

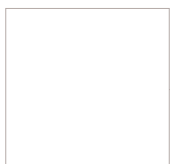
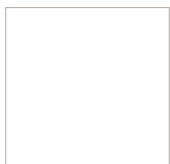
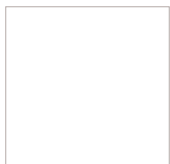
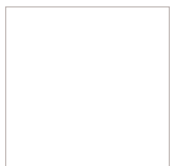
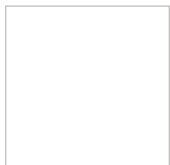


Aerospace Engineering Skills Action Plan

Report March 2002

A joint project between the Department
of Education, Training and Youth Affairs
and the Australian Industry Group

NATIONAL
INDUSTRY
SKILLS INITIATIVE



Aerospace Engineering Skills Action Plan

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A range of indicators clearly points to the emerging prospect of major skills shortages across the Aerospace industry in Australia over the next five years. As a priority, strategic initiatives must be taken to respond to the clear demand for a dramatically enhanced national training effort.

Foreword to Aeroskills Training needs for the Aerospace industry - Beyond 2000
(report commissioned by MERS ITAB Ltd May 2000)



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Introduction

The Report on the findings of the survey of training needs, infrastructure and resources of Queensland aerospace organisations - March 2001 (by MERS ITAB - QLD for the Aerospace Training and Education Network Working Party) confirms continuing concerns about skills needs and details industry's views and support for a range of responses and initiatives to address these needs.

As may be expected the challenges faced by the Aerospace Engineering sector to enable it to successfully overcome skills shortages are in many respects similar to those faced by the general engineering sector.

So for example in all areas of engineering:

it is important that current information and attractive images of the industry are made available to young people, parents, schools etc, in a timely fashion, with easily accessible guides available to enable them to follow-up their interest.

The Aerospace Engineering Skills Action Plan presents responses and initiatives integrated with those contained in the main engineering Industry Skills Action Plan, supplemented by Aerospace Engineering specific measures where appropriate.

Setting up a process to focus on Aerospace Engineering needs

The Engineering Industry Task Force identified the need to develop strategies to deal with the emerging skill shortages in Aerospace Engineering. As a result it formed an Aerospace Engineering sub-committee to examine and report on current and emerging skills shortages in the Aerospace sector and develop strategies to deal with the identified issues.

The sub-committee's findings and proposals are contained in the attached *Aerospace Engineering Skills Action Plan*.

Skills shortages and training features in the Aerospace Engineering sector *

The *Aeroskills Training needs for the Aerospace industry - Beyond 2000* report found that the key underlying features include:

- the decline in apprentice/trade training rates in recent years
- concerns about the numbers and average age of Licensed Aircraft Maintenance Engineers (LAMEs)
- and the impact of Australian Defence Force (ADF) outsourcing of major aircraft maintenance work. This results in a significant transfer of work from ADF (which in the main trains its own personnel) to the civilian Aerospace Engineering sector. As a consequence there are dramatically increased requirements for civilian recruitment and skill development outcomes from the civilian training system

The concerns and findings in the '*Beyond 2000*' report have also been substantially reflected in more recent survey work and proposals being examined in Queensland (and separately in Victoria), focussing on the skills and training needs of the industry in those States.

Demand for skills remains strong. This is highlighted by recent recruitment action taken by the two major airline operators to recruit 500 to 600 maintenance trades personnel, with their significant commitments also for ongoing trainee/apprenticeship intakes.

Development of aircraft equipment systems and the enhanced operational capabilities of new aircraft set challenges but also provide opportunities for the Australian Aerospace Engineering sector requiring attention to skills strategies.

Another important background feature is that there is world wide skill shortage across the international Aerospace Engineering sector. This universal problem also provides Australia with an opportunity to export skills to help meet the aerospace maintenance, repair and overhaul needs of overseas organisations. This would require local training regimes to enhance their capacity to meet international requirements.

**The events of September 2001*

The above comments deal with domestic and international demand for skills prior to the events of September 2001 which saw both the placement of Ansett Australia in administration and the additional downturn in international aviation.

