



Welcome to the fifth edition of the FTH Skills Council Newsletter.

The first half of 2007 has been particularly active for FTH with four major workforce development strategies in various stages of development and implementation.

Your distribution of the Newsletter to colleagues within your networks would be most appreciated.

Regards

John Cassebohm
EXECUTIVE OFFICER
August 7 2007



WHAT'S BEEN HAPPENING?

SA WINE INDUSTRY EMPLOYMENT STRATEGY (SAWIES)

Project aims

The aim of the project is to:

- Build a workforce profile identifying current and future workforce requirements.
- Develop workforce planning and development strategies to attract and retain workers in the Wine industry in South Australia.
- Prepare career pathway advice (for distribution to the wider community) that details pathways across the breadth of the industry.
- Document findings and identify recommendations (for industry and government) to address workforce planning and development issues, including external barriers for the wine industry across South Australia to 2010.

The project is due to be completed by the end of October 2007.

Project methodology

A survey of employers in the wine industry is well underway with some 235 small to medium and 10 large wineries having provided a comprehensive response to the questionnaire with in excess of 300 employees also participating. The response to the industry surveys is particularly pleasing and should provide a comprehensive set of statistically robust data to develop forecasts that are based on current authentic information.

Mechanisms are now in place for direct communication to wine and grape businesses through both the industry association and regional groups. The project is now quite widely across the industry which will facilitate both the feedback on proposed scenarios and forecasts, in addition to presenting the project findings back to industry late this year.

The project intends to utilise existing regional wine forums, or if required create a regional consultative committee for each wine region to ensure regional differences are accounted for and to validate the information and data collected.

Further details about the project are available from:

Project Manager: Shirley Brown, Tel: 0412 840 747 Email: shirleyb@internode.on.net
Steering Committee Chair: Sylvia Healy, Tel: 0417 867 268

ATTRACTION & RETENTION OF LABOUR IN THE SOUTH AUSTRALIAN MEAT INDUSTRY

Stage I of the SA Meat Industry Workforce Development Project has now concluded. We have trialled a range of models and processes to bring about successful attraction and retention of staff in the retail and processing sectors of the industry.

These strategies have included a Collaborative Employment Model, Workplace Culture Change Program, Employer of Choice and Career Pathways Booklets, Employer Retention Fact Sheets and ongoing mentoring for HR and Plant staff.

The success of this project can be attributed to the clear direction given by the Meat Industry Workforce Development Task Force made up of representatives from Producers, Australian Meat Industry Employees Union (AMIEU), Australian Meat Industry Council (AMIC) and Primary Industries and Resources SA (PIRSA).

To support this group, the project has been underpinned by good change management practice. The project is now entering into its second stage and looking to broaden and build on its current strategies.

For further details of the Workforce Development Framework, Key Achievements and Planned Future Activities please refer to the Stage I report "*Weighing in to the meat of the matter- an industry specific approach to workforce development*" via the Workforce Development link at www.fthskillscouncil.com.au

For further information on this project please contact our Project Manager Kerryn Smith on 0402 895 822.

SA TOURISM WORKFORCE DEVELOPMENT STRATEGY

The South Australian Strategic Plan's tourism target is to increase visitor expenditure in SA from \$3.7 billion in 2002 to \$6.3 billion by 2014.

The final draft of the Tourism Workforce Development Plan has been developed by the SA Tourism Commission in conjunction with industry, including the FTH Skills Council and is expected to be tabled at the next meeting of the Tourism Minister's Round on 15 August 2007 for consideration and recommendation.

INDUSTRY SKILLS BOARD REVIEW

The State Government through the Department of Further Education, Employment, Science and Technology the major funding provider of the Industry Skills Boards, has appointed a review team to evaluate the operations of the boards to determine the nature of the ISB's contribution to a strong workforce development and planning culture in South Australian workplaces. The review will:

- evaluate the appropriateness, efficiency and effectiveness of industry advisory arrangements and the outcomes and outputs they deliver
- consider the extent to which the current framework is actively engaging industry and across industries in workforce development matters
- review the extent of linkage between the ISB's and the key government agency workforce planning and VET funding processes, including linkages with other government industry advisory arrangements
- assess linkages with and across industry and the capacity and effectiveness of ISB's to impact workforce practices, including industry contribution and commitment to workforce planning and training
- determine the impact that ISB's activity has had on meeting skills in demand
- advise on opportunities to improve the effectiveness and operation of ISB's
- make comment on the impact of national and state reforms on the functions and operations of ISB's

As part of the review a survey will be forwarded to selected industry partners to secure their feedback regarding the operation of the ISB's.

COMMUNITY INFRASTRUCTURE CLUSTER PROJECT

The Community Infrastructure Cluster (CIC) project is a collaborative arrangement between the Health & Community Services, Food Tourism & Hospitality and Service Skills Boards and the State government to assess the workforce development impacts of mining and defence growth in SA on their industry sectors.

