The Office of the Victorian Skills Commissioner is an independent voice connecting industry with the training system to support the Victorian economy.
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From the Victorian Skills Commissioner

This report documents the first 12 months’ activity of the Office of the Victorian Skills Commissioner. Establishing a new way of connecting Victorian industry with our training system is an important and rewarding task that promises to strengthen economic outcomes, better-target government spending and enable people to gain meaningful and valued employment.

This work is ongoing and supports significant reforms that the Victorian Government is undertaking to better align Victoria’s Vocational Education and Training system with the needs of industry. The Andrews government’s introduction of Skills First provides a new funding model with a sharpened policy focus on “Real training for Real jobs”.

The Office of the Victorian Skills Commissioner’s implementation of a new Industry Engagement Framework will continue in 2017 securing valuable intelligence from Victoria’s industry sectors and regions. By asking the right questions of industry we will be able to help government identify gaps and opportunities that can be addressed through the training system, such as skills shortages, thin markets, and pathways to employment outcomes.

Forecasting skill demand is challenging, but I believe we have a responsibility to give people – students, parents and providers – an indication of what the labour market looks like, and will look like in the future. Through better engagement with industry we will be able to strengthen the link between funded courses and labour market outcomes – and this will allow government to make better-targeted interventions in training provision.

I also believe it is time to move on from a singular focus on volume of students as a measure of Vocational Education and Training system achievement. If we are to ensure that public investment in training meets the state’s skill development needs, we must be mindful of the link between students, jobs and the economy and take a more nuanced approach to measurement that considers the quality of outcomes and their economic impact.

In 2016 we have laid the groundwork for a better system for identifying the training needs of existing and emerging industries across Victoria. The work of the Office of the Victorian Skills Commissioner has received valuable support from the Minister for Training and Skills, the Hon Gayle Tierney, and her predecessor, the Hon Steve Herbert. I thank them for their support in the establishment of the new office and its functions. The assistance of the Department of Education and Training and the co-operation of the Department of Premier and Cabinet, the Department of Economic Development, Jobs, Transport and Resources, the Department of Environment, Land, Water and Planning and the Department of Health and Human Services have been invaluable for the Office’s work to co-ordinate the training system with Victorian Government economic policies.

I thank my staff for their support in defining and establishing a new way of connecting with industry. And, finally, I acknowledge and thank all members of the newly formed Industry Advisory Groups for their willingness to contribute their time and expertise for the benefit of all Victorians. I look forward to continuing to work together to build intelligence gathering mechanisms that underpin a truly responsive and effective training system.

Neil Coulson
Victorian Skills Commissioner
The Office of the Victorian Skills Commissioner

The Office of the Victorian Skills Commissioner was established in February 2016, following the appointment of Mr Neil Coulson as the first Victorian Skills Commissioner in December 2015. Throughout 2016 the Office of the Victorian Skills Commissioner established internal systems, processes and staffing arrangements to support and enable relationship building with employers, unions and Government.

The Office of the Victorian Skills Commissioner’s capability for stakeholder liaison underpins the implementation of a systematic approach to industry engagement with the training system. Close collaboration in a small team environment and a focus on clearly articulated goals has enabled the Office to achieve significant outcomes in less than 12 months of operation.

Staff of the Office of the Victorian Skills Commissioner are employed by the Department of Education and Training to support the Commissioner who reports directly to the Minister for Training and Skills.

The former Minister for Training and Skills, the Hon Steve Herbert, officially opened the Office of the Victorian Skills Commissioner on 10 August 2016.

In 2016, the Office of the Victorian Skills Commissioner participated in 276 face-to-face meetings, presentations, workshops and forums across Victoria.

The Office of the Victorian Skills Commissioner established a presence on Twitter and LinkedIn during the year as means to communicate with its extensive and varied audience.
Advice to Government

The Victorian Government is committed to ensuring that the training system meets the skill needs of the Victorian economy and the expectations of individuals and employers. Through the appointment of the Victorian Skills Commissioner, the Government has secured independent advice on the Victorian training system and related educational and economic issues.

The role of the Victorian Skills Commissioner is to provide advice to the Minister for Training and Skills on:

- How the training system can better support the economy by addressing skill shortages, meeting workforce training needs and boosting productivity for employees.
- How industry input can lead to more strategic and targeted interventions to align the training system with industry needs.
- The training needs of existing and emerging industries.
- Promoting training pathways that lead to jobs and skills development in the workforce.
- Addressing the training and workforce development needs of Victoria’s regions.

