

PROJECT OVERVIEW AND CONSULTATION STRATEGY

Project Name: Precast Concrete Manufacturing Skills

Training Package: Manufacturing (MSM)

Introduction

Precast concrete is increasingly being used in residential buildings, commercial structures, bridges, infrastructure projects, and more. Precast concrete components are manufactured in a controlled environment then transported and assembled at the construction site. This provides advantages in terms of quality control, efficient use of materials and energy and predictable production and delivery timeframes. Precast can also significantly reduce construction and ongoing costs with faster construction turnarounds, less concrete used, improved thermal efficiency and lower maintenance requirements.

JSA employment projection data for Concrete Products Machine Operator (ANZSCO 711112) shows this occupation is in future demand on the Skills Priority list. The growing demand for precast concrete in construction projects underscores the need for a skilled workforce capable of manufacturing and handling these components efficiently and safely.

Manufacturing Alliance has received feedback from the precast concrete industry (through the National Precast Concrete Association Australia (NPCAA), that the qualification should be reviewed for alignment to current precast skills and knowledge requirements. Two existing units have been identified for revision and the project will consider whether deleted units should be reviewed and revised or used as the basis for up to 14 new units relevant to precast operations.

This work is crucial to ensuring a competent workforce to sustain the industry's growth with the skills required for the production and handling of precast concrete elements.

Scope of the project

The expected outcome for this project is a qualification that covers the skills and knowledge required by the precast manufacturing industry.

This project proposes changes to the following training products:

Qualification:

- MSM30318 Certificate III in Manufactured Mineral Products.

Units of competency:

- MSMPMC304 Prepare for production.
- MSMPMC324 Move materials.

Up to 14 new units of competency, covering skills for:

- Producing structural precast concrete.
- Finishing green concrete products.
- Casting moulded concrete products.
- Finishing cured concrete products.
- Assembly, fabrication, and placement of reinforcement
- Demoulding concrete products
- Producing architectural precast concrete
- An introduction to working in the pre-cast industry

- Reinforcement and cage assembly
- Mould assembly and demoulding
- Quality control and pre-cast documentation
- Stressing process
- Specialised finishes
- Panel storage and transportation.

The project includes major changes, including revisions to existing units which will result in a code change. Changes to the content of these units may affect the following qualifications where the units are packaged:

- CUA30520 Certificate III in Aboriginal and/or Torres Strait Islander Cultural Arts
- CUA31120 Certificate III in Visual Arts
- PMA20116 Certificate II in Process Plant Operations
- PMA40116 Certificate IV in Process Plant Technology.

Initial development

Website notification

Manufacturing Industry Skills Alliance (Manufacturing Alliance) will publish the project commencement, consultation process, and feedback options on the website www.manufacturingalliance.org.au.

Establishment of Technical Committee

A Technical Committee has been established to provide expert advice, across educational and expert and/or technical knowledge to assist the design and development of training products. During the research and drafting phase, the Technical Committee will help to identify changes in job roles and pathway requirements and will assist in the functional and task analysis of job roles.

Members of the Technical Committee will also be briefed and asked for advice on technical issues and potential risks within the project and any stakeholders to add to the Consultation Strategy.

Membership of Technical Committee

Name	Organisation	Stakeholder Type	State/Territory
Simon Hughes	Precast Concepts	Employer	VIC
Trent Murdoch	MJB Industries	Employer	WA
Riccardo Musella	RECO	Employer	WA
Wendy Wright	Worksite Assessment and Training Solutions Australia	Educational Expert	WA
Wayne Lee	Manufacturing Skills Queensland	Industry Advisory Body	QLD
Kieran Forde	Civil Infrastructure Group	Employer – as advised by the VIC STA	VIC
Dean Olzard and Alescia Nicholas	ABC Training & Consulting	RTO	National
Joel Archer	Australian Workers' Union	Union	National

Notify Senior Responsible Officers, Assurance Body, and other Jobs and Skills Councils

A briefing will be sent to State/Territory Training Authorities with a request to identify key stakeholders within their jurisdiction and leverage any local industry engagement opportunities. All Jobs and Skills Councils (JSCs) will be alerted of the project and those that import units being reviewed will be contacted to determine opportunities for involvement for both the JSC and their stakeholder networks.

Drafting process

Key stakeholders will be contacted in the initial project phase and provided with an overview of the project and consultation arrangements. This enables Manufacturing Alliance to determine any risks or potential issues that may affect the project and to develop possible mitigation strategies.

The initial phase will also undertake a functional and task analysis of the industry to develop a thorough understanding of the application of skills and knowledge across different work settings and product types.

Key stakeholders will be interviewed by phone/online meeting in the early stage of drafting and group sessions will be convened if stakeholders prefer this mechanism.

These discussions will be used to:

- Validate/amend the functional and task analysis.
- Identify similarities and differences in skills and knowledge across roles, locations, employers, product types.
- Collect industry views on the gaps between these job requirements and the current MSM30318 Certificate III in Manufactured Mineral Products.

Key stakeholders in the initial drafting phase include:

- National Precast Concrete Association of Australia (NPCAA).
- Delta Corporation.
- ABC Training & Consulting.
- Precast Concepts.
- MJB Industries.
- Waeger Constructions.
- OZCAST Precast.
- Euro Precast.
- RECO.
- Precast Elements.