The ultimate aim of the project is to create a workforce development model which can be applied to different South Australian metropolitan and regional areas to help plan for major industrial developments (notably minerals and defence) and at the same time supporting community infrastructure growth. Other measurable outcomes will be the analysis of the indirect impact of these major mineral and defence developments (on the "community infrastructure" industry sectors), and the provision of information and recommendations to aid policy changes and development around the growth.

The CIC has selected the Port Adelaide region as the focus of its impact study as the proposed Air Warfare Destroyer project operated by the Australian Submarine Corporation will be located in the heart of that region. Additionally, the workforce development impact of the Air Warfare Destroyer (AWD) project and the location of the Defence Forces Battalion at Edinburgh Park will have to be considered in conjunction with major workforce development requirements emerging from other significant industry/infrastructure developments including:

- the residential development across the wharf area due to the relocation of shipping to Outer Harbour and general development of the area
- The completion of the Salisbury Highway from the Barossa Valley and in particular the completion of the single span bridge which will deposit heavy transport vehicles away from the Port Wharf area in October 2007
- The development of the area as a significant tourist destination
- The development of the area as a warehousing hub due to the substantial growth in exports from SA (Wine, Meat, etc)
- The indirect infrastructure and construction that will occur around the Air Warfare Destroyer Project

Initial meetings have been held with the Steering Committee for the project including representatives from the:

- 3 Skills Councils
- Port Adelaide and Enfield Chamber of Commerce
- Western Area Business Enterprise Centre
- Eastern and Western Adelaide SA Works program
- Port Adelaide campus of TAFESA
- Department of Further Education, Employment, Science and Technology

The Project Manager for the initiative is Mr Mike Elliott who is currently:

- designing a survey tool to gather the workforce planning data required, and
- liaising with Northern and Western Futures regarding possible school to work pathways

In addition Mike is designing a pilot retail, tourism and hospitality virtual skills hub which will test processes which will assist:

- employers gain and retain suitably qualified staff
- employees gain suitable employment, and
- assist students to secure suitable part-time employment and access to career pathways

The pilot will establish a way of working which is sustainable and within the resources of the partners and which is replicable across the State particularly as new developments are concerned.

Mike Elliott can be contacted on 0419 806 043.

ISB MAJOR PROJECTS MATRIX AND EDITORIAL 2007

The aim of South Australia's nine Industry Skills Boards is to provide both industry and government with advice in relation to workforce planning and development and strategies to meet emerging skill needs across the State.

In keeping with this aim the ISB's commissioned the Australian Institute for Social Research to produce a model for the assessment of the workforce implications of major projects in South Australia known as the "Workforce Impact SA Report".

In addition the ISB's have produced the "Major Projects Matrix and Editorial 2007" which identifies the major industrial developments which have recently commenced or are planned to occur in South Australia in the near future.

The purpose of the initiative is to assist industry and government identify the workforce implications of these major projects and to suggest steps that might be taken to address projects skill and labour shortages particularly in some regions where a number of large projects are occurring simultaneously.

The matrix provides an industry and regional analysis of the current major projects that will impact significantly on the workforce both directly and indirectly.

Reports are currently being updated and Version 2 will be uploaded on our website www.fthskillscouncil.com.au as soon as they become available.



INDUSTRY RECOGNITION

COOKS RECOGNITION PROGRAM

Applications close September 30 2007 for Cooks Recognition.

To gain a Certificate of Recognition as a Cook an application needs to be submitted to the FTH Skills Council Cooks Recognition Steering Committee to enable the Committee to assess the applicants trade experience and qualifications.

Applicants must satisfy one of the following criteria:

- Minimum of 6 years experience as a Cook with no formal qualifications, or
- Cert III in Hospitality – Commercial Cookery plus 2 years full time experience at that level, or
- Hold an overseas qualification as a Cook

Once approved the formal *Certificate of Recognition* is issued by the Training and Skills Commission.

For further information please contact us on (08) 8362 6012 or refer to our website for further details.

BAKERS RECOGNITION PROGRAM

Applications close October 30 2007 for Bakers Recognition. .

To gain a Certificate of Recognition as a Bread Baker, Pastry Cook or Bread Baker and Pastry Cook an application needs to be submitted to the FTH Skills Council Bakers Recognition Steering Committee to enable the Committee to assess the applicants trade experience and qualifications.

Applicants must satisfy one of the following criteria:

- Minimum of 6 years experience as a Baker with no formal qualifications, or
- Cert III in Food Processing – Retail Baking plus 2 years full time experience at that level, or
- Hold an overseas qualification as a Baker

Once approved the formal *Certificate of Recognition* is issued by the Training and Skills Commission.

For further information please contact us on (08) 8362 6012 or refer to our website for further details.

MEAT INDUSTRY RECOGNITION PROGRAM

We are currently investigating the possibility of establishing a Meat Industry Recognition Program.

If the process is agreed to by all industrial parties we will apply to the Training and Skills Commission via DFEST Traineeship and Apprenticeship Management for approval of the program.

We are hopeful the process will be established before the end of 2007.