It was notable that significant numbers of Ansett engineering staff and apprentices were re-employed within the Aerospace Engineering sector shortly after Ansett (initially) ceased operations. It is however a matter for concern that some aerospace skilled employees have gained employment in other sectors and this will further limit capacity for sectoral growth.

Notwithstanding the impact of the above events the underlying demand for skills in Aerospace Engineering remains strong in Australia and that demand is not expected to diminish over the medium to long term.

Skills achievement and licensing - the industry context

Skills development to meet the needs of the Aerospace Engineering industry is provided under the Australian Quality Training Framework and accessed through the Aeroskills Training Package MEA97. The Civil Aviation Safety Authority (CASA) administers the licensing and regulatory compliance framework and requirements.

These separate pathways are being revised to integrate CASA requirements for licensing preparation within the Aeroskills Training Package. This is being achieved by inserting CASA requirements within industry competencies specified in vocational education and training programs and national qualifications available under the Training Package.

CASA's proposed new licensing requirements (and the integration with vocational education and training) can be expected to generate significant increased industry sector awareness of skills development programs. It will present increased opportunities to engage industry in additional and enhanced skills programs designed to be timely and effective.

Harmonisation of responses across a range of programs and policy initiatives

The Aerospace Engineering Skills Action Plan outcomes and strategies have been formulated to harmonise with a range of related activities and initiatives. These include vocational education and training, regulatory and industry development areas involving various bodies such as:

- Department of Education, Science and Training
- State/Territory training authorities
- Australian National Training Authority
- Manufacturing, Engineering and Related Services Industry Training Advisory Body Ltd
- Civil Aviation Safety Authority
- Department of Transport and Regional Services
- Department of Industry, Tourism and Resources

Methodology

The sub-committee consisted of representatives from aviation industry organisations and stakeholders (listed separately). The sub-committee met initially on 25th May 2001 where a wide-ranging discussion took place to identify sector skill needs. A first draft of the Aerospace Engineering Skills Action Plan was developed.

Subsequent meetings and exchanges of drafts over the June to August 2001 period resulted in the production of the agreed Aerospace Engineering Skills Action Plan. The action strategies are to be implemented over a timeframe up to July 2002.

The next step

The following Action Plan has been accepted by the Skills Task Force and is endorsed for action.



Aerospace Engineering Skills Action Plan Executive Summary

Addressing skills shortages/skill formation needs

The Aerospace Engineering sub-committee of the Engineering Industry Task Force has produced the **Aerospace Engineering Skills Action Plan**. The Plan focuses on proposals to achieve practical, measurable and beneficial outcomes which address shortages in Aerospace Engineering skill sets. The Plan is structured to meet current and future needs of the industry sector. The action strategies are to be implemented over a timeframe up to July 2002.

Addressing issues and achieving outcomes

The objectives for the **Aerospace Engineering Skills Action Plan** address the following issues and focus on achievement of listed outcomes:

Objective 1 Enhancing the industry profile to attract job seekers

Addresses
The concern that this sector has a low public/community profile and is not seen as offering attractive job opportunities, exciting career paths and high skills/qualifications.

Outcomes Sought
The Aerospace Engineering industry is perceived as one that is high technology and a user of advanced information technology tools.

As a global industry sector it is seen as offering great opportunities for high skills, qualifications, advancement and rewards.

The industry sector is committed to the ongoing development of career information strategies and products.

Objective 2 Building and supporting industry commitment to a training culture

Addresses
The concern that action should be taken to build and support industry organisations' commitment to comprehensive ongoing skill development for new workers as well as the existing workforce.

Outcomes Sought
Industry is committed to continuous improvement, values skills enhancement and recognises the value of vocational

education and training to overall commercial success and regulatory compliance. Existing workers receive vocational education and training against identified skill gaps and steps are taken to maximise the retention of existing employees within the industry.

Objective 3 Expanding the provision, variety and uptake of pathways into New Apprenticeships

Addresses
The concern that there are needs for additional and improved pathways into New Apprenticeships arrangements for the industry.

Outcomes Sought
An increase in the number of people entering New Apprenticeships under arrangements which suit industry needs.

Objective 4 Achieving complementary and coordinated recruitment/career promotion by industry

Addresses
The need for industry stakeholders to work together to develop coordinated approaches to recruitment and career promotion.

