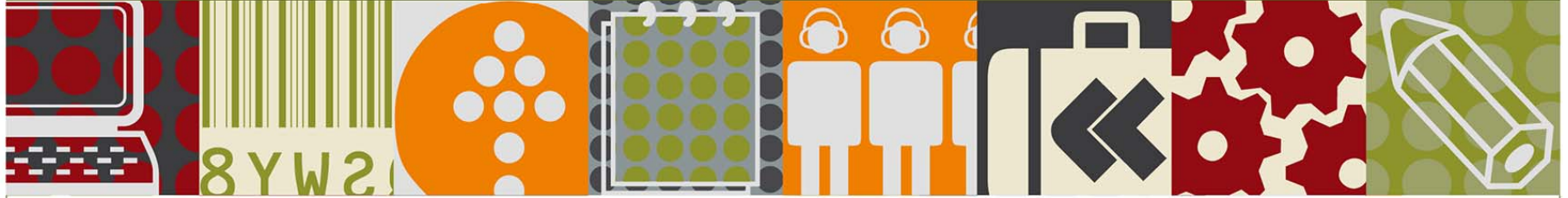




Skilling the Existing Workforce

An Australian Industry Group Project



Skilling the Existing Workforce Project Phases

- Research Report
- Consultations and outcomes
- Trial approaches
- Evaluation
- Development of workforce skilling models

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Project Inputs

- Research Paper
- Consultation papers
- Evaluation report

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Skilling the Existing Workforce Research Report

Purpose

- consider recent key national and international policy developments concerning the skilling of the workforce
- consider the nature and forms of workforce skills
- examine the patterns of and influence on participation in workforce skills
- consider how existing workers learn and acquire skills and
- determine the strategies required for skilling the existing workforce

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Skilling the Existing Workforce Trial Approaches

- Five different workforce skill development approaches trialled in different enterprises
- Assist in the development of effective models for skilling the existing workforce

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Skilling the Existing Workforce Consultation Workshop

- Introductions and project purpose
- Summary of research report
- Questions and discussion on research report
- Consultation issues and questions
- Conclusion

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Skilling the Existing Workforce Consultations

Purpose

- to consider the analysis and findings of the research report;
- to consider the policy implications of the research findings;
- to gather from enterprises their experiences of skilling existing workers; and
- to gather information from enterprises to assist in the development of trials within enterprises about skilling the workforce.

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Research Report: Context

Recent reports and policy developments confirm that **skilling the existing workforce is increasingly important.** This includes:

- the ageing of the population and the need to retain existing workers;
- the lack of post-school skills and qualifications by many existing workers;
- the rapidly changing nature of skills required in the modern workforce;
- the need for a highly skilled and flexible workforce to help ensure that enterprises become and remain competitive in an increasingly competitive global market.

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Research Report – Key Issues

- ❑ How existing workers acquire new skills
- ❑ The patterns of participation in skills development
- ❑ Influences on participation
- ❑ The changing nature of skills requirements
- ❑ The importance of building broad competence in the workforce
- ❑ The growing importance of work-based learning

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Research Report: Key Conclusions

