## TRaining to meet skill needs

The ACT Skills Needs List 2019 (the List) identifies areas of skills needs in the ACT. The List enables the ACT Government to target its investment in vocational education and training (VET) to develop a highly skilled and productive workforce.

The List combines industry and community consultation with data from the Forecasting of Industry Needs and Entitlement (FINE) tool to identify skills shortages in the ACT and corresponding VET qualifications.

Every year the ACT Government reviews the List to ensure it aligns with the changing skills needs of employers in the ACT.

## THE CONVERSATION

This year, the consultation period opened on 1 August 2018 with the release of the Draft ACT Skills Needs List 2019. For consultation purposes, the Draft ACT Skills Needs List 2019 was separated into two lists: A and B.

List A included qualifications linked to occupations with skills needs and most likely to be included on the final ACT Skills Needs List 2019.

List B included qualifications linked to occupations with moderate skills needs, and qualifications likely to address skills needs in other occupations where the most relevant qualification was unknown.

Stakeholders were invited to provide feedback on the qualifications and skills needed to support the ACT economy. Individuals and organisations provided feedback through either:

* a short survey via YourSay
* a detailed online survey via Qualtrics
* face‑to‑face meetings with Skills Canberra
* emailing a written submission to skills@act.gov.au

The online survey, short survey and face‑to-face meetings period closed on 14 September 2018. This allowed time for the ACT Government to analyse feedback ahead of the release of the final ACT Skills Needs List 2019.

## WHO ENGAGED

A range of stakeholders provided feedback on the Draft ACT Skills Needs List 2019, including:

* Industry associations
* Peak bodies
* Employers
* An employment services provider
* Unions
* Registered training organisations
* Community organisations
* A regional development organisation
* Government agencies and
* Other interested individuals.

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| Key insights from the community  |
| Skills shortages in the industryThe online survey asked respondents to provide a summary of skills shortages in their industry. Respondents were also asked to identify qualifications on the Draft ACT Skills Needs List 2019 they thought were the most or least critical to their industry. Below are examples of the responses received.1. Accommodation and food services represented the largest proportion of respondents (23.7%). Identified skills shortages in this industry included: qualified and experienced food and beverage staff, middle and senior managers, supervisors, receptionists, housekeepers, front line guest service staff, chefs and kitchen staff at all levels.
2. Construction represented the second largest proportion of respondents (12.3%). Identified skills shortages in this industry included: cabinet makers, furniture makers, qualified civil construction workers, qualified civil construction supervisors, qualified planners, duct installers, labourers, factory managers, technicians, drafts people, engineers, licensed plumbers, drainers, gasfitters, and electrical and mechanical fitters.
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| Qualifications on the Draft Skills Needs List considered to be the most critical to the industry1. 98% of qualifications listed on the Draft ACT Skills Needs List: A were considered by one or more of the respondents to be the ‘most critical’ to their industry.
2. 34.8% of qualifications listed on the Draft ACT Skills Needs List: B were considered by one or more of the respondents to be the ‘most critical’ to their industry.
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| Qualifications on the Draft Skills Needs List considered to be the least critical to the industry 1. 12.7% of the qualifications listed on the Draft ACT Skills Needs List: B were considered by respondents to be the ‘least critical’ compared to other qualifications on the same list. These qualifications included the Certificate III in Construction Waterproofing, Certificate III in Production Horticulture, Certificate III in Timber Merchandising and Certificate III in Forklift Technology. These qualifications were not included on the final List.
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| Qualifications not included on the Draft Skills Needs List but considered to be the most critical to the industry 1. Respondents identified an additional 19 qualifications as important to their industry. These qualifications included the Certificate III in Automotive Refinishing Technology, Diploma of Hospitality Management, Advance Diploma of Hospitality Management and Diploma of Leadership and Management.
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## What’s Next?

Your feedback on the Draft ACT Skills Needs List 2019 informed the final List and will continue to shape the ACT Government’s funded training initiatives.

The final ACT Skills Needs List 2019 is now available [here](http://www.cmd.act.gov.au/enterprise-canberra2/skillscanberra/industry_and_community_consultation/act-skills-needs-list).

If you would like to hear from us more often, you can register to receive project updates [here](https://yoursay.act.gov.au/skills-needs-survey).

If you have questions or want to learn more about this project, feel free to contact:

**Skills Canberra**

(02) 6205 8555

skills@act.gov.au

[www.cmd.act.gov.au/enterprise-canberra2/skillscanberra/](http://www.cmd.act.gov.au/enterprise-canberra2/skillscanberra/)

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| Key Timings  |
| 1 August 2018 2019 Skills Needs List survey opens  |
| 14 September 2018Formal feedback period closes |
| September-October 2018Feedback analysed by Skills Canberra |
| 30 October 2018 Final ACT Skills Needs List 2019 released |
| 4 February 2019 What We Heard report released  |

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| THANK YOU FOR YOUR FEEDBACK |
| 98respondents provided feedback | **48**of respondents were employers | **17** respondents were Registered Training Organisations | **2**face-to-face meetings with stakeholders were held |