Outcomes Sought
Solutions to the skill and training needs of industry and individuals through coordinated and complementary recruitment and career promotion strategies and programs.

Objective 5 Adequate program planning for and resourcing of Registered Training Organisations (RTOs) to ensure timely and effective training and skill recognition

Addresses
The need for RTOs to be adequately resourced and to plan suitable programs to provide timely and effective training and skill recognition services for the industry.

Outcomes Sought
Solutions to the training/skill recognition needs of industry are met.

Objective 6 Improving recruitment outcomes

Addresses
Concern that industry should have access to a range of recruitment options which include group training, labour hire, migration etc.

Outcomes Sought
Skills shortages are being met by a wide range of recruitment options including training, labour hire, migration etc.

Objective 7 Integrating/coordinating Australian and New Zealand skills training systems

Addresses
The need for appropriate integration and coordination of Australian and New Zealand skills training systems as an initial step in achieving wider international cooperative arrangements.

Outcomes Sought
Solutions to the Aerospace Engineering industry's skill needs are being facilitated by appropriate international integration and coordination of training systems, with an initial focus on achieving cooperative arrangements between Australia and New Zealand.



Aerospace Engineering Skills Action Plan

	ACTION PLAN STRATEGY	ACTION REQUIRED SEPT 2001 – JULY 2002	DETERMINANTS OF SUCCESS
<p>Objective 1: Enhancing the industry profile to attract job seekers</p> <p>Addresses The concern that this sector has a low public / community profile and is not seen as offering attractive job opportunities, exciting career paths and high skills / qualifications.</p> <p>Aims to Achieve a change in public/community awareness of and attitudes to the Aerospace Engineering industry (particularly aircraft maintenance, repair and overhaul). Implement appropriate strategies to significantly raise demonstrated commitment to the uptake of Aerospace Engineering careers (including in general aviation, and in rural and regional locations), based on the positive aspects of job and skills/training opportunities available.</p> <p>Outcomes Sought The Aerospace Engineering industry is perceived as one that is high technology and a user of advanced/information technology tools. As a global industry sector it is seen as offering great opportunities for high skills, qualifications, advancement and rewards. The industry sector is committed to the ongoing development of career information strategies and products.</p>	<p>Establish a working group of the Task Force including representatives of the Aerospace Engineering industry and the ITAB to:</p> <p>(a) Develop a marketing campaign (including for general aviation, and rural and regional areas) targeting school students, job seekers, career counsellors, parents and community on general image</p> <p>(b) Promote the Aerospace Engineering industry sector as a career destination, and provide information on pathways to acquisition of vocational qualifications and vocational skills</p> <hr/> <p>Ensure the ready availability of high quality, consistent and timely information on Aerospace Engineering skills shortages.</p>	<p>Aerospace Engineering sector concerns to be addressed as part of the relevant ongoing engineering Industry Skills Action Plan initiatives to enhance the industry profile to attract job seekers.</p> <p>Aerospace Engineering Working group established.</p> <p>Existing engineering 'ZOOM' CD ROM supplemented by inclusion of aerospace material on the careers web site and in print materials, set up and promote the use of a 1800 number facility and any other appropriate media/promotion avenues for Aerospace Engineering.</p> <p>Work closely with the National Careers Information System (NCIS) to ensure Aerospace Engineering careers are adequately addressed.</p> <p>Integrate Aerospace Engineering features within the business plan adopted by ECEF and Ai Group to promote the value of Enterprise and Career Education.</p> <hr/> <p>Aerospace Engineering sector concerns to be addressed as part of the relevant engineering Industry Skills Action Plan initiatives to ensure the ready availability of high quality, consistent and timely information on skills shortages.</p>	<p>Note: Wherever practicable specific implementation steps and measures to monitor and determine successful implementation will be linked with the relevant initiatives and processes for the main engineering Industry Skills Action Plan.</p> <p>Aerospace Engineering Working group established by February 2002.</p> <p>Careers website extended to include material targeting aerospace engineering by February 2002. Supporting steps eg. print material and other appropriate media and promotion avenues implemented by April 2002.</p> <p>Aerospace Engineering careers information is included on the NCIS.</p> <hr/> <p>The extent to which skills needs in Aerospace Engineering have been accommodated, including in regional and rural Australia.</p>

