

12 December 2005

Not Relevant

602 PROGRESS REPORT ON THE IMPLEMENTATION OF THE WORKFORCE
DEVELOPMENT STRATEGY, BETTER SKILLS BETTER WORK BETTER STATE
- NOTED

Not Relevant

602

MINUTES forming ENCLOSURE to:

METAPE 46/05 PN

TO: THE PREMIER FOR CABINET TO NOTE

RE: PROGRESS REPORT ON THE IMPLEMENTATION OF THE WORKFORCE DEVELOPMENT STRATEGY, *BETTER SKILLS BETTER WORK BETTER STATE*

1. PROPOSAL

1.1 That Cabinet notes the progress on the implementation of the Workforce Development Strategy, *Better Skills Better Work Better State* since its launch on 9 August 2005.

2. BACKGROUND

2.1 Cabinet approved the Workforce Development Strategy, *Better Skills Better Work Better State* and *South Australia's Skills Action Plan: First Steps* on 25 July 2005. It was subsequently launched at the Workforce Development Conference on 9 August 2005, jointly hosted by the Training and Skills Commission and the Economic Development Board.

2.2 Since that time significant progress has been made in implementing a number of initiatives. This provides an update on the progress of implementing the Strategy.

3. DISCUSSION

3.1 Training and Skills Commission

Training and Skills Commission members have begun conducting a series of visits to regions of South Australia to speak to local networks of industry, training, education and regional development representatives about the strategy. These presentations are being met with interest and Commission members have been asked, in many cases, to return to speak to wider industry groups.

It is expected that the appointment of Mr Tom Phillips, retiring President and CEO of Mitsubishi Motors Australia Ltd, to the position of Chair of the Commission will provide additional opportunities to promote increased effort by industry in workforce development.

3.2 Workforce Information Service

The Workforce Information Service – Online (first stage) has been completed and launched to DFEEST, industry skills boards, government agencies, regions and other key stakeholders. The Workforce Information Service can be found online at www.workforceinfoservice.sa.gov.au. The following products were completed and published:

- 17 regional profiles
- e-alert (monthly)
- People Jobs and Skills
- Industry Training Priorities
- Monthly and quarterly labour market summaries

3.3 Workforce Development Consortium – research agenda

Research briefs have been developed and negotiations for the commissioning of research through the Workforce Development Consortium have commenced for projects as part of the Workforce Development Strategy including research on:

- *High performance work practices* – a project that will focus on developing tools and mechanisms to assist workplaces to adopt high performance work practices and to market themselves to employees and prospective employees as ‘*employers of choice*’.
- *Workforce tools and practitioners* – a project to undertake a critical analysis of workforce development and planning tools and an audit of practitioner capacity and capability within South Australia.
- *Mapping the lifecycle experiences of men and women in the labour market* – a project to critically assess the experiences of the ‘average’ man and woman in the labour market throughout their lifecycle, to inform actions under the Workforce Development Strategy, particularly in the areas of work/life balance, flexible learning and retirement transitions. It will also be used to inform the state government’s Population Policy.

3.4 Workforce Development Action Plan

- Work has commenced on the development of the ‘on-line’ version of the new Workforce Development Action Plan which goes beyond the 10 priority industry sectors identified in the document *South Australia’s Skills Action Plan: First Steps*, to incorporate a broader representation of industry sectors.
- The online version will be part of the Workforce Information Service web site and will be regularly updated to include information on specific initiatives coming from the industry skills boards, the Employment and Skills Formation networks and through Workforce Development Fund projects.

3.5 Industry Skills Boards

- The nine industry skills boards are currently being supported to develop industry specific workforce plans that will focus on local and enterprise based intelligence of the emerging demand for skills, issues affecting the attraction and retention of the workforce and assistance in the development of specific strategies. Information on specific initiatives and programs will be fed into the *Workforce Development Action Plan*, a rolling plan which is intended to operate over the same timeframe as South Australia's Strategic Plan.
- Industry skills boards continue to access funding for strategic workforce planning through the *Workforce Development Fund* initiative. In September a joint project between Service Skills South Australia and the Food, Tourism and Hospitality Industry Skills Advisory Council SA Inc. secured funding of \$220,000 from the fund for the Adelaide Airport and Western Region Skills Project which aims to address workforce planning, development and skilling across retail tourism, hospitality and associated industries in the western metropolitan regions in response to major developments at the airport precinct.