Advice from the Victorian Skills Commissioner draws on direct connections with industry, giving industry a more active role in the training system to better align funded training with real labour market demands.

Giving industry a more active role in the training system to better align funded training with real labour market demands.
Analysis of the needs of existing and emerging industries

Through the establishment of a new Industry Engagement Framework, the Office is creating a systematic approach for generating demand profiles for Victorian industry. Labour market forecasting and industry validation allow the Office to drill down, beyond broad industry levels, to identify sector-specific skills that are required now and into the future.

The Office of the Victorian Skills Commissioner has collaborated across government departments to draw together data from a wide range of sources as inputs to the production of demand profiles for industries and for Victoria’s regions. When validated by industry, through the operation of the Industry Engagement Framework, the profiles will help to align government-subsidised training provision with the current and future needs of the state and regional economies.

Work with Government agencies

The Office of the Victorian Skills Commissioner has a responsibility to work with Government agencies to coordinate the training system with the Victorian Government’s economic policies. In 2016, the Commissioner established working relationships with:

- Department of Education and Training
- Department of Premier and Cabinet
- Department of Economic Development, Jobs, Transport and Resources
- Department of Environment, Land, Water and Planning
- Department of Treasury and Finance
- Victorian Disability Services Commissioner
- Economic Policy Interdepartmental Committee

The Victorian Skills Commissioner acts as a point of integration to support the Government’s broader economic and social policy objectives by facilitating information sharing and collaboration. In 2016, one example of this function was the Victorian Skills Commissioner’s coordination of a taskforce to consider the skills and training implications of the National Disability Insurance Scheme.

At the Minister’s request, the Office of the Victorian Skills Commissioner convened two National Disability Insurance Scheme skills forums. More than 30 participants attended the events, including the Victorian Council of Social Services, Melbourne City Mission and Youth Disability Advocacy Service.

Facilitation of industry input to the training system

In 2016 the immediate focus of the Office of the Victorian Skills Commissioner was to establish and oversee a new Industry Engagement Framework. Throughout the year extensive thinking and consultation contributed to creating a conceptual model for the Framework and then bringing it to life. Considerable time and effort was devoted to establishing the composition and membership of Industry Advisory Groups that would support information sharing and collaboration between Government, employers, trade unions and training providers.

In developing and implementing the Industry Engagement Framework, the Office focused on the following three principles:

- Tripartite – employers, unions and government working collectively to drive increased participation and quality outcomes
- Victorian Skills Commissioner coordinated – Office of the Victorian Skills Commissioner support for the centralised coordination of inclusive industry engagement models
- Industry sector recognition – deeper industry sector and stakeholder engagement across defined industry groupings, e.g. acknowledging that the manufacturing industry consists of at least 28 separate and equally valid industry subsectors.

The resulting industry engagement arrangements will focus training on areas that bring the biggest benefit to Victoria and better reflect the shared responsibility of students, providers, industry and government for decisions about training.
Industry Engagement Framework

Securing valid, real-time industry intelligence is essential for identifying major training market opportunities and barriers. The Office has implemented a systematic approach to industry engagement that drills down beyond the broad industry level to different industry sectors to confirm commonalities of view around the skills that are required now and into the future.

Extensive consultation with industry stakeholders informed the development of a new Industry Engagement Framework, which was launched by the Minister for Training and Skills and the Victorian Skills Commissioner on August 10. The new Framework will allow industry to play a more active role in the training system, and will enable the Office of the Victorian Skills Commissioner to gather intelligence from across the breadth of Victorian industries and identify regional industry needs and specific training and system issues.

Three Framework components will give a stronger and more effective voice to industry:

- Industry Advisory Groups
- Regional Skills Taskforces
- Industry Skills Taskforces

Addressing major training market opportunities and barriers

Revitalised industry engagement structures are the central mechanism for the Victorian Skills Commissioner to gather intelligence and advice on industry needs. Direct engagement with industry allows the Office of the Victorian Skills Commissioner to identify opportunities and barriers that exist in the training market.

