enable the new machinery to begin being used.

Their existing production line staff **do not have the required proficiency in LLN** to cope with the **demands of the new technology** and could benefit from some specific LLN training to help them make the adjustment.

Additionally, they have promoted two of their junior staff within the growing business to take on **frontline supervisory responsibility**. While these staff have a good level of technical and oral communication skills, they require some **targeted support to address the higher level of LLN skills** required of these positions (eg report writing, presentation).

# Industry Skills Fund

## Scenarios

A **sugar mill** is **up-grading their machinery and processes** to enable them to meet increasing demand.

They are moving from **paper-based to computerised operations**, however, the workers currently **don't have the computer skills** required to make this transition.

Therefore **digital literacy training** could be provided to these employees.

# Industry Skills Fund

## Process

- Completion of Enquiry form:
  - Business calls 13 28 46 - Call centre assesses preliminary eligibility and completes enquiry form on company's behalf; OR
  - Business completes enquiry form through the website – [Online Enquiry form](#)
- My team calls the business to clarify growth opportunity and potential for skills advice support
- Triage:
  - Skills Advice; or
  - Application form - Enquiry is converted to application; or
  - Ineligible for funding



# Industry Skills Fund

## Key questions

- Does the business have a growth opportunity?
- Will targeted training assist the business to take advantage of and increase their competitiveness for this growth opportunity?

# Industry Skills Fund

## Directing of questions

Victorian based queries to [IndustrySkills-Vic@education.gov.au](mailto:IndustrySkills-Vic@education.gov.au)

National enquiries to [industryskillsFund@education.gov.au](mailto:industryskillsFund@education.gov.au)