



2024 Workforce Plan

Australian Automotive Industry

Presenter: Jan Norberger
Director, Research and Impact
Wednesday 11 September 2024



Acknowledgement of Country

We acknowledge the Traditional Custodians of the lands on which we live and work.

We acknowledge Traditional Custodians of Country throughout Australia and their connections to land, sea and community.

We honour and respect their Elders, past and present, and extend that respect to all Aboriginal and Torres Strait Islander people.



Agenda

- Welcome and housekeeping (3 minutes)
- Introduction of panel members (4 minutes)
- Workforce plan high-level overview: focus on key themes and stats (15 minutes)
- Panel discussion and insights (20 minutes)
- Audience Q&A (15 minutes)
- Wrap-up, stay in touch, feedback and thanks (3 minutes)

Welcome and housekeeping

- We hope you have had a chance to read the plan
- This is a **60-minute session**
- This **session will be recorded** and distributed post-event via the AUSMASA website
- We have muted all microphones and turned off cameras centrally
- You can share your views and questions with AUSMASA via:
 - Teams Chat – monitored by AUSMASA staff
- We ask you to **respect other views and opinions**
- You can leave the webinar at any time
- We will reach out to participants post-webinar to explore themes and feedback in greater detail
- We will be seeking feedback from you in relation to the format of this webinar

Introduction of panel members



Dr Gavin Lind
CEO

Mining and Automotive Skills
Alliance



Jan Norberger
Director, Research and Impact

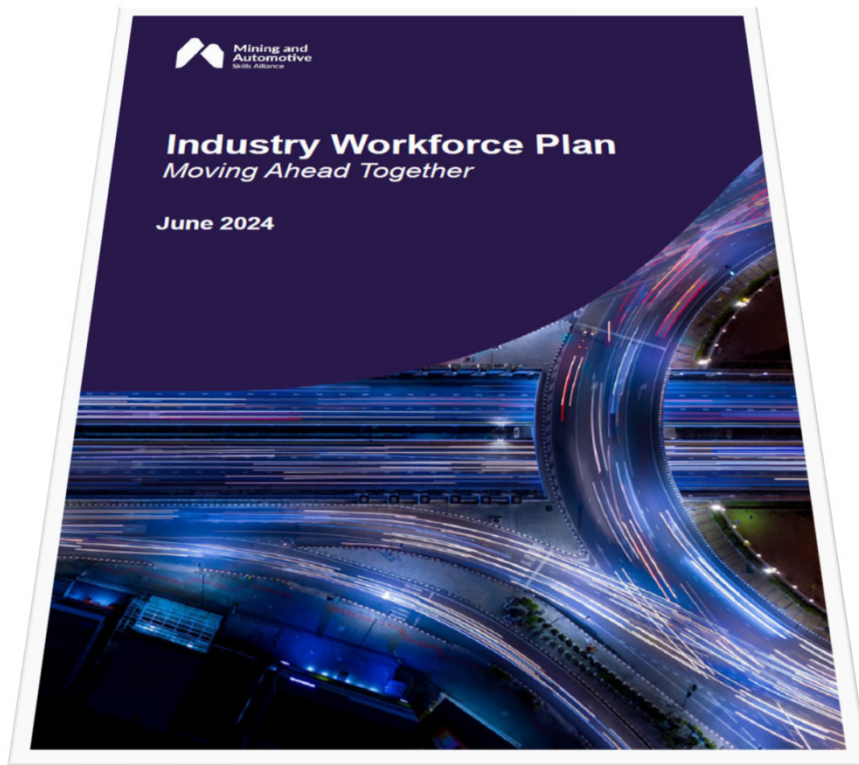
Mining and Automotive Skills
Alliance



Ian Price
Chair

Automotive Strategic
Workforce Advisory Panel
(SWAP)