Throughout 2016, the Office of the Victorian Skills Commissioner engaged directly with a wide range of key stakeholders through formal and informal mechanisms. Many common themes and key areas of industry concern emerged from discussions with stakeholders. These included:

- Regional and sectoral skills shortages
- Pathways, retraining and transitions for redundant workers
- Workforce development needs for business performance and productivity
- Entry level qualifications valued by industry

Appendix 1 lists enterprises and organisations that engaged with the Office of the Victorian Skills Commissioner in 2016.

Industry Advisory Groups

In 2016, in line with the commitment of the Andrews government, the Office established ten new Industry Advisory Groups to provide comprehensive and balanced representation of the broad range of Victorian industry sectors. Industry Advisory Groups comprise representatives of industry, unions and employers and are supported by Sector Advisory Groups.

The Industry Advisory Groups, which include coverage of the Victorian Government’s priority industry sectors are:

- Construction including Construction Technologies and Civil Construction;
- Resources, Forestry, Paper and Pulp;
- Business Services, Financial Services, Professional Services, Property Services, Education (including International Education), IT, Printing and Graphic Arts, Cultural and related industries;
- Primary industries including Agriculture and Rural Production, Food and Fibre, Horticulture, Animal Care and Management, Racing, Conservation and Land Management, and Seafood and Aquaculture;
- Manufacturing, Engineering and Automotive (including Aerospace, Medical Technology, Pharmaceuticals, Transport Technology, Defence Technology, Furnishing, Textiles, Clothing and Footwear);
- Electro technology, Electricity Generation and Supply, Gas Supply and New Energy Technology;
- Transport and Logistics including Aviation, Road Transport, Rail, Maritime, Ports and Warehousing;
- Community Services and Health Services;
- Services (including Retail, Tourism, Travel, Personal Services, Sport, Fitness and Recreation);
- Public Safety, Public Sector, Corrections, Water and Local Government.

Bold text represents the Government’s priority sectors.

Through facilitation of ten Industry Advisory Groups meetings, the Office of the Victorian Skills Commissioner engaged with 144 members across unions, industry and employer groups. Industry Advisory Groups serve as an important reference for the Victorian Skills Commissioner, providing industry intelligence around priority growth sectors as well as existing industries. They play a formal, ongoing role in informing the Victorian Skills Commissioner of workforce training needs and will help to shape priorities for the Government’s funded training system.

The initial meeting with each newly formed Industry Advisory Group identified specific areas of focus for future engagement. Future focus areas for Industry Advisory Group include:

- Input into funded course lists and validation of amendments to the Victorian Purchasing Guide
- Identification of industry sector-specific pathways from training into employment
- Provision of advice on skill demand pressures and future industry skills needs
- Advice on sector-specific approaches to the identification and rectification of ‘thin markets’.

Appendix 3 lists Industry Advisory Group meetings and industry participation.

The Office of the Victorian Skills Commissioner has established Work Plans to guide the work of each Industry Advisory Group. Work Plans include:

- holding quarterly meetings across all 10 identified industry sectors
- producing Issue Reports that address the key themes discussed as each Industry Advisory Group meeting and provide preliminary analysis and insights
Liaison with regional stakeholders and employers

In 2016, the Office of the Victorian Skills Commissioner held a series of workshops throughout Victoria to liaise with regional stakeholders and employers to understand and support skills development in the regions. The regional workshops – held in 12 locations across the state – initiated productive dialogue on issues of importance for regional development. These included:

- The impact of Vocational Education and Training reforms
- Thin markets
- The value of Vocational Education and Training workforce

Regional Skills Taskforces

To ensure the training system remains relevant to regional Victorian industry, the Industry Engagement Framework includes the formation of Regional Skills Taskforces. Regional Skills Taskforces will gather information and provide advice about the unique skill needs of Victoria’s regions, including the identification of specific regional gaps and issues.

In 2016 the Office of the Victorian Skills Commissioner worked proactively with several departments to access existing Government consultative channels, including those linked to Regional Partnerships being established by the Department of Economic Development, Jobs, Transport and Resources. Through this connection, the Regional Skills Taskforces will have coverage across two metropolitan and nine regional areas.

To prepare for regional consultations in 2017, the Office has compiled regional profile data and developed systems and processes to consistently capture industry sector skilling needs across the whole of Victoria. Regional Skills Taskforces will operate independent of, but complimentary, to the Regional Partnerships.

