Mining and Automotive Skills Alliance

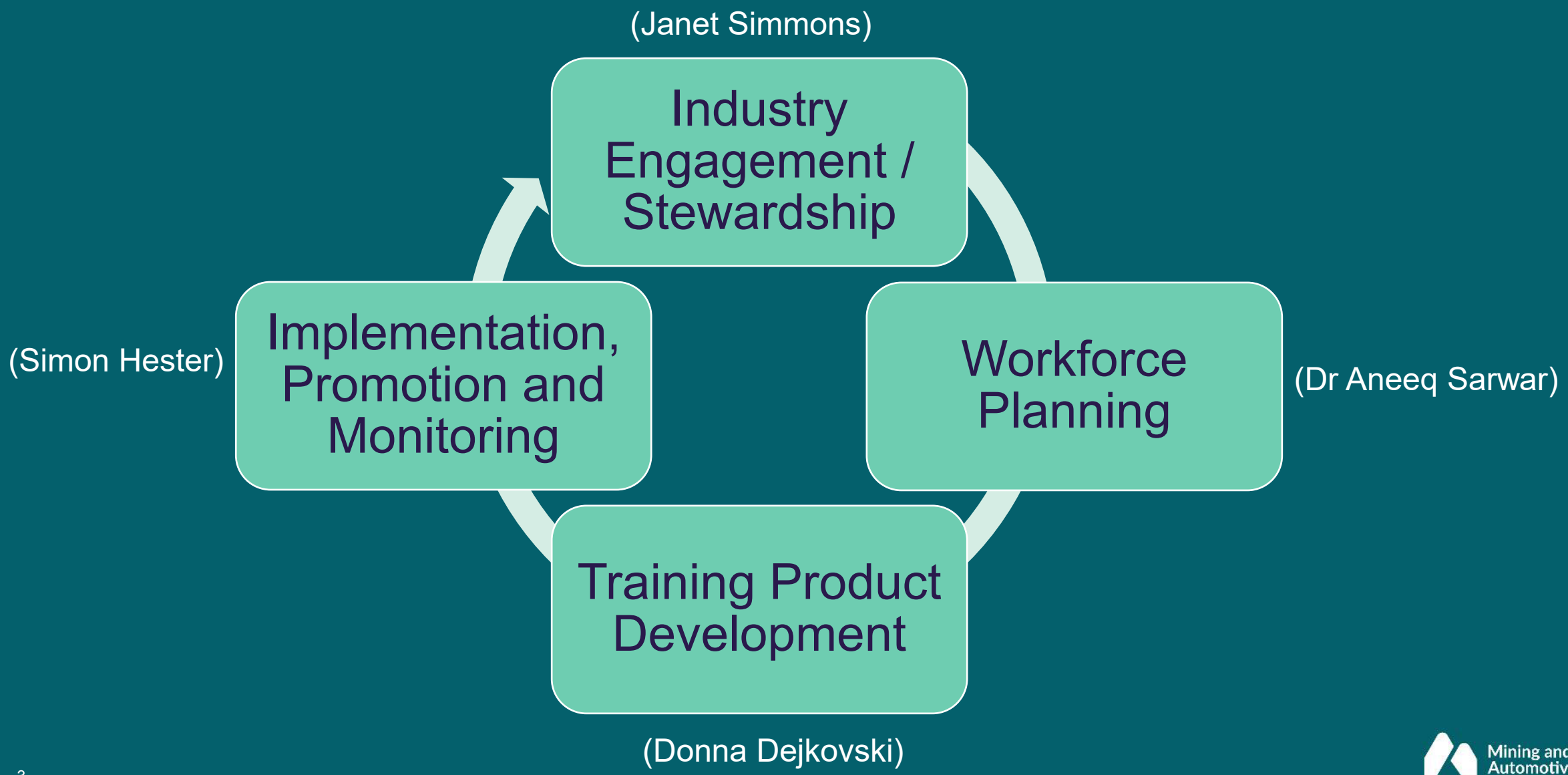
National Consultation Roundtables

March 2025

Emily Flores

Executive Director,
Industry Engagement &
Communications

Key Functions of Jobs and Skills Councils



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Simon Hester

Senior Manager
VET Implementations

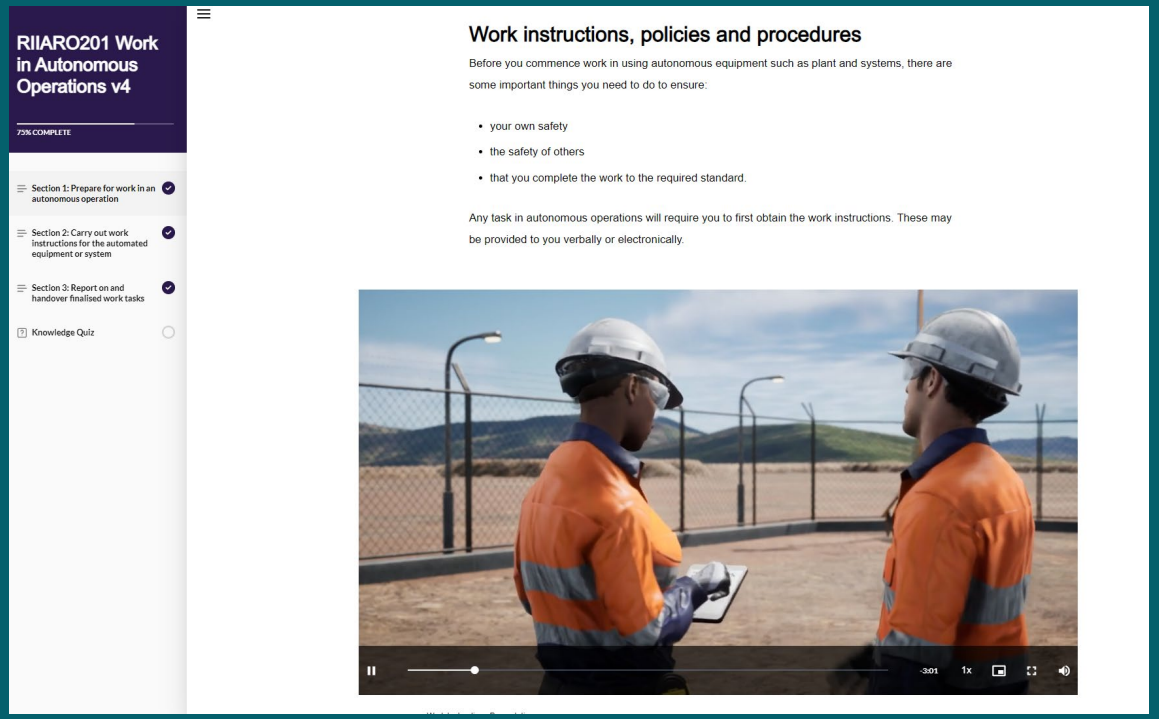
AUSMASA Current AAS Projects

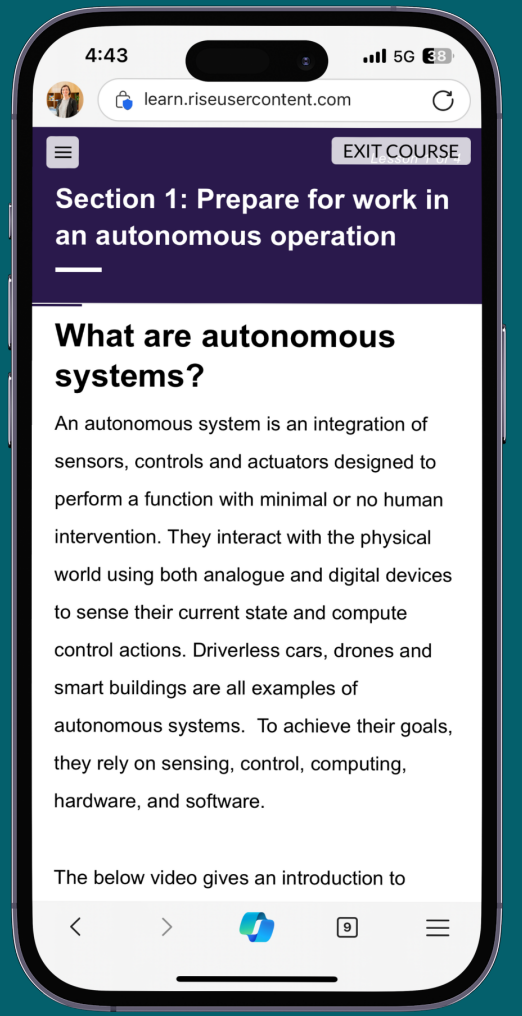
1. Review of the RII emergency response qualifications
2. Review into VET training products with low and no enrolments
3. Review into training products with superseded units of competency
4. Development of hydrogen fuel cell EV training products
5. Review of the Certificate II in Automotive Tyre Servicing Technology
6. Development of training products for ADAS
7. Review of 6 RII units shared with BuildSkills Australia
8. VET Workforce Blueprint
9. Research into higher apprenticeships (automotive & mining)

