WELCOME TO AUTOZINE #5

The next few weeks and months will see concentrated efforts by ASA to engage with a wide range of stakeholders for the review of over 50 automotive qualifications.

In the coming few weeks ASA will also be releasing its 2012 environmental scan, a document that reports on workforce developments in the industry and in particular where skills shortages are limiting industry growth and productivity. Both qualifications review and the development of reports from ASA rely heavily on a commitment by ASA and individuals to engage in discussions for the betterment of the industry and the national training system.

For many people in industry this consultation is seen as an extension of their commitment to develop highly competent personnel that will take the industry forward in the future. For others their inputs are found in different ways including providing inputs to the annual Scan through the ASA surveys. To all of these people ASA is indebted and we thank them for their support. But there’s more, much more. Of the total number of people involved in the industry we are currently only picking up a small proportion of the views and opinions that people may have on national qualifications, workforce development and other skills and labour related matters.

I would like to begin the year by encouraging your peers to engage in these national discussions as a way of ensuring that their views contribute to the national skills discussions. The more inputs that ASA has on these matters the more accurately we can reflect industry needs through our qualification structures and through our advice to government. I am seeking your assistance on this issues and would encourage you to pass on this newsletter electronically to your peers with a view to them being better informed on automotive workforce development matters and to get a say in the debate on skills development and VET policy in Australia.

The team at ASA are looking forward to a very busy year and we welcome your input and support.

WE ENCOURAGE YOUR INVOLVEMENT

TO PROVIDE FEEDBACK ON ANY AUTO SKILLS SECTOR VISIT HAVE YOUR SAY OR EMAIL US AT INFO@AUTOSKILLSAUSTRALIA.COM.AU

STAY IN TOUCH

TO RECEIVE NEW ASA BLOG POSTS VIA EMAIL SIGN UP ON OUR WEBSITE HERE
CURRENT TRAINING PACKAGE DEVELOPMENTS

The final draft of all Automotive Manufacturing Training Package qualifications and one new unit of competency are on our website for validation until the 24th of February. This work will result in a revised training package (AUM12) being submitted for endorsement in May and made available on training.gov.au in early July 2012.

The Automotive Retail, Service and Repair Training Package will also be submitted as a revised training package (AUR12) in October, with the first draft of the qualifications for this training package currently on our website for feedback. A final draft of these qualifications along with new and revised competencies will be made available on our website later this year. This work will see an emergence of a number of new qualifications that are aligned to current occupations.

A series of RTO Forums will be conducted across Australia throughout March. These forums will include an update on current and future training package projects as well as providing an opportunity for RTO’s to provide feedback. We will also be conducting a brief survey as part of this forum to inform the next environmental scan and to receive feedback on Foundation Skills for the Automotive Industry. The Training Package Team will be using these forums as an opportunity to co-ordinate industry meetings and visits that tie into the timing of these forums.

To download the Foundation Skills brochure click HERE.

The ASA Mechanical and Specialisation, and Mechanical Heavy Vehicle sector committees met on the 7th of February. We discussed the work being done on the review of the qualifications and have moved a lot closer to the final drafts. There is still a lot of discussion going on around the individual qualifications, but the individual job roles and their training needs are being very closely examined. An example of this is the question of transmissions.

A while ago the difference between light vehicle and heavy vehicle transmissions was identified and the need for separate units of competency was agreed upon. This led to the unit Repair Transmissions (manual) being replaced by Repair Transmissions Manual (light vehicle) and Repair Transmissions Manual (heavy vehicle). There is also a unit Repair Transmissions (hydrostatic) for these transmissions that are different again and are a type that is used in some earthmoving and agricultural vehicles.

Following technological changes and advances in transmissions, there is now the need to further differentiate between earthmoving equipment transmissions and road transport transmissions. Discussions with road transport people indicate that Repair Transmissions Manual (heavy vehicle) and Repair Transmissions (hydrostatic) should answer their workforce development training needs, but the earthmoving people feel the need for a unit that addresses the training needs for Powershift transmissions that are quite different from the transmissions of road transport vehicles covered in Repair Transmissions Manual (heavy vehicle).

So a proposed unit has been included in the Certificate III in Mobile Plant Equipment and is tentatively titled Repair Transmissions (powershift). Along with Repair Transmissions (hydrostatic), this unit will cover the needs of the earthmoving industry.

After some visits to a few agricultural equipment workplaces, those people identified the same differences between road transport and I think the new unit should cover the training needs of both mobile plant and agricultural equipment.

These discussions move us forward and we are nearly at the stage of final qualifications structure. Of course, any thoughts on the issues discussed here would be appreciated.
CURRENT TRAINING PACKAGE DEVELOPMENTS CONT.

