Workforce Insights has been developed to inform government skills planning and to support employers and individuals to make informed workforce and skill development decisions.
Contents

2 About Workforce Insights
3 Manufacturing
4 Key findings
5 Industry outlook
6 Industry 4.0
6 Furnishing manufacturing
7 Skill shortages
8 Furniture Manufacturing
8 Manufacturing
10 Critical occupations
11 Future skills shortages
12 Bioplastics for a circular economy
12 Social robots
12 Metalenses
12 Advanced food tracking and packaging
14 Recruitment
15 Retention
16 Skilled migration
18 Plans and major projects
20 ISC priorities
About Workforce Insights

At the beginning of 2019, the South Australian government established eight Industry Skills Councils (ISCs) to strengthen industry’s voice in skills and workforce development, and to ensure that funding for skills and training is directly aligned to industry priorities.

Workforce Insights brings together advice from ISCs and their networks, labour market and training data and industry research to explore the latest trends in skills and workforce development. In developing these reports, the Training and Skills Commission has adopted an industry centred approach, so you can be sure the insights have been endorsed by industry leaders. The reports were developed prior to, and in the early stages of, the global outbreak of Coronavirus (COVID-19), and it is evident that significant disruption has since occurred – impacting both industry and the demand for a skilled workforce, as well as the ability of employers to commence and retain apprentices and trainees. The need for further consideration of the impacts relevant to each industry is noted, and work in this regard has commenced.

Workforce Insights has been developed to inform government skills planning and to support employers and individuals to make informed workforce and skill development decisions. Workforce Insights will continue to evolve and be updated as additional research is undertaken and new information becomes available.

Thank you to all those who supported the development of these industry-led, sector-driven documents. Individually and collectively your contribution to the skilling and development of South Australia’s current and future workforce has been immense.

For further information, tasc.sa.gov.au/workforce-insights
Manufacturing

The manufacturing industry transforms agricultural, forestry, fishing, mining and other manufacturing inputs into new products.

It is a diverse sector, encompassing food and beverage manufacturing, textile, wood and paper manufacturing, chemical and metal, transport, machinery and furniture manufacturing. Manufacturing and engineering include a diverse range of businesses and occupations associated with designing, making, assembling, installing, maintaining and repairing manufactured products. At its broadest level, the manufacturing industry employs around 71,395 people in South Australia.

The manufacturing industry is experiencing rapid change thanks to changes in technology such as automated systems, 3D printing and robotics, which are changing the skills required now and into the future, while traditional trade skills also need to be maintained.
Key findings

• Sustained growth will require investment in and integration of sensors, data analytics, advanced materials, micro robotics and automation.
• The widespread use of new technologies in manufacturing require a digitally literate workforce.
• There is an opportunity to attract skilled workers from industries in decline, such as automotive manufacturing in South Australia.
• Skill shortages in manufacturing are reported to be most significant in technicians and trades workers.
• Recruitment difficulties are most often experienced in relation to STEM skills, automation, big data and artificial intelligence solutions.
• Insufficient levels of literacy and numeracy among the manufacturing workforce is a widespread problem.
• The accelerating adoption of new technologies is driving a need for cross-disciplinary skill combinations.
• Welding, pipefitting and marine engineering will be of critical importance to naval shipbuilding projects in South Australia.
• Attracting highly capable students to manufacturing can be a challenge, with a widely held belief that teachers, parents and other influencers send signals to students that trade occupations are less desirable than a university pathway.
• Skilled migration will be important to meet manufacturing skill needs, as large-scale defence and infrastructure projects gather pace.
Industry outlook

South Australia’s manufacturing industry employed 71,395 people in February 2019, 4.2 per cent fewer than five years earlier.¹

Despite considerable restructuring of the economy, manufacturing continues to play an important role. Most manufacturing jobs are full-time and have become highly skilled.

Roles are emerging which require new skills, such as in robotics and automation, while there is still demand in traditional occupations. Jobs will be created in niche areas such as electronics and food manufacturing, which are based on innovative products or manufacturing processes and globally competitive business models. Successful businesses will be characterised by advanced knowledge, processes and business models.