Aerospace Engineering Skills Action Plan

	ACTION PLAN STRATEGY	ACTION REQUIRED SEPT 2001 – JULY 2002	DETERMINANTS OF SUCCESS
<p>Objective 2: Building and supporting industry commitment to a training culture</p> <p>Addresses The concern that action should be taken to build and support industry organisations commitment to comprehensive ongoing skill development for new workers as well as the existing workforce.</p> <p>Aims to Build a training culture within the Aerospace Engineering industry (particularly aircraft maintenance repair and overhaul) that will support the continual development of skills based on a recognition that training is a key to achieving and maintaining commercial success and regulatory compliance.</p> <p>Build on the skills of the existing workforce, and take required steps where practicable to maximise the retention of existing employees within the Australian Aerospace Engineering industry.</p> <p>Outcomes Sought Industry is committed to continuous improvement and values skills enhancement, and recognises the value of vocational education and training to overall commercial success and regulatory compliance.</p> <p>Existing workers receive vocational education and training against identified skill gaps, and required steps are taken to maximise the retention of existing employees within the industry.</p>	<p>Implement a marketing and information campaign to promote the benefits of investment in training for the Aerospace Engineering Industry.</p> <hr/> <p>Support employers in broadening their traditional selection pool and advise on ways to attract and retain New Apprentices, such as offering best practice career path strategies.</p> <hr/> <p>Promote the take up of the Aeroskills Training Package. This will support employers to meet their skill needs and access flexibilities available through training packages, New Apprenticeships and the National Training Framework.</p> <hr/> <p>Ensure that Aerospace Engineering sector views concerning measures needed to support the cost of employing New Apprentices are included in industry discussions with Government.</p> <hr/> <p>Support the ANTA/MINCO resolutions of the 17th November 2000 and 8th June 2001 in respect of working cooperatively to achieve a fully integrated national VET system, particularly in relation to fundamental regulatory issues underpinning mutual recognition.</p>	<p>Aerospace Engineering sector concerns to be addressed as part of the relevant ongoing engineering Industry Skills Action Plan initiatives to build a training culture within the industry, including building on the skills of the existing workforce.</p> <p>Aerospace Engineering focus activities to include emphasis on the benefits (in the national and international context) to the organisation in having high quality systems underpinned by a high skilled workforce.</p> <hr/> <p>Aerospace Engineering focus activities to include providing/ linking to a 'one-stop' source of information to assist employers, including integration with the recruitment kit and the Ai Group web site with 'hot links to' associated web sites.</p> <hr/> <p>Address Aerospace Engineering needs in the recent initiatives under the Industry Training Strategies Program providing support funding to facilitate communication among ITABs, New Apprenticeship Centres and RTOs on training packages and delivery issues.</p> <hr/> <p>Investigate measures needed for employers to support the cost of employing New Apprentices in Aerospace Engineering. Integrate Aerospace Engineering concerns for inclusion in industry discussions with Government.</p> <hr/> <p>Integrate Aerospace Engineering concerns in the ongoing work to support national consistency through a range of activities including continuation of membership of relevant committees and boards.</p> <hr/> <p>MERS ITAB to participate in Civil Aviation Safety Authority (CASA) consultative committees and processes (consistent with the MOU between both bodies) delivering CASA's comprehensive reform program.</p> <p>MERS ITAB will work to ensure that CASA's review of licensing and regulatory compliance processes and outcomes are consistent with/complement national Australian Quality Training Framework (AQTF) processes. MERS ITAB will also work with CASA to ensure that CASA competency requirements are framed against Australian Qualification Framework (AQF) criteria and are appropriately integrated within the Aeroskills Training Package.</p>	<p>Note: Wherever practicable specific implementation steps and measures to monitor and determine successful implementation will be linked with the relevant initiatives and processes for the main engineering Industry Skills Action Plan.</p> <p>Development of an industry-specific 'Training Pays' kit and relevant 'return on investment' information from National Centre of Vocation, Education and research (NCVER), with distribution to industry organisations and possibly enterprises.</p> <hr/> <p>Aerospace Engineering specific recruitment kit material (including best practice career path strategies) and integration with the Ai Group web site (with 'hot links' to associated sites) are available for employers by July 2002.</p> <hr/> <p>Aerospace Engineering needs addressed in the initiatives under the recently concluded Industry Training Strategies Program for communication among ITABs, NACs and RTOs on training packages and delivery issues.</p> <hr/> <p>Client surveys (incorporating Aerospace Engineering) indicate a higher level of satisfaction by July 2002.</p> <hr/> <p>Aerospace Engineering concerns integrated with general engineering objectives pursued through membership of key bodies on national consistency.</p> <hr/> <p>Work is continued with CASA to facilitate the integration of CASA licensing and regulatory requirements within the National Training Framework.</p> <p>Industry participation in the ANTA 'licensing' project.</p>

