

April 2014

# autozine

Auto Skills Australia Newsletter

## The success of auto manufacturing

**Geoff Gwilym – CEO**

**[ggwilym@autoskillsaustralia.com.au](mailto:ggwilym@autoskillsaustralia.com.au)**

Automotive manufacturing in Australia has been incredibly important to the industry and the broader economic environment for over 90 years. For 66 years we have enjoyed the outputs of mass produced vehicles and thousands of automotive workers have been training in manufacturing and related skills over that time. As we regrettably bemoan the end of an era it is also important to reflect on some of the individual successes that have been borne out of the industry.

For many workers the Ford motor company, Holden, Toyota or any one of the 14 large scale auto manufacturers that built vehicles in Australia there were thousands of success stories within their plants. Automotive manufacturing started careers for new Australians, for local employees, graduates and managers, all adding to the vital skills mix in the economy and contributing to the nation's GDP.

In later years, and as only one of 13 countries that could design and build a car, Australia was heralded as being amongst the top vehicle builders in the world, both in terms of quality and productivity. That's not a bad outcome. As ASA works with the industry to assist the transition of workers into new roles I am left with a picture of the many workers who committed to the industry, some for their whole working life. I have met some of these people, they rarely have a bad word to say about the companies they worked for and they are more likely to reflect a proud tradition of working on an Australian made car, locally and with workmates that stretched back many years.

There is more than a tinge of sadness as the plants wind down their production over the coming years but there is a reality about a whole lot of success stories and great characters who came into the industry and helped make it a great place to be. Automotive manufacturing will remain in Australia but in a different form, more focused on special vehicles, trucks, buses and vehicle componentry. The retail service and repair sector will continue to employ 360,000 people which means there are still many great opportunities in the industry, both now and as the industry continues to expand into the future.

## TRAINING PACKAGE DEVELOPMENTS

### Project updates

**Peter Miller – General Manager**

**[pmiller@autoskillsaustralia.com.au](mailto:pmiller@autoskillsaustralia.com.au)**

The Automotive Manufacturing Training Package (AUM) Version 1 and the Automotive Retail, Service and Repair Training Package (AUR) Version 1 were endorsed by the NSSC at the 5th of December 2013 meeting and were made available on [training.gov.au](http://training.gov.au) on the 10th of January 2014.

The remainder of the AUR have been updated to meet the new standards for training packages and will be submitted for endorsement in two parts; Version 2 – a small segment of qualifications – in December 2014, and Version 3 – the remainder of the training package – mid/late 2015.

Auto Skills Australia (ASA) has taken this staged approach to ensure that there is adequate time for industry/stakeholder feedback. With this in mind the training package team will be seeking stakeholder feedback over the coming months.

ASA has been conducting Automotive RTO Forums across Australia during March/April 2014, feedback received so far indicates that these forums have been well received and are of value to RTOs. The presentation and handouts for these forums will be made available on the ASA website later this month.

There are still sessions available. To register for a forum near you click on the link below. Please note that you need to provide contact details as part of the registration process to receive follow-up information on the forum: <https://www.surveymonkey.com/s/RLX7T55>

## TRAINING PACKAGE DEVELOPMENTS

### AUR Version 2

[Stephen Wrathall – Senior Training Package Specialist – Mechanical & Specialisation and Marine](#)

[swrathall@autoskillsaustralia.com.au](mailto:swrathall@autoskillsaustralia.com.au)



ASA plans to endorse AUR Version 2 at the end of this year, which involves modifications to a small number of qualifications. Within these qualifications are the existing Certificate III in Marine Mechanical Technology (AUR 30514) and a new marine qualification for those working on diesel engines and fuel systems on vessels that also need the skills and knowledge to work on other marine systems, AUR 32714 Certificate III in Diesel Marine Mechanical Technology.

These two qualifications were worked on last year, but not put up for endorsement as industry and other stakeholders wanted more time to consider the changes.

I welcome all stakeholders to comment on the modified and new qualifications by reading through the material at the ASA website [HERE](#) and providing feedback by clicking on the links.

## TRAINING PACKAGE DEVELOPMENTS

### **Ford Transition Project and Auto Body streamlined units update**

**Vince Panozzo – Training Package Specialist –  
Vehicle Body; Vehicle Manufacturing & Ford Transition Project Coordinator.**

**[vpanozzo@autoskillsaustralia.com.au](mailto:vpanozzo@autoskillsaustralia.com.au)**

### **FORD TRANSITION PROJECT**

ASA is responsible for the Ford Transition Project. Recently, ASA employed a person at both the Broadmeadows and Geelong plants who will work closely with Ford management, unions and workers to ensure the project rolls out smoothly.

