



**Manufacturing
Industry Skills
Alliance**

Appendix F:

Industry Initiatives that Align with the 2024 Workforce Plan

The Manufacturing Workforce Plan has identified workforce challenges and strategic responses to address those challenges.

This Appendix lists recent industry initiatives that complement the Manufacturing Workforce Plan.

Recent Industry Initiatives

Legend:

Workforce challenges:

1. Attraction and increasing the pipeline of apprentices
2. Ageing workforce
3. Lack of diversity
4. Emerging skills, occupations and industries

Potential connections to challenges	Program	Organisation	Aim/s	Description	Sources
1, 2	AIFST National Mentoring Program	Australian Institute of Food Science and Technology	To provide opportunities for final year students and graduates to learn from more established AIFST members	<p>Mentoring program which pairs students/graduate members with established Institute members to provide a platform to showcase the scope and diversity of roles within the sector for emerging food science professionals.</p> <p>Targeted towards final year student members and graduate members of AIFST. Two other opportunities are planned: one designed for undergraduate student members and another program specially for early career members.</p>	https://aifst.asn.au/National-Mentoring-Program
1, 3	Women In Manufacturing Network	Geelong Manufacturing Council	Aims to increase participation rates of women across the manufacturing and engineering sector in Geelong by promoting, supporting and encouraging women in the industry, and into the industry.	<p>Draws on industry mentors to support & develop women in operational roles in manufacturing & engineering organisations. With support from the Australian Government, program has been extended to participants in Ballarat via the Seed2STEM program and will be further extended to Bendigo in 2025.</p> <p>Nine-month long program which includes:</p> <ul style="list-style-type: none"> - Mentors and Mentees who are matched based on industry, experience, and program goals - Mentor and Mentee induction sessions with Program Facilitator with two Networking and PD Sessions with Program Facilitator - A final review and evaluation session with networking opportunities - A commitment to at least 6 face-to-face, one-on-one mentoring sessions 	Women in Manufacturing Network (WIMN) - Geelong Manufacturing Council

Potential connections to challenges	Program	Organisation	Aim/s	Description	Sources
1, 3	Engineers Australia's Mentoring Program: Mentor Match	Engineers Australia Young Engineers Australia	Help to facilitate the building of relationships to see graduates into their careers in engineering and learn new skills to get ahead in the industry.	A structured six-month program that provides an online networking and career development tool to help graduates find, connect, and share experiences with others.	https://yea.engineersaustralia.org.au/mentoring
1, 3	Women in Manufacturing Mentoring Program Action 4 of the Women in Manufacturing (WIM) Strategy supported by the QLD Job Fund	Ai Group	This program is to help eligible students work towards their career goals, build their confidence, gain exposure and networking with support and guidance from their mentor.	Nine-month program designed to: <ul style="list-style-type: none"> - Support female school students to plan a career in manufacturing and help them reach their development goals - Provide a support mechanism for new entrants to manufacturing, sharing knowledge, experience, and building professional and personal networks - Encourage women into the manufacturing industry. 	https://www.aigroup.com.au/sectors-and-advocacy/manufacturing/queensland-women-in-manufacturing-mentoring-program/ https://www.rdmw.qld.gov.au/__data/assets/pdf_file/0003/1671960/women-in-manufacturing-strategy-2023.pdf
1, 3	BUSY Sisters	BUSY Sisters	A program designed to support and guide career paths for women in non-traditional trades (normally male-dominated trades).	Mentors are experienced tradeswomen who can provide advice and insights on how to best navigate trades careers and overcome any challenges women might be facing. Program is run over a 6-month period, with weekly support from mentors who will provide a wealth of resources and information.	https://busysisters.com.au/
1, 3	Girls Leading Advanced Manufacturing (GLAM)	Geelong Manufacturing Council	Girls Leading Advance Manufacturing (GLAM) is a program that is targeted at school aged girls in years 9, 10 and 11.	Gives participants an opportunity to go behind the scenes in some of Geelong's major manufacturing companies.	https://www.geelongmanufacturingcouncil.com.au/2024/03/glam-2024-intake-applications-now-open