AUSMASA Completed AAS Projects

1. Market research into perceptions of automotive careers
2. Resource Development: RII21222 Certificate II in Autonomous Workplace Operations
3. Qualifications Reform Categorisation Project
4. Qualifications Reform Demonstration Project | Testing a new approach to qualification design

RIIARO201 Work in Autonomous Operations





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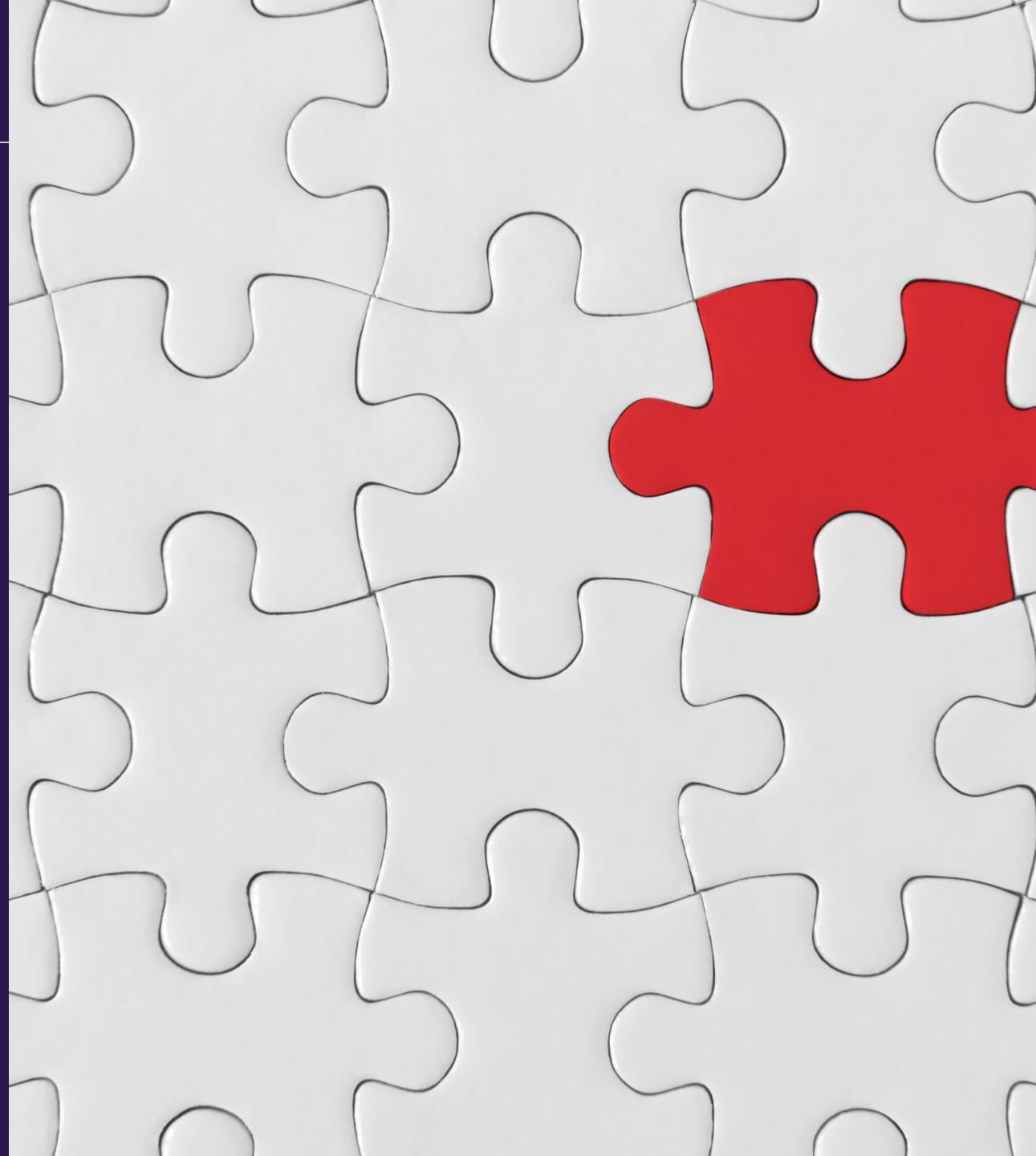
Workforce Planning & Policy

