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Submitted to **Future Employment Services**

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DEMOGRAPHIC QUESTIONNAIRE

Are you providing feedback to the Public Discussion Paper as:

Cohort:

A Peak Representative Organisation

What is the name of the individual or organization providing feedback?

Name:

Motor Trades Association of Australia

What is the postcode where you reside or conduct business?

Postcode:

2601

FUTURE EMPLOYMENT SERVICES REFORM

ENHANCED SERVICES FOR DISADVANTAGED JOB SEEKERS

Some people find it harder than others to get a job. What types of services would help them become job ready and find work? :

MTAA advocates for continuing Government support and sponsorship of pre-automotive apprenticeship and training programs that assist disadvantaged job seekers develop the skills to be ready to undertake an apprenticeship or other automotive training program. MTAA suggests full engagement, if not partnership, with industry organisations such as MTAA and its State and Territory Members to ensure programs are developed and implemented targeting the needs of automotive industries and conducted in collaboration with automotive Registered training organisations and government training organisations in partnership with specific secondary schools or colleges.

MTAA respectfully suggests that not enough collaboration exists for the development and delivery of targeted programs that recognise and maximise the proximity of such associations to the needs of automotive businesses. MTAA respectfully suggests some existing programs are too broad ranging, too large in scope and involve too many players, to be truly effective in delivering specific programs suited for automotive industries that are undergoing rapid structural change.

MTAA also respectfully suggests Government sponsor and provide mentoring services and financial incentives on an ongoing basis to provide surety to these essential services. These programs when delivered by MTAA and its state and territory association members provide real outcomes in assisting the commitment and willingness of job seekers to complete such programs and then through potential apprenticeships and traineeships. By making these programs automotive specific, and with industry partnership, opportunities are created to increase student commitment through exposure to automotive industry activities (i.e. , new technology, etc.).

MTAA suggests consideration be given to the extension of programs in curriculum at secondary school so that disadvantaged students are provided a pathway to an automotive profession that may better suit their learning ability. Many schools in the USA successfully include automotive training facilities that promote interest in the automotive industry and deliver graduates that go on to successful automotive careers.

MTAA advocates for Government support to deliver these programs in disadvantaged areas where they can best increase social outcomes for students and deliver job seekers that motivated and capable to work in the automotive industry.

ONLINE EMPLOYMENT SERVICES

How do you think apps and online services could be used to help Australians find work?:

MTAA suggests there is an opportunity for government and industry associations such as MTAA and its members in regard to the automotive sector, to enhance online capability through industry specific applications developed to highlight automotive professions, trades and careers.

For example, job seekers should have access to specific apps and web links to information about automotive industry professions that highlight work activities, skills and training requirements, pathways for employment and incentives for employment and training (i.e. financial and lifestyle benefits). Promotional material must also be exciting, attractive, and contemporary and target specific for job seekers. The ability of not for profit organisations to do this in a national coordinated manner is difficult and support from government is sought. While MTAA understands the benefits of whole of economy job seeker and employment assistance tools, the Federation believes there is a need for sector and industry specific tools and applications as those industries adjust to significant change.

MTAA advocates for information packages to be developed in collaboration with industry and include material from real industry businesses and training environments.

MTAA seeks collaborative partnerships with Government to deliver such initiatives.

MEETING THE NEEDS OF EMPLOYERS

How can future employment services better meet the needs of employers?:

The automotive industry requires employees with a diverse range of skills, knowledge and motivation. For example, employees include university educated automotive mechanical engineers, qualified automotive tradesmen, and a range of other automotive professions which are all in historically high shortages. MTAA understands that the employment services provided and/or sponsored by the Australian Government (i.e. Job Active) are often provided to assist the long term unemployed as well as educated and skilled job seekers. Furthermore, MTAA knows that many automotive businesses do not advertise through current Government employment services due to the often poor quality of applicants, the time taken to process these applicants and the risk of employment termination and employee absence. MTAA believes this can be better addressed through partnering and funding between government and the MTAA and Member associations to deliver more target outcomes.

MTAA believes that the lack of advertising for employment by automotive businesses has caused disconnect between automotive businesses and applicants who may potentially succeed in the automotive industry. It has also caused the availability of jobs within the automotive industry to be greatly under-reported. MTAA argues that the under-reporting has contributed to the lack of Government action to deliver specific automotive programs; including pre apprenticeship training and ongoing skills development programs. It is the view that while well intentioned existing programs may deliver some results, they are too far removed from automotive industry specific needs and not cognisant of existing behaviours of automotive industry businesses. Associations can cut through these difficulties because of their proximity to, understanding of, and heavy involvement in training and delivering apprentices and trainees.

MTAA advocates that tailored services designed specifically for the automotive industry is required.

As mentioned in the previous questions, MTAA also advocates for automotive programs and marketing campaigns to be also be delivered in secondary schools to provide students and future job seekers information on pathways to careers in the automotive industry, and to address persistent perception matters that need to be overcome.

MTAA also seeks Government support and financial assistance for automotive business to employ workers that are considered high risk of leaving their employment (i.e. applicants that have a history of long term unemployment). For example, MTAA advocates for on-going mentoring support for employees from government employment services.

JOB SEEKER ASSESSMENT

Everyone has different work experience and skills – what's the best way to work out the type of training and support each person needs to find and keep a job?:

MTAA advocates that Government employment service providers engage with industry to identify the type of training and support each person needs to find and keep a job. MTAA argues that industry, through associations, is best positioned to supply these details to Government and be included on employment websites and apps and in marketing campaigns promoting careers in the automotive industry.

Again a better balance of information should be targeted at secondary level to highlight significant opportunities automotive can provide.

REGIONAL AND LOCAL APPROACHES

Locals are often best place to understand how jobs are changing in their area. How can they be engaged to help their communities get the skills they need to find and keep jobs? :

MTAA State and Territory Member Associations have significant influence, reach, and proximity to the needs of automotive businesses in regional and rural Australia.

Programs starting at secondary level need to target the opportunities the automotive industry can provide at a local level. MTAA Members ability to gather information and provide 'grass roots' information on automotive business needs and then to match those with job, training and skills development programs are unmatched. However, MTAA respectfully suggests that these attributes do not neatly sit within existing program frameworks due to whole of economy approaches. There is an opportunity for industry specific programs targeting job seekers in regional and rural locations and MTAA would be happy to facilitate and coordinate what such programs might look like and how they may be implemented.

MTAA advocates that Government engage with MTAA and its state and territory member associations for access to details of automotive businesses within different geographic locations and markets. This will assist employment services to identify automotive skills shortages in particular areas (i.e. the Northern Territory) and to use this information for applicants who may relocate to take advantage of employment opportunities.

MTAA members have a significant success rate at targeting niche job seeker markets and in the development of innovative and outcomes focused programs. However there remains an opportunity for these to be better coordinated and development and implemented on an industry wide basis rather than economy wide.

SUBMISSION

Please upload your submission, or any additional and supporting documents.

Submission:

MTAA Submission for the Next generation of employment services.pdf was uploaded