Potential connections to challenges	Program	Organisation	Aim/s	Description	Sources
1, 4	Milo Mission Academy for Lunar Exploration	Australian Remote Operations for Space and Earth (AROSE)	<p>Provide a unique, hands-on learning and insight into the dynamic world of Space.</p> <p>The 12-week STEM development program is designed to provide participants a hands-on, deep-dive understanding of the Space mission life cycle.</p>	<p>The team-based experience allows participants to gain knowledge about the needs of the Space sector, along with learning the practices, protocols, and procedures it takes to be operational within a Space environment.</p> <p>The program is offered to students and graduates in Australia and New Zealand by AROSE and made available virtually to make it accessible to as many people and regions as possible. The skills gained through this academy are foundational workforce skills that will be transferable across many Earth-based sectors as well, including Energy, Resources, Defence, Communications/Technology, Advanced Manufacturing.</p>	https://www.rose.org.au/milo
3, 4	Women in A/AA	Aviation/Aerospace Australia	<p>Women in Aviation/Aerospace Australia (WA/AA) is an initiative to promote the issue of gender diversity and the participation of women within the aviation, aerospace and space sector in Australia and a network for women to connect with industry peers, inspire future generations to join the industry, and excel in their chosen careers.</p>	<p>Summits, events, connecting women. Research programs/surveys.</p>	https://www.aviationaerospace.org.au/pages/women-in-aaa/about
3, 4	Gateway to Industry Schools Program	QLD Govt - Industry (QANTAS, TAE, Virgin, etc.)	To support the rapidly developing aerospace industry.	<p>The Gateway to Industry Schools program for Aerospace has proven essential in meeting the Queensland Government's aim of transitioning young people from school to work while completing school and gaining formal qualifications.</p> <p>Selected Queensland secondary schools (government and non-government) engage and partner with aerospace industries, tertiary education and training providers to inspire students to consider a skilled, diverse, and sustainable career or pathway into to the exciting aerospace industry sector.</p>	https://aerospacegatewayschools.com.au/

Potential connections to challenges	Program	Organisation	Aim/s	Description	Sources
3	Girls Can Trade Up Mentoring Program	Mas Experience partnering with AGA Apprenticeships Plus in Victoria, CEG in South Australia and MRAEL in Queensland	Program offering extensive support to women considering starting an apprenticeship or already begun one. When a woman joins the program, she is paired with a seasoned mentor who provides a monthly career check-in to guide her in her role. Additionally, program participants receive exclusive invitations to events tailored specifically for women in trades.	Provides a network that supports women to grow their career in the direction that suits them.	https://masnational.com.au/girls-can-trade-up-mentoring-program/
1, 4	Leading the Way in Industry 4.0 Training: Launch of the Certificate II Manufacturing Technology resources	Queensland Manufacturing Institute (QMI), in collaboration with Gateway School for Advanced Manufacturing, Dalby State High School & manufacturing industry partner Arrow Energy Advanced Manufacturing Gateway Schools and schools in the Bowen Surat Basin Region	Offers industry insights, evidence and opportunities for industry and the education sector, delivering outcomes for schoolteachers, students, local communities, and business.	Present school leavers with a key to the industry door by providing training pathways that will facilitate the transition into this highly skilled sector.	https://www.gatewaytoindustryschools.com.au/news/certificate-ii-manufacturing-resources

Potential connections to challenges	Program	Organisation	Aim/s	Description	Sources
4	Advanced Manufacturing and Supply Chain	MTPConnect is Australia's Life Sciences Innovation Accelerator.	<p>GMP UPLIFT Program CBE GMP Uplift Programs will provide participants a real-world perspective on Good Manufacturing Practice (GMP),</p> <p>Essential GMP Program Is for entry level employees (new starts up to 12 months) and is a five-day equivalent course, designed for participant flexibility in upskilling in fundamental GMP principles.</p> <p>Advanced GMP Program Is for those in a GMP role (12 months+) giving an in-depth understanding of the critical areas underpinning GMP compliance in practice.</p>	<p>MTPConnect forges stronger connections between research and industry to help maximize opportunities for Australians to not only make scientific and technological breakthroughs, but to see them developed through the proof-of-concept stage and successfully translated and commercialised.</p> <p>These outcomes are achieved with a focus on improving collaboration and commercialisation, funding cutting-edge innovations, improving management and workforce skills, optimising the regulatory and policy environment and improving access to global supply chains and strategic international markets.</p> <p>MTPConnect also operates accelerator programs to support the development of cutting-edge medical technology, biotechnology and pharmaceutical innovations, with more than A\$180 million invested so far in 200 projects.</p>	https://www.mtpconnect.org.au/programs/REDI/skills-gaps/manufacturing