

Aviation Skills Formation Strategy

Scope, Developments & Options

Skill Formation Strategies

Designed to encourage :

- business
- organisations
- regulatory bodies
- government education providers, and
- registered training providers

to partner on long term solutions to workforce planning issues

Outcomes

- understanding and ownership
 - collaboration, networking and collective action, and
 - sustainability of industry ownership after the project stage is completed
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Scope

Whole of industry - State-wide –
with priority to:

- ❑ SE Queensland (includes SSC)
 - ❑ Far North Queensland and Wide Bay-Burnett regions – aviation = “Centres of Enterprise”
 - ❑ plus Townsville
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Scope cont..

To cover...

- operations
 - education and training
 - airports
 - engineering
 - manufacturing
 - logistics
 - simulation industry
 - UAV
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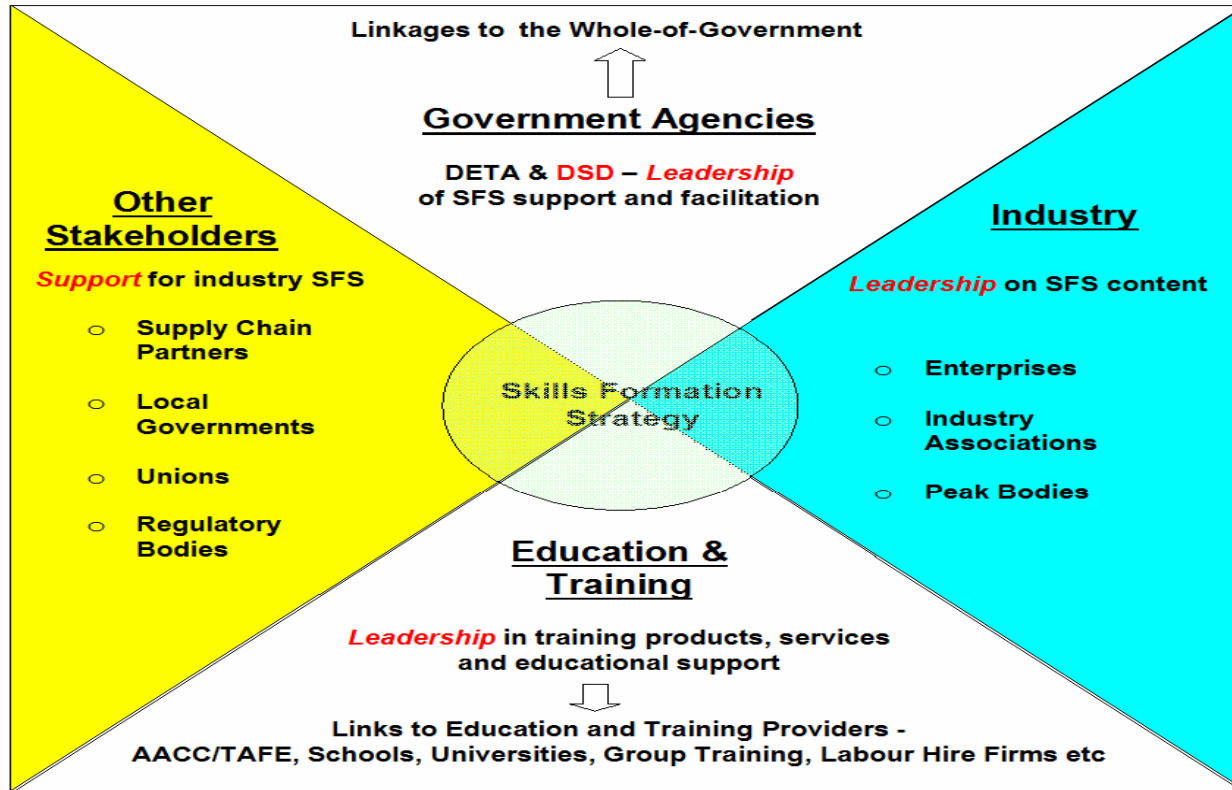
Scope cont...

Will not cover:

- sports aviation (ultra-lights, aerobatics, ballooning, gliding, hang/para gliding, parachuting, etc)
 - tourism
 - transport
 - historical collections.
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STEERING COMMITTEE MODEL

NB: This diagram will be finalised after consultation with the project steering committee.



