



RAPS
retail & personal services training council

RAPS NEWSLETTER OCTOBER 2014

RAPS BOARD OF MANAGEMENT

RAPS is pleased to advise that the following Board Members were elected to the RAPS Board of Management at the Annual General Meeting (AGM), held on 8 October 2014:

- Andrew Vitolins
- Anthony McAnuff
- Joanne Pendleton
- Aldo Muia
- Martin Pritchard
- Peta Longman
- Ross Kelly (Ex-Officio)
- Keith Spence (Ex-Officio)

RAPS would like to thank existing and past Board Members for their continued support, and in particular, Mr. Martin Pritchard for his services as chairperson over the past seven years.

RAPS WORKFORCE DEVELOPMENT & BUSINESS NEEDS EMPLOYER SURVEY

RAPS understands how valuable your time is, but would very much appreciate you completing the **employer** survey at the following link: [RAPS Employer Survey 2015](#)

STATE NEWS

2014 WA TRAINING AWARDS

The WA Training Awards presentation dinner was held at the Perth Convention and Exhibition Centre on 11 September 2014.

RAPS would like to congratulate all the finalists and winners for their achievement, particularly Amy Brown who was a finalist for the Floristry sector.

To view all the 2014 winners please click [here](#).

SKILLS WEST EXPO 2014

RAPS once again participated in the annual Skills West Expo, which was held in conjunction with the national WorldSkills competition from 18-20 September at the Perth Convention Exhibition Centre.



WORKPLACE ESSENTIALS ATTRACTION AND RETENTION PUBLICATION

The Department of Training and Workforce Development and their project partners have published the fifth in a series of workforce planning and development brochures tailored towards small to medium businesses.

The latest brochure titled '**Run an effective recruitment process**', highlights strategies employers can use to attract a wide range of applicants and employ the right person for the job.

All brochures are available on the Workplace Essentials [website](#).

DTWD MAKES SUPERVISOR SKILL SET AVAILABLE

The Department of Training and Workforce Development (DTWD) is making available a nationally recognised supervisor skill set designed specifically to improve the leadership and training skills of workplace supervisors of apprentices and trainees in any industry.

The training is only available to persons confirmed by their employer as being a direct workplace supervisor of apprentices or trainees registered in DTWD's Training Records System (TRS). To be eligible you must have:

- at least one separate apprentice or trainee on TRS listed against each supervisor seeking to undertake the basic 3 unit skill set; and

- at least five separate apprentices or trainees on TRS listed against any supervisor seeking to undertake the additional fourth unit BSBCMM401A.

For more information, please click [here](#).

NATIONAL NEWS

VOCATIONAL EDUCATION AND TRAINING ADVISORY BOARD

On 15 August, the Minister for Industry, the Hon. Ian Macfarlane MP announced action to strengthen the links between industry and the skills sector, with the appointment of a five-member Vocational Education and Training Advisory Board that will provide feedback to the Government as it continues to reform the sector.

The Advisory Board will provide advice to the Minister, and to the Department of Industry on reform of the VET system, and will be a key mechanism for ensuring industry views are taken into account during policy development.

To read the media release please click [here](#).

ASQA'S NEW FUNDING MODEL

Australian Skills Quality Authority's (ASQA) funding model has been reformed to enable it to become a more streamlined and modern regulator, better able to target their activities to the circumstances of the individual provider.

ASQA will no longer transition to a full cost recovery model as had been planned. Under the new funding model ASQA will be able to allocate resources to outreach and information activities designed to help providers to understand the requirements of registration – encouraging and enabling RTOs to voluntarily comply.

The new model will also allow ASQA to focus more of its resources on the detection and bringing to account rogue operators. The re-setting of ASQA's operating environment will allow the development of better risk analytics and a reallocation of internal resources to better address this part of the market.

ASQA's fee revenue target will be significantly reduced and that target will reduce every year for the next three years, although ASQA's fees will remain unchanged in 2014-15.

For more information please click [here](#).

DELEGATING REGULATORY RESPONSIBILITY FOR RTOS

On 11 September, the Minister for Industry, the Hon. Ian Macfarlane MP announced that Australian Skills Quality Authority (ASQA) will shortly invite training providers who are delivering quality outcomes to apply for a delegation.

There will be necessary checks and balances on this process. Providers will be required to sign a delegation agreement which may be revoked if they don't remain highly compliant, and they could be audited to check they are properly exercising the powers delegated to them.

ASQA will begin to invite training providers that met the published criteria before the end of the year. The full criteria will be published by ASQA shortly.

ASQA will work with delegates to ensure they have the information and support that they need to carry out the function of managing their own scope of registration. Throughout the implementation of the new policy, ASQA will run information sessions and webinars to answer questions and hear feedback from delegates.

