

Core Skills for Productivity



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Australian Government

Department of Education, Employment and Workplace Relations

Foundation Skills for Productivity

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**2010 Ee-OZ Training Standards
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Today's presentation

- What are foundation skills?
- Why are they important to you?
- What is the Australian Government doing?
- LLN and employability skills
- Where to from here?



What is literacy?

The ability to **read** and use written information as well as to **write** appropriately, in a range of contexts. Literacy also includes **numeracy**, such as recognition and use of numbers and basic mathematical signs and symbols within text. Literacy involves the integration of **speaking, listening and critical thinking with reading and writing.**

- *Source: Workplace English Language and Literacy Program guidelines*



Scene setting.....

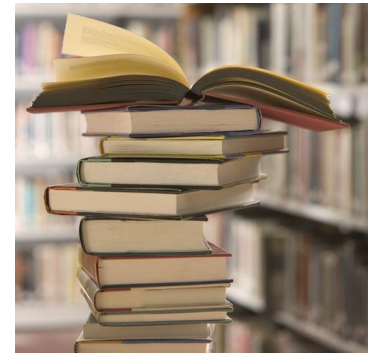
- AIG project - National Workforce Literacy Project
- Provides an industry / workplace perspective
- Results indicate the significant impact of low-level LLN skills
- <http://www.aigroup.com.au/>



LLN proficiency in Australia

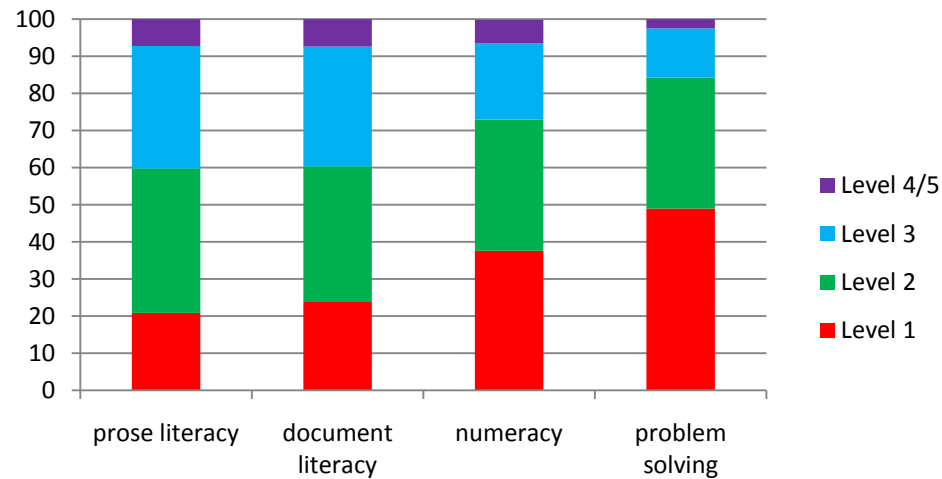
Around 4.5m working age Australians lack basic LLN skills needed for work and life

