

Reskilling the manufacturing workforce and developing capabilities for the future



Final Report Completed 2016

The aim of this project was to identify the existing skills, the skills required for future growth by the manufacturing, advanced manufacturing and maritime industries and determine if additional pathways were required to meet these needs

Project Achievements & Impact

- The project identifies a common need amongst the manufacturing, advanced manufacturing and maritime industries for future skills despite the diversity in industries.
- The fundamental skills identified by industry for continued growth and effective staff management include basic attributes such as literacy and numeracy, problem-solving, work ethic, IT, leadership and management.
- There is an emphasis for staff to be multi-skilled and this has been highlighted across industries.
- The project drew attention to the lack of higher-level VET training in manufacturing, advanced manufacturing and engineering has left a gap of skilled staff in Tasmania.
- Retirement of the ageing workforce in these industries will create a skills gap if industry does not address training, development and progression of existing staff.
- All businesses offered some form of in-house training for specialty skills, and most businesses support staff through up-skilling and reskilling of staff via external providers. The relationship between RTOs and industry was stressed as vital to meet training needs.

Recommendations

- There is an identified need for up skilling and reskilling within the education and training sectors to remain current and industry relevant especially where higher-level skill needs are emerging related to STEM industries.
- Interviews conducted with the manufacturing and maritime industries identified the need to improve the partnership between the trainers and employers and necessary inclusion of industry-expert teachers in VET delivered programs to ensure we are meeting the skills demand for the future.
- Additional research is needed to address the downturn in manufacturing and the future skill requirement for the same industries considered here nationwide.

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