FUNDING OPPORTUNITIES

Food and Beverage Development Fund SA Inc

The Board of the Food and Beverage Development Fund SA Inc recently announced the establishment of a series of support payments designed to support students or intending students within the food and beverage industries.

The support payments endeavour to encourage individuals to develop their skills and knowledge through research, education and/or training. They are intended to reward individuals that have shown exceptional commitment to vocational education and training and who are committed to furthering their skills and knowledge within the industry.

In 2007 the Board of Food and Beverage Development Fund will consider applications from

- Individuals intending to study
- Apprentices or trainees
- Post secondary students
- University students
- Research students

for support payments in the following relevant areas

- Meat industry
- Baking industry
- Beverage industry
- Food Processing industry

Applications will be assessed from information provided in application submissions and a selection panel will select finalists who will be invited to attend an interview. Support payments will be offered to those applicants whose submissions best reflect the selection criteria.

The funding available for each successful application is expected to range between **\$1,000 and \$10,000** and will be based on the needs of the individual and the level of support required.

As part of the application process, applicants are asked to provide specific details of the nature of the support they are seeking through the support payment. Applications should include an estimate of any anticipated costs associated with expenditure items such as course fees, travel costs, books, equipment, etc.

Application forms can be downloaded at www.foodandbeveragefundsa.com.au with applications being accepted until August 31 2007. For further information please contact Food & Beverage Development Fund on 08 8362 9066.



TRAINING

LIQUOR LICENSEE TRAINING

Training dates for the remainder of 2007 are:

- **Customer Relations & Responsible Service of Alcohol - \$85.00 per participant (GST free)**
9.30 am – 12.30 pm September 10, October 8, October 29, November 19 & December 10.
- **Liquor Licensing Laws - \$65.00 per participant (GST free)**
1.30 pm – 3.30 pm September 10, October 8, October 29, November 19 & December 10.

Courses are held in our training rooms at 5-9 Rundle Street, Kent Town. Should you or your staff be interested in attending please [contact us](#) on (08) 8362 6012 or refer to our website for further information and enrolment forms.

Should you have any queries in relation to your requirement for training please contact the Office of the Liquor and Gambling Commissioner www.olgc.sa.gov.au



EVENTS

EMPLOYER IMMIGRATION INFORMATION SESSION – AUGUST 22 2007

Do you employ staff? Do you know that employers may face severe penalties for hiring illegal workers? Are you aware of recent changes when employing temporary workers from overseas? To find out more you are invited to attend a free Employer Information Session at The Rendezvous Allegra Hotel 4.30 pm August 22.

Register your interest by August 18 on (08) 82376159 or via email melodie.maricic@immi.gov.au

SA TRAINING AWARDS GALA DINNER – AUGUST 31 2007

Enjoy a night out with your colleagues and applaud outstanding achievers in vocational education and training at this prestigious event at the Adelaide Convention Centre.

Web: www.satrainigawards.sa.edu.au or contact Mary Ionno on (08) 84636514

TASTE SA – SEPTEMBER 7 - 15 2007

The Taste South Australia exhibit at the Royal Adelaide Show is a guaranteed show stopper. The event showcases the coming together of city and country flavours whilst providing a fantastic opportunity to showcase products and increase your sales potential. Want to exhibit?

Web: www.tasting-australia.com.au or contact Judith Noble on (08) 82105215

FINE FOOD AUSTRALIA – SEPTEMBER 24 - 27 2007

More than 30 South Australian food producers will take part in the years Fine Food Australia trade show being held in Sydney. More than 750 exhibitors are expected to showcase the latest food, drink and equipment ideas from around the world. Want to know more?

Web: www.flavoursa.com.au or contact Catherine Barnett on (08) 84317131

TASTING AUSTRALIA – OCTOBER 13 - 20 2007

The Australian food wine and beer experience. Take your tastebuds on tour as South Australia hosts some of the world's top chefs in some of our most stunning locations.

Web: www.tasting-australia.com.au

CHEESEFEST07 – OCTOBER 20 - 21 2007

CheeseFest is a cheese competition and an alfresco cheese lovers gourmet day at the McLaren Vale and Fleurieu Visitors Centre.

Web: www.cheesefest.com.au or contact Kris Lloyd on (08) 83897877

PREMIERS FOOD AWARDS GALA DINNER – NOVEMBER 16 2007

Join the best of the South Australian food industry at the Awards presentation gala dinner, to be held at the Adelaide Convention Centre.

Web: www.safoodawards.com or contact Sue Rogers on (08) 82260468



CONTACTS

Our team consists of:

John Cassebohm	Executive Officer
Carol Graham	Office Manager
Kerryn Smith	Project Manager - Meat Industry Project
Shirley Brown	Project Manager - SA Wine Industry Employment Strategy

FTH Skills Council Board is underpinned by the Tourism & Hospitality and Food & Beverage Standing Committees We would like to take this opportunity to thank these key industry representatives for their valued contribution and commitment.

If we can assist you in any way please do not hesitate to contact us on (08) 8362 6012.