



The Training and Skills Commission

DRAFT Industry Priority Qualifications

Yorke & Mid North



Government of South Australia
Training and Skills Commission



www.tasc.sa.gov.au

Better Skills
Better Work
Better State

Foreword



The Commission is pleased to present this report on South Australia's Industry Priority Qualifications (IPQs). This unique report details the extensive industry collaboration and consultation process undertaken by the Commission over the last 12 months, culminating in the identification of industry's priorities across the State economy and within 18 industry sectors; the first time this has been achieved. The level of engagement with industry stakeholders exceeded the Commission's expectations, and we acknowledge the hundreds of contributions made by industry. The scope and depth of the results achieved through this collaborative approach means this work will remain important and relevant for years to come.

These Priority Qualifications Lists are a direct reflection of industry feedback and will play an important role as one of a range of inputs used by Government to determine which Vocational Education and Training qualifications will receive publicly funded support.

South Australia needs a workforce that is innovative and adaptable but most importantly, in possession of the skills required to meet the ever-changing needs of industry and the South Australian economy. This report is a valuable tool to assist in meeting this challenge.

The detailed findings contained in this report are valuable across several domains; valuable to Government in guiding public investment in skills development, and valuable to industry to better understand and compare qualification priorities across sectors. These findings are also valuable to the Commission as they provide a platform for further exploration and policy deliberations which in turn will inform future recommendations to Government as part of our State Workforce Development Plan Skills for Future Jobs 2020, to be released at the end of 2016.

While it is acknowledged that the priorities of Government and public investment may differ from those of industry, we are encouraged by the fact that this is the first time Government will have a comprehensive understanding, informed directly by industry, of the needs of industry within the context of qualification and skills priorities.

On behalf of the Commission, we extend a sincere thank you to all contributors and respondents who participated in our consultations. It is clear that the challenges facing skills development for industry are significant, but so is the appetite from Government, industry and the community to actively pursue mutually beneficial solutions.



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Anthony Kittel
CHAIR

A handwritten signature in white ink, appearing to read 'Melinda O'Leary'.

Melinda O'Leary
DEPUTY CHAIR

Our Members



Mr Anthony Kittel (Chair)
Chief Executive Officer, REDARC Electronics



Ms Melinda OLeary (Deputy Chair)
Nova Systems



Mr Adrian Smith
Managing Director, Rheinmetall Defence



Ms Adrienne Nieuwenhuis
Director, Office of Strategic Programs, Chancellery,
University of South Australia



Mr Jamie Newlyn
SA Branch Secretary, Maritime Union of Australia



Ms Kylie Heneker
Government Relations and Communications
Professional



Ms Lindsay Palmer
Former Member of Parliament, School Principal
and Industry Consultant



Mr Rob Bonner
Director, Operations & Strategy, Australian Nursing
& Midwifery Federation (SA Branch)



Mr Stephen Myatt
Director, Australian Industry Group (SA Branch)

Deputy Members



Ms Deb Black
Alternative dispute resolution specialist



Mr Ian Curry
National Coordinator: Skills, Training & Apprenticeships
with the Australian Manufacturing Workers' Union



Professor John Buchanan
Principal Advisor, Research Impact at the
University of Sydney Business School



Dr Karleen Thornton
Nursing Director, Northern Adelaide Local Health
Network

The Training and Skills Commission

Established in 2003, the Commission is comprised of industry, academic and community leaders. The Commission advises the Minister for Higher Education and Skills on South Australia's skills and workforce development priorities and is responsible for the regulation of the State's apprenticeship and traineeship system.

The Commission also provides independent, strategic advice on how South Australia can invest in a sustainable, highly skilled workforce particularly in key growth sectors. This advice is crucial to meeting South Australia's economic and social needs, now and into the future.

Our Responsibilities

The Commission's responsibilities include:

- promoting and encouraging investment, equity and participation in, and access to vocational education and training (VET);
- monitoring, reporting and making recommendations to the Minister on the state of VET and workforce development in South Australia, including the expenditure of public money in these areas; and
- promoting pathways between the secondary school, VET, adult community education, and higher education sectors.

Executive Summary

This report represents the significant findings of the Commission's Industry Priority Qualifications Survey. With 1,138 Qualifications, Skill Sets and Accredited Courses (QSCs) identified by industry as a priority, this report provides a unique opportunity for the State Government to strategically align its investment in skills development with the qualification priorities of industry.

The 'Whole of Economy' List of Priority Qualifications was informed by 850 responses to an industry designed survey, 20 half-day consultation sessions, discussion with peak employer and employee bodies and now a final revision after being available for feedback since the launch of the Interim Report on 8 December 2015. This document represents over 800 hours of consultation activity, and is arguably the most comprehensive exploration of industry demand conducted in any jurisdiction across Australia.

Across the breadth of our State's economy there are 106 QSCs identified as Highest Priority (Tier 1), 169 identified as a High Priority (Tier 2), 225 identified as a Priority (Tier 3), 639 identified as a Low Priority (Tier 4) and 2,961 QSCs that were not selected (Tier 5).

As diverse as enterprises are within our State, the results of the Commission's stakeholder consultations indicate the wide application of generic and transferable qualifications across most industry sectors. Of the 106 qualifications identified as a Tier 1 priority, approximately 50 percent are highly transferable and non-industry specific. Leadership and management, general business related qualifications, as well as work, health and safety qualifications were routinely identified as a high priority across most industry sectors.

These results are complemented by qualitative insights gathered from extensive conversations with our Industry Partners, which in turn has enabled the identification of key trends and workforce development challenges in South Australia.

These include:

- The increasing complexity of the Vocational Education and Training (VET) sector is proving difficult to understand and navigate;

- Formal training is not always the answer to the workforce development needs of industry;
- Enterprises highly value skills that increase the internal mobility and capabilities of employees;
- The Australian Qualifications Framework (AQF) and Training Packages are inconsistent and often misunderstood by many engaged in the VET system;
- Continual changes to the level of public subsidy for VET qualifications at both a State and Commonwealth level diminishes business planning capability;
- The capacity of industry to invest in skills development varies widely between sectors and sub-sectors, as well as between small and large employers;
- As diverse and unique as our State's economy is in the national context, so too are the unique needs of our regions when compared to the broader South Australian economy; and
- High growth employers have demonstrated differing needs than those employers experiencing subdued conditions.

Throughout the process of consultation the Commission has remained committed to its principles of transparency with its approach and methodology.

The final consultation phase and work of the Commission has reaffirmed the strength of this engagement, with some (though not extensive) changes in priorities that reflect additional stakeholder feedback and analysis.

The Commission is confident that the 'Whole of Economy' Priority Qualifications List now represents the best platform South Australia has ever had to guide Government investment in VET towards industry need. These qualifications have been self-identified by industry and have been considered in the context of the wider economy. Discussions with our Industry Partners and stakeholders were extensive to the point of being able to consider individual qualifications and their place in our diverse VET sector.

It is not always the case that VET qualifications are undertaken for the purposes of employment or improving business productivity. It is therefore important to understand the role that VET plays in our society in the broader context. The Commission has long provided support and analysis on the importance of the VET sector in social inclusion, and recognises the integral part that Adult Community Education (ACE) plays in providing pathways that encourage participation in work and community.

In this report, the Commission has provided suggestions on how the South Australian Government should treat the findings as well as identifying opportunities for future policy work.

That said, this report is a platform for industry as much as a blueprint for Government; one which provides better information on market demand and activity, as well as providing a tool to promote closer alignment of Government support to industry need.

As perhaps the only report of its kind – industry, government, training providers, employers and various other stakeholders now have yet another piece of the strategic puzzle, one which can respond to the question of ‘what training and skills should the Government support’?

This report, although not the complete answer, is a significant step forward and one that will provide insight into the skills needs of industry well into the future.



Respondents

850 respondents completed the IPQ Survey representing employers, individuals, unions, registered training organisations and industry groups.

Key Insights



Employer Size

58% of employers surveyed identified as **micro or small businesses** with less than 20 employees.



Qualifications

Over 1,100 Qualifications, Skills Sets and Accredited Courses (QSCs) were identified by industry as a priority. This is just over 25% of all available QSCs (4,103) embedded within the IPQ Survey.



Priorities

106 qualifications were identified as a **top priority** for industry over the next five years, while 169 were identified as a high priority and 225 identified as a priority. The remaining 639 were identified as lower priority.