For more information please visit the ASQA [website](#).

ASQA INFORMATION SESSIONS ON NEW STANDARDS

Industry Minister, THE Hon. Ian Macfarlane MP has announced the details of information sessions to be hosted by the Australian Skills Quality Authority (ASQA) in November. ASQA is delivering a package of regulatory reforms which includes:

- enhanced information and guidance for training providers to assist them in complying with the required national standards
- reduced regulatory scrutiny on providers with a track record of compliance, and
- a sharper regulatory focus on providers who remain seriously non-compliant with the required standards.

To coincide with the implementation of new National Standards from 1 January 2015 for new RTOs and 1 April 2015 for existing RTOs, ASQA is holding 27 information sessions in 17 metropolitan and regional cities during November.

These full-day, interactive information sessions are targeted at CEOs and Training Managers and will provide guidance on the new standards and how ASQA will regulate against them. In addition, workshopping sessions will be held on key topics such as assessment and marketing.

For more information and to view the details of the sessions please click [here](#).

SERVICE SKILLS AUSTRALIA WORKS WITH INDUSTRY LEADERS

Australia's retail leaders have pointed to skills gaps in the workforce as a major barrier to growing online retail in Australia.

The issue was identified as part of Leaders Summit 2014 in early September, which was jointly convened by the National Online Retailers Association (NORA) and the Australian Retailers Association (NRA).

Service Skills Australia has made the development of retail industry skills as priority with a Merchandise Buying and Planning project undertaken to address the shortage of skilled Merchandisers in Australia.

For more information please click [here](#).

AUSTRALIAN APPRENTICESHIPS: TRADE SUPPORT LOANS

Following the passage of Trade Support Loans legislation, the Minister for Industry, the Hon. Ian Macfarlane MP, announced the introduction of the Trade Support Loans Programme which commenced on 21 July 2014.

Trade Support Loans offer eligible Australian Apprentices loans up to a total \$20,000 over four years. Eligible Australian Apprentices include all occupations specified on the [Trade Support Loans Priority List](#),

These loans can assist Australian Apprentices with everyday costs while they complete their apprenticeship over a four year period. Under Trade Support Loans, eligible Australian Apprentices can access up to \$8,000 in their first year, \$6,000 in the second, \$4,000 in the third and \$2,000 in the fourth year.

Upon successful completion of an apprenticeship, Australian Apprentices will be entitled to a 20% discount on the loan. Similar to HELP loans for tertiary students, the loans become repayable once apprentices start earning a suitable income.

For more information please visit the Australian Apprenticeships [website](#).

TRAINING FOR EMPLOYMENT SCHOLARSHIPS

In 2015 the Australian Government will trial a new approach to training that responds to employer needs and ensures that young people are undertaking training linked to a specific job.

The Training for Employment Scholarships will assist employers in regional areas to access job specific training for their new starters.

From 1 March 2015, small to medium businesses who hire an unemployed person aged 18-24 will be eligible to receive funding to pay for up-to 26 weeks of training.

As a new initiative, 7500 scholarships will be piloted in specific regional areas where youth unemployment is high and following consultation, scholarship guidelines will be published and pilot sites identified.

For more information please click [here](#).

YOUTH EMPLOYMENT PATHWAYS

In 2015 the Australian Government will also trial a new approach to support disengaged youth in regional areas to make the transition to work.

Youth Unemployment Pathways will assist disengaged youth to get back into school, move into the workforce or start a vocational education pathway.

From 1 March 2015, young people aged 15-18 in regional areas will be eligible for support. Individuals not participating in school, education or employment; and with non-vocational barriers to employment, will be supported to gain the specific skills they need to transition to work.

As a new initiative, 3000 pathways will be piloted in regional areas where school completion rates are low. Following consultation, pathway guidelines will be published and pilot sites identified.

For more information please click [here](#).

YOUTH PILOT PROGRAMMES DISCUSSION PAPER

The Department of Industry is seeking stakeholder input on the design of the pilot programmes, Training for Employment Scholarships and the Youth Employment Pathways.

A discussion paper has been prepared to provide more information on the design and implementation of the pilots. Feedback from this paper will inform the final programme guidelines and stakeholders are encouraged to have their say on the design considerations contained in this paper.

To assist the Department in compiling and analysing the views of all stakeholders, respondents are encouraged to provide their feedback via email to VETTaskforce@industry.gov.au.

Consultations will be open from 15 October to 14 November 2014.

To view the discussion paper, please click [here](#).

THE NEW AUSTRALIAN APPRENTICESHIP SUPPORT NETWORK

The Prime Minister, the Hon. Tony Abbott MP, on 8 September 2014 announced new arrangements for the delivery of support to Australian Apprentices and their employers. The new Australian Apprenticeships Support Network will commence from 1 July 2015.