Workforce Plan 2024

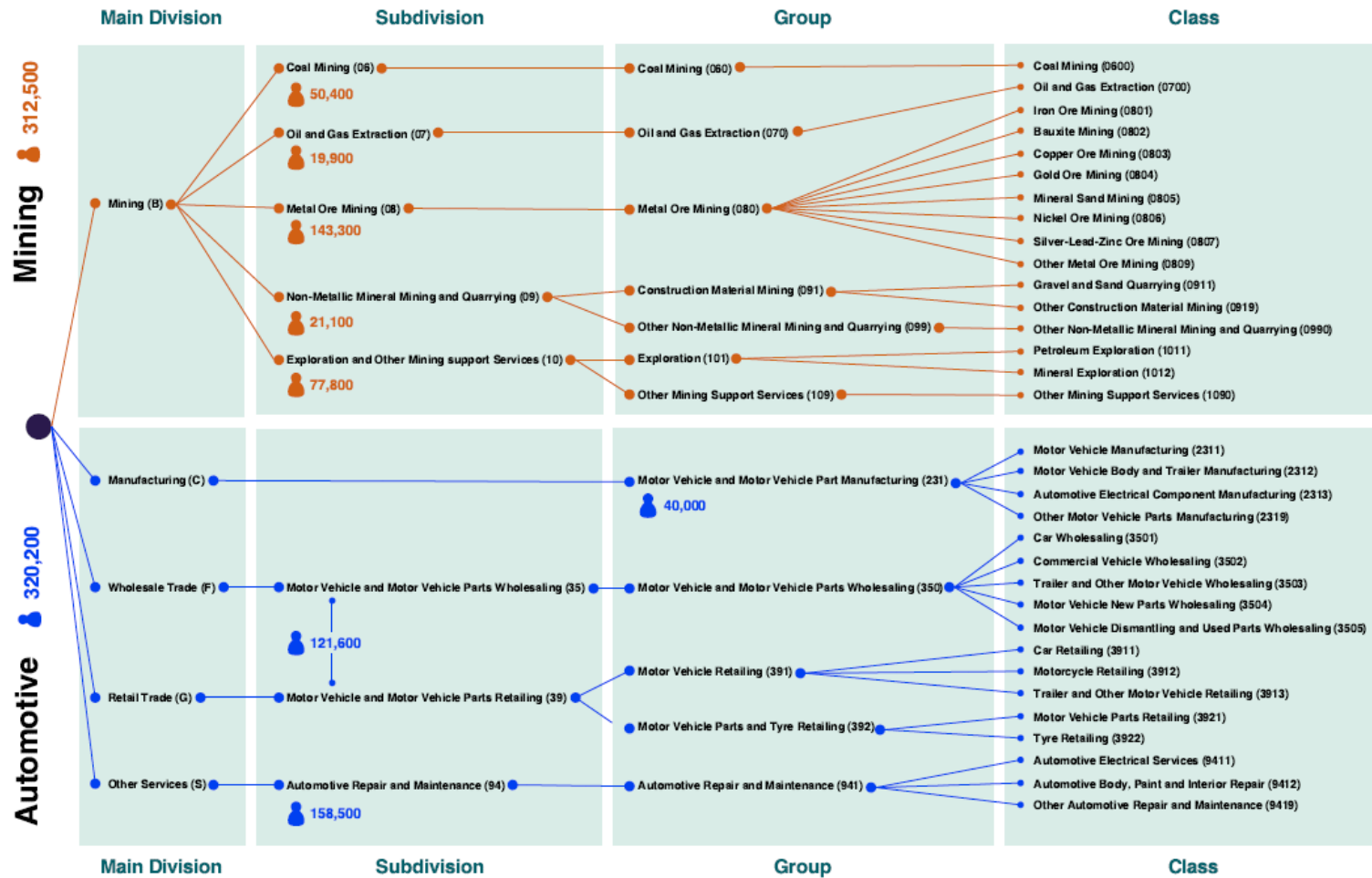


- 209 pages
- 41,000+ words
- 28 data dashboards
- 56 graphs, figures and tables
- 31 identified 'Areas of Focus' (17 mining, 14 auto)