Top Qualifications

Generic (business-related) qualifications were consistently identified as high priorities for industry and the SA economy. These qualifications were often considered applicable to multiple occupations and transferable across industry sectors.



Skills Clusters

Managerial and Leadership, Sales and Customer Service and Information and Technology skills were ranked most highly across industry sectors by survey respondents as the skills required in the next five years.



Key Challenges

Reskilling will be a priority to meet the skills and workforce needs of the future as structural change presents ongoing challenges for the South Australian economy.



Projected Employment Growth

TaSC Interim Modelling projects employment growth of **1.1 % per annum (43,000 new jobs)** over the next five-year period.



Regional Needs

The **Industry Priority Qualifications of State Government Regions** are very diverse and need to be better understood.



High Growth & Small Employer Needs

Both **High Growth and Small Employers** have ranked **Marketing & Customer Engagement qualifications** as high priority.

1 OVERVIEW

Minister's Request

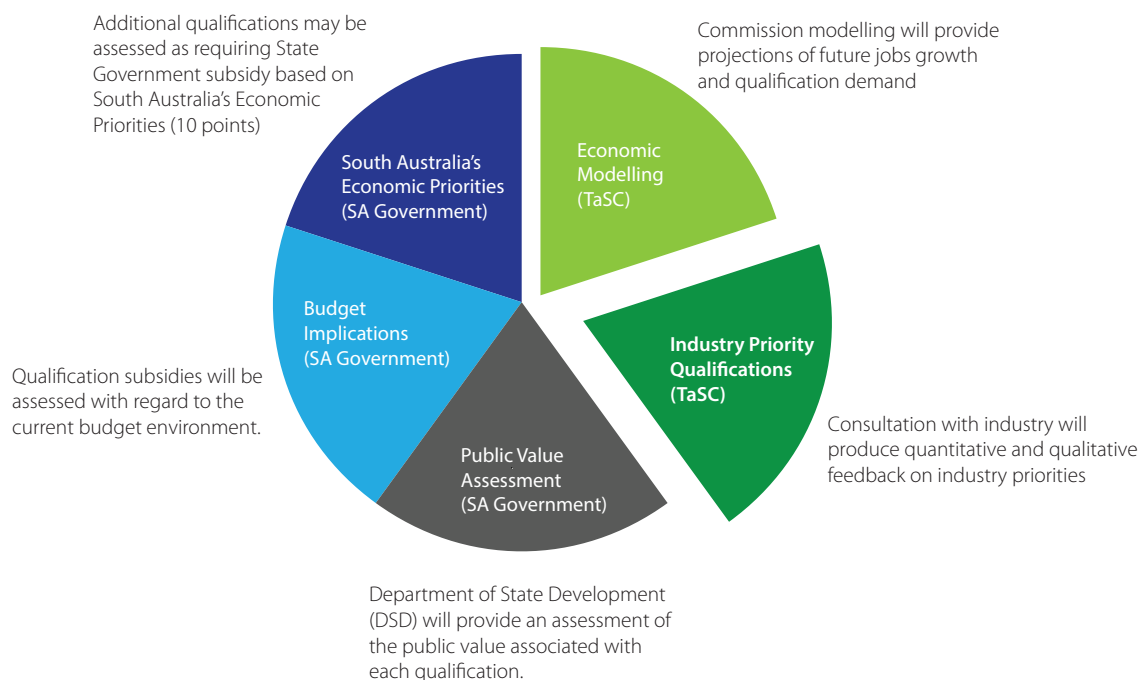
Early in 2015, the former Minister for Employment, Higher Education and Skills, the Hon Gail Gago MLC requested the Training and Skills Commission seek feedback from stakeholders to identify Priority Qualifications based on industry sectors.

The objective and outcome of this consultation includes the development of an Industry Priority Qualifications List which will be used to help guide future Government investment in training and skills development and ultimately become one of five key inputs used to inform future iterations of the Subsidised Training List (STL).

Other strategic inputs into the Government's decision-making matrix for determining the STL include:

- The Commission's independent economic modelling of demand for qualifications and job openings;
- A Department of State Development Public Value assessment;
- Budget Implications; and
- South Australia's Strategic Priorities.

Inputs to the Subsidised Training List (STL)



Policy Context

In April 2015 the South Australian Government released 'Work Ready' - a repositioned training, skills and employment policy aimed at redirecting Government investment to areas of greatest public benefit and strategic importance to the State's economy, ultimately towards job openings.

The Government also advised that from 1 May 2015 the current Subsidised Training List (STL) would be reduced from 900 publicly subsidised qualifications to around 700 qualifications. It is anticipated that this trend will continue as the Government seeks to further align the STL with the needs of industry and target skills areas which deliver greater social and economic benefit. The Commission anticipates this will eventuate in the STL comprising around 350 qualifications.

Currently more than \$300 million dollars of taxpayer funds are used to subsidise VET in South Australia. However, as less public funding is expected to be available for VET in future budgets, the resulting impact on training activity can be minimised through better targeted alignment of training places to strategic industry need.

In the transition from Skills for All to WorkReady, there is less flexibility in the Government's investment in training and skills development. However, the Government has advised that over time, when the pipeline of students under the Skills for All entitlement complete training activity, there will be funding available to accommodate new industry priorities.

The Commission subscribes to the notion that for training activity to be sustainable it must be better targeted to strategic industry need over the longer term. An appropriate balance must be achieved between Government, individual and industry investment in training and skills development.

