



**Australian Government**

**Department of Education and Training**

# **Industry Skills Fund**

Information session

Darebin City Council

20 October 2015

# Industry Skills Fund

## Policy Objective

Address workforce capability issues impacting on the ability of Australian businesses to respond to new and changing opportunities and improve their productivity and competitiveness in a global market.

# Industry Skills Fund

## Key questions

- Does the business have a growth opportunity?
- Will targeted training assist the business to take advantage of and increase its competitiveness for this growth opportunity?

# Industry Skills Fund

## Priorities

- Business with growth opportunities:
  - diversifying
  - adopting new or emerging technologies
  - entering export markets
  - responding to domestic opportunities, or
  - repositioning because of market driven structural adjustment
- Small and medium enterprises, including micro businesses
- Industry sectors identified by government

# Industry Skills Fund

## Funded Activities

- **Skills Advice - Free**  
Help identifying skills opportunities and maximising training outcomes (at no charge)
- **Training- co-contribution basis**  
Co-investment for businesses looking to improve the skills of their workforce for an identified growth opportunity.
  - Nationally recognised training, including full qualifications and skills sets
  - Language, literacy and numeracy training
  - High quality, innovative or tailored training that may not be part of a training package
  - Training required to access foreign markets
- **Support Services**
  - mentoring
  - coaching

# Industry Skills Fund

## Eligibility

### Eligible applicants:

- Individual solvent Australian enterprises which:
  - are non-tax exempt
  - have an ABN
  - are GST registered
  - have a demonstrated trading history for at least three consecutive years
  - workplace Gender Equality Agency compliant
- Consortia:
  - Can be led by a business involved in the project or a separate entity
  - Lead member must be a solvent Australian incorporated entity
  - At least three beneficiaries

### Not eligible:

- state and territory government bodies

# Industry Skills Fund

## Skills Advisers

- A free service offered under the Industry Skills Fund for micro, small and medium businesses
- Experienced Skills Advisers work with businesses to understand growth opportunities and identify the skills needed to increase competitiveness
- Following Skills Advice businesses receive a Skills Advice Report that covers:
  - Business profile
  - New growth opportunities
  - Current and future workforce requirements
  - Training recommendations

# Industry Skills Fund

## Immediate Priority Industries



**FOOD AND  
AGRIBUSINESS**



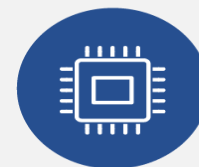
**MINING EQUIPMENT,  
TECHNOLOGY AND  
SERVICES**



**MEDICAL  
TECHNOLOGIES AND  
PHARMACEUTICALS**



**OIL AND GAS**



**ADVANCED  
MANUFACTURING**

Businesses outside these sectors can also apply



# Industry Skills Fund

## Merit Criteria

The Fund has five Merit Criteria:

- Growth Opportunity
- Productivity
- Linkages
- Value for Money
- Capacity to Manage

All eligible applications and funding proposals must address all the Industry Skills Fund (Growth Stream) Merit Criteria, unless a business has accessed Skills Advice.

# Industry Skills Fund

## Co-contribution Model

Co-contributions as a % of total project expenditure are based on business workforce size:

- Micro businesses (0-4 FTE employees) – 25%
- Small businesses (5-19) – 34%
- Medium businesses (20-199) - 50%
- Large businesses (200+) 75%

Co-contributions cannot be in-kind

# Industry Skills Fund

## Process

- **Completion of Enquiry form:**
  - Business calls 13 28 46 - Call centre completes enquiry form for company;  
OR
  - Business completes enquiry form through the website – [Online Enquiry form](#)
- **Follow up:** -my team calls the business to clarify growth opportunity and potential for skills advice support
- **Triage:**
  - Skills Advice; or
  - Application form - Enquiry is converted to application; or
  - Ineligible for funding

# Industry Skills Fund

## Micro business example

Manufacturer of food products including powdered flavours through which it derives 43% of its income.

### Growth

- Recently installed a state of the art spray drying facility to bring powder production in house, having previously outsourced these products. This has dramatically decreased costs and production/delivery wait times for customers

### Approved training

- Leadership and management skills for middle managers

**Government Funding : \$2,570 (75% of total project cost)**

# Industry Skills Fund

## Small business example

- Printing business operating in regional Victoria and Australia
- Handles printing needs from business cards to posters and commercial print runs to nationwide distribution

## Growth

- Business transitioning from an offset lithographic printer to digital printing and EFI Storefront Software
- New technology will introduce new services and products to existing customers, and will give the business the opportunity to diversify their customer base to include corporate, design firms and larger clients

## Approved training

- Digital printing software training
- Leadership training

**Government Funding : approximately \$6,420 (66% of total project cost)**

# Industry Skills Fund

## Small business example

- Electrical Engineering business operating in regional Victoria
- Works on the design, manufacture and supply of custom made industrial control switchboards.

## Growth

- Limited suppliers currently in the market with the level of expertise and production capacity that this business has.
- Identified an opportunity to service other industries, anticipating a growth in sales revenue of over 25%.

## Approved training

- Advanced Diploma in Industrial Automation
- SCADA – Citect – (Supervisory Control and Data Acquisition) industrial control system/interface training

**Government Funding : approximately \$7,236 (66% of total project cost)**

# Industry Skills Fund

## Medium business example

- Window furnishing business with about 150 employees
- Business currently imports environmentally efficient window blinds

### Growth

- Local manufacture will significantly improve lead times for retail partners and consumers
- Want training in sales and customer support to complement the manufacture of this product

### Approved training

- Customer support sales skills and techniques in high value custom made goods

**Government Funding : approximately \$15,300 (50% of total project cost)**

# Industry Skills Fund

## Medium business example

- Melbourne based manufacturer of vehicle parts
- Recently purchased additional manufacturing site in regional Victoria

### Growth

- Plans to increase current production volumes and expand range in domestic and export market
- Want training in globally accredited supply chain management course to improve inventory management skills in order to achieve targetted production levels

### Approved training

- Basics of supply chain management

**Government Funding : \$2,080 (50% of total project cost)**



# Industry Skills Fund

## Medium business example

- Wheelchair manufacturer of high end customised wheel chairs
- Main office in Victoria but distributes across Australia and overseas
- Business has actively engaged with a range of programmes which have enabled company to develop its vision for development and growth
- **Growth**
  - Groundwork in place for plans to increase domestic and global sales, competing on a global stage
- **Approved training**
  - Inventory management software training
  - Victorian Leaders (mentoring support for leaders with global growth experience )
  - Advanced social media
  - Marketing fundamentals
- **Government Funding : \$12,160 (50% of total project cost)**

# Industry Skills Fund

## Key questions

- Does the business have a growth opportunity?
- Will targeted training assist the business to take advantage of and increase its competitiveness for this growth opportunity?

# Industry Skills Fund

Directing of questions

Queries to [IndustrySkills-Vic@education.gov.au](mailto:IndustrySkills-Vic@education.gov.au)

# Industry Skills Fund

Thank You!