Work conducted by the CSIRO on advanced manufacturing identified that sustained growth in the industry will require investment in, and the translation of, science and technologies such as sensors, data analytics, advanced materials, micro robotics and automation. It will also involve new advances such as 3D printing and augmented reality. These will need literacy and digital skills to underpin them.

With the defence sector continuing to emerge strongly in South Australia, there will be job opportunities in traditional areas of trade skill, as well as highly skilled, highly credentialed opportunities in engineering and automation, which will be part of the defence expansion.

Defence industry manufacturing is expected to show strong growth over the next five to ten years as new shipbuilding projects begin, this will include a broad range of job opportunities in roles and fields such as:

- combat systems engineer
- electrical engineer
- mechanical engineer
- software engineer
- designer
- integrated logistics
- light and heavy fabrication
- project management
- procurement
- quality.

¹ Australian Bureau of Statistics, EQ06 - Employed persons by industry group of main job (ANZSIC), Cat. No. 6291.0.55.003 (2019)
Industry 4.0

The fourth industrial revolution includes automation, machine learning and networked cognition where technologies link the physical, digital and biological spheres. The term Industry 4.0 encompasses the digitalisation of production processes based on devices autonomously communicating with each other along a value chain.

With globalisation and rapid changes in technology, training programs will have to be reviewed and updated. These programs must feature the best aspects of vocational and academic learning and bridge the two post-secondary education sectors to deliver the higher-level skills increasingly required by the economy.²

Furnishing manufacturing

The Australian furnishing manufacturing industry includes furniture and furnishings, kitchens, bathrooms, laundries, cabinets, glass, window and doors and furnishing design.³

The Australian furnishing industry is made up of five main areas:

- residential furniture, furnishings and glazing
- commercial (office or corporate)
- hospitality (hotels, motels, resorts etc.)
- design (interior, furnishing and manufacturing)
- DIY.

Most activity in the sector includes both manufacturing and installation of internal décor and structural aspects of residential and commercial buildings, as well as some external structures such as awnings.

Specialisations include:

- cabinet making and fitted furniture
- kitchen and bathroom manufacturing and installation
- timber and composite machining
- furniture finishing
- upholstery
- beds and mattresses
- glass and glazing
- picture framing
- soft furnishing
- interior decorating
- blinds, awnings, security screens and grills
- flooring technology.

Industry-wide opportunities include robotics and automation, new design technology, training and upskilling the existing workforce, and attracting skilled workers from industries in decline, such as automotive manufacturing. South Australia will need sophisticated industry-endorsed skills recognition strategies if this is to be achieved.

² Ai Group, The imperative of higher apprenticeships (2018)
Skill shortages

Skill shortages includes occupations or skills that have been identified by Industry Skills Councils as currently experiencing a skills shortage.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Region</th>
<th>Industry</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cabinetmakers</td>
<td>South Australia</td>
<td>Furniture and Other Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Electrician (General)</td>
<td>South Australia</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Electrician (Special Class)</td>
<td>South Australia</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Home Improvement Installer (Licenced)</td>
<td>South Australia</td>
<td>Furniture and Other Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Locksmiths</td>
<td>South Australia</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Sheetmetal Trades Worker</td>
<td>South Australia</td>
<td>Fabricated Metal Product Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Welding (first class)</td>
<td>South Australia</td>
<td>Fabricated Metal Product Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Advanced technology (3D printing, AI, automation, robotics)</td>
<td>South Australia</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Skill</td>
</tr>
<tr>
<td>Design Skills (CAD, 3D printing)</td>
<td>South Australia</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Skill</td>
</tr>
<tr>
<td>Foundation skills (literacy, numeracy and digital)</td>
<td>South Australia</td>
<td>Furniture and Other Manufacturing</td>
<td>Skill</td>
</tr>
</tbody>
</table>
The Industry Reference Committee (IRC) Skills Forecast\(^4\) ranks the 12 generic workforce skills in order of importance to the furniture manufacturing industry as:

1. Technology
2. Environmental and sustainability
3. Customer service/marketing
4. Design mindset/thinking critically/systems thinking/solving problems
5. Managerial/leadership
6. STEM
7. Entrepreneurial
8. Communication/virtual collaboration/social intelligence
9. Language, literacy and numeracy
10. Learning agility/information literacy/intellectual autonomy and self-management
11. Financial
12. Data analysis.