The transition program provides multiple information sessions to workers in preparation for the 2016 closure. The information sessions are helping individuals to make informed decisions with their next career, training or retirement aspirations. Information session topics include banking, superannuation, Centrelink, local employment networks, starting a business, resume writing and training options. Health and wellbeing programs are planned to be rolled out shortly.

ASA is also part of several working groups and task forces in Broadmeadows and Geelong who are identifying employment opportunities within new industries. Ford and ASA have also arranged an in-house Jobs Fair, inviting potential employers to both Geelong and Broadmeadows production plants, giving Ford workers an opportunity to view and select jobs and training requirements for their new careers.

ASA is also conducting a detailed skills analysis/profiling program with every Ford employee, identifying individual's current skills, future employment intentions, training and support requirements.

For additional information on the Ford transition program or if you are looking for highly skilled staff, give me a call. Alternatively, the full program outline can be found on the Ford Transition Project website [HERE](#).

### **STREAMLINE UNITS UPDATE**

The other part of my ASA responsibility is the streamlining of national qualifications and units of competency for auto body repairers, auto refinishing, auto glazing, auto and marine trimming and bicycle sectors.

As part of a national engagement program the draft units have been circulated for industry consideration and are on ASA's web site, with feedback added and resent for additional consideration.

If you wish to view the draft units and provide feedback, ensuring industry training requirements are addressed in the units, please give me a call to discuss further, I'm also happy to address your industry group/network to ensure we capture current and emerging technology training needs in the industry.

## **AUTOMOTIVE MANUFACTURING BUS, TRUCK AND TRAILER UPDATE**

The Automotive Manufacturing Bus, Truck and Trailer training package is now fully endorsed and available to industry.

For additional information or if you wish to provide feedback, please contact me via email or call me on 0417 393 158.

### **TRAINING PACKAGE DEVELOPMENTS**

#### **Driving changes to our National Training Standards**

**Neil Hunichen – Training Package Specialist –  
Auto Electrical; Bicycles; Sales, Parts, Administration & Management;  
[nhunichen@autoskillsaustralia.com.au](mailto:nhunichen@autoskillsaustralia.com.au)**

I have recently been busy re-editing units of competency to the new NSSC standard for auto electrical, air conditioning, sales, admin and management units within the AUR training package.

Recently I completed the suite of 14 hybrid and battery electric vehicle units of competency. They have been now been revised so they will align with the soon to be adopted draft Australian Standard for the Maintenance and Repair of HEV and BEV vehicles.

This standard has been developed by a small group of industry and auto association subject matter experts and will look similar in format to the Australian Standard for LPG vehicles. This new standard will become mandatory for all automotive workshops including panel repair shops. This has required me to re-edit all the HEV and BEV units of competency so their terminology is consistent with this new Australian Standard. For example, terms such as 'battery and power supply' will be replaced with the term 'rechargeable energy storage system'.

Please take the time to look at both this new draft Australian Standard and the new streamlined units of competency and provide ASA with your feedback and comments in the coming weeks.

I have also re-edited all the automotive sales, administration, parts interpreter, diploma and managements units of competency, and these units have had significant changes made to them so they better reflect the job role. At this stage I have had little feedback or comments, I plan to conduct a series of Industry and RTO workshops in the coming months to make sure that these changes are a reflection of industry needs. Please contact me if you are interested in participating in these workshops.

For further details regarding the new draft automotive electrical as well as sales, administration and management training standards click the following link [HERE](#). To provide feedback contact Neil Hunichen either by email or call (03) 8610 2511 or 0427 160104.

## TRAINING PACKAGE DEVELOPMENTS

### Cars of Tomorrow Conference

#### Stuart Behrend – Training Package Specialist – Mechanical

[sbehrend@autoskillsaustralia.com.au](mailto:sbehrend@autoskillsaustralia.com.au)

I was fortunate to attend the 2014 Cars of Tomorrow Conference held in Melbourne in March this year. The theme at the conference was Reinventing the Automotive Industry. The automotive vehicle manufacturing industry has been in decline for a long time and the announced closure of Ford, Holden and Toyota was very topical for the conference.