- 40% of employed
- 60% of unemployed

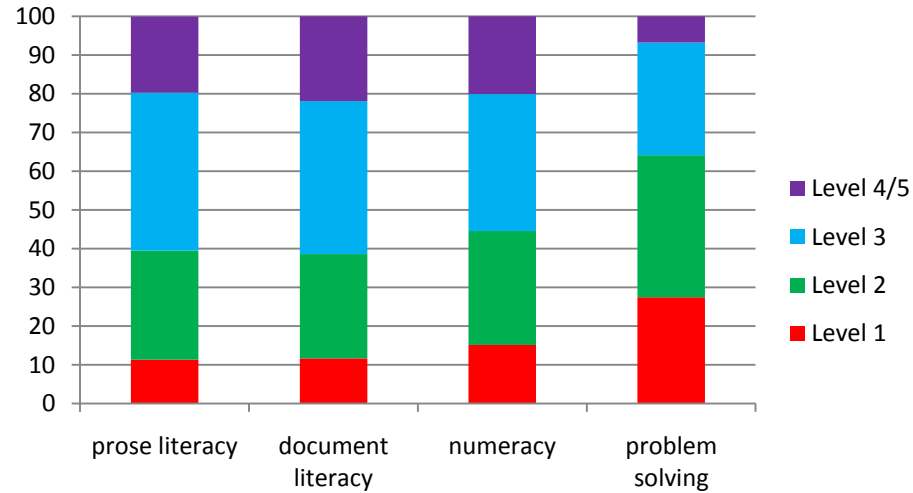


Literacy skill levels, ALLS 2006

Unemployed



In employment



Major drivers for improved foundation skills

- Economic growth
- Need for skilled employees
- Globalisation of the economy
- Ageing population
- Changing work structures and patterns
- Technology revolution
- Social inclusion and human capital agendas
- COAG targets
- Contestable 'outcomes' funding



What about numeracy?

The ElectroComms and EnergyUtilities industries need mathematically capable people

$$\text{Resistance} = \frac{\text{Voltage}}{\text{Current}}$$

“So voltage equals.....?”

Source: 2004-05 WELL resource project



Budget 2010-11

Foundation Skills Package

- \$119.25 million over four years to improve the job readiness of up to 140,000 Australians with targeted LLN initiatives, including:
 - \$67 million to strengthen the Language Literacy and Numeracy Program (LLNP)
 - \$28.7 million to expand the Workplace English Language and Literacy (WELL) Program and open up 8,000 innovative community-based places
 - \$23.5 million for the National Foundation Skills Outreach and Leadership Project



Industry example – a WELL project

- **John Holland Group** – staff at many levels participated in a WELL training project.
- **Training focussed on:**
 - Safety procedures:
 - IT communication skills: and
 - Cultural awareness.
- **Workers gained:**
 - Better understanding of compliance requirements
 - Greater appreciation of safety awareness
 - Willingness to participate in external training courses



Employability skills

- Communication
- Team work
- Problem solving
- Initiative and enterprise
- Planning and organising
- Self management
- Learning
- Technology



Supported by language, literacy and numeracy skills



Australian Core Skills Framework

Describes and measures LLN performance in:

- Learning
- Reading
- Writing
- Oral communication
- Numeracy



ACSF applications

- Assessing core skills performance
- Describing core skills in the workplace
- Mapping curricula to the ACSF
- Informing decisions regarding funding and referrals
- Developing training package qualifications & support materials



EE-Oz ACSF mapping project

- Trialling the integration of the ACSF into thirty specified units of competency from the *Electrotechnology and Transmission, Distribution and Rail* National Training Packages
- Involves broad consultation (with industry, RTOs and LLN experts)
- Completion by June 2011



New Employability skills tool

- \$945,000 over two years (2010-12) to develop a new employability skills tool, complementary to the ACSF

Photo: WELL Sea Rangers project (NT) 2006



PD workshops in use of ACSF

- To promote the ACSF among practitioners, a series of rolling workshops will take place in all states and territories.
- These workshops will up-skill existing practitioners and fast-track new entrants' professional development.



Where to from here?

- Provide opportunities for employees to build their literacy skills in tandem with workplace skills:
 - support learners with literacy needs without exposing or stigmatising them
 - ensure plain English is used in all workplace documents and communications
 - encourage participation - all learners are given the support to succeed



Where to from here?

- invest in workplace literacy with skill development programs linked to business objectives
- consider the literacy implications of new tools, systems and processes before they are introduced into the workplace



WELL video: LLN in action



Contact your WELL Broker...

Ms Michelle Ellis - ESI-TDR Industry



Contact your WELL Broker...

Mr Ross Heazlewood - Gas Industry



Contact your WELL Broker...

Mr John Shearston – Electrotechnology





Australian Government

Department of Education, Employment and Workplace Relations

Thank you



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