1. Forms of learning for existing workers are varied and include:

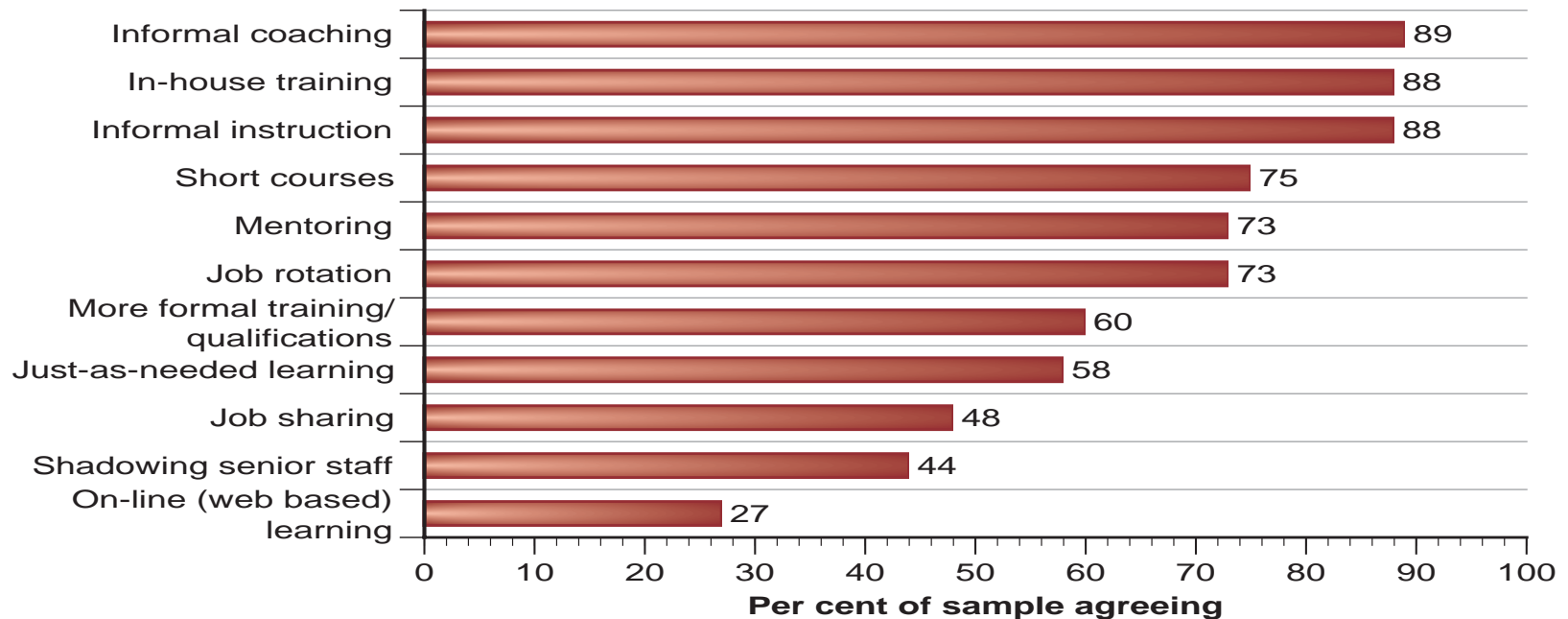
- training provided as a part of the national vocational education and training system and other forms of formal accredited learning
- learning acquired through non-formal and informal experiences
- integrated approach across different forms of learning\skills acquisition
- a workforce skills development approach

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DOES THE LEARNING EXPERIENCE IN YOUR COMPANY INCLUDE THE FOLLOWING APPROACHES?

World Class Skills



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Research Report: Key Conclusions

2. Informal and non-formal learning are increasingly important as learners age but the importance of these forms of learning are not well recognised in current policy settings.

