

# SEAT Program Overview

(South East Automotive workers Transition)

Group Training Association of Victoria (Apprenticeship Employment Network)

February 2016

## **SEAT program (South East Automotive workers transition) Group Training Association of Victoria**

### **Project Overview**

The \$8.4 million SEAT package is part of an overall Automotive Industry Transition Plan worth \$46.5 million announced by the Victorian Government in late 2015. The plan will help automotive businesses transition into new markets and workers to retrain and find sustainable jobs.

The package will include \$4 million for a joint project between Chisholm and Holmesglen Institutes to up-skill and re-skill retrenched automotive supply chain workers, engage workers with industry, support businesses to restructure into new opportunities and to help retrenched workers find a job.

Workers will be able to access help to transition into new employment sooner, reducing the risk of long term unemployment. It will also strengthen collaboration between TAFEs, industry and the community.

\$2 million will be used to establish two Skills and Jobs Centres which will allow Chisholm and Holmesglen to work directly with local employers and industry to help prospective students find a job or to move into further training.

The remaining \$2 million will be used to fund Group Training Organisations (GTOs) to employ 250 retrenched mature aged automotive supply chain workers as apprentices and trainees.

### **Key Program features**

- The project will fund Group Training Organisations (GTOs) \$2 million over two years to employ approximately 250 retrenched mature aged automotive supply chain workers as apprentices and trainees (defined as 40 yo. +). Commencement Date 1 March 2016.
- Incentives of \$10,000 per apprentice and \$6,000 per trainee would be paid in equal parts at the 3 and 24 months points of the apprenticeship / traineeship or at completion if it occurs before 24 months.
- The above Incentive payments will be in addition to any other State or commonwealth employment incentive available to the GTO/Host employer.
- Payments would provide for engagement of 100 apprentices and 150 trainees (all participants will be eligible for VTG funding for further training through TAFE)
- Additional funding of \$100,000 (over two years) would be provided to the Group Training Association of Victoria to plan, promote and support the initiative. The program would connect with Holmesglen and Chisholm Back to Work initiatives.
- Most Modern Awards require apprentices and trainees over the age of 21 be paid higher rates of pay substantially increasing the costs to the GTO (or their host employers) of employing a mature age worker. The proposed funds for GTOs would help bridge the gap between junior and adult apprenticeships wages.

*(Refer to attachment A: Helping retrenched auto supply chain workers in Melbourne's South East.)*

### **Key demographics of potential participants**

- 56% of employees have worked with their current employer for more than 10 years
- 28% are female / 72% male workers
- 63% of employees are aged between 40-55
- Current career options identified by Hudson (through initial career transition sessions)
  - 22% into manufacturing
  - 20% transport/ warehousing
  - 10% building & construction
  - 11% prof scientific & tech services
  - 13% admin, safety, financial / business services and retail

## Eligible employers of participants

Tier 1 – directly impacted (ie Ford, Holden, Toyota)

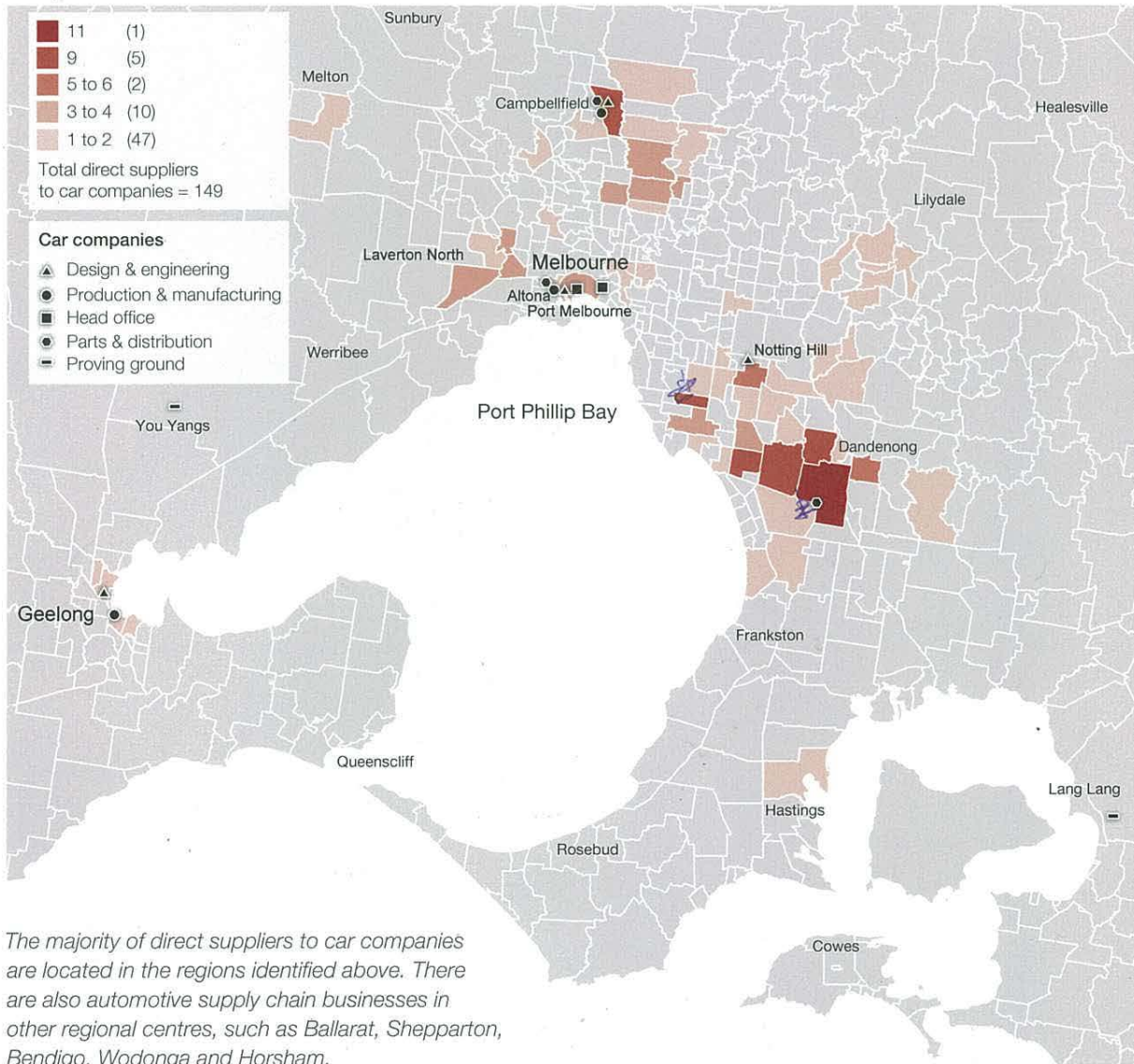
Tier 2 – auto supply chain workers (specific target group for SEAT)