While there was understandable doom around vehicle manufacturing, the conference concentrated on the future direction of the automotive manufacturing industry. There were many interesting speakers on the day but Professor Neville Jackson from the Ricardo Group in the United Kingdom provided a very relevant presentation.

Neville Jackson spoke of the UK transformation of its automotive manufacturing industry. In the early 2000's the UK industry faced very similar problems to Australia with car manufacturing factories closing down. Neville outlined the problems and then showed how the UK industry re-invented itself and now employs more workers in automotive manufacturing than in the early 2000's. His observation was that creating a consistent industry message through the UK Automotive Council to advise the government was paramount to the recovery. It was a very interesting day and the speakers were very informative and all provided very pertinent presentations and these can be viewed through the following link [HERE](#).

On display at the conference was the Cobden Technical School with their electric vehicle that competes in the RACV Energy Breakthrough. Teacher Chris Brooks and students Dillon and Luke presented a vehicle of very high standard and it is very heartening to see the achievements of passionate and committed people.



*Cobden students Dillon and Luke and teacher Chris Brooks and ASA's Stuart Behrend at the Cars of Tomorrow Conference.*

## WORKFORCE DEVELOPMENT

### Workforce Development

**John Scott – Workforce Development Manager**

**[jscott@autoskillsaustralia.com.au](mailto:jscott@autoskillsaustralia.com.au)**

Auto Skills Australia, ASA, has been informed that the Australian Government is currently assessing all grants spending for consistency with Government priorities and commitments.

This advice does impact on the National Workforce Development Fund, NWDF, and the grants under this program. This does not alter the existing projects that have already been approved to receive funding.

This review means that the Department of Industry is advising businesses not to incur any additional costs in preparing NWDF applications until this review is complete. As at the 21st of March 2014, no new applications or requests will be accepted or processed ahead of the 2014 Federal Budget. Applicants that may have submitted an application prior to that date will be contacted once the program arrangements have been decided by the Government.

The management and reporting requirements of the existing programs will continue in the normal way. If you have any concerns or wish to provide feedback regarding this advice please contact John Scott at ASA by telephone: (03) 8610 2509 or email [HERE](#).

ASA Workforce Development will continue to assist automotive enterprises to conduct effective industry workforce analysis and subsequent reporting for workforce development solutions. Training needs assessments and planning information can be provided to enterprises that are seeking advice in regard to labour supply and skilling issues.

Automotive businesses from all sectors are encouraged to direct enquiries to me on (03) 8610 2509 or email [HERE](#).

## RESEARCH PROJECTS

### The 2014 E-scan now released

**Steve Bletsos – Senior Research Analyst** **[sbletsos@autoskillsaustralia.com.au](mailto:sbletsos@autoskillsaustralia.com.au)**

The 2014 Automotive Environmental Scan has now been officially released. This year's E-scan goes further than ever before in its analysis of the automotive industry and the national training system, and some of the findings may come as a surprise to many.



In what is a first, the E-scan provides numerical forecasts of skill shortages by occupation at a national and state level. These along with other key business and industry data aim to provide users with enhanced information regarding the automotive industry.

The 2014 E-scan is available for download as a PDF on the front page of the ASA website. Hardcopies of the E-scan can also be requested via the ASA website [HERE](#).

Finally, I would also like to take this opportunity to thank the many stakeholders that contributed to this year's E-scan. I look forward to your feedback and comments on the report and I'm happy to discuss anything further if need be.

## E-LEARNING

### ASA Learning Hub update

#### Len Howey – e-Learning Instructional Designer

[lhowey@autoskillsaustralia.com.au](mailto:lhowey@autoskillsaustralia.com.au)

Designed to provide dedicated blended (online/facilitator led) learning programs and resources to support the delivery and assessment of units of competency from the Australian automotive training packages.