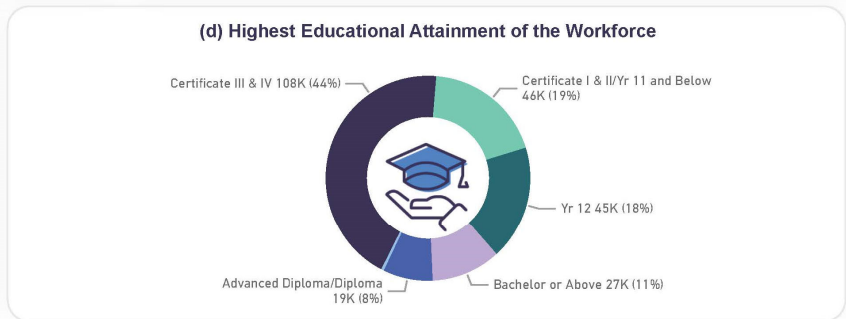
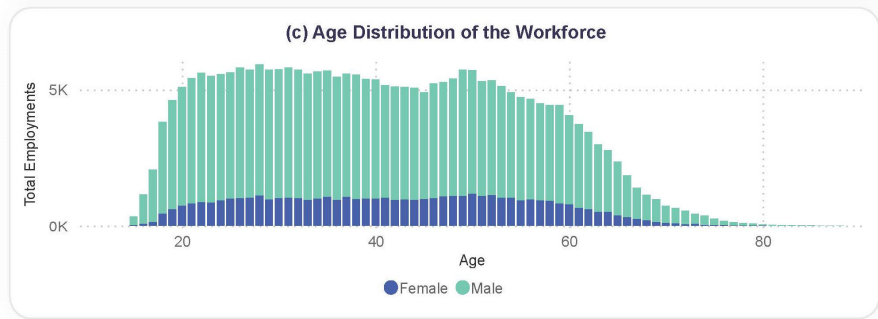
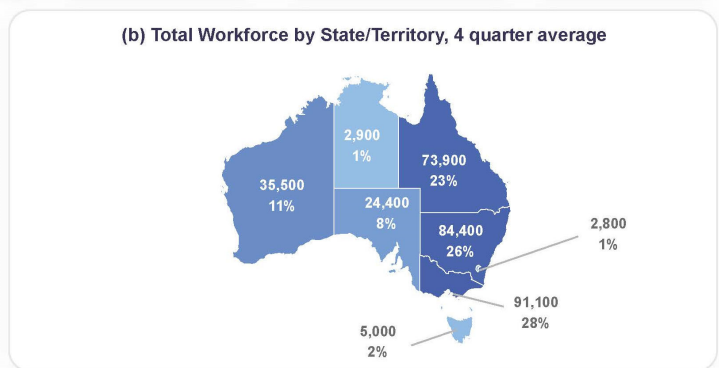
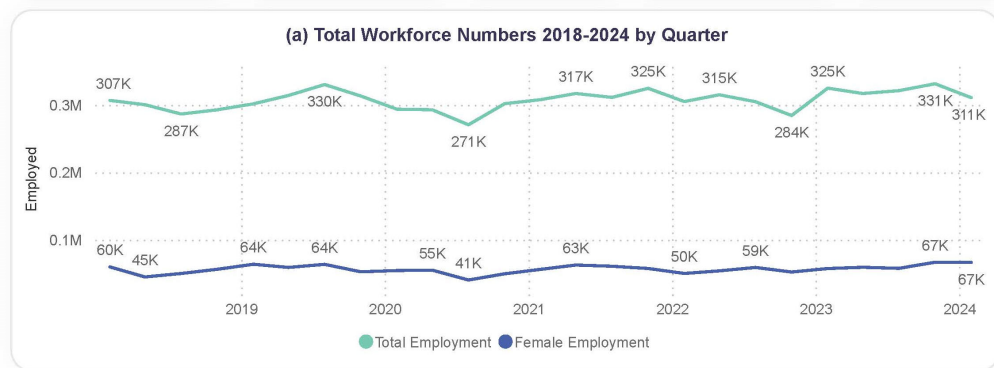
Topics covered include:

- Higher education pathways
- Skilled migration and international students
- Industry culture and workforce diversity
- First Nations engagement
- Mentoring of apprentices
- Technological advancement
- Pay, role classification and scaffolding of learning
- Digitisation and automation

AUSMASA's ANZSIC-based Workforce Plan Backbone

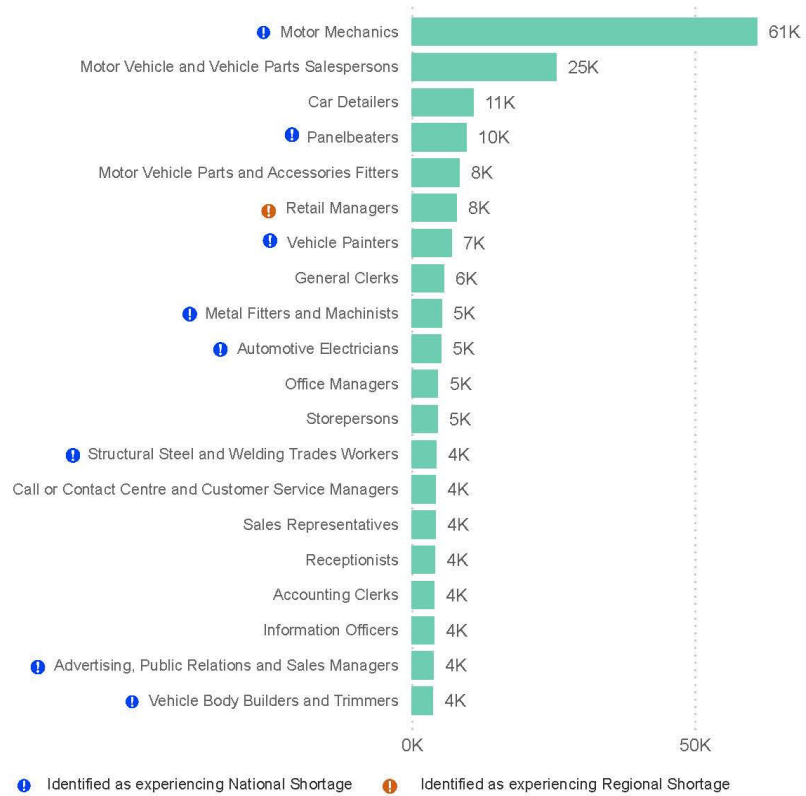


Industry-wide Data Dashboard