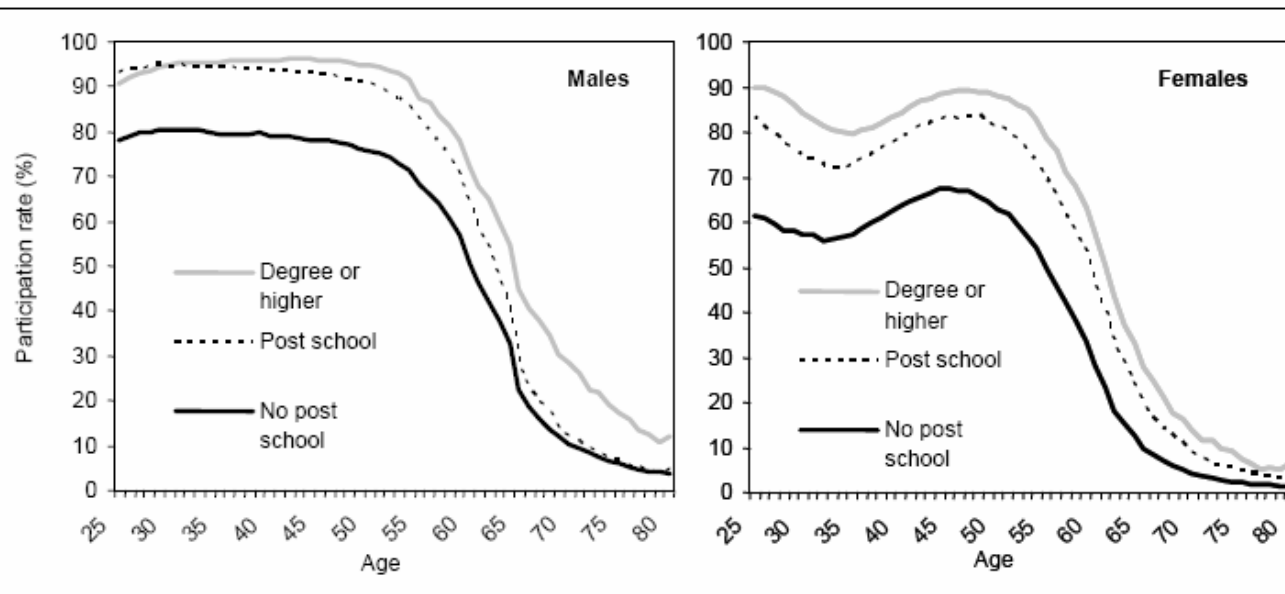
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Labour force participation

Labour force participation by age and highest educational attainment

Percentage rates, 2001



Data source: ABS 2001 Population Census data provided by the Australian Government Department of the Treasury.

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Research Report: Key Conclusions

3. Participation and Investment in Skills Development

- correlated with age
- strongly influenced by prior levels of educational attainment and occupational roles
- more highly educated and better paid workers, those in full time employment, in larger firms and in the public sector have the highest participation levels
- strategies to address needs of low skilled and those with low workforce participation levels a key priority
- influenced by the attitudes of individuals and managers
- strongest when central to overall business strategies

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Research Report: Key Conclusions