The 2018 Ai Group survey of CEOs identified that skills shortages were the second most pressing concern reported by survey respondents, with 21 per cent of businesses nominating this as their top concern. This represents a 17 per cent increase from the 2018 survey and triple the number from the 2017 survey (seven per cent).\(^5\)

In addition, another Ai Group survey found insufficient levels of literacy and numeracy were reported as a challenge by 99 per cent of respondents—a slight increase from 92 per cent in the previous year—with 62 per cent of respondents (up from 56 per cent in 2017) believing that a lack of leadership and management skills was having a high impact on their businesses.\(^6\)

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The Manufacturing and Engineering IRC identified several trends that will impact future workforce supply, including technology trends in automation, use of advanced materials, and augmented and virtual reality. All of these trends are creating new ways of working, new business opportunities and models. These changes will affect the skills that are in demand across the manufacturing sector.

Changing work and career values, including wage and work condition expectations, are a challenge for the industry's ability to attract new, highly capable entrants and ensure an ongoing supply of skills in an ageing workforce.

The IRC noted that there is a need to change perceptions of the industry to reflect modern manufacturing environments that are focused on continuous improvement and innovation. The accelerating adoption of new technologies is driving a need for cross-disciplinary skills.7

From early 2019 to mid-2020 the defence industry is predicted to expand by some 1 000 positions in South Australia, accounting for around a third of defence hiring over the next 18 months.8 Naval sector organisations will drive most of this hiring activity.

There will be demand for workers across a range of fields, including electrical, mechanical and software engineering, fabrication, project management, design, logistics, procurement and quality.

The recently established Naval Shipbuilding College has identified welding, pipefitting and marine engineering as being of critical importance to the shipbuilding sector.9

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Critical occupations

Critical occupations includes occupations or skills that have been identified by Industry Skills Councils and include occupations that are deemed critical to achieving industry growth potential.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Industry (sub-sector)</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Airconditioning and Refrigeration Mechanics</td>
<td>Transport Support Services</td>
<td>Occupation</td>
</tr>
<tr>
<td>Electrical Engineering Draftsperson and Technician</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Electrician (General)</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Electrician (Special class)</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Electronics Engineers</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Metal Fitters and Machinists</td>
<td>Fabricated Metal Product Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Occupational Health and Safety Advisor</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Pressure Welders</td>
<td>Fabricated Metal Product Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Welder (First Class)</td>
<td>Fabricated Metal Product Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Advanced Technology Skills (AI, 3D Printing, Automation, Robotics)</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Skill</td>
</tr>
<tr>
<td>Augmented and Virtual Reality</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Skill</td>
</tr>
<tr>
<td>Foundation Skills (Literacy, Numeracy, Digital)</td>
<td>Furniture and Other Manufacturing</td>
<td>Skill</td>
</tr>
<tr>
<td>Leadership and Management</td>
<td>Furniture and Other Manufacturing</td>
<td>Skill</td>
</tr>
<tr>
<td>Sustainability</td>
<td>Furniture and Other Manufacturing</td>
<td>Skill</td>
</tr>
</tbody>
</table>
Future skill shortages

Future skill shortages include occupations or skills that have been identified by ISCs as being at risk of experiencing a skills shortage over the next five years.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Industry</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electrical Engineering Draftsperson and Technician</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Electrician (General)</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Electrician (Special Class)</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Electronics Engineers</td>
<td>Machinery and Equipment Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Pressure Welder</td>
<td>Fabricated Metal Product Manufacturing</td>
<td>Occupation</td>
</tr>
</tbody>
</table>

The World Economic Forum\textsuperscript{10} has released a new report that reveals some of the breakthrough innovations that are expected to radically impact the global social and economic order.

Emerging technologies relevant for the manufacturing sectors identified for 2019 and the near future are outlined below.