Aerospace Engineering Skills Action Plan

	ACTION PLAN STRATEGY	ACTION REQUIRED SEPT 2001 – JULY 2002	DETERMINANTS OF SUCCESS
<p>Objective 2 continued: Building and supporting industry commitment to a training culture</p>		<p>MERS ITAB will work to implement the outcomes of the current Australian National Training Authority (ANTA) project aimed at providing strategies to deal with any barriers or impediments to the effectiveness of the Aeroskills Training Package resulting from the operation of the CASA licensing system in the Aerospace Engineering sector.</p>	
	<p>Investigate and pilot 'key centre' general aviation (including regional) industry clustering arrangements that aim to address skill shortages through supporting good practice in recruitment and training, fostering sharing of training resources and rotation of apprentices and building better relationships with RTOs and NACs</p>	<p>The approach already taken in piloting 'manufacturing focus' networks will be adapted to meet Aerospace Engineering sector needs. Two Aerospace Engineering 'general aviation' networks will be piloted - one regional-based and one metropolitan-based.</p>	<p>Two Aerospace Engineering 'general aviation' networks (one regional-based and one metropolitan based) will be set up to promote good practice in recruitment and training, sharing of training resources, building better relationships with RTOs and NACs etc.</p>
	<p>Improve employer access to Recognition of Prior Learning services for existing employees through first identifying impediments to access and then recommending and implementing strategies to improve access.</p>	<p>Adapt the outcomes of the earlier RPL position paper identifying general engineering industry specific RPL issues to the Aerospace Engineering sector context. Utilising the proposed ANTA skills audit tool to assist companies in identifying current competencies and consequential skills gaps.</p>	<p>Numbers of companies informed and/or assisted by July 2002.</p>
	<p>Strategies are developed to support assessment against the Aeroskills Training Package.</p>	<p>Work with relevant RTOs to develop sound RPL processes and basic support materials. Work will be undertaken with the Aerospace RTOs network to develop, trial and make available a model program to provide assessment services for existing workers against the training package.</p>	<p>RTO 'Aerospace Engineering RPL kit' developed and trialed. Work is undertaken with the Aerospace RTOs network to develop, trial and make available a model program to provide assessment services for existing workers against the training package by July 2002.</p>
	<p>Influence States and Territories to target training to support upskilling of existing engineering workers in the Aerospace industry.</p>	<p>Strategies to be implemented to collate skills shortages information available from State ITABs and to seek promotion of these areas to State Training Authorities for special training program funding/strategies.</p>	<p>Strategies undertaken by June 2002 to collate skills shortages information available from State ITABs and to seek promotion of these areas to State Training Authorities for special training program funding/strategies.</p>

