



SKILLS IMPLEMENTATION PLAN

FOR ADVANCED MANUFACTURING

About the plan

The Queensland Government is collaborating with employers, workers, their unions and the education and training sector to plan for and invest in the skills needed for advanced manufacturing, building on our overarching strategy for skills, *Skills for Queensland—Great training for quality jobs*.



VISION

To empower the technological transformation of Queensland's manufacturing industry by attracting, developing and retaining world-class talent and skills.



INVESTED IN PEOPLE

With a rapid shift toward advanced manufacturing, the government is committed to ensuring that the Queensland manufacturing industry has the skilled people it needs to meet the jobs market of the future.



INVESTED IN THE FUTURE OF MANUFACTURING

Future growth opportunities for Queensland's manufacturing industry enabled by Industry 4.0, will take manufacturing to a new level focussed on high quality human-centred capabilities that offers stable, diverse and technology-rich careers.

The Manufacturing Ministerial Council established the Manufacturing Skills Working Group in September 2018, to provide the key stakeholder leadership for the development of the Skills Implementation Plan for Advanced Manufacturing.

The Jobs Queensland *Advancing Manufacturing Skills: A Skills Training and Workforce Development Strategy* (the Advanced Manufacturing Skills Strategy) identified challenges and opportunities for the Queensland manufacturing industry. The government response in July 2018 provided a framework to partner with industry and identified priorities through the development of a Skills Implementation Plan for Advanced Manufacturing (the Plan).

The Plan has been developed to support Queensland manufacturers to improve their productive performance and build the skills needed to participate in the journey towards advanced manufacturing.

The Plan addresses the 10 Priority Action Areas (PAA's), in the Advanced Manufacturing Skills Strategy, identifies priorities for government and industry action, and builds on the Queensland Skills Strategy, *Skills for Queensland – Great training for quality jobs*. The Plan will also guide the future work of the Ipswich Regional Roundtable for Advanced Manufacturing, which was established in response to Jobs Queensland's *A Workforce Report and Action Plan for the Manufacturing Industry in Ipswich*.

Implementation program

The plan will use the Skills Innovation Lifecycle as a framework for implementing the 10 priority action areas. The lifecycle has three elements which represent the connected structural value stream for a continual, contemporary and sustainable industry skilling approach:

- industry ecosystem
- leadership, business and workforce capabilities
- image, attraction and retention.

The elements are described as a lifecycle as they are co-dependent on one another.

INDUSTRY ECOSYSTEM

An economic community supported by a foundation of interacting organisations and individuals – the organisms of the business world.

Priority Action Areas



POSITIONING THE MANUFACTURING WORKFORCE AS A KEY PARTNER IN THE JOURNEY TOWARDS ADVANCED MANUFACTURING

- **Stakeholders** – employers, employees, industry associations, unions and training providers, facilitated by government.



SUPPORTING INDUSTRY-LED ECOSYSTEMS

- **Stakeholders** – employers, industry associations, supply chain partners, research institutions, schools, training providers, universities, regional networks and government.



INCREASING THE DIVERSITY OF THE MANUFACTURING WORKFORCE

- **Stakeholders** – employers, employees, industry associations, unions, organisations supporting employment pathways and government.



LEADERSHIP, BUSINESS AND WORKPLACE CAPABILITIES

A capable business is one that consistently achieves superior performance; delivers superior value to its customers, innovates more rapidly, and is difficult to imitate. It has the core knowledge, skills and attitudes necessary for success at all levels of leadership, management and the workforce and are transferable from one organisation to another.



Priority Action Areas

STRENGTHENING THE BUSINESS CAPABILITY OF MANUFACTURERS

- Stakeholders — employers, employees, industry associations, unions, government, training providers, universities and regional networks.



BUILDING THE UNDERSTANDING OF CAPABILITY RELATED TO BUSINESS MANAGEMENT, INNOVATION AND PRODUCTIVITY AT ALL LEVELS OF THE MANUFACTURING INDUSTRY

- Stakeholders — employers, employees, training providers, universities, government and skills service organisations.



FOSTERING CONTINUED INDUSTRY OPPORTUNITY GROWTH

- Stakeholders — employers, industry associations, unions, ecosystems and government.



STRENGTHENING THE ROLE OF APPRENTICESHIPS AND TRAINEESHIPS AND THE VET SYSTEM IN SUPPORTING SKILLS DEVELOPMENT

- Stakeholders — employers, employees, industry associations, unions, group training organisations, skills service organisations, schools, training providers, universities and government.



BUILDING A HIGHLY SKILLED, ADAPTABLE AND CAPABLE EXISTING WORKFORCE

- Stakeholders — employers, employees, industry associations, unions, training providers, universities and government.

IMAGE, ATTRACTION AND RETENTION

Creating an environment where manufacturing is understood in a tangible sense, is cognitively stimulating and economically rewarding, so as to attract, retain and utilise the workforce of the future.

Priority Action Areas



POSITIONING MANUFACTURING AS A FIRST-CHOICE CAREER

- Stakeholders — employers, employees, industry associations, unions, universities, schools, VET, regional networks and government.



FACILITATING ENHANCED PARTNERSHIPS AND ENGAGEMENT TO BETTER PREPARE NEW ENTRANTS

- Stakeholders — employers, employees, industry associations, unions, educational and training sector, regional networks and government.



Monitoring and reporting

Monitoring the success of the Skills Implementation Plan for Advanced Manufacturing will rely heavily on the contribution and collaboration of stakeholders.

Outcomes of the Implementation program will be reported through the Manufacturing Skills Working Group and measured against Strategy 2 of the Advanced Manufacturing 10-Year Roadmap and Action Plan to *drive the ongoing development of a highly-skilled workforce*.

The Queensland Government will ensure appropriate reporting and advisory relationships with existing government committees, including the Manufacturing Ministerial Council,

and Jobs Queensland will continue to forge partnerships and engage collaboratively with industry during the monitoring and implementation of activities.

All actions of the Skills Implementation Plan for Advanced Manufacturing are due to be completed by June 2021, with the Manufacturing Skills Working Group delivering its final report to stakeholders by the same date.

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