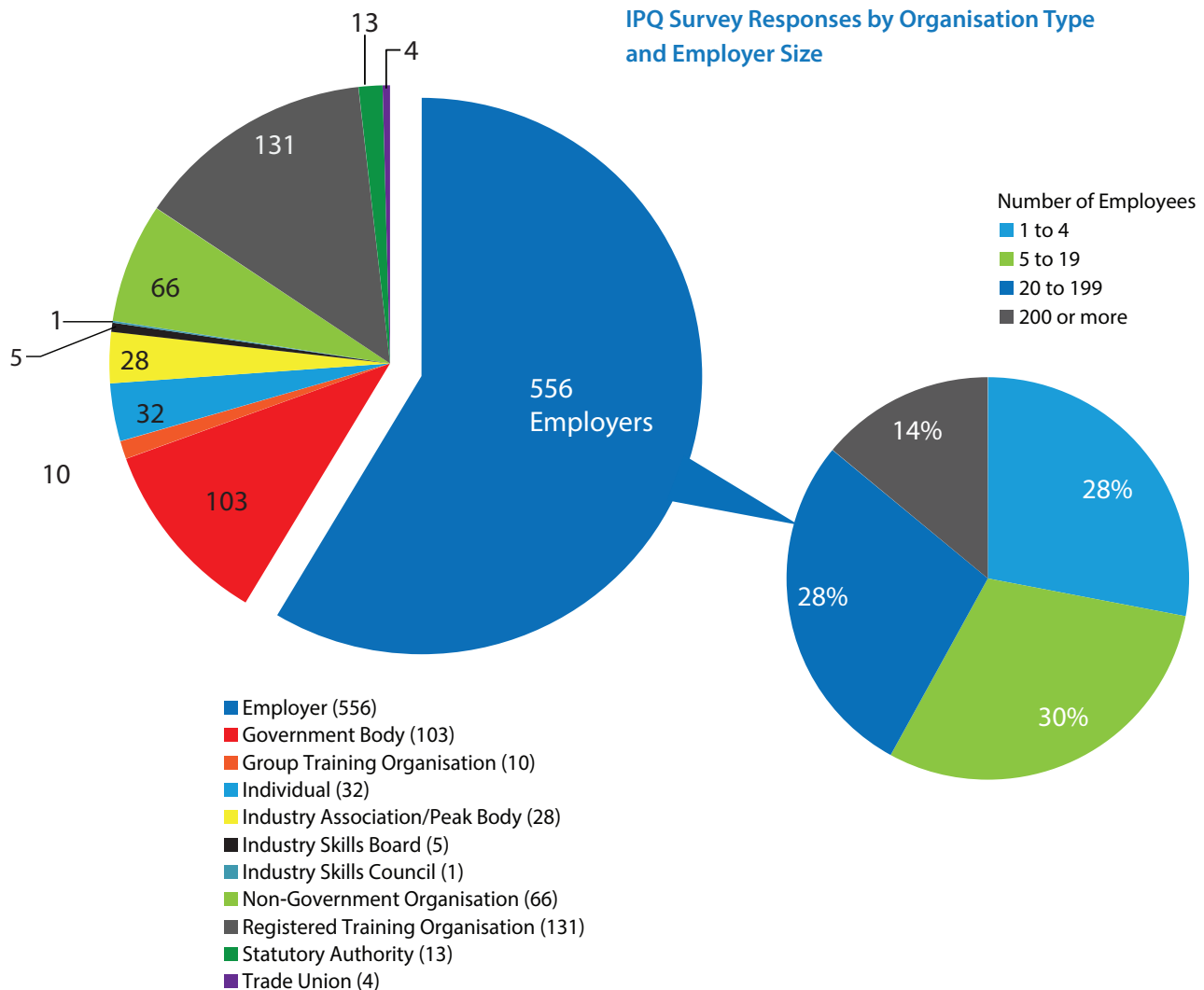


Survey Response

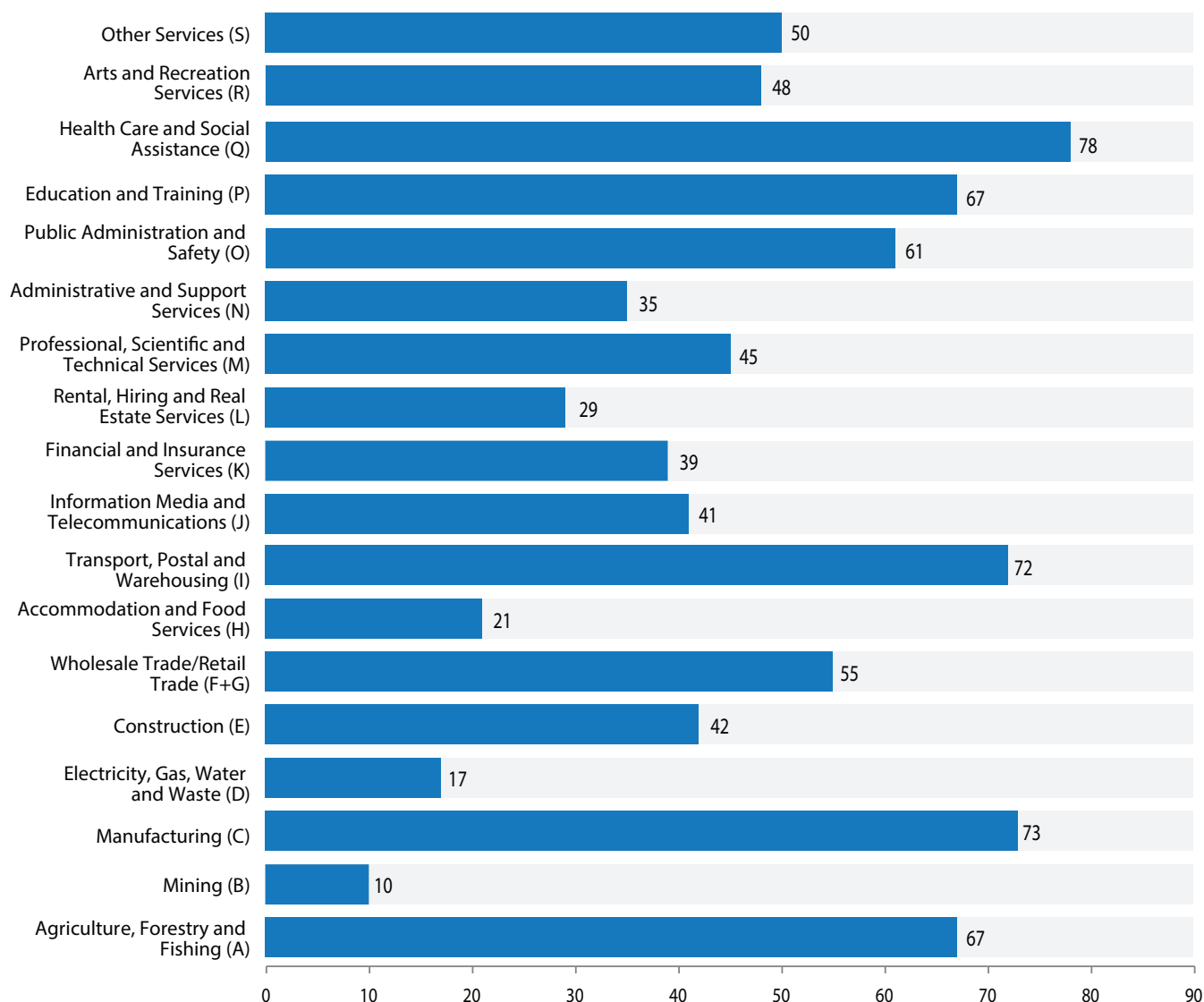
The IPQ Survey received 850 responses across 18 industry sectors. Respondents were asked to identify their organisation type and industry sub-sector. Respondents who identified as employers were also asked their current number of employees, as well as how many additional employees they expected to hire in coming years. The Commission was impressed with the number of employers that responded, and particularly the fact that 58 percent of employers identified as small or micro-businesses with less than 20 employees.

By industry, responses were highest for Health Care and Social Assistance, Manufacturing and Transport, and Postal and Warehousing. Responses were lowest for Mining and Electricity, Gas, Water and Waste Services.

IPQ Survey Responses by Organisation Type and Employer Size



IPQ Survey Responses by Industry



The Commission had an overall target of 750 responses for the IPQ Survey, which allowed individual targets to be set for each industry, based on their share of State employment. These targets were met in all but five industries. In particular, Accommodation and Food Services, and Retail and Wholesale Trade were below target. This can be partly explained by the nature of those industries, in that they each have a large employment share, but also a large number of small and micro businesses for which the

perceived value proposition of completing the IPQ Survey is lower. However, the Commission received robust industry representation from stakeholders for these industries, and is confident in the integrity of the results, given the type of organisations and the size of employers who completed the survey.

2 KEY CONSTRAINTS & LIMITATIONS

ANZSIC classifications: Consistent with its publications over a number of years, the Commission made the decision to use the Australia and New Zealand Standard Industrial Classification (ANZSIC) to aid in the segmentation and reporting of IPQ data. This allows easy comparison with other data sets to support Government decision making processes. It also allowed respondents to have a more streamlined survey experience, and permitted the creation of stakeholder groups to moderate the survey data.

During discussions with stakeholders, a consistent theme emerged that several of the ANZSIC classifications were no longer fit for purpose. Some respondents and stakeholders struggled to define certain industries and sub-sectors and had difficulty in selecting their own industry and choosing relevant qualifications. This may be due to respondent's inability to select an appropriate ANZSIC category because their business operates across multiple industries. The Commission acknowledges this limitation, but has the view that ANZSIC remains best practice for projects of this kind.

The Australian Qualifications Framework:

The Australian Qualifications Framework is the national policy for regulated VET. Nationally accredited training in Australia is made up of qualifications and Skill Sets (grouped into Training Packages) and Accredited Courses. The Commission made the decision to only include nationally accredited training in reporting on Industry's Priority Qualifications. This allowed respondents to choose from around 4,100 current QSCs to prioritise.

Survey complexity: Efforts were made to design a survey that was accessible by all organisation types; however some experience with the VET sector was required in order to fully engage with, and respond to, the survey.

Selection Bias: Through the validation process conducted with National Centre for Vocational Education Research (NCVER), the Commission acknowledged that the raw data collected through the IPQ Survey was likely to exhibit selection bias, where:

1. The characteristics of respondents to the survey were not representative of the total population; and
2. That as a result, qualifications identified may be weighted towards a particular sub-group.

NCVER provided suggestions for stratified sampling of sub-groups based on an identified population; this methodology was not applied retrospectively.

It should be noted that the moderation sessions with industry stakeholders, where bias resulting from employer size, sub-sector representation and RTO share were identified and addressed, is likely to have reduced the impacts of selection bias. This has been acknowledged by NCVER.

Training Package updates: The Commission recognises that Training Packages are constantly under review and as a consequence, results in the survey may not completely align to current or future qualifications and Training Packages. Questions in the survey referenced Training Packages as they existed at May 2015. In using the results from this survey, care should be taken to map outdated qualifications with current qualifications.

Regional perspective: It was not intended that the Commission's consultation process specifically address Industry Priority Qualifications from a regional perspective. However the Commission acknowledges the need for a regional understanding of industry's priorities and will seek to provide future commentary on industry's regional skills and workforce needs.