\textsuperscript{10} World Economic Forum, Top 10 Emerging Technologies (2019)
Bioplastics for a circular economy

Less than 15 per cent of the world’s plastic is recycled, with the rest incinerated, abandoned or sent to landfill. Biodegradable plastic offers a solution, however it lacks the strength of conventional materials. A breakthrough idea promotes the circular economy by using cellulose or lignin from plant waste, which increases material strength without using crops that could otherwise be used for food.

Social robots

Robots today can recognise voices, faces and emotions, interpret speech patterns and gestures, and even make eye contact. Droid friends and assistants are becoming part of everyday life and are being used increasingly to care of the elderly, educate children and undertake all sorts of tasks in between.

Metalenses

Reducing the size of lenses used by mobile phones, computers and other electronic devices has been beyond the capabilities of traditional glass cutting and glass curving techniques. But advances in physics have led to miniaturised, lighter alternatives to established lenses, called metalenses. These tiny, thin, flat lenses could replace existing bulky glass lenses and allow further miniaturisation in sensors and medical imaging devices.

Advanced food tracking and packaging

About 600 million people eat contaminated food each year. It is essential to locate the source of an outbreak immediately. This used to take days or even weeks to trace, but can now be tracked in minutes, using blockchain technology to monitor every step of a food item’s progress through the supply chain. Meanwhile, sensors in packaging can indicate when food is about to spoil, reducing the need to waste whole batches once an expiry date is reached.
## Recruitment

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Industry</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sheetmetal Trade Workers</td>
<td>Machinery and Equipment Manufacturing/All Other Manufacturing</td>
<td>Occupation</td>
</tr>
<tr>
<td>Artificial Intelligence and Machine Learning</td>
<td>Machinery and Equipment Manufacturing/All Other Manufacturing</td>
<td>Skill</td>
</tr>
<tr>
<td>Automation (including Robotics)</td>
<td>Machinery and Equipment Manufacturing/All Other Manufacturing</td>
<td>Skill</td>
</tr>
<tr>
<td>Big Data</td>
<td>Machinery and Equipment Manufacturing/All Other Manufacturing</td>
<td>Skill</td>
</tr>
<tr>
<td>Foundation Skills (Literacy, Numeracy and Digital)</td>
<td>Cabinetmaking, Joinery and Kitchen Manufacturing/Furniture Manufacturing and Furnishings/All Other Manufacturing</td>
<td>Skill</td>
</tr>
<tr>
<td>STEM</td>
<td>Machinery and Equipment Manufacturing/All Other Manufacturing</td>
<td>Skill</td>
</tr>
</tbody>
</table>
An ISC informal survey of employers about their recruitment difficulties noted a number of issues specific to the manufacturing industry. This includes teachers and schools having a poor image of trades, and parents who may consider that trades are not desirable as a career path and place greater emphasis on a university education. A lack of information and guidance available to school students is another recruitment difficulty, with apprenticeships and traineeships not promoted effectively within schools by teachers or career counsellors.

Apprenticeship recruitment drives are likely to be more effective if employers partner with schools and target potential students in middle school years. The business and education sector should work together during Year 8 for career information and Year 10 for work experience, ‘try a trade’ programs or career days. The new VET for School Students policy in South Australia and the direct involvement of the ISC in partnership with schooling sectors is a significant step towards achieving better outcomes to the challenges employers experience.

Another recruitment difficulty arises due to the perceived commitment required to sign a three or four-year training contract. Investment by employers in training their workforce to support future trades in the manufacturing industry could address this.

The Ai Group Survey reported that there has been an increase in recruitment difficulty for STEM skilled workers over the last four years in a range of categories, particularly technicians and trades workers, professionals, sales workers and managers.

Expectations of difficulties in recruiting STEM skilled workers over the next 12 months has jumped considerably for all categories compared with the 2014 and 2016 surveys.11

Retention

Retention rates at the end of the apprenticeship and traineeship scheme are poor. Access to an industry-specific mentor for both apprentices and employers could significantly improve retention rates.

Further information and engagement with stakeholders is needed to better understand retention issues.

