

PARTNERSHIPS IN TRAINING

MANUFACTURING AND SERVICING SKILLS DEVELOPMENT FOR THE CARAVAN INDUSTRY

Apprentice Training Programs

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HISTORY OF TRADE / APPRENTICESHIP TRAINING

TRADE / APPRENTICE TRAINING OPTIONS - PRE 2000

- Furnishing / Cabinet Making apprenticeships
- Joinery / Shopfitting / Stairbuilding apprenticeships
- Motor Body Building apprenticeships

TRADE / APPRENTICE TRAINING OPTIONS - POST 2000

- Certificate II & III in Recreational Vehicle Manufacturing
- Certificate II & III in Recreational Vehicle Servicing
- Certificate IV and Diploma in Manufacturing and Servicing



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DISADVANTAGES OF PRE 2000 TRAINING PROGRAMS

- Minimal alignment of skills development with Caravan Industry
- Strong reliance on industry based skills development
- Reduced flexibility in duties allocation for apprentices
- Retention of qualified apprentices
- Industry becomes an 'incubator' for others



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ADVANTAGES OF POST 2000 TRAINING PROGRAMS

- Skills development directly aligned with Caravan Industry
- Training includes majority of operations in industry
- Trainees are better equipped to work across operations
- Increased loyalty to industry through specific qualification
- Better training outcomes for training dollar investment
- Solid foundation of skills for future roles in company



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WHAT IS A TRAINING PACKAGE ?

- Set of assessment guidelines for nationally accredited qualifications
- Developed to meet training needs as determined by industry
- Designed around competency based training
- Designed to support standardisation of qualifications across Australia
- Significant advantage to industries without formal structured training



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QUALIFICATIONS WITHIN THE CARAVAN INDUSTRY TRAINING PACKAGE

- Certificate II in Recreational Vehicle Manufacturing
- Certificate III in Recreational Vehicle Manufacturing
- Certificate IV in Recreational Vehicle Manufacturing
- Certificate II in Recreational Vehicle Servicing
- Certificate III in Recreational Vehicle Servicing
- Certificate IV in Recreational Vehicle Servicing
- Diploma in Recreational Vehicle Manufacturing and Servicing



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CURRENT STATUS OF TRAINING

NMIT Program

- Delivery of training in Manufacturing and Servicing over the past eight years
- Over 100 apprentices trained to date
- Delivery of onsite training and assessment in regional Victoria and Tasmania
- Delivery of onsite training for apprentice groups in metropolitan Melbourne

Kangan Batman Program

- Development of the new customised 'Warranty Servicing' program

Note : To date, there has been minimal uptake of the Caravan Manufacturing and Servicing Training Package in other states due to a range of reasons



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TRAINING FORMATS

NMIT BASED TRAINING

- Two year training program / plan
- One day per week attendance at TAFE for formal training
- TAFE program specifically designed to enhance onsite skills and knowledge development

ONSITE TRAINING

- Designed specifically for employers with multiple apprentices
- Training and assessment plan developed in partnership with employer
- Apprentices' duties rotated to ensure maximum onsite experience is gained



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SKILLING EXISTING WORKFORCES

COMPANIES WISHING TO INCREASE NUMBER OF QUALIFIED WORKERS

- Register selected existing workers as apprentices
- Utilise federal training subsidy to fund training
- Streamline training through a combination of Recognition of Prior Learning (RPL) and gap training based on knowledge and experience of existing workers
- Effective model when utilising onsite training and assessment



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GOVERNMENT FUNDED TRAINING SUBSIDIES

Federal Government Subsidies

- Apprenticeship / Traineeship Employer Subsidy - \$4,000
(Subsidy able to be claimed for new and existing workers)

State Government Subsidies

- Subsidised training costs for apprentice / trainee training delivery
(approximately 90% reduction on full cost of training)
- Available only for new starters, excludes existing workers



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GETTING TRAINING STARTED IN YOUR STATE

- Needs to be driven by state based industry
- Requires the commitment to the training program by an RTO
- Qualification must be accredited in your state to secure the state government training subsidies
- Requires a commitment by the industry within that state to employ enough apprentices to make training viable
- Viability can be supported by including existing workers in training which can be funded by the federal government training subsidy for employers



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REGISTERING AND TRAINING APPRENTICES

- Employer sources suitable apprentice (young or mature aged)
- Employer contacts local Australian Apprenticeship Centre (AAC)
- AAC registers apprentice under appropriate qualification
- AAC registers employer for federal government training subsidy
- AAC / Employer registers apprentice for training at TAFE Institute
- State Training Authority Field Officers monitor training of apprentice
- Effective partnership is formed between employer and TAFE
- TAFE Institute in consultation with employer signs off on qualification when all competencies are completed by the apprentice



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GROUP TRAINING SCHEMES

- Training companies that employ a number of apprentices / trainees across various trade / professional sectors
- Apprentices / trainees do not work directly for the Group Trainer
- Apprentice / trainees are employed on a needs basis by 'host employers'
- Group Trainer collects the federal training subsidy to fund the management of apprentice / trainees
- Model is suitable for employers who need a short term increase in their workforce or do not wish to have the full responsibility of an apprentice or trainee



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SKILL SHORTAGE INITIATIVES AND FUNDING

- Federal funding initiatives to address skills shortages
- Currently focused on 'Traditional Trades'
- Caravan Manufacturing / Servicing currently not recognised as skill shortage area
- Application for skill shortage classification can be made
- Application must be driven and presented by the caravan industry
- Significant additional funding allocated to industries with skill shortages
- Skill shortage funding would be a substantial incentive for people to enter the caravan industry as an apprentice or trainee.



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WANTING MORE INFORMATION ?

Training Contacts

Enquiries on all aspects of Caravan Industry Training

- **Ian Roberts, NMIT** – ianr-ace@nmit.vic.edu.au

Enquiries on Warranty Servicing Training

- **Wayne Walter, Kangan Batman TAFE** – wwalter@kangan.edu.au

Useful Web Sites

- www.australianapprenticeships.gov.au
- www.NTIS.gov.au
- www.jobnetwork.gov.au