3 REGIONAL IPQ YORKE & MID NORTH



Regional Industry Priority Qualifications

Following the release of the Training and Skills Commission's Report on South Australia's Industry Priority Qualifications (IPQ), further work has commenced to examine the significance of the IPQ from a regional perspective.

The Commission is seeking to gain further insights into regional areas of strategic significance to the State, and in particular those which are currently experiencing economic challenges. As such we are examining the results of the IPQ process for the regions which cover Whyalla, Port Augusta, Port Pirie and those included in the Northern Economic Plan.

The following list of draft priority qualifications for the **Yorke & Mid North** region was adapted from the Commission's Industry Priority Qualifications 'Whole of Economy' list (Output 2). For more information on the development of that list, please see Chapter 3 of the report on the Training and Skills Commission website.

To develop a regional priority qualification list for the Yorke and Mid North, the Commission took the Output 2 'Whole of Economy' list and adjusted each qualification according to the industry employment share in the region. The resulting draft list of qualifications are categorised in three tiers of priority.

Feedback

The Commission recognises that any attempt to produce a list of priority qualifications for a region based on the priorities of the State as a whole will invariably miss important regional variations. It is for this reason that the Commission is inviting feedback on the draft list from industry and interested stakeholders in the **Yorke & Mid North**.

Feedback can be provided online via the Commission's website: www.tasc.sa.gov.au

Respondents will have the opportunity to provide general feedback on the IPQ Report, and specific feedback on the priority level of individual qualifications for their region.

The online feedback submission tool will be open for feedback until **Friday 6th May, 2016**.

This feedback will then be collated and the results will be made available for public policy and planning for the **Yorke & Mid North** and surrounding regions.

If you have any questions about the process or any difficulties accessing the online feedback tool, please contact Joel Pillar, Economic Adviser, Training and Skills Commission on:

Phone: (08) 8463 6323

Email: joel.pillar@sa.gov.au

DRAFT Yorke & Mid-North - Priority Qualifications

Tier 1 (Highest Priority)

Advanced Diploma

Advanced Diploma of Leadership and Management
Advanced Diploma of Work Health and Safety

Diploma

Diploma of Business Administration
Diploma of Human Resources Management
Diploma of Leadership and Management
Diploma of Project Management
Diploma of Work Health and Safety

Certificate IV

Certificate IV in Accounting
Certificate IV in Business
Certificate IV in Business Administration
Certificate IV in Business Sales
Certificate IV in Human Resources
Certificate IV in Leadership and Management
Certificate IV in Marketing
Certificate IV in Mental Health
Certificate IV in Project Management Practice
Certificate IV in Small Business Management
Certificate IV in Training and Assessment
Certificate IV in Wool Classing
Certificate IV in Work Health and Safety

Certificate III

Certificate III in Aquaculture
Certificate III in Business
Certificate III in Business Administration
Certificate III in Engineering - Mechanical Trade
Certificate III in Harvesting and Haulage
Certificate III in Horticulture
Certificate III in Hospitality
Certificate III in Individual Support
Certificate III in Information, Digital Media and Technology
Certificate III in Irrigation
Certificate III in Papermaking Operations
Certificate III in Production Horticulture
Certificate III in Recordkeeping
Certificate III in Retail Operations
Certificate III in Retail Supervision
Certificate III in Sawmilling and Processing
Certificate III in Timber Truss & Frame Design & Manufacture
Certificate III in Work Health and Safety

Certificate II

Certificate II in Agriculture
Certificate II in Business
Certificate II in Emergency Medical Service First Response
Certificate II in Hospitality
Certificate II in Information, Digital Media and Technology
Certificate II in Maritime Operations
(Coxswain Grade 1 Near Coastal)
Certificate II in Maritime Operations
(Marine Engine Driver Grade 3 Near Coastal)
Certificate II in Retail Services
Certificate II in Rural Operations
Certificate II in Shearing

Skill Set

Skill Set (MAR) - Safety Training Certification Skill Set
Skill Set (MAR) - Shipboard Safety Skill Set

Tier 2 (High Priority)

Advanced Diploma

Advanced Diploma of Accounting
Advanced Diploma of Business
Advanced Diploma of Graphic Design
Advanced Diploma of Hospitality
Advanced Diploma of Marketing
Advanced Diploma of Nursing (Enrolled/Division 2 nursing)
Advanced Diploma of Program Management

Diploma

Diploma of Accounting
Diploma of Business
Diploma of Early Childhood Education and Care
Diploma of Events
Diploma of Financial Services
Diploma of Graphic Design
Diploma of Hospitality
Diploma of Marketing
Diploma of Nursing (Enrolled-Division 2 nursing)
Diploma of Purchasing
Diploma of Retail Management
Diploma of Vocational Education and Training
Diploma of Website Development

Certificate IV

Certificate IV in Bookkeeping
Certificate IV in Competitive Systems and Practices
Certificate IV in Customer Engagement
Certificate IV in English Proficiency
Certificate IV in Financial Services
Certificate IV in Health Administration
Certificate IV in Horticulture
Certificate IV in Hospitality
Certificate IV in Language, Literacy & Numeracy Assessment
and Training (Accredited Course)
Certificate IV in Production Horticulture
Certificate IV in Purchasing
Certificate IV in Retail Management
Certificate IV in Teaching English to Speakers of
Other Languages (TESOL) (Accredited Course)
Certificate IV in Youth Work

Certificate III

Certificate III in Accounts Administration
Certificate III in Agricultural Mechanical Technology
Certificate III in Bricklaying/Blocklaying
Certificate III in Carpentry
Certificate III in Community Services Work
Certificate III in Customer Engagement
Certificate III in Driving Operations
Certificate III in Early Childhood Education and Care
Certificate III in Engineering - Composites Trade
Certificate III in Engineering - Electrical/Electronic Trade
Certificate III in Engineering - Fabrication Trade
Certificate III in Engineering - Production Systems
Certificate III in Engineering - Technical
Certificate III in English Proficiency
Certificate III in Financial Services
Certificate III in Food Processing

DRAFT Yorke & Mid-North - Priority Qualifications

Tier 2 (High Priority)

Certificate III (cont...)

Certificate III in Maritime Operations
(Marine Engine Driver Grade 2 Near Coastal)
Certificate III in Maritime Operations
(Master up to 24 metres Near Coastal)
Certificate III in Meat Processing (Boning Room)
Certificate III in Meat Processing (Meat Safety)
Certificate III in Meat Processing (Retail Butcher)
Certificate III in Meat Processing (Slaughtering)
Certificate III in Meat Processing
(Smallgoods - Manufacture)
Certificate III in Micro Business Operations
Certificate III in Plumbing
Certificate III in Pork Production
Certificate III in Roof Plumbing
Certificate III in Rural Operations
Certificate III in Sawdoctoring
Certificate III in Spoken and Written English

Certificate II

Certificate II in Arboriculture
Certificate II in Driving Operations
Certificate II in Financial Services
Certificate II in Horticulture
Certificate II in Meat Processing (Abattoirs)
Certificate II in Production Horticulture
Certificate II in Spoken and Written English

Certificate I

Certificate I in Hospitality

Skill Set

Skill Set (FPI) - Skill set for a forestry log truck driver
Skill Set (FPI) - Skill set for a forwarder operator
Skill Set (FPI) - Skill set for a loader operator

Tier 3 (Priority)

Advanced Diploma

Advanced Diploma of Agribusiness Management
Advanced Diploma of Agriculture
Advanced Diploma of Community Sector Management
Advanced Diploma of Dental Prosthetics
Advanced Diploma of Electronics & Communications Engineering
Advanced Diploma of Engineering
Advanced Diploma of Events
Advanced Diploma of Forest Industry Sustainability
Advanced Diploma of Horticulture
Advanced Diploma of Oral Health (Dental Hygiene) (Acc Course)

Diploma

Diploma of Agribusiness Management
Diploma of Agriculture
Diploma of Aquaculture
Diploma of Arboriculture
Diploma of Community Services (Case management)
Diploma of Conservation and Land Management
Diploma of Engineering - Advanced Trade
Diploma of Horticulture
Diploma of International Business
Diploma of Practice Management
Diploma of Production Horticulture
Diploma of Pulp and Paper Process Management
Diploma of Sustainability
Diploma of Training Design and Development
Diploma of Visual Merchandising