Initial contact with employers is through Victorian Government Dept. Economic Development

GTAV / GTOs will be provided with referrals (refer to section: Proposed implementation process)

## Key Locations

GTAV SEAT has a specific focus on South East region



*The majority of direct suppliers to car companies are located in the regions identified above. There are also automotive supply chain businesses in other regional centres, such as Ballarat, Shepparton, Bendigo, Wodonga and Horsham.*

- 85 businesses in the S/E region
- Approx. 7500 participants in the S/E region
- It is estimated that there are 12000 individuals affected by the auto manufacturing closures

## Expected timeframes for Auto industry closures

Ford	October 2016
Holden	December 2016 – and then through 2017
Toyota	December 2017

## Currently Dept. Eco Development and Hudson have engaged *(as at 8 February 2016)*

- 21 businesses in the S/E region
- Approx. 1700 participants

## Communications Strategy 2016 (roll-out March 2016)

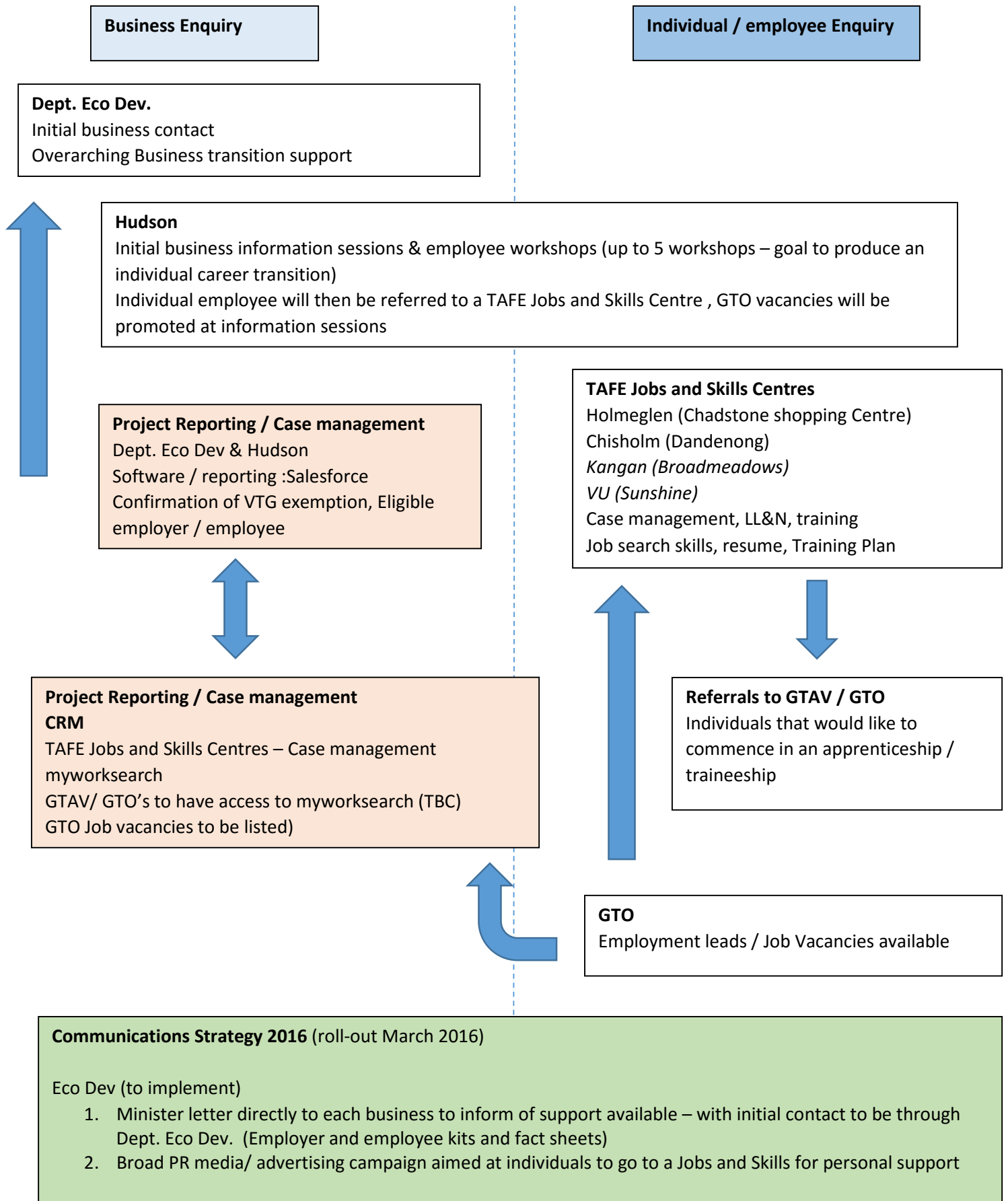
Eco Dev & Department of Education (to implement)