The new Network will deliver targeted advice and support at all points of the apprenticeship cycle - from pre-commencement to completion - to help ensure employers and apprentices make well-informed decisions and remain engaged in the apprenticeship relationship through to completion.

Under the new arrangements, individuals interested in an apprenticeship will have access to entry-level screening for suitable matching to an apprenticeship or further training.

Employers and their apprentices will be supported through individual case management and mentoring services will be available for those at-risk of not completing the apprenticeship arrangement. The red tape burden on training providers and employers also will be reduced.

The tender is now open at www.industry.gov.au/AASNTender and will close on 5 December 2014.

For more information please click [here](#).

REVIEW OF TRAINING PACKAGES AND ACCREDITED COURSES

The Minister for Industry, the Hon. Ian Macfarlane MP, announced on 11 September 2014 that he would be undertaking a full review of training products in the VET system.

The review will examine whether training packages and accredited courses, as they are currently designed, are still fit for purpose. Considerations will include:

- how they can better support delivery and assessment practices
- how they can better adapt to rapid technological change
- how can the specific or local needs of employers can better be addressed, noting that training packages are a nationally agreed standard, and
- should we continue to have a one-size-fits-all approach – do we need the same level of regulation to assure quality across all occupations and all certificate levels.

A NEW APPROACH TO THE DEVELOPMENT OF TRAINING PACKAGES

On 11 September 2014, the Minister for Industry, the Hon. Ian Macfarlane MP announced that, at the end of the current contract period with Industry Skills Councils, the Government would be moving to a more contestable model for the development and maintenance of training packages.

These new arrangements are planned to commence from July 2015 and are part of a broad Vocational Education and Training reform process.

A discussion paper will be released shortly seeking comments from stakeholders on improving the training package development process, and in particular strengthening industry engagement in process.

Details of the model and the approach to market will be announced in time for the transition to occur in mid-2015.

For further information please click [here](#).

SERVICE SKILLS UPDATED 2014-2015 CONTINUOUS IMPROVEMENT PLAN NOW AVAILABLE

Service Skills Australia has updated its Continuous Improvement Plan 2014-15, with the purpose of informing stakeholders of the training package development activities for this period.

To view the training package developments in the RAPS industries, please click [here](#).

NEW ISSUE OF AUSINDUSTRY NEWS

AusIndustry News is a new, free monthly e-newsletter which provides the latest information on Department of Industry programmes and services delivered by AusIndustry, as well as wider industry news to help businesses grow and succeed.

To view the first issue and subscribe to AusIndustry News, please click [here](#).

NATIONAL WORLDSKILLS 2014

The 2014 WorldSkills Australia National Competition was held in Perth from 18- 20 of September at the Perth Convention and Exhibition Centre. The major event saw almost 500 of Australia's most talented trade and skill technicians representing 49 specialised skill categories.

Over three days, the competitors battled it out for the prestigious title of 'Nation's Best', as well as the chance to become a 2015 Team Australia Skillaroo. The 2015 Skillaroos will be heading to Brazil to represent Australia and their industry at the 43rd WorldSkills International Competition in São Paulo in August 2015.

In addition to the competition itself, WorldSkills Australia hosted its largest ever Try'aSkill program, which allowed visitors to engage with trades and skills in a hands-on way. There were over 40 Try'aSkill activities and demonstrations on offer which provided people with the opportunity to try their hand at everything from welding a joint and restoring a car body to mastering a braid and designing a logo.

For more information please click [here](#).



Congratulations to the WA competitors in Beauty, Floristry and Hairdressing. Well Done!

LITERACY AND NUMERACY SKILLS AND LABOUR MARKET OUTCOMES IN AUSTRALIA

A recent Staff Working Paper by the Productivity Commission uses literacy and numeracy data from the Programme for International Assessment of Adult Competencies (PIAAC) survey conducted during 2011-2012 on behalf of the Organisation for Economic Co-operation and Development (OECD), to determine how important literacy and numeracy skills are for labour market outcomes.

Compared with other countries in the OECD, Australia performed above average on literacy but average in numeracy. Despite this, there are many Australians with very poor literacy or numeracy skills. In 2011-12:

- 14 per cent of Australians could, at best, read short texts from which they were able to locate a single piece of information
- 22 per cent could only carry out one-step simple processes such as counting where the mathematical content is explicit with little or no distractions.

Literacy and numeracy skills are important for successful labour market outcomes – econometric modelling in the Staff Working Paper shows that an increase in a person’s literacy and numeracy score by one skill level, is associated with an increased likelihood of employment of 2.4 percentage points for men and 4.3 percentage points for women.

To read more about the outcomes please click [here](#).

RAPS CONTACTS

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