Dr Aneeq Sarwar

Senior Manager
Workforce Planning and Policy

A bit about the research process

- Modular
- Research Bulletins
- Industry Input
- Explainers



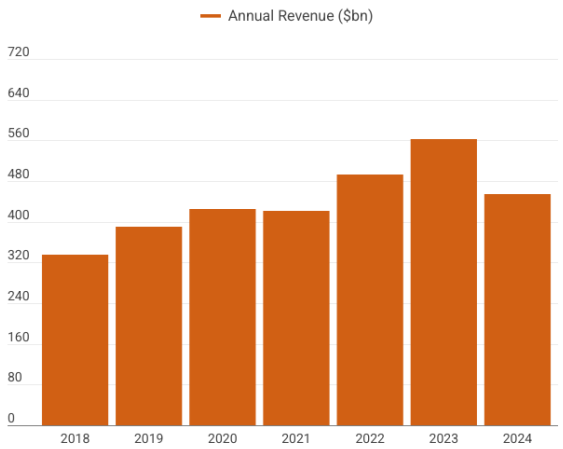
What happens to the input we collect today?

- Workforce Plan 2025
- Workforce Plan activities
- Government Submissions
- Further Research
- Further Engagement

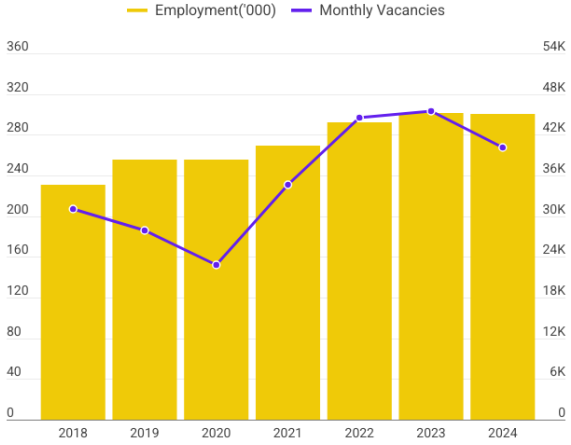
Themes of Focus

- **Education & Pathways**
  - A4. The ABS should consider adjusting its terminology within ANZSCO to replace the word 'mechanic' with 'technician'.
- **Building Inclusive, Respectful, and Diverse Workplaces**
  - M13. AUSMASA will continue to monitor First Nations training, apprenticeships, and job outcomes to identify best practices and assist in addressing the challenges faced by First Nations individuals in securing and thriving in mining careers. By analysing these outcomes, the industry will have the data it needs to implement targeted strategies and improve support.
- **Technological Advancement & Digitisation**
  - A9. AUSMASA will work with the ABS through its review of ANZSCO to advocate for the addition of EV technicians to the occupation list.
- **Workforce Attraction, Retention & Wellbeing**
  - M11. Research is required to quantify the effects of mental health issues on productivity and compensation claims within the mining industry.
- **Sustainability & Industry Transformation**
  - A11. AUSMASA will work closely with industry to explore what unique skills are required for the dismantling and recycling of EV vehicles in an end-of-life setting.