Certificate IV

Certificate IV in Ageing Support
Certificate IV in Agriculture
Certificate IV in Allied Health Assistance
Certificate IV in Aquaculture
Certificate IV in Child, Youth and Family Intervention
Certificate IV in Community Services Work
Certificate IV in Dental Assisting
Certificate IV in Disability
Certificate IV in Electronics and Communications
Certificate IV in Engineering
Certificate IV in Food Processing
Certificate IV in Forest Operations
Certificate IV in International Trade
Certificate IV in Leisure and Health
Certificate IV in Local Government (Regulatory Services)
Certificate IV in Logistics
Certificate IV in Maritime Operations (Marine Engine Driver
Grade 1 Near Coastal)
Certificate IV in Maritime Operations (Master up to 35
metres Near Coastal)
Certificate IV in Papermaking Operations
Certificate IV in Transport and Logistics
(Road Transport - Heavy Vehicle Driving Instruction)
Certificate IV in Volunteer Program Coordination

Tier 3 (Priority)

Certificate III

Certificate III in Agriculture
Certificate III in Allied Health Assistance
Certificate III in Automotive Diesel Engine Technology
Certificate III in Automotive Electrical Technology
Certificate III in Automotive Sales
Certificate III in Business Administration (Medical)
Certificate III in Business to Business Sales
Certificate III in Cabinet Making
Certificate III in Civil Construction
Certificate III in Civil Construction Plant Operations
Certificate III in Commercial Cookery
Certificate III in Community Pharmacy
Certificate III in Competitive Systems and Practices
Certificate III in Conservation and Land Management
Certificate III in Dental Assisting
Certificate III in Electronics and Communications
Certificate III in Electrotechnology Electrician
Certificate III in Events
Certificate III in Fisheries Compliance
Certificate III in Forest Growing and Management
Certificate III in Furniture Making
Certificate III in Gas Fitting
Certificate III in Hairdressing
Certificate III in Health Administration
Certificate III in Health Services Assistance
Certificate III in Health Support Services
Certificate III in Light Vehicle Mechanical Technology
Certificate III in Local Government (Regulatory Services)
Certificate III in Logistics
Certificate III in Mobile Plant Technology
Certificate III in Painting and Decorating
Certificate III in Poultry Production
Certificate III in Process Manufacturing
Certificate III in Pulping Operations
Certificate III in Retail Baking (Bread)
Certificate III in Retail Baking (Cake and Pastry)
Certificate III in Retail Baking (Combined)
Certificate III in Shearing
Certificate III in Sterilisation Services
Certificate III in Timber Manufactured Products
Certificate III in Vertebrate Pest Management
Certificate III in Wine Industry Operations
Certificate III in Wood Panel Products
Certificate III in Wool Clip Preparation

Certificate II

Certificate II in Applied Language
Certificate II in Aquaculture
Certificate II in Automotive Sales
Certificate II in Automotive Servicing Technology
Certificate II in Civil Construction
Certificate II in Community Pharmacy
Certificate II in Community Services
Certificate II in Construction Pathways
Certificate II in Customer Engagement
Certificate II in Education and Skills Development
Certificate II in Electrotechnology Studies (Pre-vocational)
Certificate II in Engineering
Certificate II in Engineering - Production Technology
Certificate II in Engineering Pathways
Certificate II in English Proficiency
Certificate II in Fishing Operations
Certificate II in Food Processing
Certificate II in Health Support Services
Certificate II in Irrigation
Certificate II in Kitchen Operations
Certificate II in Logistics
Certificate II in Resources & Infrastructure Work Preparation
Certificate II in Skills for Work and Vocational Pathways
Certificate II in Warehousing Operations
Certificate II in Wine Industry Operations
Certificate II in Wool Handling

Certificate I

Certificate I in AgriFood Operations
Certificate I in Engineering
Certificate I in Information, Digital Media and Technology
Certificate I in Retail Services
Certificate I in Work Preparation (Community services)

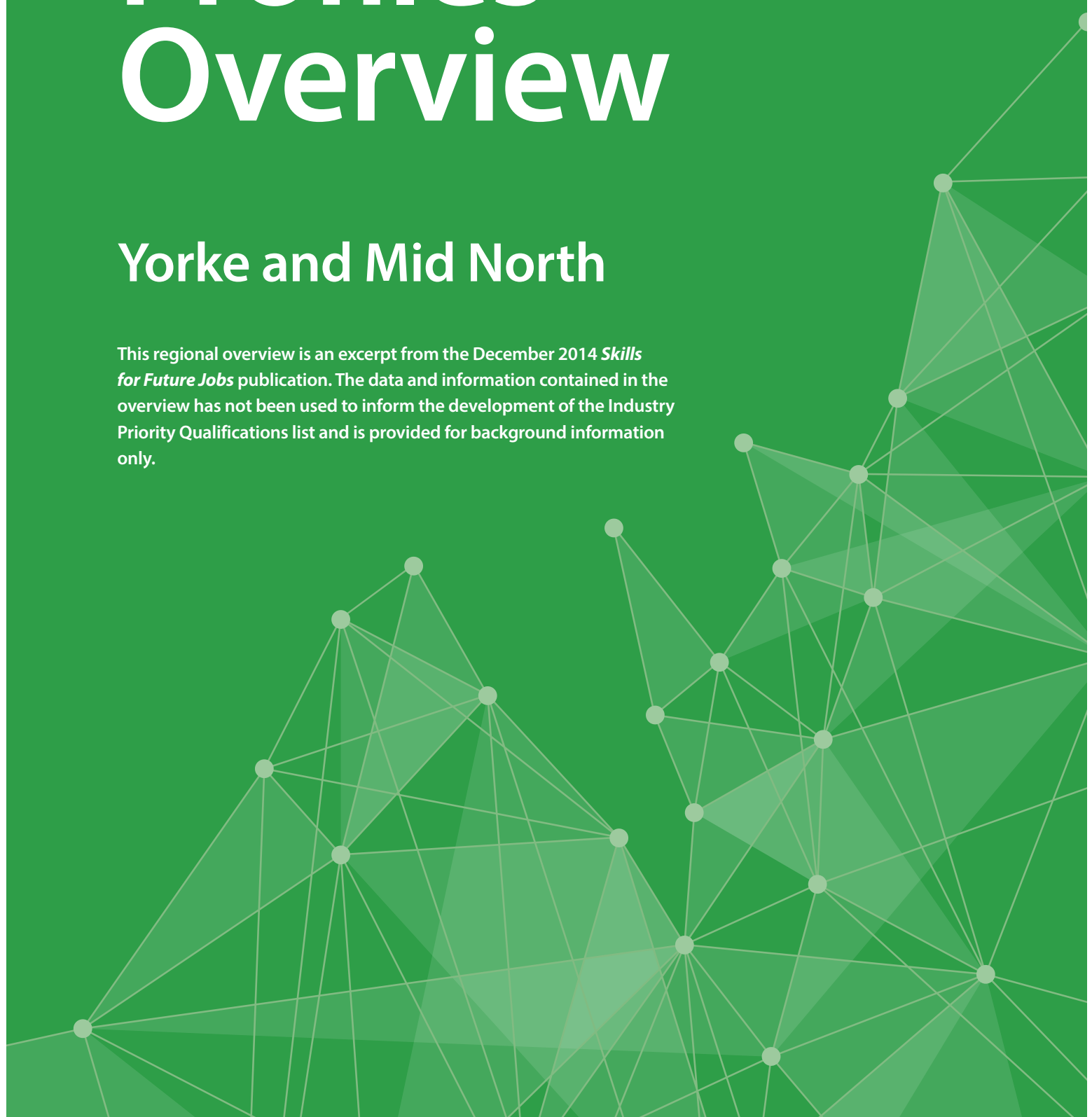
Skill Set

Skill Set (FPI) - Skill set for a boom delimber operator
Skill Set (FPI) - Skill set for forest and wood product innovation for leaders
Skill Set (FPI) - Skill set for forest and wood product innovation for managers
Skill Set (FPI) - Skill set for supporting forest and wood products innovation