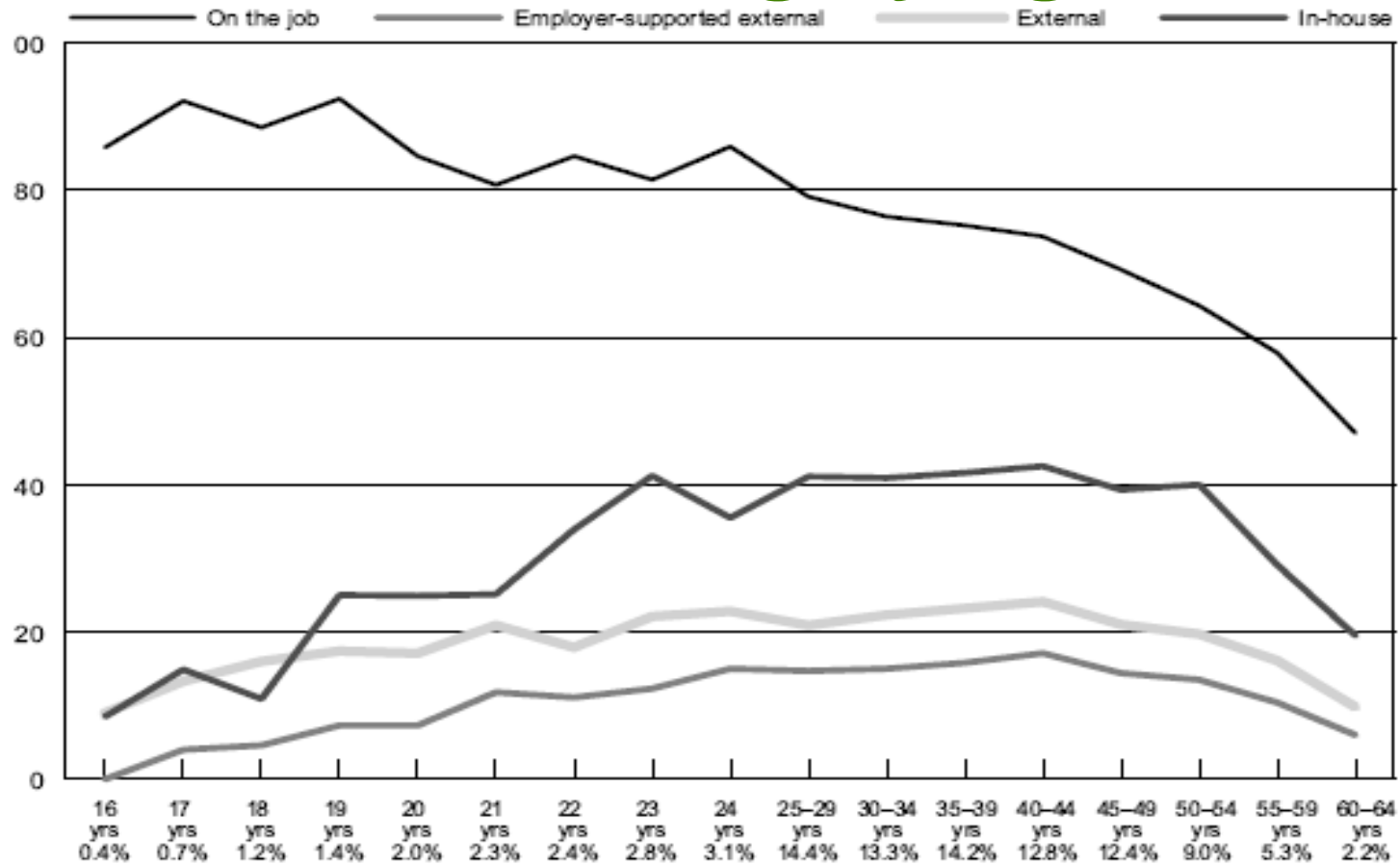
4. Changing nature of skills requirements

- skills shortages have qualitative and quantitative dimensions
- skills requirements are becoming more complex with an increase in higher skills occupations
- importance of both codified and tacit knowledge
- acquisition of tacit knowledge often through informal and non-formal learning
- need for broad approach to definition and development of competence