Industry Skills Taskforces

Under the Industry Engagement Framework, the Victorian Skills Commissioner will establish Industry Skills Taskforces to review specific training system issues when requested by the Minister. Industry Skills Taskforces engage industry expertise for limited time periods to address particular issues and provide a rallying point for new and emerging developments with skill implications.
Work by the Office of the Victorian Skills Commissioner in 2016 to facilitate a National Disability Insurance Scheme Taskforce at the request of the Minister is an example of how Industry Skills Taskforces can be used to generate timely and comprehensive advice on skill needs for a specific sector or issue.

Promotion of pathways from training into employment

Through direct engagement with industry representatives from various industries, sectors and regions, the Office of the Victorian Skills Commissioner has established processes to gather nuanced insights into the effectiveness of pathways for workforce entry. These processes support the focus of Skills First on Real training for Real jobs by better aligning the Vocational Education and Training system to real labour market demand.

Pathways to employment need to cater for the individuals who are travelling along them. Learners do not all have the same needs, so the training system must accommodate different types of learners and support their achievement of employment outcomes. The Victorian Skills Commissioner has identified three broad learner cohorts that should be considered in training provision and funding policy.

1. **Disconnected learners:** not in employment or education. They might be long-term unemployed, redundant workers, new migrants, women returning to the workforce and/or early school leavers. Learners in this group often need significant support to participate in Vocational Education and Training programs and opportunities to build skills to prepare for employment.

2. **Aspiring workforce entrant:** school leavers pursuing Vocational Education and Training as a pathway to employment or Higher Education. Learners in this group often have clear vocational goals but need help to gain access to industry settings and experiences.

3. **Up-skilling workers:** Learners in this group engage in Vocational Education and Training to build their skills to pursue career aspirations or to meet the requirements of their current or future employer. These learners have vocational experience and access to workplaces to apply their newly gained knowledge and skill.

In 2016, the Commissioner used speaking opportunities to advocate for the importance of understanding learner pathways, and the value of partnerships between industry and providers.

Through the Industry Engagement Framework, the Office has formal connections with a diverse representation of Victorian employers and can encourage and promote the benefits of their closer connection with training providers.

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**Contribution to wider educational policies**

Ensuring that the right pathways are available for people to transition from training into work is a key concern of the Victorian Skills Commissioner. By thinking broadly about how vocational training connects with senior secondary education, higher education and workforce planning, the Commissioner can contribute to educational policies that serve the needs of the Victorian economy.

The Office of the Victorian Skills Commissioner has established ongoing mechanisms to consult with industry on workforce skills and pathways. Insights gathered through this process, and through direct engagement with a wide range of education and training organisations, enable the Victorian Skills Commissioner to formulate advice based on a thorough understanding of labour market and education system realities.

The Commissioner has engaged in public discourse on challenges and opportunities for educational policy through conference addresses and social media. Through these platforms, the Commissioner has championed the importance of cooperation between government, industry and education providers to pursue approaches that are based on a rational understanding of real job opportunities.

During 2016, the Office hosted international delegations from Canada, New Zealand, Sweden and Argentina. These events provided an opportunity for collegial dialogue with international counterparts and for sharing new insights and ideas with representatives from across Victorian government agencies.

**Appendix 2** lists education and training organisations that engaged with the Office of the Victorian Skills Commissioner in 2016.

People might argue that student choice represents demand in the training market, but if those choices are not based on a rational understanding of real job opportunities, then the system is severely off-balance.

**Victorian Skills Commissioner address at the TAFE Directors Australia Convention, 2016**

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Victorian Skills Commissioner
Victorian regions and metropolitan areas the Victorian Skills Commissioner visited in 2016
Future activity

Skills First represents a significant policy shift on workforce skilling in Victoria and the Office of the Victorian Skills Commissioner is a key component in ensuring that training is better aligned to the needs of Victorian industry. Since the creation of the Office in February 2016, the foundations have been laid for focused, ongoing dialogue with industry. The new Industry Engagement Framework will enable more accurate labour market forecasting through the generation of industry-validated demand profiles.

In 2017, the Office will work closely with industry, government and education provider stakeholders to:

• Ensure training provision is linked to real labour market demands
• Support strong partnerships between employers and providers
• Build robust mechanisms for identifying training gaps and priorities

It is no longer good enough for the Vocational Education and Training system to make general observations about elements of work that are changing and its potential impact on jobs. Nor is it good enough to offer generic vocational courses aimed at a volume of enrolments, while hoping to simultaneously satisfy its student’s job aspirations as well as industry’s needs.