VINCE PANOZZO
TRAINING PACKAGE SPECIALIST - AUTO BODY
Ph: 03 8610 2510 or 0417 393 158
vpanozzo@autoskillsaustralia.com.au

AUTO INDUSTRY ENGAGED WITH DRAFT QUALIFICATIONS

Welcome to what will be a great 2012. I’ve had an exciting start to the year with positive progress within the three projects I’m responsible for; firstly the Automotive manufacturing bus, truck and trailer qualifications will be ready to start the endorsement process later this month.

The Bus, Truck & Trailer qualification covering certificate II, III, and IV have received positive feedback from industry, all of which like the technician title at certificate III and lead technician for certificate IV level. Industry focused on the fundamental skills, required by apprentices and is pleased that the core units have increased which reflect job role specifics.

The second project within my portfolio is the Automotive Body qualifications, again there is common theme to increase in the core units. The auto body industry also agree that auto body repair, vehicle painting, automotive glazing and vehicle trimming have their own qualification, with units that cover current and emerging technology. Again we cover certificate II, III, and for the first time a Certificate IV which will provide a career path for individuals wishing to progress from a technician to lead technician. For additional information contact me on the details below.

Click HERE to view draft Bus, Truck & Trailer and Automotive Body qualifications.

The third area under my watch is the qualifications covering automotive parts, sales, administration and management, again industry has been active in providing feedback which reflects the skills required within the different roles.

Part of ASA focus is to ensure that the automotive industry has the opportunity to participate in the feedback process or via several industry sector committees which were held during the first week of February and ongoing industry visits. This open communication approach has also been extended to national RTO’s with extensive information sessions planned for March.

With the ongoing assistance from industry, ASA is also exploring emerging vehicle designs and construction / repair technologies which will be embedded into the qualifications, providing an exciting future for our automotive service and repair industry.

For additional information on the above mentioned areas or if you wish to provide feedback please visit ASA website, send me an email or give me a call.

JEFF HEANEY
TRAINING PACKAGE SPECIALIST - MECHANICAL
Ph: 03 8610 2512 or 0457 550 272
jheaney@autoskillsaustralia.com.au

QUALIFICATIONS REVIEW FOR AUR12

We are moving closer to the point of completion for gathering feedback and comment for the first version of draft qualifications. Gaining stakeholder agreement that the qualifications are in their best format to represent their befitting job roles is a critical part of the project, and we have had good feedback regarding the revisions made to the qualifications so far.

The process of discussion and negotiation is on-going, but we are on our way to having the in-principle support from industry that we require to advance the qualifications to more accurately model the requirements of their respective job roles.

Having a high level of stakeholder involvement is the key requirement in the reconstruction of the automotive qualifications. It is heartening to know that there has been substantial agreement to have qualifications that exhibit a broadened bank of units for core or compulsory units, and a more specific or narrowed electives choice being made available through simplified Packaging Rules.

With forthcoming projects such as unit “Streamlining” (a re-construct of units into a new, simpler format), each units’ content will be reviewed and modified. Once this work is done, the qualifications will truly be in better shape to do what they are intended to do – be used as the building blocks to develop competent tradespeople for the automotive industry.
With the first two months of the year almost behind us, I can advise that positive progress has been achieved with the manufacturing passenger vehicle draft qualifications and that we are in good shape prior to the case for endorsement process that is due later this month.

The Certificate II and III passenger vehicle qualification have received positive feedback from industry; the Certificate II with its much tighter core and competitive manufacturing included in the electives and the Certificate III with its technical operations title and lead technician for Certificate IV level have also been well received. It was agreed that these three qualifications offer good pathways for those working within the automotive component passenger vehicle manufacturing sectors.

Click HERE to view the final DRAFT Automotive Manufacturing Passenger Vehicle qualifications.

**AUTOMOTIVE ELECTRICAL QUALIFICATIONS REVIEW**

Good progress has been made with the review of the Automotive Electrical Technology Qualifications. In order to obtain first hand knowledge of required skills for auto electricians my focus is on visiting and engaging with a broad range of automotive industry groups and electrical businesses. From these engagements I am consistently hearing that many apprentices, combined with qualified motor mechanics, lack basic auto electrical fundamentals.

This will require me to develop a number of new units with foundation skills at the Certificate II entry level, and more advanced electrical fundamentals in the Certificate III. I have also been advised that there needs to be more focus on units that involve structured fault finding processes, using a range of diagnostic test equipment that includes scan tools, test probes and digital multimeters.

My scoping statement provides a fairly accurate reflection of what the automotive electrician / mechanic and diagnostic technician qualifications will need to look like in the coming decade.

Click HERE to view the Scoping Statement and DRAFT Cert II and III Automotive Electrical qualifications.

I encourage your comments and feedback on these draft qualifications.

**STANDARDS AUSTRALIA INVOLVEMENT RELATING TO PLUG-IN HYBRID AND BATTERY ELECTRIC VEHICLE**

Auto Skills Australia has been actively involved in the development of the national standards with Standards Australia. This includes the terms of reference for automotive service and repair technicians that will be required to work on a range of sophisticated hybrid and electric motor vehicles.