1. Minister letter directly to each business to inform of support available – with initial contact to be through Dept. Eco Dev. (Employer and employee kits and fact sheets)
2. Broad PR media/ advertising campaign aimed at individuals to go to a Jobs and Skills for personal support
3. South East – careers expo / (Date TBC – mid 2016)
4. TAFE Jobs and Skills Centers (official openings Mid- Late March 2016 Chisholm & Holmesglen)
5. [www.education.vic.gov.au/auto](http://www.education.vic.gov.au/auto) (mid March)  
Department of Education

Line videos / case studies

Employer & employee info packs

## GTAV SEAT Project – Implementation Process



## GTAV Project Implementation – Potential challenges

- Many individuals will want to stay with their current employer until the “end/ wind up” of their role so they receive their redundancy payout
- TAFE – RPL / new training prior to commencing their “apprenticeship/traineeship”
- Salary expectations of individuals
- Expected GTO/ GTAV demand will commence late 2016 and then in 2017 as companies “wind-up”.

## Key program stakeholders

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### \*Peter Canavan

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### Eddy Suidgeest

South East Auto Transition Manager  
Skills & Jobs Centre

### Chisholm Institute

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### Hudson

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### DET: GTAV Program / contract

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Project Steering Committee \*

**GTAV Eligibility Form / Criteria (GTAV online database) – export CSV file**

<b>GTO Name</b>	
Contact person	
Contact details Telephone	
Email	

<b>SEAT Participant Name</b>				
DOB				
Home Address				
Contact details Telephone				
Email				
Previous company / employer name				
Job & Skills Centre referral	Holmesglen	Chisholm	Kangan	VU
Date that employment ceased with his previous employer				
Date the apprenticeship/ traineeship will commence				

<b>New Host employer name</b>			
<b>Host Employer Address &amp; Postcode</b>			
Employment type	<b>F/T</b>	<b>P/T</b>	
	<b>Apprenticeship</b>	<b>Traineeship</b>	
Job Role / Industry Sector			
Host Employment start date			
Date that will trigger 3 month employment milestone			
Date that will trigger completion of the apprenticeship/ traineeship milestone			

<b>National training qualification</b>			
Name	Code		
RTO	Chisholm	Holmesglen	Other

<b>Signature / Approval</b>		<b>Signature</b>
<b>GTO Name</b>	Date	
<b>Individual SEAT Participant Name</b>	Date	

<b>GTAV Office Use</b>	Yes	No
Eligible employer (S/E region)		
Eligible individual (40+)		
Apprenticeship		
Traineeship		
Approved		

Date received			
Invoice received			
<b>Confirmation of Milestones</b>	<b>Date</b>	<b>Yes</b>	<b>No</b>
Date that will trigger 3 month employment milestone payment \$           incl. GST (50% payment)			
Date that will trigger completion of apprenticeship/ traineeship milestone payment \$           incl. GST (50% payment)			
50% 3 months, 50% at completion of Apprenticeship/ traineeship			
Apprenticeship total payment \$10,000 incl. GST Traineeship total payment \$6,000 incl. GST			
Further Comments / Notes			

Apprenticeship approval number (max 100)	/100
Traineeship approval number (max 150)	/150

### **Proposed GTAV Job Vacancy (Monthly) Report**

Job/ Vacancy Type	Apprenticeship	Traineeship
	F/T	P/T
Proposed Start date		
Type of job/role		
Employment location (suburb)		
GTO contact details		