Regional Profiles Overview

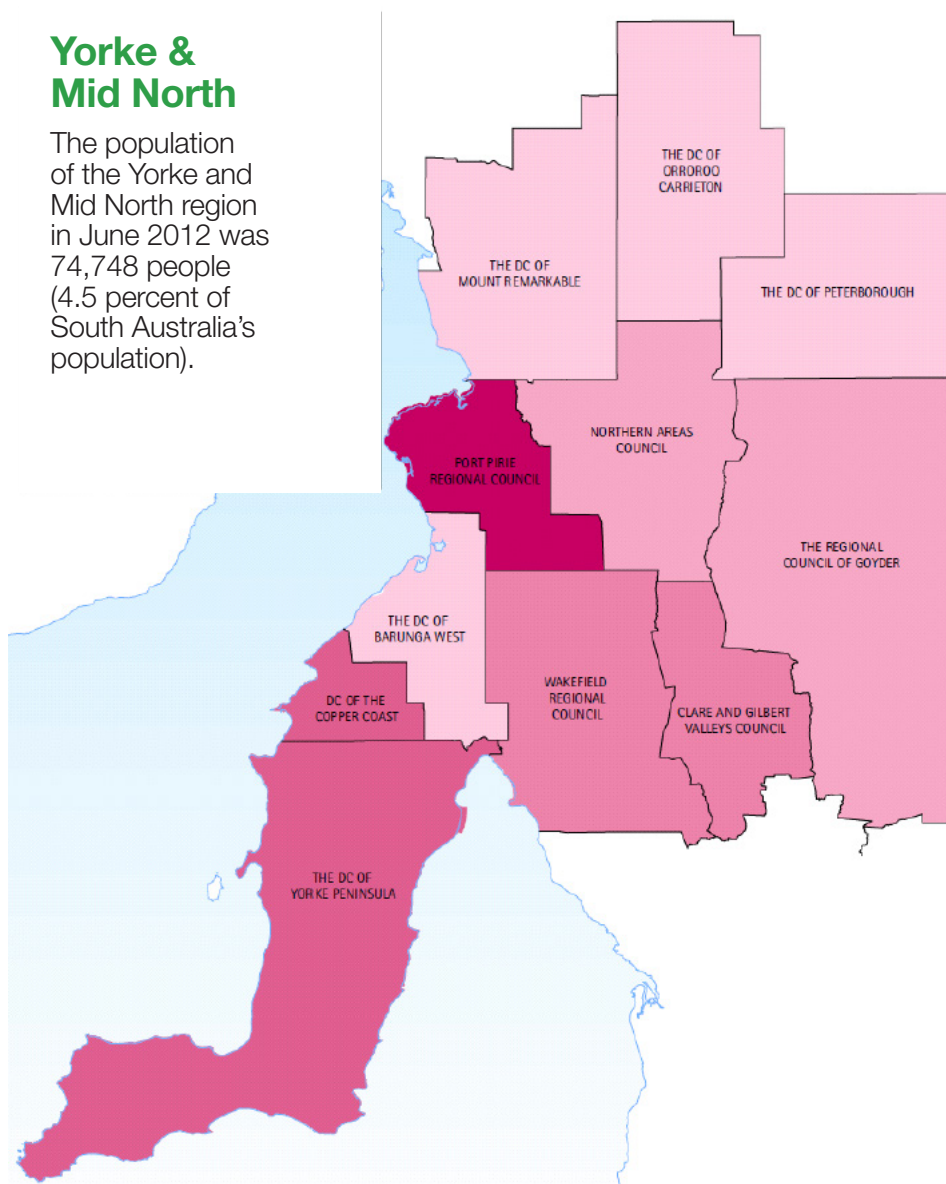
Yorke and Mid North

This regional overview is an excerpt from the December 2014 *Skills for Future Jobs* publication. The data and information contained in the overview has not been used to inform the development of the Industry Priority Qualifications list and is provided for background information only.



Yorke & Mid North

The population of the Yorke and Mid North region in June 2012 was 74,748 people (4.5 percent of South Australia's population).



Between June 2009 and June 2012 the population of the Yorke and Mid North region increased by 0.8 percent (626 people). Over the same time period, the population of South Australia increased by 2.9 percent.

The Yorke and Mid North region has higher shares of people aged 0 to 14 years, lower shares of people aged 15 to 44 years, higher shares of people aged 45 to 64 years and lower shares of people aged 65 and older, than South Australia as a whole.

According to the Department of Education, Employment and Workplace Relations (DEEWR), in the December quarter 2013 there were 1,966 unemployed people in the Yorke and Mid North region, with an estimated unemployment rate of 5.6 percent. In South Australia the unemployment rate was 6.3 percent. As counted at the 2011 Population Census, the Yorke and Mid North region had large proportions of residents employed as managers and labourers and technicians and trades workers; the largest occupation groups in South Australia were professionals and clerical and administrative workers.

Residents of the Yorke and Mid North region have lower levels of school achievement compared to South Australia: 36.2 percent of the region's population aged 15 to 64 years have completed year 12 (or equivalent), compared to 54.2 percent in South Australia.

There were 7,956 people in the Yorke and Mid North region attending vocational education and training (VET) in 2013 (4.4 percent of the VET students in South Australia). Included in the student population were students with a disability (7.1 percent in the Yorke and Mid North region and 6.4 percent in South Australia) and Indigenous students (4.2 percent in the Yorke and Mid North region and 3.2 percent in South Australia).

Regional priorities that will lead to opportunities include:

- Future considerations for urban planning as populations expand.
- Development of training services in the region to build regional capacity. As industry sectors evolve so must the network of service providers to facilitate the support and success of the region. A skills shortage exists within the region in various trades and industries.
- Training of locals will be required, particularly in the areas of OH&S, to support growth in the mining industry.

Key populations

As can be seen in the following table, compared to South Australia, the Yorke and Mid North region has lower shares of young people, higher shares of mature people, higher shares of Aboriginal people, and lower shares of people with a reported disability (that is, aged 15 to 64 years old and requiring assistance in core activities).

The majority of the population is centred in the regional centre of Port Pirie (14,281 residents), with the townships of Kadina, Moonta, Clare and Wallaroo forming the next distinctive tier of population concentration.

Table 87: Key Populations 2011

Population*	Yorke and Mid North Share of Population %	South Australian Share of Population %
Youth (15-24)	10.3	13.3
Mature (45-64)	29.0	26.1
Aboriginal	2.3	1.9
Disability (15-64)	5.1	3.1

Source: Australian Bureau of Statistics

* Population in age groups is based on the latest available Estimated Resident Populations (ERP) data; Aboriginal and Disability populations are based on 2011 Population Census.

Projected population

The population in the Yorke and Mid North region is forecast to grow by 5,182 people (7.0 percent) from 2006 to 2021. By comparison, South Australia's population is projected to grow by 288,548 people (18.4 percent) over the same period.

Table 88: Population Projection

Yorke and Mid North Region Change from Previous Year

Year	Population	Number	%
2006	73,997	-	-
2011	76,324	2,327	3.1
2016	77,852	1,528	2.0
2021	79,179	1,327	1.7

South Australia Change from Previous Year

Year	Population	Number	%
2006	1,567,888	-	-
2011	1,667,444	99,556	6.3
2016	1,770,644	103,200	6.2
2021	1,856,436	85,792	4.8