SUCSESSES

~2001

- ❑ Boeing – UQ Alliance
- ❑ Aviation Australia (AA)
- ❑ Aviation Industry Reference Group
- ❑ AA RTO status approval
- ❑ CNS Aeroskills “pilot” program
- ❑ AAGT

2002

- ❑ AA Advisory Panel & Industry Councils est.
- ❑ 1st Institutional programs – BNE and CNS
- ❑ CASC

2003

- ❑ CASC building complete (industry contribution)
 - ❑ 1st STEP program
 - ❑ Alteon VB Sim Centre
-

Successes continued

2004

- ❑ Aerospace Project (Boeing, EQ, AA + 6 schools)

2005

- ❑ Direct entry to UQ –Ips campus - business
- ❑ Aerospace Studies syllabus (EQ, QSA, industry)
- ❑ Australasian Aviation Group-Cairns
- ❑ BAC, Aust Aero & Smiths join Gateway

2006

- ❑ Gateway = 10 schools (9 on Aerospace Studies)
 - ❑ UAV project/ARCAA (VTOL, Boeing, QUT, BAE, AA)
 - ❑ SSCAWP est.
 - ❑ AA approved Airbus training centre
 - ❑ Direct entry Kelvin Grove-RQAC- Griffith Uni
-

Successes cont...

2007

- ❑ Aviation High
 - ❑ Aerospace Studies – 17 schools
 - ❑ Direct entry to UQ –St Lucia campus – aerospace engineering
 - ❑ Senior School AME program
 - ❑ QDS Avionics program - Bremer
 - ❑ Aust Avionics program - CNS
 - ❑ GU Bach of Technology Education
 - ❑ AA CAO 100.66 "RO"
 - ❑ ARCAA Challenge
 - ❑ Aviation High launched
 - ❑ Aviation Australia CASA CAR 30 approval
 - ❑ GU-Qantas agreement on pilot training
 - ❑ Aviation WBB Reference Group
 - ❑ Approval for SS AME program in 2008
 - ❑ Qantas, Virgin Blue, Thales and CAE join Gateway program = 9 partners
 - ❑ UQ Aeronautical degree programs
 - ❑ MPL Trial
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Current Regional Groups

Cairns

- Australasian Aviation Group – Cairns

Wide Bay Burnett

- Aviation WBB Reference Group

Sunshine Coast

- SSC Aviation Working Party
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Current Regional Groups...continued