Victorian Skills Commissioner, 2016
Appendix 1: Industry engagement

During 2016 the Office of the Victorian Skills Commissioner met formally with representatives of the following enterprises and organisations.

A
Advanced Manufacturing Growth Centre
Aerospace Maritime and Defence Foundation of Australia
AiGroup
Air Conditioning and Mechanical Contractors’ Association
Aither
Aitken Partners Law Firm
Ambulance Victoria
Amero Additive Manufacturing
Aquatics & Recreation Victoria
Ara Institute of Canterbury, Christchurch, New Zealand
Arboriculture Australia
Arts Industry Council Victoria
Association of Australian Dog Trainers
Association of Wall and Ceiling Industries – VIC
Australasian Cemeteries and Crematoria Association – Victorian Branch
Australasian Fire and Emergency Services Authorities Council
Australasian Security Industry Association Ltd (ASIAL) – VIC
Australian Academy of Technological Science & Engineering
Australian and New Zealand Pulp and Paper Industry (APPITA) – VIC
Australian Brick and Blocklaying Training Foundation
Australian Camper Trailers Foundation
Australian Community Workers Association – VIC
Australian Computer Society
Australian Dental Prosthetists Association – VIC
Australian Digital and Telecommunications Industry Association (ADTIA)
Australian Education Union
Australian Energy Council
Australian Forest Contractors Association
Australian Forest Growers (AFG) – VIC
Australian Foundry Institute of Victoria
Australian Funeral Directors Association – Victorian Branch
Australian Furniture Association - VIC
Australian Glass and Glazing Association
Australian Hotels Association – Victorian Branch
Australian Industry & Defence Network
Australian Industry and Skills Council
Australian Institute of Building Surveyors - VIC
Australian Institute of Marine and Power Engineers
Australian Manufacturer Workers Union (AMWU) – Printing Division
Australian Manufacturing Technology Institute Limited (AMTIL) – VIC
Australian Manufacturing Workers Union (AMWU)
Australian Meat Industry Employers Unions (AMIEU) – VIC
Australian Nursing and Midwifery Federation – VIC
Australian Railway Association
Australian Retailers Association
Australian Services Union (ASU)
Australian Veterinarian Association
Australian Workers Union (AWU)
Automotive Supplier Excellence Australia
Aviation / Aerospace Australia

B
Baking Association of Australia – VIC
BoardEffect
Boating Industry Association of Victoria (BIAV)
Building Advisory Council
Building Designers Association Victoria
Business Skills Victoria
BusVic

C
Cabinet Makers & Designers Association
Caravan Industry Association Victoria
Carpet Institute of Australia
Centre for Excellence in Child & Family Welfare – VIC
CFMEU – Construction and General Division - VIC
CFMEU – Forestry & Furnishing Products Division – VIC
Chartered Institute of Logistics and Transport Australia (CILTA)
Chemistry Australia
Civil Contractors Federation – Victorian Branch
Clean Energy Council
Committee for Economic Development of Australia
Communications and Information Technology Industry Training Co (CITT) – VIC
Communications Workers Union (CWO) – CEPU
Community and Public Sector Union – Victorian Branch
Community Child Care Victoria
Community Clubs Victoria
Community Services & Health Industry Training Board (Vic)
Construction and Property Services Industry Skills Council
Council of Textile and Fashion Industries of Australia

D
Department of Education and Training
Department of Employment Development, Jobs, Transport and Resources
Department of Environment, Land, Water and Planning
Department of Justice and Regulation (Corrections)
Department of Premier and Cabinet
Department of Treasury and Finance
Disability Services Commissioner

E
Economic Policy Interdepartmental Committee
Electrical Trades Union (ETU)
Elgas
Energy Safe Victoria (ESV)
Energy Supply Association of Australia now part of ENA/AEC
Engineers Australia – Victorian Branch
Engineers Australia – Victorian Division
EPIC Industry Training Board

F
Facility Management Association (FMA) – VIC
Farm Safe Victoria
Federation of Automotive Products Manufacturers (FAPM)
Finance Sector Union (FSU)
Food and Primary Industries ITAB
Food Processing Victoria
ForestWorks
Frame and Truss Manufacturers Association – VIC
Franchise Council of Australia (FCA) – VIC
Furnishing Industry Training Advisory Group
FurniTAC

