



Employer Breakfast Seminar “Employing your Future Workforce”

Mercure Hotel Williamtown Airport 26th October 2017

In 2017 the fortunes of Hunter manufacturing have taken a turn for the better in a fairly substantive way, after 5 years of economic downturn, due to:

- Recovery in the mining industry
- Sydney infrastructure build
- And new opportunities for long term contracts with Defence primes.

This news is good because it holds a strong promise of medium to long-term industry stability. This in turn allows small and large companies to do some long-term human resource planning.

The region is also well positioned to meet the need due to:

- A tradition of trade families
- Community value of trade training; and
- Three local high schools which are positively geared to working with industry to meet their future talent needs;
- Great support from TAFE NSW in working with schools and employers;
- Great support from Government and industry bodies.

Success in avoiding skill shortages in companies will rely on good strategic workforce planning by individual companies.

The following is a brief summary of each Program which was presented. For the detail go to the accompanying presentation for that organisation.

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Program: PaTH
Program Owner: Federal Department of Employment
Contact Details: Mark Almond, Employer Liaison Officer, Mob: 0418 919 509,
mark.almond@employment.gov.au
Target Skills Group: Unskilled-semiskilled
Objective: To mitigate young people becoming long-term unemployed
Age group: 17-24 year old unemployed

How it works:

- Pre-employment skills training in teamwork, presentation, communication and IT skills (Conducted by separate provider)
- Work based internship 15-25 hours per week for 4-12 weeks (no wages payable, insurances and \$1,000 benefit to employer)
- If converts to regular employment (including as an apprentice or trainee), up to \$10,000 benefit is payable to employer
- Other supports including payment for tickets and some training may be available (e.g. White Card, etc.) PPE needs, pre-employment medicals, etc. may also apply

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Program: Stemship
Program Owner: RDA Hunter
Contact Details: Rick Evans, Program Manager Mob: 0434 489 609, rick.evans@rdahunter.org.au
Target Skills Group: Future Apprentices and Trainees from local high schools
Age group: 17-18 year old high school students (Years 11-12)
Objective: To provide young people with a taste of technical employment occupations

How it works:

- TAFE delivers multidisciplinary introductory skills grounding in hydraulics and pneumatics, CAD, Electronics, Metal Fabrication and Enterprise skills
- Industry site tours
- Work placement 4 weeks
- Great proving ground for future apprentices with 50% apprentice take-up rate
- Has the backing of 35 employers

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Program: P-TECH

Program Owner: Australian Government Department of Education and Training, managed by Skilling Australia Foundation at Hunter River High School, Heatherbrae

Contact Details: Liana Nadalin Port Stephens P-TECH Industry Liaison Officer
Mob: 0425 214 918 lnadalin@saf.org.au

Target Skills Group: Engineering, Advanced Manufacturing and Aviation sectors.

Age group: 15 -16 year old students (Years 9-10) in Tomago/Heatherbrae area

Objective: To prepare young Australians for careers of the future.

How it works:

- Local employers partner with schools, TAFEs/RTOs and universities to strengthen students' prospects of a successful transition to work by ensuring they develop the technical and personal skills employers are looking for.
- The program provides an industry supported pathway for students to achieve a post-school qualification in an area of growing local employment demand.
- To achieve this goal, the school is working collaboratively with other education and training providers and a number of major locally-based employer partners including BAE Systems Australia, Jetstar, Varley Group Engineering and Ampcontrol and also the University of Newcastle and RDA Hunter
- 17 students are enrolled in Certificate II Engineering, 9 students are enrolled in Certificate II Pathways Aeroskills, 9 students are enrolled in Certificate III in Aviation (Remote pilot - Visual line of Sight)

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Program: Hunter Trade College

Program Owner: Hunter Trade College, Telarah, a VET High School in the NSW Education System,

Contact Details: Abbie Barnfield, Field Officer, 02 4932 2400
abbie.barnfield@htc.nsw.edu.au

Target Skills Group: Year 11-12 students who have chosen a technical or trade pathway.

Age group: 16-17 year old students from across the Hunter – 150 per year

Objective: To provide young people with foundations skills and experience to become apprentices and trainees.

How it works:

- Regular high school where students will achieve the HSC
- Core subjects are English, Maths and IT plus two VET subjects from automotive, electronic, carpentry and metals/engineering
- School offers School Based Apprenticeships and work experience

- Students are available for 50 days work experience (up to 3 days a week) in Year 11 and 60 days (2-3 days) in year 12.
- Can also work 5 days a week and pm shift work
- 350 regular employer supporters

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Program: TAFE NSW, Newcastle Campus

Program Owner: TAFE NSW

Contact Details: Michelle Tierney-Elliott, Co-Ordinator Trade Qualification Group, 02 4923 7843 michelle.tierneyelliott@tafe.nsw.edu.au

Target Skills Group: High school students and adults with part qualifications.

Age group: 15 year old students and adults

Objective: To provide trade pathways for students, and for employees who have part qualifications.

How it works:

- Pre-vocational (pre apprenticeship) training can be organised at the request of employers to give young people a taste of trade skills
- The YES Program for students at risk of leaving school early. Also ideal for schools which do not offer VET training.
- Recognition of prior learning (RPL) for trades assistants etc and access to TAFE classes to meet trade certificate qualifications.

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Program: Apprentice Incubator

Program Owner: Callaghan College, Jesmond Senior Campus (highest uptake of School Based Apprenticeships in NSW)

Contact Details: Craig Miller, Industrial Arts Teacher, 02 4952 3922 craig.miller@det.nsw.edu.au

Target Skills Group: Year 11-12 students who may not want an ATAR and who want to explore one or more VET pathways

Age group: 17-18 year old students

Objective: To provide young people with concentrated work experience of trade and technical employment occupations which could become apprenticeships/traineeships after leaving school.

How it works:

- Construction, electrotechnology and metals and engineering students. Students are encouraged to do more than one trade placement.
- VET accounts for 2 units in the HSC
- Flexible unpaid work experience which can be either one day weekly or in sandwich patterns up to 5 days per week.

- Up to 40-50 days experience in the workplace
- College can also offer conversion to part-time apprenticeships (paid)
- Students are screened through a job selection process
- College has 2 full time staff to support its school to work programs
- Provides employers with opportunity to assess the capabilities of good quality students with the possibility of offering them an apprenticeship.

Compiled by:

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6th November 2017

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