



## Project Information

### Title of project

***Automotive Apprenticeships in NSW – An Innovative Approach to Combating Skill Shortages***

### Project Summary

#### **Aims and Objectives:**

Enhance, support and promote the Motor Traders' Association of NSW (MTA NSW) trial of flexible workbased delivery of automotive apprenticeships in metropolitan Sydney.

Assess the viability of flexible workbased delivery of automotive apprenticeships in NSW to address the skill shortages that exist across all areas of the automotive sector.

Reposition the automotive industry in the eyes of prospective participants, schools and the community as well as educating employers about the need to take on apprentices and their role in training.

#### **Strategies:**

1. Monitor and review the current trial of flexible workbased delivery of light vehicle mechanic apprenticeships in metropolitan Sydney with a view to expand delivery statewide and across other automotive apprenticeships.
2. Promotion of MTA NSW innovative delivery of automotive apprenticeships with the anticipation of increasing employer and apprentice participation in the trial.
3. Develop and implement;
  - A wide based approach to addressing the misconceptions held about automotive apprenticeships as a worthwhile career choice, in the wider community. This will involve the development and production of a range of information packs, flyers and careers promotional information for distribution,
  - An employer education program consisting of an information pack, training sessions and a wallchart allowing for integration of the apprenticeship into everyday tasks and job performance.

### Project Deliverables

#### **Products**

- Promotional information pack and flyers on MTA NSW apprentice delivery for employers
- Information pack for schools/parents
- Flyers for students
- Employer information pack on the benefits of Australian Apprenticeships
- Employer information sessions
- Training sessions for the supervisors of the apprentices in the trial
- A website update that contains relevant information for the identified target groups
- An apprentice progress wallchart for the workplace



## Project Rationale/Needs Analysis

Founded in 1910, The Motor Traders' Association of NSW (MTA NSW) is a registered industrial body, which provides a range of services to our members who are business owners and business principals in the automotive industry throughout NSW.

With more than 5000 members and affiliates, the MTA NSW is one of the largest state based industry associations in Australia giving the MTA NSW a critical vantage point to ensure industry consultation on all aspects of this project.

MTA NSW is dedicated to the delivery of high quality industry focused training and is committed to the up skilling and recognition of skills in the automotive industry within NSW.

An analysis of skill shortages, December 2003 by Department of Employment and Workplace Relations and Small Business <http://www.dewrsb.gov.au/>, gives a clear indication of the need to address skills shortages.

<i>Occupation</i>	<i>AUST</i>	<i>NSW</i>	<i>VIC</i>	<i>QLD</i>	<i>SA</i>	<i>WA</i>	<i>TAS</i>	<i>NT</i>
<i>Motor Mechanics</i>	<i>N</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>
<i>Auto Electrician</i>	<i>N</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>
<i>Panel Beater</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>
<i>Vehicle Painter</i>	<i>N</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>	<i>S</i>

*N= Nation Wide shortage, S= State Wide shortage*

This project aims to alleviate the skill shortage pressure the industry is currently experiencing and have quantifiable outcomes that can be measured in future years.

In NSW there are only two recognised apprenticeship's in which their Vocation Training Orders allow for flexible delivery. They are Light Vehicle Mechanics and Panel Beating.

All of the other eleven recognised apprenticeships are limited to TAFE NSW delivery only. As a result of this MTA NSW utilised the Light Vehicle Mechanics apprenticeship as the basis of our trial delivery.

It has come to the attention of MTA NSW after delivering training over the past ten years that employers have a limited understanding of Australian Apprenticeships, how they function, the benefits to their business and how they can utilise them to their advantage.

The basis of the trial is to provide employers with choice in training providers and flexibility in the delivery of qualifications to their staff.

As a result of our direct participation in careers fairs as well as through our interaction with schools and careers advisors over the past three years, MTA NSW has formed the opinion that there is a grave misconception of the industry and its available careers paths.

This project aims to target this misconception to create greater awareness and understanding of automotive Australian Apprenticeships as a viable and exciting career choice.



## Innovation

This project is unlike any other considered or applied within recent times as it tackles the skill shortage from both a supply and demand approach. The supply side is that of the perspective participants, parents, schools, community groups, indigenous groups, job networks and youth organisations, while the demand side is that of the employers.

There currently exists a whole range of automotive positions vacant within the industry in NSW. Employers are demanding more apprentices and more entrants into the industry. Employers are also looking for their needs to be met by training providers.

The innovation inherent within this project is based around its aims and objectives. New ways of thinking, new ways of promoting the industry and its careers, new ways of training within the industry in NSW.