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Skilled migration

The following occupations have been identified by the ISC as a priority for skilled migration.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pressure Welder</td>
<td>Fabricated Metal Product Manufacturing</td>
</tr>
<tr>
<td>Sheetmetal Trades Worker</td>
<td>Fabricated Metal Product Manufacturing</td>
</tr>
<tr>
<td>Toolmakers</td>
<td>Machinery and Equipment Manufacturing</td>
</tr>
<tr>
<td>Welder (First Class)</td>
<td>Fabricated Metal Product Manufacturing</td>
</tr>
</tbody>
</table>

Almost one in five CEOs rated skills shortages as their number one priority in AiGroup’s 2017–18 CEO survey\(^{12}\). To deal with those skill shortages many employers consider that training their own skilled staff is their first priority. However, with education and training not effectively delivering the skills business need in the right places at the right time immigration is essential to fill the gaps.\(^{13}\)

The need for skilled migrants is particularly important from a South Australian perspective, as large-scale defence and infrastructure projects gather pace and with growing investment in the mining sector. Major efforts are in place to lift South Australia’s training performance but inevitably the migration program, both permanent and temporary, will be critical to deliver workers where and when they are needed.

South Australia’s designation as regional under the national migration program is essential to meeting ongoing labour force needs. To maximise employment outcomes in regional locations, the ISC supports weighting the skilled migration program towards the employer-sponsored and region-sponsored permanent skilled migration sub-quotas instead of the independent points-based skilled entry quota. The ISC acknowledges the Australian Government has been increasing places for employer sponsored programs and decreasing skilled independent places and is also pleased that higher points will be given to migrants who seek regional settlement under the new state nominated provisional visa.

Maintaining a strong and well-structured skilled migration program is especially important to states such as South Australia which tend to suffer from interstate migration outflows and/or declining rates of natural population growth. These trends are already pushing South Australia’s demographic profile into ever higher age groups. Skilled migration is vital to countering these problematic demographic trends.\(^ {14}\)

Skilled migration will need to be balanced with providing genuine opportunities for local workers to access jobs through training and other support.

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14 | Ai Group, Submission to the Economic and Finance Committee Inquiry into the contribution of migration to South Australia (2018)
## Plans and major projects

| Project                                                        | Status     | Industry       |
|                                                               |            |                |
| AISC Cross Sector Project: Consumer Engagement                | In Progress| Manufacturing  |
| AISC Cross Sector Project: Supply Chain Skills                | In Progress| Manufacturing  |
| AISC Cross Sector Project: Teamwork and Communication         | In Progress| Manufacturing  |
| AISC Cross Sector Project: Automation Skills                  | Planning   | Manufacturing  |
| AISC Cross Sector Project: Digital Skills                     | Planning   | Manufacturing  |
| ATEC Group Training Pre Apprenticeship Courses*               | In Progress| Manufacturing  |
| Print Industry project*                                        | In Progress| Manufacturing  |
| Increasing Apprenticeship numbers*                            | In Progress| Manufacturing  |
| South Australian Defence Industry Leadership Program (SADILP) 2019* | In Progress| Manufacturing  |
| Apprenticeship Pathways - Allied Timber Trades*               | In Progress| Manufacturing  |
| Pilot Craft Brewing Traineeship Program*                       | In Progress| Manufacturing  |
| Lai Industries Apprenticeship Program*                         | In Progress| Manufacturing  |
| Generating Regional Apprenticeships*                          | In Progress| Manufacturing  |
| Liberty Primary Steel*                                         | In Progress| Manufacturing  |

*Skilling South Australia project
In 2017, the Australian Industry Skills Committee (AISC) established nine cross-sector projects in the common skill areas of automation, big data, digital skills, consumer engagement through social media, cybersecurity, environmental sustainability, inclusion of people with disability in VET, supply chain, and teamwork and participation. This signalled a new approach to training package development that aims to simplify VET and improve mobility through recognition of qualifications between occupations.

To ensure cross-sector units are relevant to multiple occupations and industry sectors, each project includes representation across multiple industries. Cross-sector units of competency will be housed in the most relevant training package and marked with a cross-sector identifier. Once available on training.gov.au, the units can be adopted across all industry training packages as qualifications and skills are reviewed or developed.