Aerospace Engineering Skills Action Plan

	ACTION PLAN STRATEGY	ACTION REQUIRED SEPT 2001 – JULY 2002	DETERMINANTS OF SUCCESS
<p>Objective 3: Expanding the provision, variety and uptake of pathways into New Apprenticeships</p> <p>Addresses The concern that there are needs for additional and improved pathways into New Apprenticeships arrangements for the industry.</p> <p>Aims to Expand the provision, variety and uptake of pathways into New Apprenticeships designed for Aerospace Engineering industry requirements, with flexible arrangements which meet the industry's varied needs and settings.</p> <p>Outcomes Sought An increase in the number of people entering New Apprenticeships under arrangements which suit industry needs.</p>	<p>Industry is committed to continuous improvement and values skills enhancement and recognises the value of training to overall commercial success</p> <hr/> <p>Use the outcomes of the research project with Group Training Companies (including the Metal Industry Group Apprenticeship Scheme (MIGAS) and the Ai Group Group Training Company) undertaken through the engineering Industry Skills Action Plan to identify barriers to employers in the Aerospace Engineering sector utilising group training options more widely, and specify action to facilitate use of such options where appropriate.</p> <hr/> <p>Investigate the feasibility and suitability for the Aerospace Engineering sector of access to a range of programs providing pathways into New Apprenticeships including pre-apprenticeships, pre-vocational, schools based programs (with initiatives such as the Framework for Vocational Education in Schools, work placement schemes for students and encouraging employer commitment to engage in career education in schools).</p>	<p>Aerospace Engineering concerns to be addressed as part of the relevant ongoing engineering Industry Skills Action Plan initiatives to expand the provision, variety and uptake of pathways into New Apprenticeships.</p> <p>Development and implementation/promotion of new and improved qualifications to be available in the Aeroskills Training Package such as at Certificates I (or separate school-based outcomes), II, IV, and Diploma and Advanced Diploma levels.</p> <hr/> <p>Aerospace Engineering sector focus and activities are integrated with the strategies developed to implement the recommendations of the Group Training project report.</p> <hr/> <p>Report with recommendations on the feasibility and suitability of such pathways for the Aerospace Engineering sector to be provided.</p>	<p>Note: Wherever practicable specific implementation steps and measures to monitor and determine successful implementation will be linked with the relevant initiatives and processes for the main engineering Industry Skills Action Plan. Work on development, implementation and promotion of new and improved qualifications to be available in the Aeroskills Training Package such as at Certificates I (or separate school-based outcomes), II, IV, and Diploma and Advanced Diploma levels. Areas to be implemented or under development progressively through 2002.</p> <hr/> <p>Aerospace Engineering sector focus and activities are identified and integrated with the strategies developed to implement the recommendations of the Group Training project report by March 2002.</p> <hr/> <p>Report with recommendations on the feasibility and suitability of such pathways for the Aerospace Engineering sector to be provided by May 2002.</p>
<p>Objective 4: Achieving complementary and coordinated recruitment/career promotion by industry</p> <p>Addresses The need for industry stakeholders to work together to develop coordinated approaches to recruitment and career promotion.</p> <p>Aims to Take action to promote and facilitate efforts by Aerospace Engineering industry organisations and stakeholders to mutually complement and coordinate their recruitment and career promotion strategies and programs.</p> <p>Outcomes Sought Solutions to the skill and training needs of industry and individuals through coordinated and complementary recruitment and career promotion strategies and programs.</p>	<p>The MERS ITAB Aerospace Engineering 'sector recruitment and career promotion working group', assisted by other stakeholders as appropriate, will develop proposals (where possible) for effective coordination and complementary design and delivery of such programs.</p> <hr/> <p>Complementary and coordinated Aerospace Engineering sector industry recruitment and career promotion strategies and programs will where possible use common platforms and common delivery formats such as common web site access, with appropriate 'hot links' to individual participating organisations, print-based materials etc.</p>	<p>Facilitation of meetings/discussion by the working group to progress industry organisations' commitment and develop implementation steps.</p> <hr/> <p>Support for the development and coordination of common platforms and common delivery formats for effective industry recruitment and career progression outcomes.</p>	<p>Note: Wherever practicable specific implementation steps and measures to monitor and determine successful implementation will be linked with the relevant initiatives and processes for the main engineering Industry Skills Action Plan.</p> <p>Facilitation of meetings/discussion by the working group to progress industry organisations' commitment and develop implementation steps by April 2002.</p> <hr/> <p>Support for the development and coordination of common platforms and common delivery formats for effective industry recruitment and career progression outcomes with access by July 2002.</p>