Source: Planning SA, Medium Projection Series

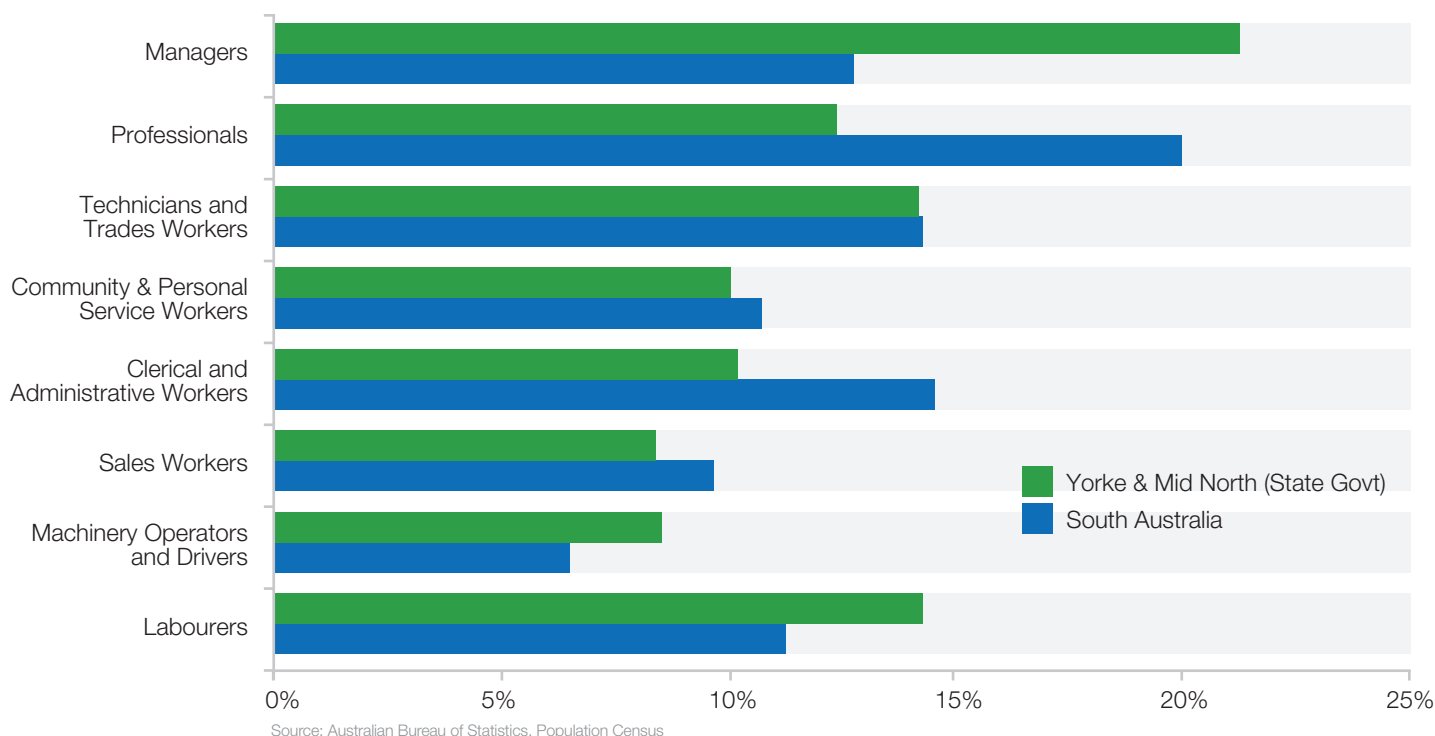
One of the major issues for the future is the possibility of labour shortages due to an ageing population. Population projections based on the core working age population (15 to 64 years) show the working age population in the Yorke and Mid North region will grow by 445 people (1.0 percent) between 2006 and 2021. Over the same period, the working age population of South Australia is forecast to grow by 123,885 people (11.9 percent).

Occupations

As counted at the 2011 Population Census, the Yorke and Mid North region had large proportions of residents employed as managers and labourers and technicians and trades workers, while the largest occupation group in South Australia comprised professionals and clerical and administrative workers.

Between 2006 and 2011, the largest increase in employment in the Yorke and Mid North region occurred in people working as machinery operators and drivers, while the largest decrease occurred in managers. Over the same time period, the largest increase in employment in South Australia occurred in people working as professionals, while the largest decrease occurred in labourers.

Figure 67: Employment by Occupation, 2011



Industry profile

As counted at the 2011 Population Census, the Yorke and Mid North region had large proportions of residents employed in agriculture, forestry and fishing, and health care and social assistance. The largest industry groups in South Australia were health care and social assistance, and retail trade.

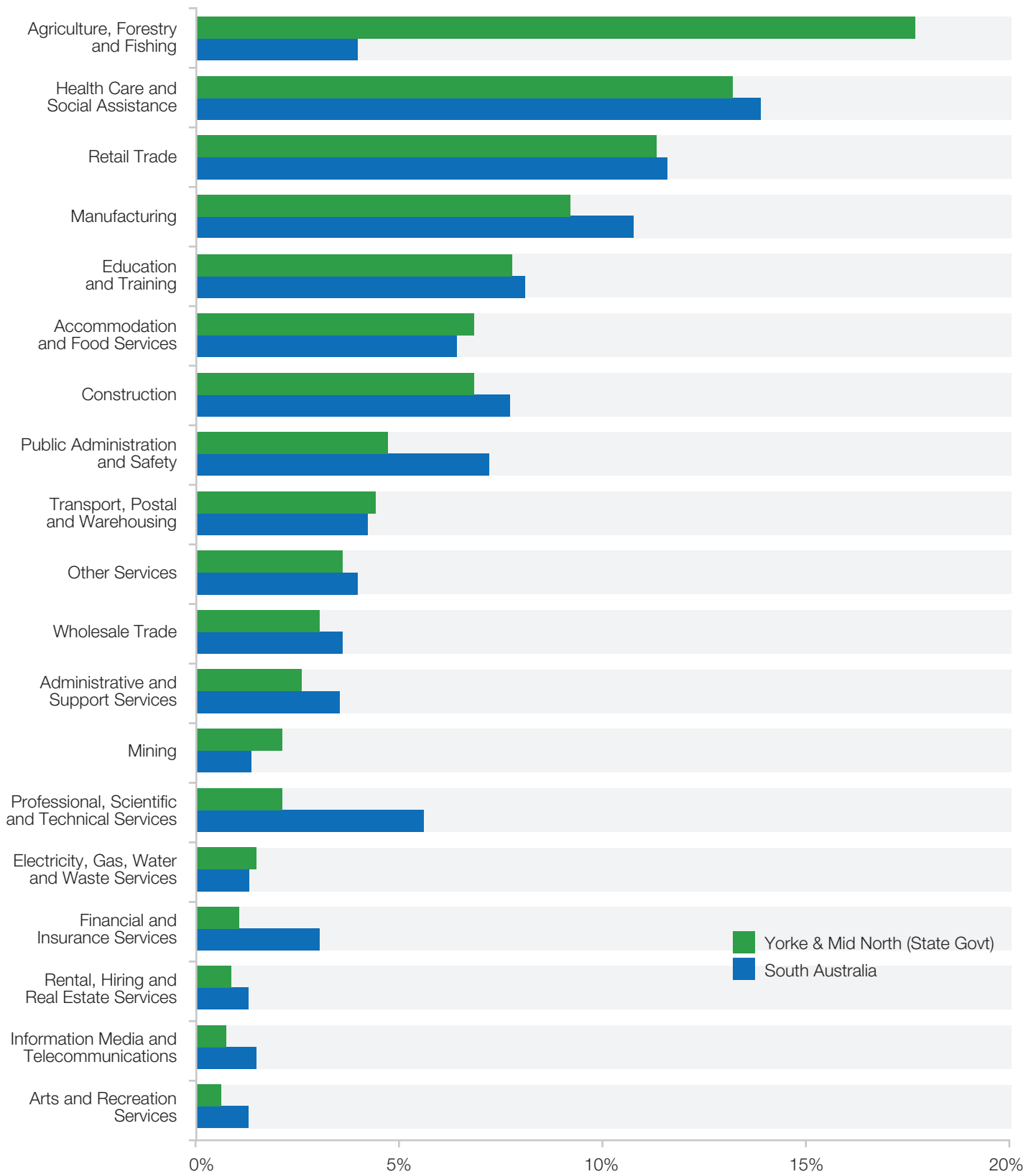
2006 and 2011, while employment in South Australia increased by 7.2 percent (49,458 jobs).

The region has the world's largest integrated lead-zinc-silver smelter in Port Pirie.

Between 2006 and 2011, the largest increase in employment in the Yorke and Mid North region occurred in people working in health care and social assistance, while the largest decrease occurred in agriculture, forestry and fishing. Over the same time period, the largest increase in employment in South Australia also occurred in people working in health care and social assistance, while the largest decrease occurred in manufacturing.

Overall employment in the Yorke and Mid North region increased by 6.3 percent (1,764 jobs) between

Figure 68: Employment by Industry, 2011



Source: Australian Bureau of Statistics, Population Census

At school

The Yorke and Mid North region has a slightly lower rate of fulltime participation in school at age 16 than South Australia as a whole, with 175 16-year-olds in the region not participating. Port Pirie-City and Peterborough have the lowest school participation rates of 16-year-olds across the region (although relative numbers are small).