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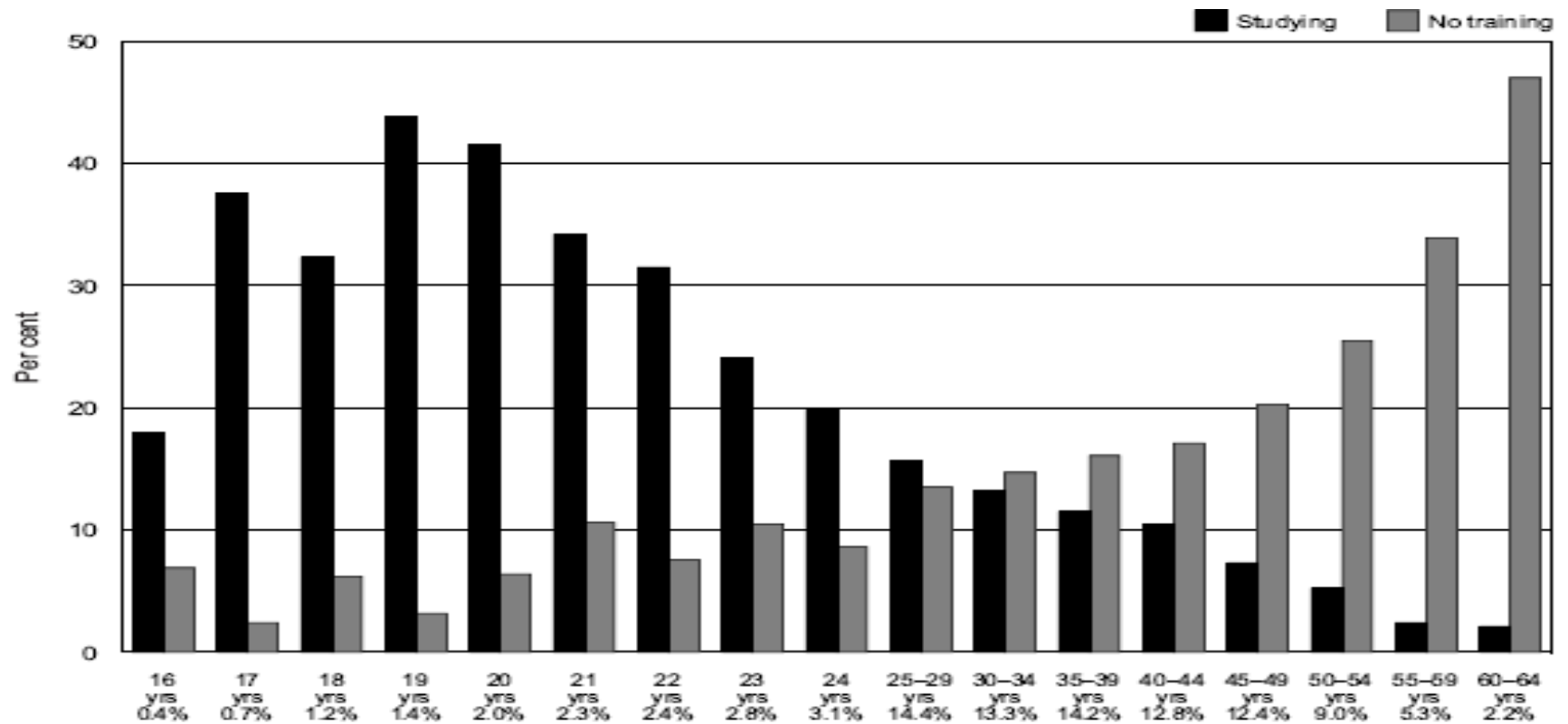
Training by age



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Formal learning by age



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Research Report: Key Conclusions

5. Workplaces as Sites of Learning

- Workplaces becoming increasingly important as sites of learning
- Incorporates but is broader than, and different from, formal VET
- Importance of :
 - demand driven and highly flexible systems
 - better understanding of what approaches work
 - proper assessment and diagnosis of needs
 - better information to match suppliers and providers of skills and training with enterprises

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Workforce Skills Development Priorities

- ❑ improve the level of participation for those with low skills levels in workforce skills development
- ❑ increase the proportion of workers with high skills levels through workforce skills development
- ❑ more effectively link formal, non-formal and informal learning through workforce skills development
- ❑ improve information flows about and understandings of workforce skills development
- ❑ build world class skills outcomes for individuals and enterprises through high quality workforce skills development

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Issues for Consultation

To be considered in context of
consultation papers

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Analysis

- 1. Is the concept of workforce skills development a useful approach?*
- 2. What other approaches or frameworks might we consider?*

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Roles and responsibilities of government, industry and individuals

- 3. What should be the relevant roles and responsibilities of government, individuals, enterprises and industry associations?*
- 4. Is the suggested framework for government involvement appropriate in terms of the objectives for workforce skills development?*

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Enterprise Level Strategies

- 5. What strategies are enterprises currently using for workforce skills development?*
- 6. What strategies are most effective in stimulating interest and participation in workforce skills development?*
- 7. Are the enterprise level strategies listed above appropriate?*
- 8. What additional strategies could be considered and in particular, new and innovative approaches to workforce skills development?*

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Other Comments?

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 AUSTRALIAN INDUSTRY GROUP

Written Submissions

Written submissions can be forwarded to:

gshort@aigroup.asn.au

by May 25, 2007

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