Aerospace Engineering Skills Action Plan

	ACTION PLAN STRATEGY	ACTION REQUIRED SEPT 2001 – JULY 2002	DETERMINANTS OF SUCCESS
<p>Objective 5: Adequate program planning for and resourcing of Registered Training Organisations (RTOs) to ensure timely and effective training and skill recognition</p> <p>Addresses The need for RTOs to be adequately resourced and to plan suitable programs to provide timely and effective training and skill recognition services for the industry.</p> <p>Aims to Identify issues and advocate support for provision of resources/arrangements so RTOs have the capability for timely and effective responses to meet the Aerospace Engineering industry's training and skill recognition needs.</p> <p>Outcomes Sought Solutions to the training/skill recognition needs of industry are met.</p>	<p>Industry and stakeholders representatives will develop and implement processes for ongoing monitoring/projections of national, regional/rural and technical area training demand and supply issues, and for undertaking a role in providing advocacy and advice on necessary resources and arrangements.</p> <p>The Aerospace Engineering industry will identify needs and advocate support for appropriate 'professional development' promotion and education about industry training requirements and frameworks for staff of RTOs .</p>	<p>Aerospace Engineering concerns will be addressed as part of the relevant ongoing engineering Industry Skills Action Plan initiatives to achieve provision of accurate and up to date information on skill shortages and RTOs responses to skill needs, and the dissemination of this information to interested parties so that all training is relevant and responsive.</p> <p>Address Aerospace Engineering needs in the recent initiatives under the Industry Training Strategies Program providing support funding for MERS ITAB to facilitate communication between (in part) ITABs and RTOs on training packages and delivery issues.</p> <p>MERS ITAB will develop an updated 'professional development' resource dealing with Aerospace Engineering training frameworks and requirements (for multi-media release) to support and assist RTOs.</p>	<p>Note: Wherever practicable specific implementation steps and measures to monitor and determine successful implementation will be linked with the relevant initiatives and processes for the main engineering Industry Skills Action Plan.</p> <p>Aerospace Engineering concerns are addressed as part of the relevant ongoing engineering Industry Skills Action Plan initiatives to achieve provision of accurate and up to date information on skill shortages and RTOs responses to skill needs, and the dissemination of this information to interested parties so that all training is relevant and responsive.</p> <p>Aerospace Engineering needs addressed in the recent initiatives under the Industry Training Strategies Program facilitating communication between (in part) ITABs and RTOs on training packages and delivery issues.</p> <p>MERS ITAB has developed an updated 'professional development' resource dealing with Aerospace Engineering training frameworks and requirements (for multi-media release) to support and assist RTOs by April 2002.</p>
<p>Objective 6: Improving recruitment outcomes</p> <p>Addresses Concern that industry should have access to a range of recruitment options which include group training, labour hire, migration etc.</p> <p>Aims to Improve outcomes from the varied recruitment options which include group training, labour hire, migration etc, and can be implemented in response to industry skills shortages.</p> <p>Outcomes Sought Skills shortages are being met by a wide range of recruitment options including group training, labour hire, migration etc.</p>	<p>Examine the take up of group training options in the Aerospace Engineering sector and identify appropriate processes to facilitate enhanced access to group training services where suitable.</p> <p>Implement the appropriate outcomes of the recent project involving labour hire companies (under the Industry Skills Action Plan) which identified strategies to facilitate a greater role in skills development, particularly in regard to increasing the take up of New Apprenticeships for the Aerospace Engineering industry.</p> <p>Ensure Aerospace Engineering employers have information available to them on migration options as a mechanism for addressing skills shortages and provide information to employers on the available mechanisms for recruitment of personnel from overseas.</p>	<p>Aerospace Engineering sector focus and activities are integrated with the strategies developed to implement the recommendations of the Group Training project report.</p> <p>Aerospace Engineering concerns to be addressed as part of the relevant ongoing engineering Industry Skills Action Plan work to implement the outcomes of the report which examined impediments and set out strategies to facilitate a greater role by labour hire companies in New Apprenticeships.</p> <p>Aerospace Engineering concerns to be addressed as part of the relevant ongoing engineering Industry Skills Action Plan initiatives dealing with provision of information and support for employers regarding migration options.</p>	<p>Note: Wherever practicable specific implementation steps and measures to monitor and determine successful implementation will be linked with the relevant initiatives and processes for the main engineering Industry Skills Action Plan.</p> <p>Aerospace Engineering sector focus and activities are integrated with the strategies developed to implement the recommendations of the Group Training project report by March 2002.</p> <p>Aerospace Engineering concerns are addressed as part of the relevant ongoing engineering Industry Skills Action Plan work to implement the outcomes of the report which examined impediments and set out strategies to facilitate a greater role by labour hire companies in New Apprenticeships.</p> <p>Aerospace Engineering concerns are addressed as part of the relevant ongoing engineering Industry Skills Action Plan initiatives dealing with provision of information and support for employers regarding migration options.</p>

