

Industry Skills Fund Skills Advice Service



AWPN Workshop 14/8/15

Recap on Components of the ISF

Two Elements

- Free of charge Skills Advice (subject to assessment)
- Training grant (subject to application):
 - Accredited qualifications
 - Skill sets or individual competencies
 - Customised mix of competencies
 - Non-accredited courses
 - Mentoring or coaching
 - Language, literacy & numeracy skills
 - Innovative training solutions tailored to meet specific business needs

1. LLN to Support Export Growth

33 FTE smallgoods manufacturer with 50% of staff from CALD background must ensure production is compliant with export license, food processing accreditation and overseas clients' quality requirements:

- Implemented supervisor training
- Proposed to implement CIII/CIV in Lean manufacturing
- RTO identified 10 staff lacking LLN skills to complete qualification(s).
- Expert LLN assessment recommended to determine nature and extent of training required to bring employees to appropriate Language/literacy level
- ISF funds 50% of total training costs (including LLN)

2: LLN to Support New Product line

15 FTE Company implementing ISO9001 accreditation and new Enterprise Planning Software to enhance efficiency, productivity and quality for new product line:

- Non-Accredited training in ERP system
- Accredited skill set in Quality Assurance
- Increased requirement to read, understand and apply QA procedures in production area
- 5 key employees from CALD background
- Continuous improvement and quality management is critical to meet client expectations in new market
- Tailored assessment and training program essential to bring employees to ACSF Level 3 and address digital literacy skills
- ISF funds 66% of total training costs

3: Consortium Project (in progress)

National Industrial Laundry Franchise introduces state of the art RFID technology in linen, work wear etc. as part of automated tracking system of end-end laundry process:

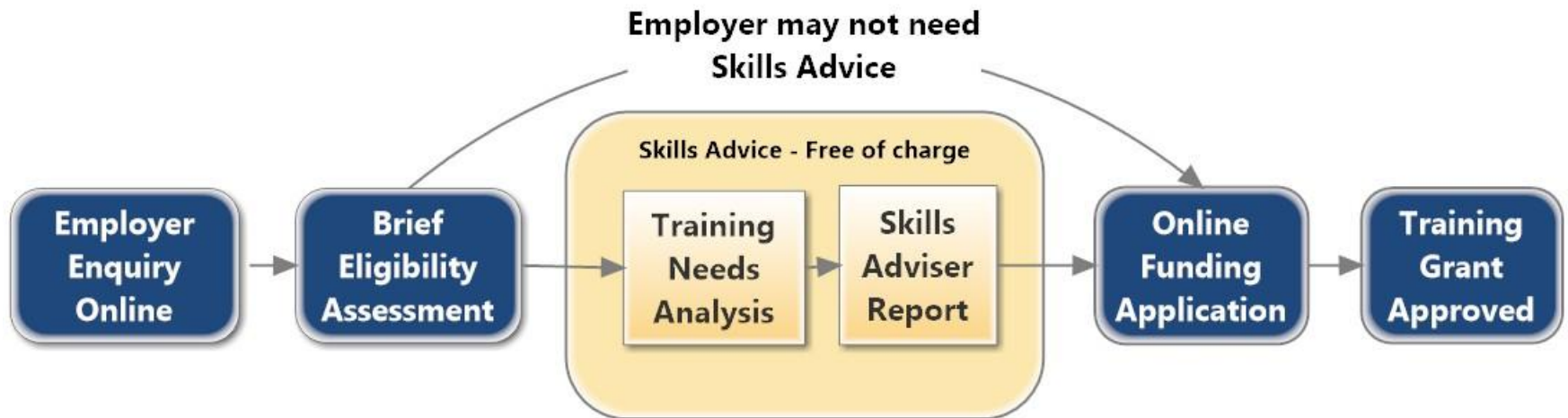
Workforce Development Plan for CALD Business Owners:

- Vendor training in RFID technology and tracking system
- Accredited skills sets in new processes/competitive manufacturing
- Accredited Workplace Training skillsets for each enterprise owner
- Foundation skills training embedded in Workplace Training skillset for CALD business owners

9 Consortium members

- 1 x Medium (30 employees = 50% funding of company's costs)
- 3 x Small (13-15 employees = 66% funding of each company's costs)
- 5 x Micro (1-4 employees = 75% funding of each company's costs)

ISF Skills Advice Process



Skills Adviser can assist employer prepare funding application

Role of Skills Adviser

Analyse Growth Opportunity

- Diversifying into new or emerging markets
- Adopting new or emerging technologies
- Entering export markets for the first time
- Responding to significant new domestic market opportunities
- Repositioning because of market driven structural adjustment

Identify Skills Required

- Assess current workforce skills
- Define skills required to meet growth opportunity
- Identify skills gaps
- Define training strategies
- Measures of success
- Productivity outcomes

Recommend training solution(s)

- Explore training options & funding availability
 - ISF eligible training
 - State/territory funded training (e.g. VTG)
 - Apprenticeships / traineeships incentives
 - Training that supports normal day-to-day business operations

Training Grant Application

- Minimum 2 quotes for training costs
- Must be direct training/coaching costs
- Must meet 5 Merit Criteria
 - Demonstrated Growth Opportunity *
 - Identified Productivity Gains *
 - Linkage of Skills Needs to Growth Opportunity *
 - Value for money
 - Capacity to Manage
- Formal quotes to be attached to Application

***These 3 criteria are already addressed if Skills Advice has been accessed**

Any Questions