Townsville

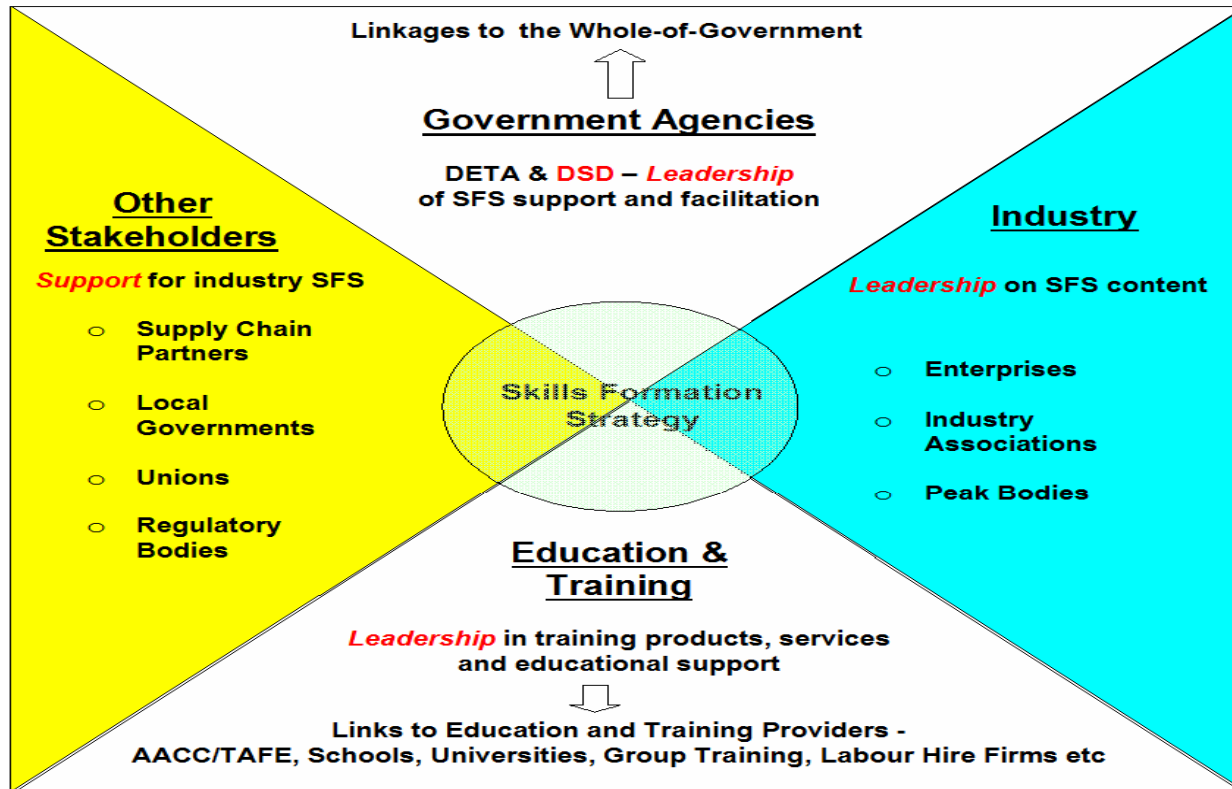
- Townsville Aviation Working Group

SE QLD

- Aviation Australia Industry Council
 - Aerospace Project Principals' meeting
 - UAV WG-27
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STEERING COMMITTEE MODEL

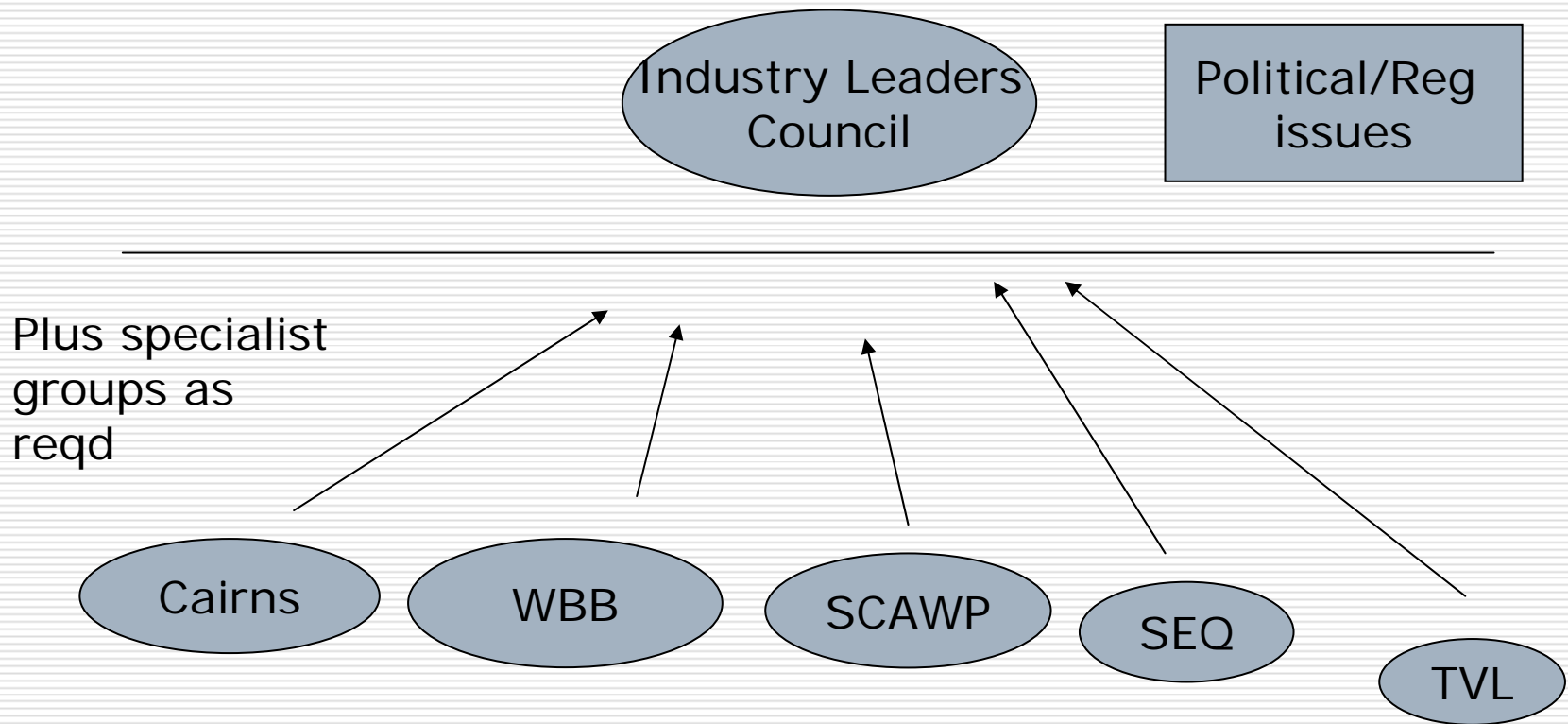
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Steering Committee Models