Aerospace Engineering Skills Action Plan

	ACTION PLAN STRATEGY	ACTION REQUIRED SEPT 2001 – JULY 2002	DETERMINANTS OF SUCCESS
<p>Objective 7: Integrating/coordinating Australian and New Zealand skills training systems</p> <p>Addresses The need for appropriate integration and coordination of Australian and New Zealand skills training systems, as an initial step in achieving wider international cooperative arrangements.</p> <p>Aims to Take action to promote and develop mechanisms to achieve international integrated/coordinated features in skills training systems to suit Aerospace Engineering industry needs, with an initial focus on achieving cooperative arrangements between Australia and New Zealand.</p> <p>Outcomes Sought Solutions to the Aerospace Engineering industry's skills needs are being facilitated by appropriate international integration and coordination of training systems, with an initial focus on achieving cooperative arrangements between Australia and New Zealand.</p>	<p>Machinery for consultation and cooperation between Australian and New Zealand Aerospace Engineering industry parties and stakeholders on Vocational Education and Training (VET) integration and coordination issues is established and formalised.</p> <hr/> <p>Machinery for consultation and cooperation between Australian and other international Aerospace Engineering industry parties and stakeholders on VET integration and coordination issues is established and formalised.</p>	<p>Discussions convened involving (initially) Australian industry parties and stakeholders to plan appropriate talks with relevant New Zealand parties - then</p> <p>Talks organised with the relevant New Zealand parties to deal with mutual VET integration and coordination issues.</p> <hr/> <p>Report and recommendations on a proposed framework and machinery to achieve consultation and cooperation between Australian and other international Aerospace Engineering industry parties and stakeholders on VET integration and coordination.</p>	<p>Note: Wherever practicable specific implementation steps and measures to monitor and determine successful implementation will be linked with the relevant initiatives and processes for the main engineering Industry Skills Action Plan.</p> <p>Action is taken to convene discussions involving (initially) Australian industry parties and stakeholders to plan appropriate talks with relevant New Zealand parties. Organisation of an approach and coordination of talks with the relevant New Zealand parties to deal with mutual VET integration and coordination issues.</p> <p>Report on outcomes by March 2002.</p> <hr/> <p>Report and recommendations on a proposed framework and machinery to achieve consultation and cooperation between Australian and other international Aerospace Engineering industry parties and stakeholders on VET integration and coordination provided by June 2002.</p>

Aerospace engineering sub-committee

representation / membership

ORGANISATION / AREA REPRESENTED	NAME	TITLE / POSITION
Ansett Australia and Air New Zealand Engineering Services	Michael Brown	Vice President, Components
Qantas Airways Ltd	Bob Hoogland	Technical Training Manager – Melbourne
General Aviation	George Faulkner	Technical Director – Aviation Component Services
	Hans Bannink	Managing Director – Flight Support International
Boeing Australia Ltd	Terry Brown	General Manager – Business Development Aerospace Support
Unions/employee associations	Adrian Hart	National Coordinator Education and Training – Australian Workers Union
	Richard Belman	Senior Training Advisor – Australian Manufacturing Workers Union
	David Sweet	National Industrial Officer – Communications., Electrical Plumbing Union
	Mick O’Rance	Councillor – Australian Licensed Aircraft Engineers Association
Australian Defence Force	WCdr Roger Preston	Staff Officer, Technical Standards and Workforce – Royal Australian Air Force
Civil Aviation Safety Authority	Ken Cannane	Head of Maintenance Standards
Australian Industry Group	Steve Ghost	National Manager – Education and Training Services
	Dennis Dal Santo	Training Adviser
Department of Education, Science and Training	David Game	Assistant Director – Industry Training Policy Section
	Greg Clarke	Assistant Director – Industry Skills Section
Department of Transport and Regional Services	Jill Chorazy	Assistant Director – Aviation Industry Policy
Manufacturing, Engineering and Related Services Industry Training Advisory Body (MERS ITAB)	Bob Paton	National Executive Officer





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