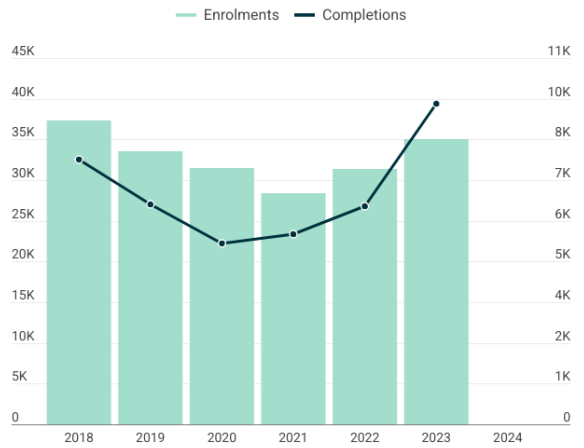
Mining industry overview



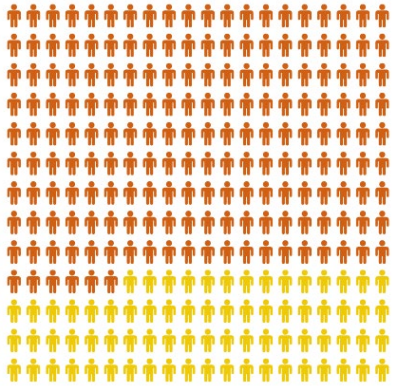
Revenue continues to grow despite commodity fluctuations



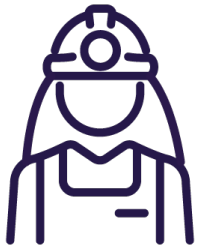
Employment continues to grow from decarbonisation and critical minerals



VET graduates grow but don't support higher level skill shortages



Women represent 27% of the workforce



15%

Only 15% of VET students are women

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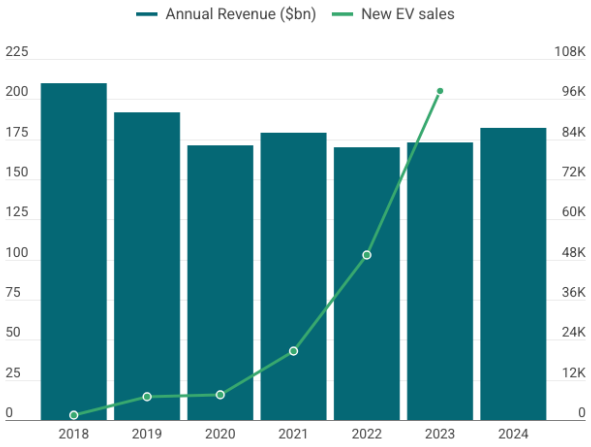
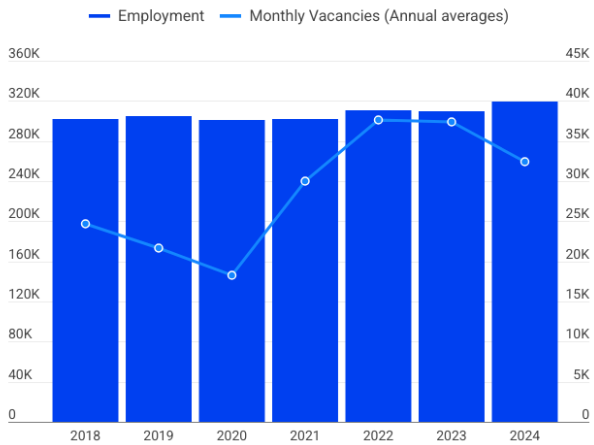
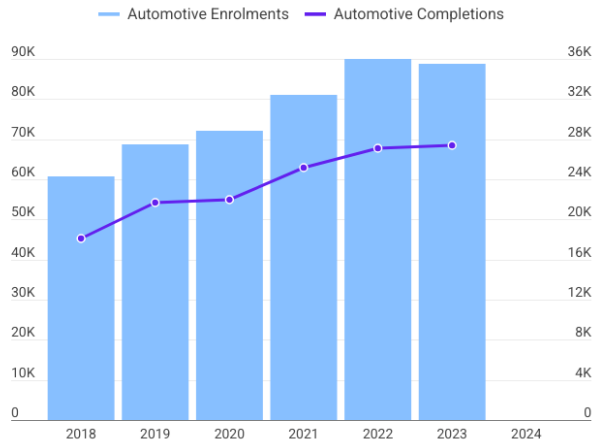
Automotive industry overview



New EVs represent
7% of car sales



Demand for workers continues to
grow beyond pre-COVID levels



The pipeline of graduates
continues to grow

Women represent 14%
of the workforce

1%

Women represent
1% of technicians

1 in 4 apprentices plan
to stay long-term

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Thank you! And what now?

Get in touch with the Workforce Planning team
aneeq.sarwar@ausmasa.org.au

Just remembered something?
Tell us about it!

Thank you

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