Qualification profile

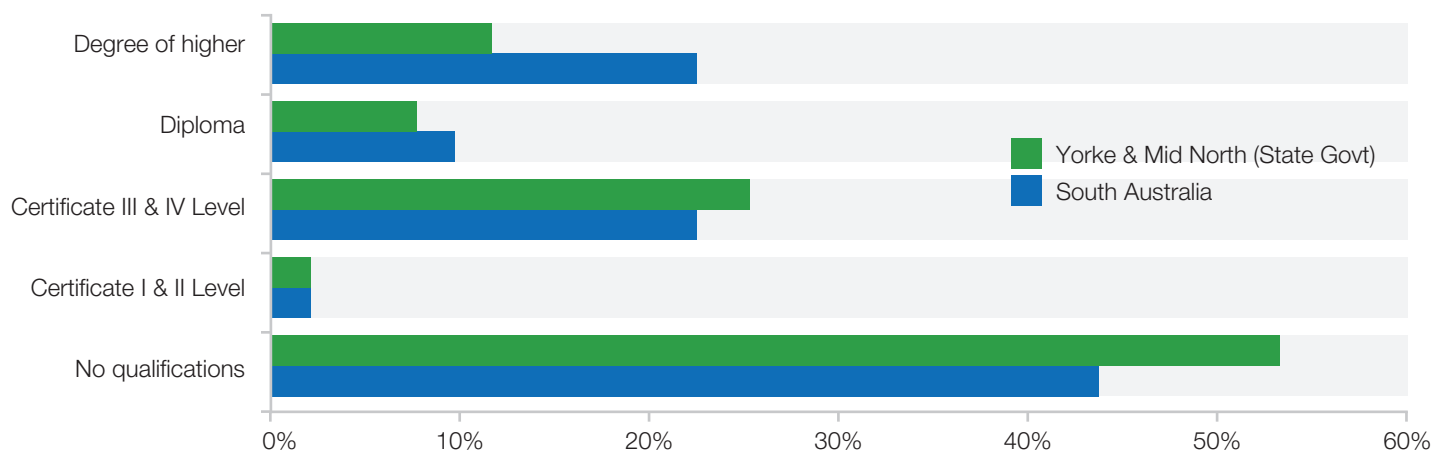
The share of the Yorke and Mid North region's labour force with Certificate III or higher qualifications was lower than that of South Australia, with 44.3 percent in the region compared to 54.4 percent across the state.

Table 89: Fulltime Participation in Secondary School Education at Age 16, 2011 Census

Population*	Full-time participation at age 16	People aged 16	% full-time participation at age 16
South Australia	17,351	20,890	83.1
Total Yorke and Mid North	821	996	82.4

Source: PHIDU, Social Health Atlas of Australia, South Australia, October 2013 Release

Figure 69: Highest Non-School Qualification, 2011



Source: Australian Bureau of Statistics, Population Census

The highest non-school qualification held in the Yorke and Mid North region was Certificate III and IV level qualifications (with 25.1 percent), while in South Australia it was Degree or higher qualification (with 22.4 percent). The Yorke and Mid North region had higher proportions of people without qualifications than in South Australia; 53.5 percent of the labour force in the Yorke and Mid North region had no post-school qualifications, compared to 43.6 percent in South Australia.

The labour force participation rate for those people in the Yorke and Mid North region without Certificate III or higher qualifications was 47.6 percent, compared to 72.1 percent for people with Certificate III or higher qualifications.

The level of education and qualification is below the state average with 40 percent of the population having some form of formal qualification.

In South Australia people without Certificate III or higher qualifications had a labour force participation rate of 53.3 percent compared to 77.6 percent for people with the qualifications.

Table 90: Labour Force Status of People without Qualifications, 2011

Labour Force Status	Yorke and Mid North
Employed	15,561
Unemployed	1,179
Labour Force	16,741
Total	35,150
Unemployment Rate	7.0%
Participation Rate	47.6%

Source: Australian Bureau of Statistics, Population Census

VET students by field of education, 2013

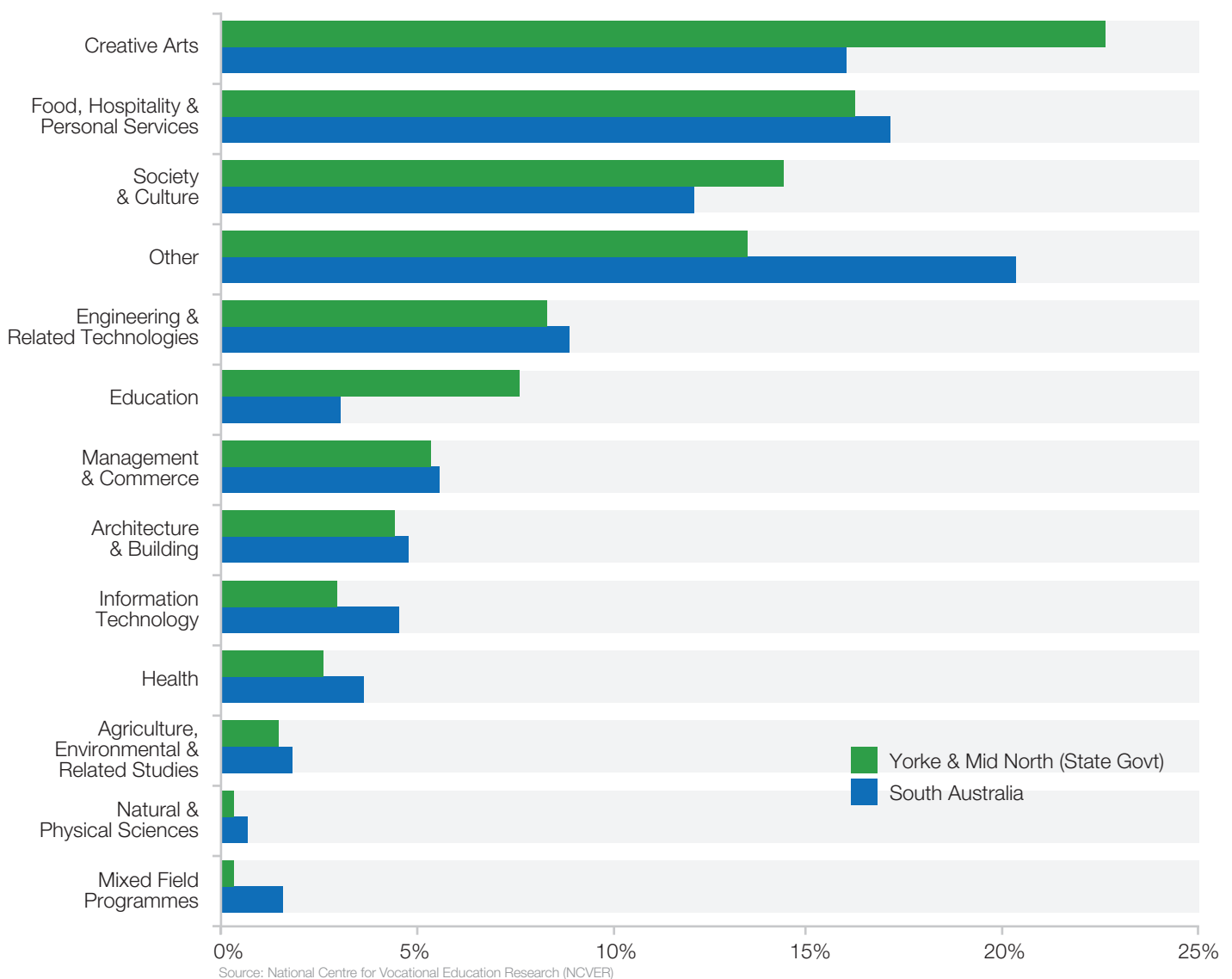
The unemployment rate for people without Certificate III or higher qualifications in the Yorke and Mid North region was 7.0 percent compared to 3.1 percent of people with the qualifications. This compared to South Australia's unemployment rates of 8.0 percent for people without and 3.8 percent for people with Certificate III or higher qualifications.

Compared to South Australia, the Yorke and Mid North Region has higher shares of VET students at Certificate III and Certificate II levels and lower shares of VET students at Diploma or higher and Certificate IV levels.

Students studying in engineering and related technologies made up the largest group of VET students in the region in 2013, followed by society and culture.

As at March 2014 there were 1,600 apprentices and trainees in training in the Yorke and Mid North region, making up 4.6 percent of apprenticeship and traineeship activity across the state.

Figure 70: VET Students by Field of Education, 2013



Higher education

There were 226 domestic-student higher education enrolments from the Yorke and Mid North. The largest proportions of enrolments were in health, society and culture, education, and management and commerce.

SATAC application and enrolment data (2014) states that there were 359 applications, 310 offers and 226 enrolments for university entry from the Yorke and Lower North (ABS Geographical) region.