This project addresses the aims and objectives through a flexible and innovative training delivery.

By training the apprentices in the key building blocks of their apprenticeship within the first six months of commencement, it will enable apprentices to be more productive and effective in not only their apprenticeship but also their functioning within the workplace.

Employers in the automotive industry have not been targeted on the basis of their role and understanding of the training process. The education of employers will be a program that removes the mystique that surrounds the training of Australian Apprenticeships

In this project employers are seen as one of critical elements in addressing skills shortages, not only to increase places available to potential apprentices but also to encourage them to be proactive about apprenticeship training and create first class apprentices and maintain an internationally competitive automotive industry.

The targeted training for supervisors of apprentices to date has not been effectively addressed in the automotive industry in NSW. The program is specifically designed to enable supervisors to have the skills to effectively train, mentor and manage the progress of their apprentices.

The NSW automotive industry has never had a planned approach to appropriately and effectively promoting the industry itself to the wider community. The aim is to update the perception of automotive careers.

It is envisaged that the overall project will be seen as a new and significant initiative within the automotive industry.

## Target Groups

The trial of flexible work based delivery of light vehicle mechanic apprenticeships and the development and implementation of the wall chart targets the following groups;

- Metropolitan Sydney Mechanical Repair Businesses
- Metropolitan Sydney Dealerships
- Supervises of the apprentices involved in the trial,
- The apprentices in the trial,

The above groups will benefit from involvement in the project in a number of ways. The mechanical repair businesses and dealerships will benefit from a decrease in the total number of hours their apprentice(s) spends off the job.

The supervisors of the apprentices will benefit from the targeted education program which will provide them with the skills to mentor, train and understand their apprentices.

The apprentices themselves will benefit from a more integrated approach to their training and assessment allowing for greater adaptation of the apprenticeship to their particular needs and capabilities.



All three groups will benefit from the use of the wallchart as it will allow for greater understanding of apprenticeships and how they interact and operate within the workplace. This will also alleviate the concerns of businesses and supervisors who currently feel isolated from the training and are unsure of their role in the training of their apprentices.

It is anticipated that the overall outcome of the employer education program is one of improved knowledge and image of the automotive industry, which could also affect the trade wastage that is draining the industry of skilled labour.

A range of Automotive Career and Community Information Products will be developed to expand and enlighten the understanding of the targeted groups to ultimately facilitate a correction of the skill shortages that exist within the automotive industry in NSW.

## **Geographical Area**

The project and its outcomes will cover NSW. However, the delivery of light vehicle mechanics apprenticeships is only in metropolitan Sydney.

This restriction is due to the current regulation of the Department of Education and Training NSW and its position on funding of trade qualifications for private Registered Training Organisations (RTO's) such as MTA NSW.

It is hoped that once the trial is completed successfully DET NSW will see the benefits of a flexible approach to apprenticeships and allow expansion of delivery into regional NSW.

## **Community and Industry Involvement**

It is foreseen that the project has will have no specific community or industry partners.

However, as MTA NSW is an industry body for the retail automotive industry in NSW, we have access to a large source of information, support and contribution to any project we carry out.

We also have strong ties to other state automotive associations who are willing to provide feedback and support for our projects.

MTA NSW works closely with The Automotive Training Board NSW (ATB NSW) which is the state industry training advisory body. MTA NSW will be utilising the expertise of ATB NSW at key points throughout this project.

After conducting a range of informal consultation with industry in relation to this project the outcomes pointed to a need for MTA NSW to take action as both an industry body and a Registered Training Organisation (RTO).

From a community aspect MTA NSW will be utilising the newly established Local Community Partnerships (LCP's). These partnerships will be supplied with the products produced as part of the Community Information Pack.

We will also welcome feedback and they will have the opportunity to participate in the information sessions conducted as part of this project.



## Best Practice transferability

This project will create the foundations for a whole raft of transferability options.

Although this project is automotive focused it is felt that the underpinning knowledge and concepts developed as a result of this project will be able to be translated into any like industry or industries experiencing similar skill shortages.

Remembering, however, that there is direct transference to other states for similar automotive projects and that the aim of MTA NSW is to expand the project where possible. Although we are currently restricted to deliver light vehicle mechanic apprenticeships in metropolitan Sydney, we hope that this project will enable a change within the NSW training system.

It is hoped that the outcomes of this project will give a much needed boost to the awareness of employers about the training system they participate in and will lay the ground work for future developments in the Vocation and Technical Education sector.

