

Combating Skills Shortages: An Australian Perspective

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44,000 new planes over the next 20 years.

Boeing, *Commercial Market Outlook*, 2019.

Australian National Training System

IBSA


Industry Reference Committees

- Furnishing
- Manufacturing & Engineering
- Aerospace
- Process Manufacturing, Recreational Vehicle and Laboratory
- Sustainability
- Textiles Clothing and Footwear

National recognised Industry Qualifications


Aerospace Industry Reference Committee

- Alongside IBSA, we work with Qantas, Boeing, Hawker Pacific, Department of Defence, Chartair, Australian Workers' Union
- Responsible for the Aeroskills Training Package

A low-angle, blue-tinted photograph of a person wearing a high-visibility safety vest and a hard hat. The person is reaching their right arm up towards the underside of a large aircraft wing, possibly inspecting it. The wing has various technical markings and labels, including 'JET FUEL', 'MAX. PRESSURE', 'SUCTION', and '0.8 BAR'. The background is a clear sky.

By 2066, 23% of Australia's population will be aged 65 years and over.

Australian Bureau of Statistics, 3222.0 – *Population Projections, Australia, 2017.*

The background image shows an airport tarmac. In the upper half, the underside of an aircraft is visible, including landing gear and engine components. On the ground, there are various pieces of equipment and a person in the distance. The entire image has a blue color overlay.

Over the last 10 years,
the number of employees
aged 20 and under
dropped by 66%.

Australian Bureau of Statistics, 6291.0 – *Labour Force, Australia*, 2018.

The skills we
need are not just
technical.



Meet Jane.

Manages an aircraft maintenance business outside of Melbourne.

5 staff members not up to date with technology.


Now having difficulty attracting qualified workers.

Demographics indicate strong youth employment potential.

Skills gap a key issue.



Evolve staff to grow your workforce and the broader industry.



Incorporate new tech in your business that gives opportunities to staff to grow and upskill.

Develop opportunities through partnerships to expose workers to learning.

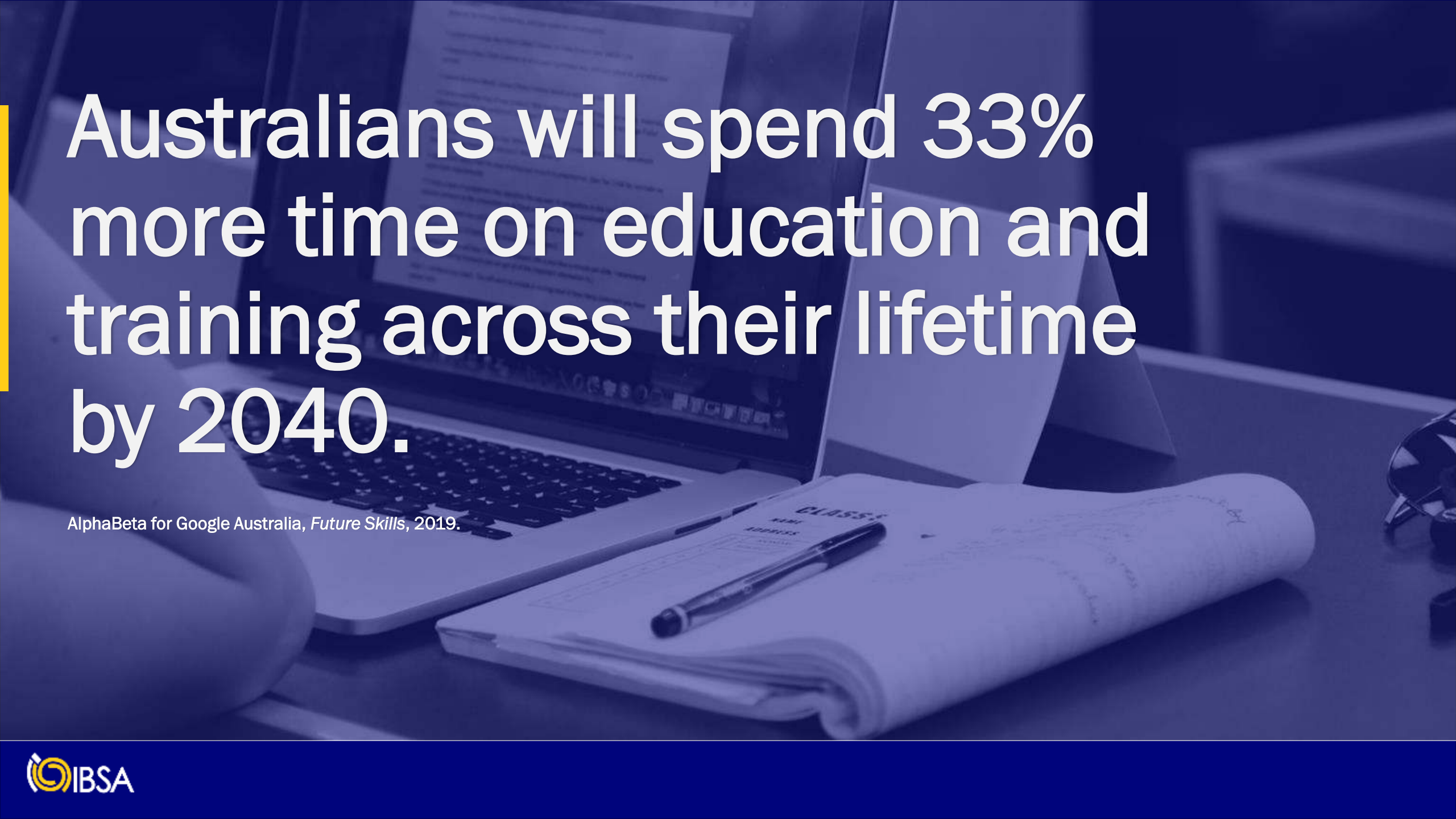
Investing in time for staff to commit to ongoing learning.

“We see indigenous apprentices as crucial for the long-term viability of the business.

...They are our future engineers and we think it is great to be able to offer opportunities to people from the remote communities we serve.”

Douglas Hendry, former CEO, *Chartair*



The background of the slide is a blue-tinted photograph of a workspace. It features a laptop on the left, a rolled-up document or blueprint in the center foreground with a pen resting on it, and a pair of glasses on the right. The overall aesthetic is professional and educational.

Australians will spend 33% more time on education and training across their lifetime by 2040.

AlphaBeta for Google Australia, *Future Skills*, 2019.

A blue-tinted photograph of an aircraft engine being worked on. A technician in a safety harness stands on a platform, reaching into the engine's core. The engine is mounted on a support structure. The background shows the fuselage of the aircraft.

**Technical qualifications
require significant training
– over 1000 hours.**



Training organisations
struggle to deliver the full
scope of learning.

Meet Rob.

Mechanical student and eager learner.


Passionate about planes and determined to work in the aviation sector.

Info available is complex and unclear.

Just how does Rob find an entry into the industry?



National curriculum to meet industry needs.



Develop accessible programs to enable efficient and ongoing reskilling.

Clearly link learning with industry to provide responsive, real-time, relevant and timely experience.

Clearly communicate qualification requirements and path progression to learners.

“Alignment of frameworks create an efficient means to train aircraft maintenance engineers and alleviate skill shortages

...and make Australian aircraft maintenance providers more attractive to international companies, particularly those in the Asia–Pacific region.”

Aerospace Industry Reference Committee,
*Skills Forecast and Proposed Schedule
of Works 2019-2023*



IBSA's four main business areas

Vision

Shaping workforce skills
for the future





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Shaping workforce skills for the future