G
Games Developers Association Australia – VIC
George Brown College, Toronto, Canada
Guiding Organisations Australia – Victorian Branch
Hairdressing & Beauty Industry Association
Health and Community Services Union
Health Workers Union (HWU) (VIC)
Herald Sun
Housing Industry Association

Institute of Automotive Mechanical Engineers – Victorian Branch
Institute of Public Accountants (IPA) – VIC
Instituto Nacional de Educacion Tecnologica (National Institute of Technological Education, Argentina)
International Association of Equine Dentists – VIC

Landscape Industry Association of Victoria
Latrobe City Council
Leading Aged Services Australia (LASA) – VIC
Level Crossing Removal Authority
Life Saving Victoria

Manufacturing and Engineering Skills Advisory Board
Maritime Union of Australia (MUA)
Master Builders Association of Victoria
Master Painters Association of Victoria
Media Entertainment and Arts Alliance
Melbourne Metro Rail Authority
Metro Trains Melbourne
Minerals Council of Australia
Mintrac
Moorabbin Airport
MPMSAA (Master Plumbers)
Municipal Association of Victoria (MAV)
Music Victoria

National Disability Services – VIC
National Electrical and Communications Association (NECA)
National Electrical Switchboard Manufacturers’ Association (NESMA)
National Union of Workers (NUW)
Nous
NT Transport Engineering and Automotive Training Advisory Council
Nursery & Garden Industry Victoria
NZ Productivity Commission

Pharmacy Guild of Australia
Physical Activity Australia – Victorian Branch
Plumbing Industry Climate Action Centre
Plumbing Trades Employees Union
Prefab Aus
Professionals Australia
Psychiatric Disability Services of Victoria (VICSERV)

Queensland Government - Department of Education and Training

Racing Victoria
Rail, Tram and Bus Union
Real Estate Institute of Victoria
Regional Cities Victoria
Regional Development Victoria

Restaurant and Catering Australia – Victorian Branch

Seafood Industry Victoria
Service Skills Victoria
SHK Asia-Pacific
Shop Distributive and Allied Employee’s Association (SDA)
Skilling the Bay
Skills DMC
Skills One
SkillsIQ
Society of Automotive Engineers - VIC
Specialised Textiles Association - VIC
Sports Turf Association – VIC
Supply Chain and Logistics Association of Australia (SCLAA)
Surveying and Spatial Science Institute (SSSI) – VIC

The Huddle
The Police Association of Victoria
Timber Merchants Association
Transport & Distribution Training Victoria
Transport Workers Union

United Dairy Farmers Victoria (UDV)
United Firefighters Union – Victorian Branch

Veterinary Nursing Council Australia – VIC
Vic Printing Industries Association
Victoria Police
Victoria State Emergency Service
Victoria Tourism Industry Council
Victorian Aboriginal Community Controlled Health Organisation
Victorian Alcohol & Drug Association (VAADA)
Victorian Association of Forest Industries (VAFI)
Victorian Automobile Chamber of Commerce (VACC)
Victorian Canine Association
Victorian Caravan Parks Association
Victorian Chamber of Commerce and Industry
Victorian Construction ITAB
Victorian Council of Social Service (VCOSS)
Victorian Farmers Federation
Victorian Golf Course Superintendents Association
Victorian Healthcare Association Ltd
Victorian Public Services Commission
Victorian Tourism Industry Council
Victorian Trades Hall Council (VTHC)
Victorian Transport Association (VTA)
Victorian Waste Management Association
VicWater

Welding Technology Institute of Australia (WTIA)
Women in Supply Chain
Appendix 2: Education and training stakeholder engagement

During 2016 the Office of the Victorian Skills Commissioner met formally with representatives of the following education and training organisations.

A
Academia International
Australian Council for Private Education and Training
Apprenticeship Employment Network
Apprenticeships Group Australia
Australian Skills Quality Authority
Australian College of Applied Animal Studies

B
Box Hill Institute

C
Chisholm TAFE

E
Enterprise Registered Training Organisation Association

G
Group Training Australia

H
Holmesglen TAFE

I
Iascend Training Services

K
Kangan Institute – Bendigo

L
Local Learning and Employment Network

M
McDonalds RTO
MEGT
Melbourne Polytechnic

R
Royal Melbourne Institute of Technology

S
School of Thinking
SuniTAFE

T
TAFE Directors Australia
Tech Schools STEM Future Industries
Technology Enterprise Centre

V
VET Development Centre
Victorian Registration and Qualifications Authority
Victorian TAFE Association

Appendix 3: Industry Advisory Group meetings and membership

During 2016 the Office of the Victorian Skills Commissioner convened an inaugural meeting of each Industry Advisory Group.