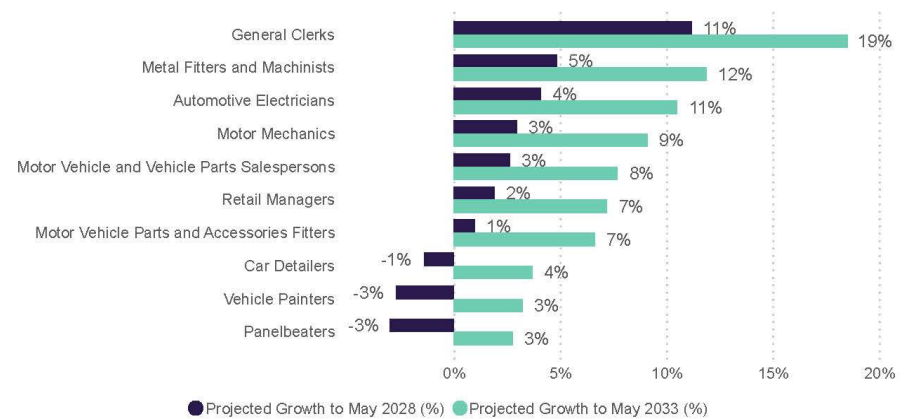


Automotive Industry – Workforce Overview

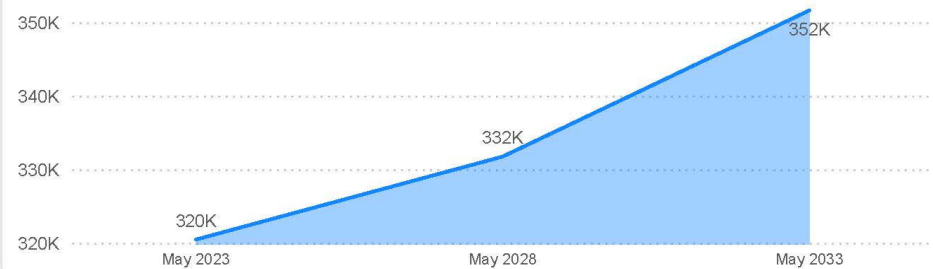
(e) Top 20 ANZSCO Occupations by Workforce Numbers



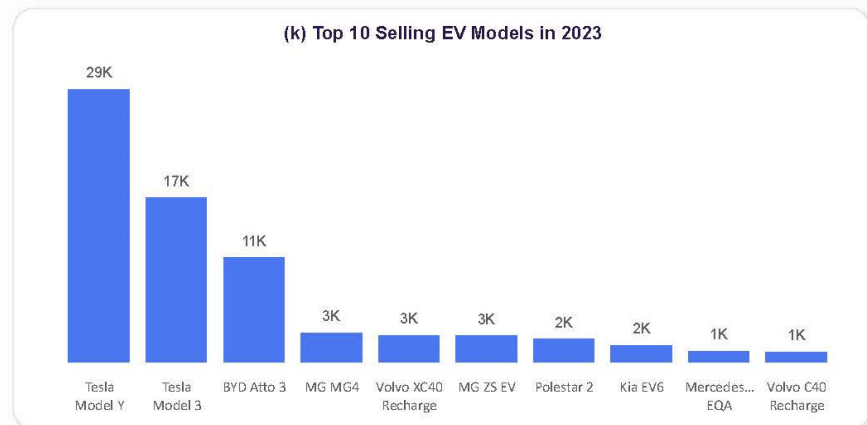
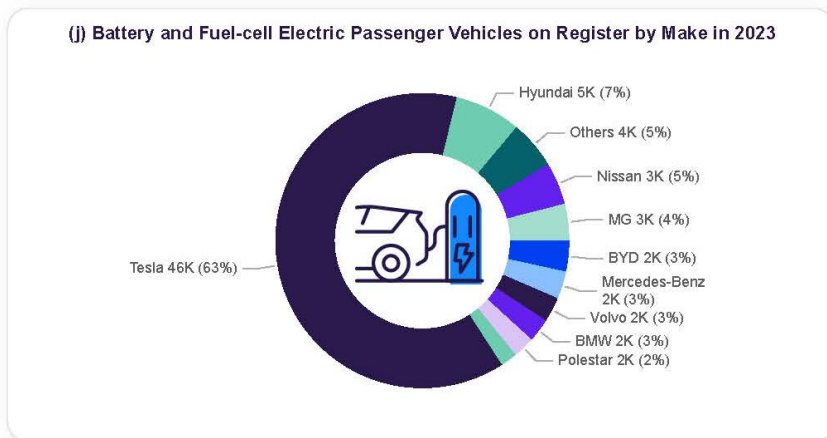
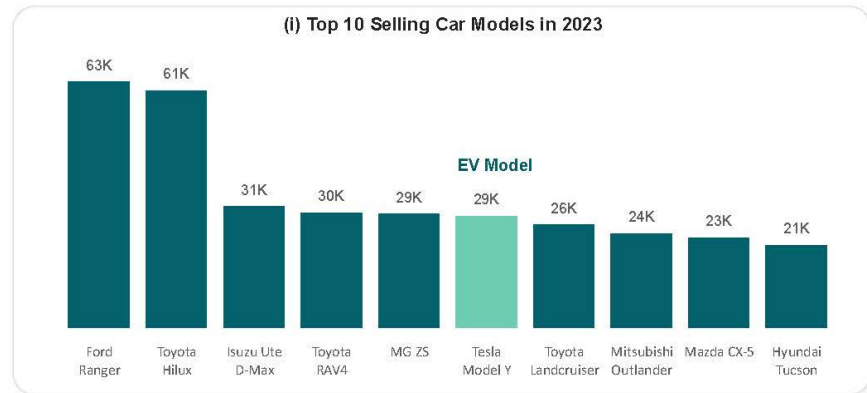
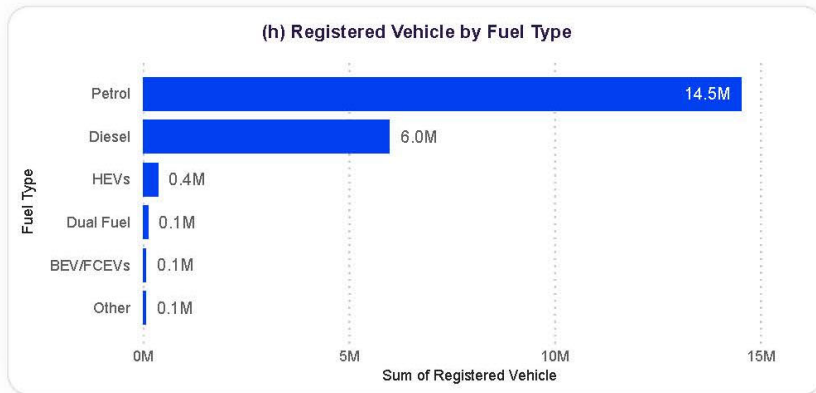
(f) Employment Projections by ANZSCO Occupations