The following cross-sector projects have been identified as potentially affecting the Manufacturing and Engineering (MEM) Training Package:

- **Consumer Engagement Through Online and Social Media**—skills for businesses to remain competitive in a global market including cultural awareness, customer service, marketing, communication and social media. The project proposes the development of eight new cross-sector units and four skill sets in ethical practices, privacy regulations and protocols and awareness of online and social media users.

- **Supply Chain Skills**—aims to help industries increase efficiencies and meet consumer demands through the development of 10 new skill sets related to the establishment and maintenance of high-performing supply chains.

- **Teamwork and Communication**—aims to develop teamwork and communication units that can be used across multiple industries, with five units to be included in the Business Services Training Package.

Two other cross-sector projects may also impact the MEM Training Package: Automation Skills and Digital Skills.15

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## ISC priorities

<table>
<thead>
<tr>
<th>ISC priority</th>
<th>Status</th>
<th>Responsibility</th>
<th>Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engage with employers</td>
<td>In progress</td>
<td>ISC</td>
<td>Transport and Manufacturing</td>
</tr>
<tr>
<td>Develop ISC Network</td>
<td>In progress</td>
<td>OTaSC, ISCs</td>
<td>Transport and Manufacturing</td>
</tr>
<tr>
<td>Work with Department for Education to develop career pathway information for school students.</td>
<td>In progress</td>
<td>TaSC, DIS, Department for Education, ISC</td>
<td>Transport and Manufacturing</td>
</tr>
<tr>
<td>Change perceptions of industry with school students, teachers and parents to recruit more young people</td>
<td>In progress</td>
<td>TaSC, DIS, Department for Education, ISC</td>
<td>Transport and Manufacturing</td>
</tr>
<tr>
<td>SSA Project (Smarter Apprenticeships)</td>
<td>In progress</td>
<td>SAGE Automation</td>
<td>Advanced manufacturing</td>
</tr>
<tr>
<td>SSA Project (ACFA)</td>
<td>In progress</td>
<td>ACFA</td>
<td>Furniture Manufacturing and Allied Timber Trades</td>
</tr>
<tr>
<td>Develop micro credentialing pilot project for upskilling existing manufacturing workers</td>
<td>-</td>
<td>Potential Building Capability Project</td>
<td>Manufacturing</td>
</tr>
<tr>
<td>Employer and Apprentice/Trainee Mentoring pilot project</td>
<td>Planning</td>
<td>TaSC, ISCs</td>
<td>Manufacturing</td>
</tr>
</tbody>
</table>
In summary, transport and manufacturing ISC priorities have been identified as:

- change perceptions of the industry among school students, teachers and parents to recruit more young people and work with the Department for Education to develop career pathway information for school students
- engage with employers to promote new apprenticeship and traineeship opportunities and to progress Workforce Insights
- develop the ISC Network to reach new industry sub-sectors
- implement existing and new Skilling SA Projects
- implement Training Priorities Plan pilot projects (micro-credentialing for heavy vehicle licence upgrade, upskilling traditional manufacturing workers including funded RPL, and upskilling taxi drivers to become access cab drivers, including the development of an e-learning component)
- introduce the mentoring pilot project for the manufacturing industry, and implement in other industries if successful
- reduce the minimum forklift age from 18 to 16 years to increase the number of school-based and school-leaver apprenticeships and traineeships in transport and manufacturing.
Better Skills
Better Work
Better State

Disclaimer: The material contained in this document has been developed by the Training and Skills Commission with support and data provided by the Department for Innovation and Skills and others. The views and recommendations do not necessarily reflect the views of the Government of South Australia or the Department for Innovation and Skills, or indicate any commitment to a particular course of action.

The information contained in this document is provided in good faith and all reasonable care has been taken in its preparation. The Training and Skills Commission recommends users exercise care in interpreting this document and carefully evaluate the relevance of the material for their purpose and where necessary obtain appropriate advice specific to their particular circumstances.

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www.tasc.sa.gov.au