Community Services and Health

Meeting: 2 November 2016

Participants:
Australian Community Workers Association – VIC
Australian Dental Prosthetists Association – VIC
Australian Nursing and Midwifery Federation – VIC
Centre for Excellence in Child & Family Welfare – VIC
Community Child Care Victoria
Psychiatric Disability Services of Victoria (VICSERV)
Victorian Aboriginal Community Controlled Health Organisation
Victorian Alcohol & Drug Association (VAADA)
Victorian Council of Social Service (VCOSS)
Victorian Healthcare Association Ltd
Health and Community Services Union (HACSU) – VIC
Health Workers Union (HWU) (VIC)
Ambulance Victoria
National Disability Services – VIC
Leading Aged Services Australia (LASA) – VIC
Australian Services Union (ASU) – VIC
Community and Public Sector Union – VIC

Primary Industries

including Agriculture and Rural Production, Food and Fibre, Horticulture, Animal Care and Management, Racing, Conservation and Land Management, and Seafood and Aquaculture

Meeting: 23 November 2016

Participants:
Arboriculture Australia
Association of Australian Dog Trainers
Australian Services Union (ASU) – VIC
Australian Veterinarian Association
Baking Association of Australia – VIC
Farm Safe Victoria
International Association of Equine Dentists – VIC
Landscape Industry Association of Victoria
Nursery & Garden Industry Victoria
Racing Victoria
Seafood Industry Victoria
Sports Turf Association – VIC
United Dairy Farmers Victoria (UDV)
Veterinary Nursing Council Australia – VIC
Victorian Farmers Federation
Victorian Canine Association
Victorian Golf Course Superintendents Association
Australian Meat Industry Employers Unions (AMIEU) – VIC
Australian Manufacturing Workers Union (AMWU) – VIC
Mintrac
Food Processing Victoria
Australian Workers Union (AWU) – VIC
Business Services
including Financial Services, Professional Services, Property Services, Education (including International Education), IT, Printing and Graphic Arts, Cultural and related industries
Meeting: 15 November 2016
Participants:
Arts Industry Council Victoria
Australian Digital and Telecommunications Industry Association (ADTIA)
Australian Industry Group (AiGroup) – VIC
Australian Services Union (ASU) – VIC
Australian Education Union – VIC
Australasian Security Industry Association Ltd (ASIAL) – VIC
Building Designers Association Victoria
Communications and Information Technology Industry Training Co (CITT) – VIC
Facility Management Association (FMA) – VIC
Games Developers Association Australia – VIC
Institute of Public Accountants (IPA) – VIC
Music Victoria
Vic Printing Industries Association
Real Estate Institute of Victoria
Victorian Chamber of Commerce and Industry (VECCI)
Victorian Waste Management Association
Surveying and Spatial Science Institute (SSSI) – VIC
Australian Institute of Building Surveyors
Finance Sector Union (FSU)
Professionals Australia

Electrotechnology, Electricity Generation and Supply, Gas Supply and New Energy Technology
Meeting: 29 November 2016
Participants:
Air Conditioning and Mechanical Contractors’ Association
Australian Energy Council
Clean Energy Council
Electrical Trades Union (ETU)
Energy Safe Victoria (ESV)
National Electrical and Communications Association (NECA)
National Electrical Switchboard Manufacturers’ Association (NESMA)
Energy Supply Association of Australia now part of ENA/AEC
Communications Workers Union (CWO) – CEPU
Australian Services Union (ASU)

Transport and Logistics
including Aviation, Road Transport, Rail, Maritime, Ports and Warehousing
Meeting: 5 December 2016
Participants:
Australian Institute of Marine and Power Engineers
BusVic
Chartered Institute of Logistics and Transport Australia (CILTA)
Maritime Union of Australia (MUA)
Rail, Tram and Bus Union
Supply Chain and Logistics Association of Australia (SCLAA)
Transport Workers Union
Victorian Automobile Chamber of Commerce (VACC)
Victorian Transport Association (VTA)
Women in Supply Chain
Aviation / Aerospace Australia
National Union of Workers (NUW)
Australasian Railway Association
Shop, Distributive and Allied Employees Association – Victorian Branch