(g) Employment Projections of Automotive Industry



Automotive Industry – Australia’s Vehicle Fleet



Workforce Plan Key Themes



Automotive Industry - Trends

Skills Shortages

Research by the AAAA has suggested that the repair and maintenance sector is **lacking almost 40,000 technicians**

Capricorn Society's 2023 State of the Nation special report into the skills shortage have suggested that it is taking automotive repair and maintenance businesses an average of 6 to 8 months to fill each vacancy

inability to take time off or holidays, and increased pressure on business owners and staff (stress, fatigue) - which could indicate how skill shortages can lead to self-reinforcing effects

the industry had an average recruitment fill rate of only **39%** across a range of advertised key occupations – **28 percentage points** below the **67%** level used by Jobs and Skills Australia to help define occupational shortages

the average apprentice automotive technician earned \$40,000 per year, compared to an average of \$55,000 for apprentice plumbers

When questioned at a recent AUSMASA online workforce planning workshop, **75%** of automotive stakeholders **believed that low pay** compared to other trades and industries **was one of the top 2 reasons why attracting new talent** to the industry **was difficult.**

AREA OF FOCUS

The ABS should consider adjusting its terminology within ANZSCO to replace the word 'mechanic' with 'technician'.

Community Perceptions and Diversity

many industry stakeholders feared that the perception was that working in automotive would be dirty, oily, and unsophisticated

for female participants, receiving negative responses from family, friends, and peers in relation to choosing an automotive apprenticeship was a key challenge

Workplace Gender Equality Agency's 2022-23 Report shows an average total remuneration gender pay gap of 25.5%.

96% of first year apprentices were either satisfied or very satisfied with their experience, with 41% of apprentices noting their interest in working on advanced vehicle technologies

AREA OF FOCUS

While the automotive industry has several programs designed to attract and support a more diverse workforce, it must continue to prioritise this and lead from the top down. A diversified workforce will help further improve the industry's perception and consequently attract new entrants into automotive careers.

Skilled Migration

Capricorn Society's 2023 State of the Nation survey highlighted several key barriers faced by industry when attempting to utilise skilled migration, including the **complexity** of the process (62% of respondents), **cost** (35%) and the **lack of housing** for skilled migrants (33%).²⁰³

A common frustration raised by the industry is the **length of time** and cost it takes Trades Recognition Australia (TRA) to **complete skills assessments** as the respective assessing authority. There have been calls to give industry peak bodies such as the MTAA, and state-based equivalents, the ability to undertake skills assessments, given a wide range of organisations including Engineers Australia already provide skills assessments.²⁰⁴

29% of vacancies were eventually filled via visa sponsorship, rising to 41% for motor mechanics (general) and 93% for vehicle bodybuilders

AREA OF FOCUS

Industry feedback will be important in relation to the challenges faced in trying to fill vacancies and the importance that skilled migration plays in being able to meet skills demand.