3.6 Collaborative work with other government departments:

DFEEST has continued to work collaboratively with a range of government agencies to respond to the state's workforce needs arising from major projects and industry development plans. These include:

- **Minerals sector expansion** – DFEEST is coordinating a group of representatives from Department of Trade and Economic Development (DTED), Primary Industries and Resources SA (PIRSA), South Australian Chamber of Mines and Energy (SACOME) and Department of Transport, Energy and Infrastructure (DTEI) to investigate the future workforce needs of the Minerals sector.
- DFEEST also held a forum in Whyalla (with representatives from DTED, PIRSA, DTEI, SACOME, TAFE and industry) which identified and discussed workforce development issues and strategies for the mineral and heavy engineering sector in the Upper Spencer Gulf region.
- **AWD contract** – DFEEST is working with DTED and the Defence Unit to ensure that suitable skilled workers are available to take up the opportunities afforded by this major project.
- **Edinburgh Parks development** – DFEEST is working with DTED, Land Management Corporation and the Office of the North to develop policies and programs aimed at ensuring a skilled

workforce is available to support the development of an automotive, defence, electronics and transport precinct in the north.

- **Food Workforce Planning** – DFEEST has worked with Food SA (PIRSA) to develop a workforce planning (survey) tool to undertake a needs analysis of enterprises in the food processing industry.
- **Wine Partnership Strategy** – DFEEST, in partnership with the SA Wine Industry Association has commenced work to jointly undertake a workforce needs analysis of the wine industry.
- **Tourism** – DFEEST is represented on the Workforce Development Working Group which has commenced work on a Workforce Development Plan for the tourism industry.
- **Industry Participation Policy** – DFEEST is working with DTED to develop guidelines for the workforce development component of the IPP.

4. RECOMMENDATION

- 4.1 That Cabinet notes the progress to date on the implementation of the Workforce Development Strategy.

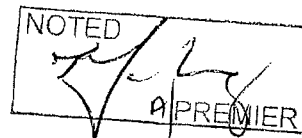
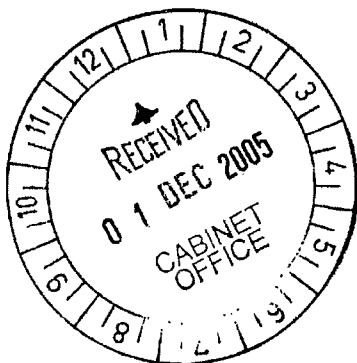
Stephanie Key

HON STEPHANIE KEY MP
MINISTER FOR EMPLOYMENT, TRAINING AND FURTHER EDUCATION

30/11/2005

In Cabinet

12 DEC 2005



INDUSTRY SKILLS BOARDS Configuration

Business Services Industry Skills Board SA Inc

Assessment and Workplace Training
Asset Maintenance
Asset Security
Business Services
Financial Services
• Information Technology
Printing and Graphic Arts
Property Development and Management
Telecommunications

Construction Industry Training Board

Civil Construction
General Construction
Off-Site Construction
Plumbing and Services

SA Health and Community Services Skills Board

Community Services
Correctional Services
Health

Electrical, Electrotechnology, Energy and Water Skills Board

Electricity Supply Industry – Generation
Electricity Supply Industry – Transmission and Distribution
• Electrotechnology Industry
Gas Industry
Lifts Industry
Water Industry

Food, Tourism and Hospitality Industry Skills Advisory Council

Australian Meat Industry
Caravan Industry
Food Processing Industry
Hospitality
Sugar Milling
Tourism

Manufacturing

Aeroskills
Automotive Industry Manufacturing
Automotive Industry Retail, Service and Repair
Chemical, Hydrocarbons and Oil Refining
Forest and Forest Products Industry
Furnishing Industry
Laboratory Operations
Manufactured Mineral Products
Metal and Engineering Industry
Plastics, Rubber and Cablemaking
Pulp and Paper Manufacturing Industries
Textiles, Clothing and Footwear

Primary Industries Skills Council SA Inc

Amenity Horticulture
Animal Care and Management
Conservation and Land Management
Racing Industry
Rural Production
Seafood Industry

Services Skills Industry Alliance Inc

Beauty
Community Pharmacy
Entertainment
Film, TV, Radio and Multimedia
Floristry
Funeral Services
Hairdressing
Museum and Library/Information Services
Music
National Community Recreation Industry
National Fitness Industry
Outdoor Recreation Industry
Retail
Sport Industry
Visual Arts, Craft and Design
Wholesale
Woolworths

Transport and Distribution Training SA Inc

Aviation
Maritime
Transport and Distribution