Construction
including Construction Technologies and Civil Construction
Meeting: 6 December 2016
Participants:
Air Conditioning & Mechanical Contractors Association Ltd
Association of Wall and Ceiling Industries – VIC
Australian Brick and Blocklaying Training Foundation
Civil Contractors Federation – Victorian Branch
CFMEU
Housing Industry Association
Master Builders Association of Victoria
Master Painters Association of Victoria
MPMSAA (Master Plumbers)
Plumbing Trades Employees Union
Australian Workers Union (AWU)
Prefab Aus

Manufacturing, Engineering and Automotive
including Aerospace, Medical Technology, Pharmaceuticals, Transport Technology, Defence Technology, Furnishing, Textiles, Clothing and Footwear
Meeting: 8 December 2016
Participants:
Australian Academy of Technological Science & Engineering
Australian Glass and Glazing Association
Australian Industry Group (AiGroup)
Australian Manufacturing Workers Union (AMWU)
Automotive Supplier Excellence Australia
Aviation / Aerospace Australia
Chemistry Australia
Caravan Industry Association Victoria
Carpet Institute of Australia
Engineers Australia – Victorian Division
Federation of Automotive Products Manufacturers (FAPM)
Australian Workers Union (AWU)
Institute of Automotive Mechanical Engineers – Victorian Branch
National Union of Workers
Society of Automotive Engineers - VIC
Specialised Textiles Association - VIC
Victorian Automobile Chamber of Commerce (VACC)
Victorian Chamber of Commerce and Industry (VECCI)
Welding Technology Institute of Australia (WTIA)
Australian Industry & Defence Network
Australian Furniture Association – VIC
Australian Foundry Institute of Victoria
Victorian Trades Hall Council (VTHC)
Australian Manufacturing Technology Institute Limited (AMTIL) – VIC
Advanced Manufacturing Growth Centre
Cabinet Makers & Designers Association
Council of Textile and Fashion Industries of Australia

Resources, Forestry, Pulp and Paper
Meeting: 9 December 2016
Participants:
Australian Forest Contractors Association
CFMEU – Forestry & Furnishing Products Division – VIC
Minerals Council of Australia
Timber Merchants Association
Victorian Association of Forest Industries (VAFI)
Australian and New Zealand Pulp and Paper Industry (APPITA) – VIC
Australian Forest Growers (AFG) – VIC
Frame and Truss Manufacturers Association – VIC
Australian Manufacturing Workers Union (AMWU) – Printing Division
Public Safety, Public Sector, Corrections, Water and Local Government

Meeting 15 December 2016

Participants:
- Municipal Association of Victoria (MAV)
- United Firefighters Union – Victorian Branch
- Community and Public Sector Union – Victorian Branch
- VicWater
- Victorian Public Services Commission
- The Police Association of Victoria
- Australian Workers Union (AWU)
- Australian Services Union (ASU)
- Life Saving Victoria
- Australasian Fire and Emergency Service Authorities Council – Victorian Representative
- Victoria State Emergency Service
- Department of Justice and Regulation (Corrections)
- Victoria Police

Services

including Retail, Tourism, Travel, Personal Services, Sport, Fitness and Recreation

Meeting: 16 December 2016

Participants:
- Australasian Cemeteries and Crematoria Association – Victorian Branch
- Australian Funeral Directors Association – Victorian Branch
- Australian Hotels Association – Victorian Branch
- Aquatics & Recreation Victoria
- Australian Camps Association – Victorian Branch
- Australian Retailers Association – Victorian Branch
- Boating Industry Association of Victoria (BIAV)
- Community Clubs Victoria
- Franchise Council of Australia (FCA) – VIC
- Guiding Organisations Australia – Victorian Branch
- Hairdressing & Beauty Industry Association
- Pharmacy Guild of Australia
- Physical Activity Australia – Victorian Branch
- Restaurant and Catering Australia – Victorian Branch
- Shop, Distributive and Allied Employees Association – Victorian Branch
- Victorian Caravan Parks Association
- Victorian Tourism Industry Council