Mentorship and Learning Support

During a recent AUSMASA national online workforce planning workshop, automotive industry stakeholders were asked the question: 'Aside from the apprentice themselves, who has primary responsibility for an apprentice's education and skills development?' 82% responded that this lay with the employer as opposed to the training provider.

The issue of LLND barriers and the role of pathway programs was also a key topic of discussion at AUSMASA's Critical Minerals and Electric Vehicles Skills Forum, held in October 2023. Industry stakeholders argued that the current Certificate II pathway programs in the AUR training package, while providing a broad introduction to the industry, did little to prepare students for the literacy and numeracy skills that they would need once they progressed to an apprenticeship.

AREA OF FOCUS

Consideration by government in relation to how industry can be better supported in the critical role of apprenticeship mentoring and support is seen as critical to improving retention and graduation rates. AUSMASA will continue to work with industry to advocate for government support that is targeted, and outcomes based.

AREA OF FOCUS

AUSMASA will work closely with industry to explore how automotive pathway programs can be better designed to address LLND barriers in addition to introducing industry skills and tasks.

International Students

The **Certificate III in Light Vehicle Mechanical Technology** is the industry's primary educational mechanism for training new automotive technicians. 2022 data shows that of the 26,745 enrolments in this qualification, 7,245 (27%) were from **international students**, [Appendix I](#).

The 2022 data shows 4,378 active enrolments for the **AUR40216 Certificate IV in Automotive Mechanical Diagnosis**, of which 3,937 (90%) were **international students**. The **AUR50216 Diploma of Automotive Technology** had 2,664 active enrolments in 2022, of which 2,588 (97%) were **international students**, [Appendix I](#).

Industry has expressed concerns about the lack of on-the-job experience that international students are receiving and the perceived lack of quality in training delivery provided by many private training providers

AREA OF FOCUS

AUSMASA will investigate the possibility of embedding specific requirements for mandated workplace hours in key AUR qualifications to ensure that students undertaking them outside of an apprenticeship pathway are provided the opportunity to apply their learnings and gain actual industry skills.

Battery/Electric and Hydrogen Vehicles

22% of respondents viewed EVs as a challenge for the industry, with only 18% considering themselves currently, or soon to be, ready to service them.

This topic was discussed at a recent AUSMASA online workforce planning workshop, where automotive stakeholders were asked:

'For the immediate future, which will continue to have a blend of both ICE and electric vehicles, the best way to support the maintenance and repair workforce is by...'

The response from stakeholders, from the available choices given, was:

- ✓ 6.9% Having separate specialist qualifications for each discipline.
- ✓ 13.8% Having a new qualification that covers both disciplines.
- ✓ 79.3% Having a baseline qualification supported by a range of specialised skill sets.

AREA OF FOCUS

AUSMASA will collaborate with the industry to determine how the AUR training package can best support the introduction of ICE and EVs in an evolving repair and maintenance environment.

AREA OF FOCUS

Given the automotive industry's safety needs and their intersection with accident repair, AUSMASA will collaborate with PSA to investigate the development of an accredited training program for EV safety and emergency response.

AREA OF FOCUS

AUSMASA will work with the ABS through its review of ANZSCO to advocate for the addition of EV Technician to the occupation list.

AREA OF FOCUS

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.

AREA OF FOCUS

There are currently no nationally accredited training programs for the service, repair and safe handling of hydrogen as it relates to vehicles within the VET system. Accordingly, AUSMASA is progressing a project proposal for the development of accredited training elements.

