



Australian
Industry and
Skills Committee

Bill Galvin

**Australian Sustainability Built
Environment Council
meeting**

Thursday 9 March 2017

10:10am

**Water Police Court
Ground Floor Justice and Police Museum
corner Albert and Phillip Streets
Circular Quay, Sydney**

Introduction

- Before we start, I respectfully acknowledge the traditional owners and custodians of the land on which we meet and pay my respect to elders past, present and future.
- It's been just over a year since the changes to the arrangements for training package development were put in place.
- The changes strengthen industry leadership of Vocational Education and Training (VET) development so training outcomes better align with Australian jobs.
- The VET system must be responsive and flexible to meet the skills needs of industry, now and into the future.
- To help achieve this, in April 2015, the Australian Government set up the Australian Industry and Skills Committee (AISC). The committee has implemented a new model that prioritises the development and review of training packages, based on industry needs.
- These changes provide a real opportunity for your sector to be involved to ensure training outcomes align with jobs and respond to changes to the economy now and into the future.

AISC - goals

- The AISC is made up of experienced industry leaders with links across the economy including in the construction, disability, information technology, mining and hospitality and tourism sectors.
- The Committee was established by the Council of Australian Governments Industry and Skills Council with one member being nominated by each State/Territory Minister and three by the Commonwealth Minister. The national industry peak bodies also have one position on the Committee.

- The AISC provides leadership and guidance to the VET system. The members bring a strong industry-based perspective to the decisions of the Committee. Our focus is on improving the responsiveness, quality and relevance of vocational training.
- We are working to make sure the voice of industry is amplified in the training system.
- We are also making progress on simplifying the system, removing unused and out-of-date qualifications and making sure changes to training packages reflect the needs of industry.
- Our goal is to restore employers' confidence in VET training.
- My own background is in hospitality and tourism, one of the fastest growing industry sectors and one which increasingly needs a broad range of skills and knowledge.

Model

- The AISC draws on advice from its network of Industry Reference Committees (IRCs).
- IRCs are made up of people with experience, skills and knowledge of their particular industry sector.
- IRCs work across their industry to ensure their advice reflects the needs of employers and the modern economy.
- There are about 60 IRCs – representing industry sectors across the economy.

- While sustainability broadly cuts across many industries, the IRCs for the built environment are the Construction IRC and the Property Services IRC.
- You may also be interested in the Sustainability IRC which is responsible for the Sustainability Training Package. This has been developed and refined over a number of years to encapsulate all industries in both sustainable business practices and sustainable environmental practices.

Skills Service Organisations (SSOs)

- IRCs are supported by Skills Service Organisations (SSOs).
- SSOs are independent professional service organisations that work on behalf of IRCs to consult widely, prepare cases for change, and develop and revise training packages.
- Artibus Innovation is the SSO responsible for supporting the Construction IRC and the Property Services IRC, including embracing sustainability related impacts on their training packages.

How does the system work?

- I thought it would be useful to use the example of the sustainability sector to describe how the new arrangements fit together and work to build the right skills for our industries.
- In their recent work plans for updates to VET training packages, IRCs have identified the demand for specific skills and how this demand is impacting on their workforce.
- The need for VET training packages to include a stronger focus on sustainability skills was identified across a number of industries.

- For example, the Construction IRC advised that there is increased consumer demand for energy efficient, environmentally friendly products and buildings, and for building designs and town planning that better supports environmentally sustainable construction.
- These themes are reflected in advice from other IRCs, which talked about increased demand for environmentally friendly products, manufacturing and waste processes, and sustainable energy production, driven by industry and consumers.
- The new arrangements encourage work across sectors – in particular where there are synergies across industries and the opportunity to minimise unnecessary duplication.
- In response to the advice about the need for these types of skills across a number of industry sectors, the Committee has commissioned a cross sector project, involving all relevant IRCs to define the necessary training package development work including:
 - clarifying the definitions of ‘sustainability skills’ given the variety of definitions already in use across government and industry; and
 - scoping the range of work across the VET system that would fit within that definition and identifying which cross-sectoral work should be prioritised.
- Cross sectoral engagement about this work will help to maximise skills portability across occupations and industries.
- While the scoping phase may initially take a little time, it will better ensure Australian industry has access to a pool of workers with the sustainability skills needed for the future.

Getting involved

- The new arrangements for training package development provide industry with the opportunity to address the skills challenges and opportunities presented by the changing world of work, including increasing automation, digital disruption, demographic change and globalisation.
- Your objective of moving towards a more sustainable, productive, resilient built environment in Australia presents its own skills challenges and opportunities.
- With the new system now in place to ensure that industry's voice is heard – it is imperative that 'industry' is well placed to provide the necessary leadership.
- Your involvement in training package development activities will help ensure that sustainability related skills are considered during the development of training products.
- There are lots of ways you can be involved.
- Your first port of call should be your IRCs. They can be contacted through the relevant SSO:
 - Construction IRC and Property Services IRC are supported by Artibus Innovation
 - The Sustainability IRC is supported by Innovation and Business Skills Australia (IBSA)
- You can find the contact details for these SSOs on the AISC website at AISC.net.au/content/skills-service-organisations.

- Another effective avenue would be through membership of a Technical Advisory Committee. These Committees support IRCs during the training package development process on areas of particular technical focus.

The National Schedule

- The other mechanism that I would recommend is to provide advice through the broad consultation process that surrounds the work of each IRC.
- The AISC publishes a national schedule, which sets out activities underway, enabling you to plan your involvement in training package review and development.
- It's a rolling plan of work taking into account the four year workplan developed by each IRC.
- To consult the national schedule, go to the AISC website (AISC.NET.AU/National-Schedule).

IRC Review

- You may also be interested to know that the AISC is in the process of reviewing the structure and membership of each IRC to ensure they include the right people to provide relevant, up-to-date advice to support training package development for their industry.
- This review gives industry even greater opportunities to directly influence the sorts of skills and knowledge employees will acquire through a Vocational Education and Training qualification.
- The Construction IRC and the Property Services IRC have been reviewed and positions are being finalised.

- I hope that a number of you have been involved in that review process?
- I note that a position for an expert in energy efficiency, the environment and sustainability has been included on the Property Services IRC.
- Nominations are currently being called for membership of the Sustainability IRC - nominations close on 19 March. I recommend you take the opportunity to have your say.
- Again the AISC website has all the IRC review details and how to be involved.

Conclusion

- The AISC is always looking for opportunities to improve VET and how it is perceived.
- Key industry stakeholders are becoming increasingly engaged and working collaboratively to ensure training packages meet the needs of the nation's economy.
- We are already seeing evidence that an enduring and productive partnership is developing.
- We will continue to promote a culture of continuous improvement to ensure industry's needs are met. An issue of particular concern to the Committee is responsiveness – we are looking to find ways to ensure the changes that industry need are implemented more quickly through streamlined processes.
- I encourage you to work with your IRCs through Artibus Innovation and IBSA, take part in Technical Advisory Committees, and engage directly with the training package development process, to shape the future of your sector.