I am representing various committees which cover Plug-in Hybrid Electric Vehicles, Extended Range Electric Vehicle and Battery Electric Vehicles safety/warning labelling, electric vehicle terminology and aftermarket installation standards development.

The skills set that has been developed by ASA for Hybrid and Battery Electric Vehicles have now been endorsed. Training will be delivered by RTO’s in the coming months to ensure that first responders and service repair technicians are appropriately prepared to support these new vehicles.
WORKFORCE DEVELOPMENT

The first round of the National Workforce Development Fund (NWDF) has been finalised with Auto Skills Australia (ASA) being approved for 8 projects. A number of new technical automotive training areas have been supported for skills development under the NWDF.

These include the Battery Electric and Hybrid Electric Vehicle skill sets as recently incorporated in the AUROS Automotive Retail, Service and Repair Training Package (Version 4). Provision of the new Certificate IV in Vehicle Loss Assessing is also being delivered through programs in two States.

Access to skills update through the Auto Electrical Certificate III and IV is being offered in several regional areas in New South Wales. Most of the State and Territory Motor Trade Associations are now offering a specialised Workforce Supervisor program for those engaged in supervising apprentices.

Opportunities to apply for additional projects are again available through the second round of the NWDF. Similar criteria apply for the training to be delivered through the Fund.

Applications need to be finalised by the 31st of March 2012. For the guidelines and further information, please email me or give me a call.

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CURRENT ASA RESEARCH PROJECTS

These include:

- The automotive industry is large and diverse. It employs approximately 387,000 people across a range of sectors, the largest being the repair and maintenance sector with over 143,000 people.
- Aggregated annual turnover for the industry is approximately $209.3 billion. The total contribution of the automotive industry to the national economy is approximately $35 billion, or 2.7% of Australia’s GDP.
- There are over 64,000 businesses in automotive.
- Business conditions vary between sectors and states.
- The biggest issue affecting the industry is attraction of labour – the automotive labour pool has not grown over the last decade.
- There has been migration of automotive labour to other industries - such as mining and resources. This has resulted in almost half of reporting automotive businesses experiencing skilled labour shortages to various degrees.

Following this second round, the NWDF will be incorporated as part of the Government initiatives under the ‘Skills Connect’ banner. The programs that fall under the Skills Connect are:

- National Workforce Development Fund (NWDF)
- Accelerated Australian Apprenticeships
- Australian Apprenticeships Mentoring Package
- Workplace English Language and Literacy Program (WELL)
- More Help for Mature Age Workers
- Experience+

Further information on these programs can be obtained from: www.deewr.gov.au

Skills Connect will allow industry to submit one application that can cover a range of programs allowing a more streamlined one-stop-shop application process. Please contact me at ASA to assist with further information.

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JOHN SCOTT
WORKFORCE DEVELOPMENT MANAGER
Ph: 03 8610 2509 or 0457 551 526
jscott@autoskillsaustralia.com.au

STEVEN BLETSOS
RESEARCH ANALYST
Ph: 03 8610 2508
sbletsos@autoskillsaustralia.com.au

2012 AUTOMOTIVE ENVIRONMENTAL SCAN

The 2012 e-Scan has now been completed and handed over to DEEWR for endorsement. Official release of the report is expected within the next couple of weeks.

There are a number of key messages that emerge from the e-Scan.

- Employers have identified concerns about the national training system - namely a lack of current technology training; a lack of underpinning technical knowledge and inadequate levels of numeracy and literacy amongst some apprentices.

These and other findings are discussed in detail in the e-Scan. The 2012 e-Scan will be available for download in full from the ASA website in March.
**Young and successful? This may be you or someone you know.**

Attracting young people into the automotive industry is a critical step in ensuring the industry can develop the next generation of technical and business leaders. Auto Skills Australia (ASA) in conjunction with industry is developing a new range of career resources to be used in schools and amongst careers advisors across Australia.

One of these resources will contain profiles of young people in the industry who have been successful and have made Automotive a great career move. We are seeking nominations from people who fit the profile outlined here or who know someone who fits the profile and whom they wish to nominate.

If you fit the profile below or someone you know does – let us know.

**THE PROFILE WE ARE LOOKING FOR IS PEOPLE WHO ARE:**

1. 35 years of age or younger
2. Started an automotive career through an automotive apprenticeship or traineeship
3. Has achieved a high level of success in the industry, this could include but is not limited to:
   - owning a successful automotive business
   - trade or business award winner
   - recognition as a technical expert in a specific automotive field
   - responsible for the management of a large high profile or specialist automotive business
   - responsible for the development of new products or technology in the industry
   - other achievements that stand someone out as being a success in the industry.

**For further information or to fill-out a nomination form, visit the ASA website HERE or email Scott Williams at ASA HERE.**