Automotive Industry - Trends

Advanced Technologies

AREA OF FOCUS

AUSMASA will continue to work with industry to determine what changes to other qualifications or licensing may be required to empower automotive workers to perform some or all ADAS recalibration tasks.

AREA OF FOCUS

A key priority for AUSMASA will be to work with stakeholders in identifying the digital skills needs of the industry through use of the Australian Digital Capability Framework.

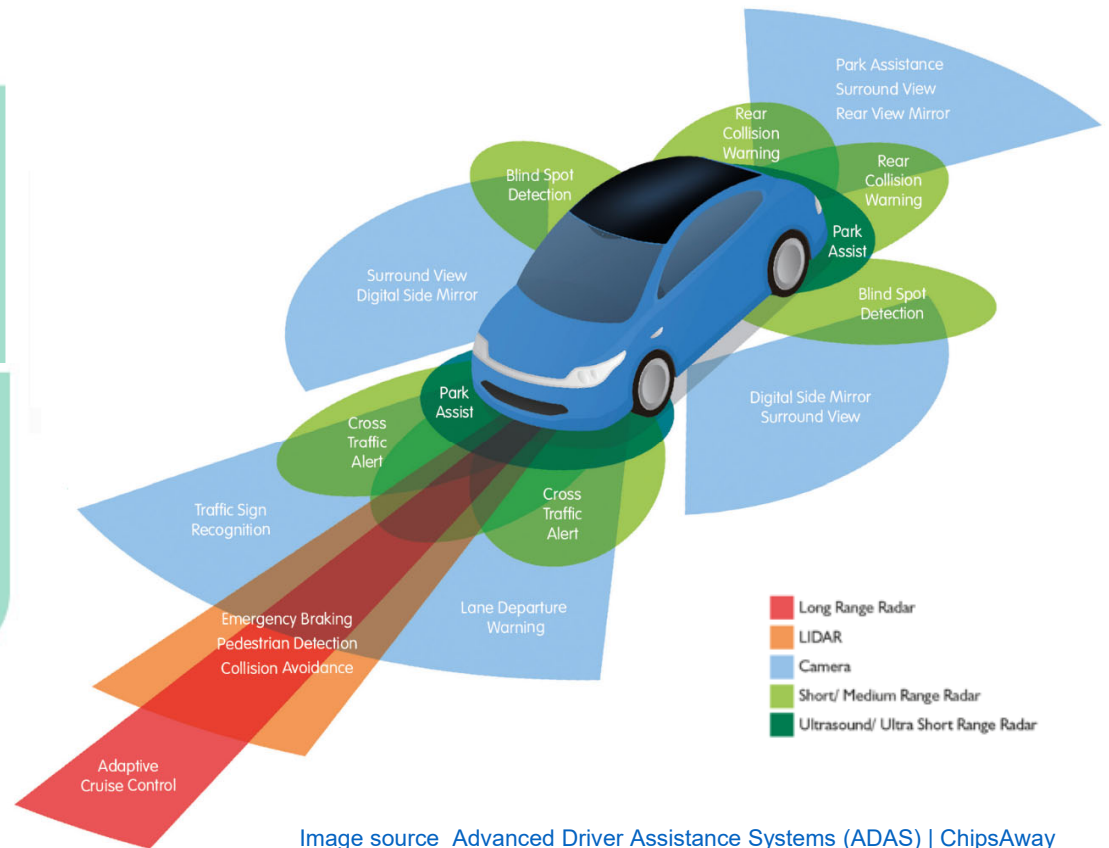


Image source: [Advanced Driver Assistance Systems \(ADAS\) | ChipsAway](#)

Topics for discussion

- Skills shortages in the automotive industry, specifically the long-term skills shortages.
- The transition to EVs and how that will impact skills.
- The need to upskill the industry.

Q & A

Provide Feedback



AUSMASA
Workforce Plan 2024

[Download a copy](#)



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Workforce Plan 2024

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[Provide Feedback](#)

Thank you

The Mining and Automotive Skills Alliance (AUSMASA) is a Jobs and Skills Council funded by the Australian Government Department of Employment and Workplace Relations.