- Traditional – ie according to the SFS
 - Regional only
 - “Industry Leaders Council” only
 - Regional plus “Industry Leaders Council”
 - Other options??
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Preferred Option = Industry Leaders Council + regional working groups



Some Workforce Development Issues

- Shortage of:
 - Pilots, including experienced pilots, instructors, both FW and RW
 - LAMEs
 - Structural engineers
 - Helicopter engineers
 - Technicians
 - Maintenance controllers
 - Technical records
 - Stores
 - Schools need to get back to basics – overall poor literacy & numeracy skills
 - Attracting suitable staff to regional areas
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Some Workforce Development Issues ...continued

- ❑ High turn-over of pilots
 - ❑ Poaching generally
 - ❑ Inconsistencies in training standards, particularly for pilots
 - ❑ Lack of preparedness to accept responsibilities (“blame culture”)
 - ❑ Facilities constraints limiting development
 - ❑ Lack of awareness of career paths
 - ❑ Operations skills needed
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Some Workforce Development Issues ...continued

Barriers to recruiting skilled workers (to the regions):

- Challenging training
 - Overseas poaching
 - Limited training facilities
 - Length and complexity of training
 - Finding those with relevant skills sets
 - CASA licensing
 - Lack of awareness
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Some Workforce Development Issues ...continued

- ❑ Permanent “night shift” – how to attract staff
 - ❑ Management skills for those “elevated from the shop floor”
 - ❑ Impact of new regulations
 - ❑ Relevance of Cert II in Aeroskills
 - ❑ Acceptance of “institutional” Cert IV in Aeroskills
 - ❑ Fast tracked Cert IV in Aeroskills
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Some Workforce Development Issues ...continued

- Recognised national qualifications for other aircraft trades
 - UAV training and employment
 - Retention in remote areas
 - Recruiting processes – too long????/not prepared
 - Costs to undertake training
 - Emerging shortage of qualified airport operations staff
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Linkages to the Whole-of-Government



Government Agencies

DETA & **DSD** – *Leadership*
of SFS support and facilitation

Other Stakeholders

Support for industry SFS

- Supply Chain Partners
- Local Governments
- Unions
- Regulatory Bodies

Industry

Leadership on SFS content

- Enterprises
- Industry Associations
- Peak Bodies

Skills Formation
Strategy

Education & Training

Leadership in training products, services
and educational support



Links to Education and Training Providers -
AACC/TAFE, Schools, Universities, Group Training, Labour Hire Firms etc

Possible considerations

- ❑ Loan/financial support Scheme for pilots
 - GAIAA pick-up
 - NZ model
 - HECS
- ❑ “Introduction to Aviation” course
- ❑ More communications with stakeholders
- ❑ Influence EQ/QSA for improved literacy and numeracy skills

Possible considerations...cont

- ❑ Challenge the old ways of doing business
- ❑ Greater involvement in Careers Expos - including equipment (fly-in)
- ❑ More competencies in training packages (eg... engines, welding)
- ❑ Sharing resources
- ❑ Identify career paths
- ❑ Others????

Activities

- Continue to map industry
 - “survey”
 - Existing work/surveys
 - Gap Identification & Analysis
 - Council/working Groups
 - “Minister’s (Industry) Leaders Council”
 - Local WPs
 - Establish action plan
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For discussion????