### Foundation Skills

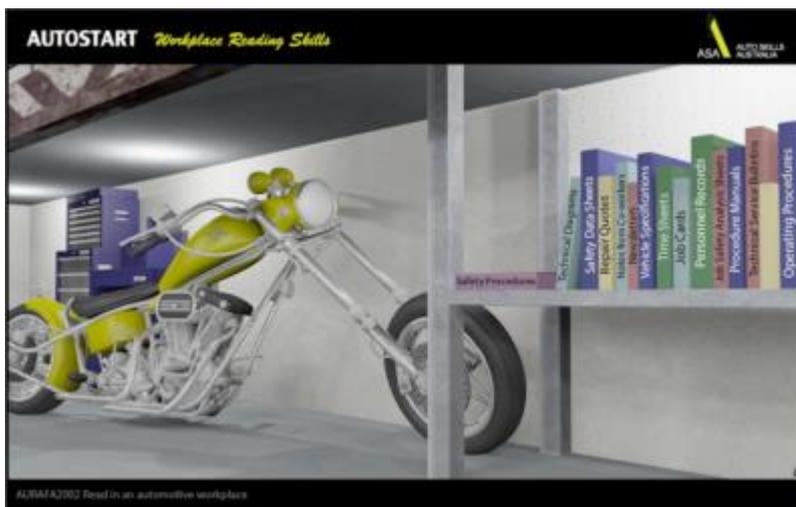
In preparation for the automotive foundation skills learning programs that will be launched this year, there are 3 sample learning parts now available for AURFA2002 Read in an Automotive Workplace. To view these samples and provide feedback go to:

<http://asalearninghub.com.au/programs/foundation-skills/>

Other foundation skills learning programs that will be available by mid 2014 include:

- AURFA2003 Communicate Effectively in an Automotive Workplace
- AURFA2001 Use Numbers in an Automotive Workplace
- AURFA2004 Solve Routine Problems in an Automotive Workplace

The following image has been taken from the Read in the Automotive Workplace learning program.



### **Assessment Resources**

Auto Skills Australia is seeking feedback on the assessment resources it is developing. Sample assessment resources are now available for the AURLTD005 Diagnose and Repair Light Vehicle Suspension Systems unit. To view this sample and provide feedback go to:

<http://asalearninghub.com.au/assessment-resources/light-vehicle/>

### **Vocational Education and Training in Schools (VETiS)**

Learning and assessment resources are being developed to support automotive delivery and assessment in secondary schools at a Certificate II level. Resources are available for safe working practices, electrical systems, mechanical systems and tools and equipment. To view and provide feedback go to:

<http://asalearninghub.com.au/assessment-resources/vetis/>

### **Inclusive Learning: A Way Forward**

New! This learning program has been developed by the Queensland government as part of an effort towards the national aspiration for 'an equitable and inclusive VET system' that enables all learners to achieve their potential through skills development and to access the opportunities that society has to offer. To view go to:

<http://asalearninghub.com.au/programs/inclusive-learning/>

If you would like to find out more about the ASA Learning Hub and the available learning programs go to [www.asalearninghub.com.au](http://www.asalearninghub.com.au) or contact Len Howey from Auto Skills Australia [lhowey@autoskillsaustralia.com.au](mailto:lhowey@autoskillsaustralia.com.au)

## MAAP MY FUTURE

### MAAP My Future update

Peter Gostelow – National MAAP Manager

[pgostelow@autoskillsaustralia.com.au](mailto:pgostelow@autoskillsaustralia.com.au)

To coincide with International Women's Day on the 8th March ASA, through the MAAP My Future program, announced its Women in Auto Trades Ambassador, Betty Klimenko, owner of the Erebus Motorsport team.

"The auto industry is not just for males. I am proud of what I have achieved so far with my racing teams and would one day like to see more of a female presence across all facets of the industry, from team ownership and drivers to the all-important mechanical, engineering and race support areas" Betty says.

In addition to this, a formal partnership was announced with Women of Australian Motorsport (WAMS) at the F1 Grand Prix to further promote the opportunities available to women right across automotive.

To provide easier access for potential females apprentices a new Women in Auto Trades section has been set up on the MAAP My Future website [HERE](#) and a separate Facebook page [HERE](#) was also launched on International Women's day. This new Facebook page has attracted healthy engagement from women interested in the Women in Auto Trades initiative and women's roles within the industry.

ASA, through funding provided by the Women NSW (The Department of Family and Community Services NSW) has begun filming female automotive apprentices in a variety of automotive trade areas to provide insight and information for young women considering a career in automotive. These will be progressively added to the website and Facebook page as they're completed.

If automotive is to remain competitive and continue to grow it needs to attract more females to the trade areas within the industry. The Women in Auto Trades initiative provides an important portal for exploration of careers and industry profiling for Women.

To find out about the Women in Auto Trades initiative visit the links above or contact the National Coordinator Peter Gostelow on (03) 8610 2506.