Public and Government Consultation

Release draft training products and promote consultations

Draft training products will be made available via the project page on the Manufacturing Alliance website with consultation dates and an explanation of the options for providing feedback. The links make all drafts publicly available to download for review and comment.

The opening of the consultation process will be promoted through Manufacturing Alliance website, newsletters, email alerts and social media, and reminders will be sent via the same mechanisms during the four-week consultation period.

Undertake consultations

Feedback options include a feedback form made available on the Manufacturing Alliance project webpage, phone, attendance at virtual information sessions as well as targeted consultations. Stakeholder engagement and collaboration will be open, proactive, inclusive, fair, and transparent across industry and the VET system. Several mechanisms will be used to collect intelligence and feedback to inform the training product development process. These mechanisms are designed to maximise participation opportunities and garner a comprehensive range of views and perspectives from stakeholders across Australia.

Up to two virtual information sessions will be undertaken during the public consultation phase to ensure the draft content is accurate, relevant, and meets the needs of industry. These sessions give stakeholders an opportunity to raise issue and provide their feedback. This provides a rich source of information for training product development work and helps to determine general consensus between stakeholders and divergent views.

Targeted consultations with key stakeholders will be held via phone, virtual, and face to face meetings to facilitate specialist feedback. These consultations allow for in-depth discussion on targeted topics that may be complex or where divergent views exist. These consultations will be initiated by Manufacturing Alliance especially where feedback rates are low and may be held with individual stakeholders or organisations or as groups forums depending on stakeholder availability.

Maintain a Consultation Log

Throughout the development process, feedback will be captured in the project Consultation Log. The Consultation Log will include a high-level summary of feedback received and will be published to the website at key points. It will include evidence of consultations, responses to feedback, and if relevant any dispute resolution, justification for feedback not incorporated, and issues not resolved.

Incorporating feedback

Determine revisions

Collated information from consultations will be analysed to identify trends and diverse views. Potential actions, responses and solutions will be developed through regular facilitated processes including advice from the Technical Committee, and where necessary other subject matter experts. Best efforts will be made to incorporate feedback to ensure the final product reflects a common shared view.

Validate revisions

The Technical Committee will provide advice on the final draft training products and a statement to this effect forms part of the submission of the final products to the Manufacturing Alliance Chief Executive Officer.

Additional consultation if required

Additional consultation may be undertaken to manage diverse viewpoints or if significant changes have been made to the training product as a result of public and government consultation. Timeframes for any additional consultation will reflect the scope and complexity of the proposed changes.

Provide justification

Justification will be provided where consultation feedback is not implemented or broad consensus from stakeholders cannot be reached, along with reasons why issues cannot be resolved. Any impact on learners and employment outcomes will be clearly identified.

Dispute resolution

Where broad agreement cannot be achieved, the Manufacturing Alliance will engage with all relevant stakeholders to facilitate an outcome. Should a formal dispute be raised Manufacturing Alliance will apply the Dispute Resolution Policy.

Publication of training products

The completed and endorsed training products will be released and published on the National register of VET within 10 days of endorsement. Notification of the release along with the final submission documents will be published on the Manufacturing Alliance website once the release is 'live.' An email will also be sent to stakeholders notifying them of the finalisation of the project and publication of the products.

Key Stakeholders

This project is supported by the National Precast Concrete Association of Australia (NPCAA) which has agreed to play a central role in identifying and communicating with industry stakeholders.

Key stakeholders for this project include:

- Industry subject matter experts (including Industry Advisory Bodies).
- Range of employers.
- Registered Training Organisations (RTOs).
- Peak bodies/associations.
- Educational experts
- Unions.
- The Commonwealth, state, and territory governments (including State Training Authorities and Senior Responsible Officers (SROs)).
- Learners and other interested stakeholders, as appropriate.

Please contact Jacob Micallef, Executive Manager, Manufacturing Workforce Intelligence, at jacobm@manufacturingalliance.org.au for further details.

Proposed Stakeholder Consultation list

The following stakeholders will be approached as the starting point for the project consultations. As the project progresses additional stakeholders will be identified and targeted to participate in consultations.

Organisation	Stakeholder Type	State/Territory
National Precast Concrete Association Australia	Industry Association/ Peak Body	National
Major Training Group	RTO	QLD
Boral RTO	RTO	National
North Metropolitan TAFE	RTO	WA
PM Squared	RTO	National
TAFE Queensland	RTO	QLD
Delta Corporation	Employer	WA
MJB Industries	Employer	WA
RECO	Employer	WA

Perdon Group	Employer – as advised by the WA STA	WA
Precast Elements	Employer	NSW
Ozcast Precast	Employer	NSW
Alpha Precast	Employer	NSW
Infrastructure Products Australia (IPA)	Employer	NSW
Waeger Constructions	Employer	NSW
Precast Concepts	Employer	VIC
Euro Precast	Employer	VIC
Civil Infrastructure Group	Employer – as advised by the VIC STA	VIC
Novus Precast	Employer	QLD
Australian Minerals and Energy Skills Alliance (AUSMASA)	Jobs and Skills Council (JSC)	National
BuildSkills Australia	Jobs and Skills Council (JSC)	National
Service and Creative Skills Australia	Jobs and Skills Council (JSC)	National
Skills SA	State and Territory Training Authorities (STAs)	SA
Skills Canberra	State and Territory Training Authorities (STAs)	ACT
Skills Tasmania	State and Territory Training Authorities (STAs)	TAS
Training Services NSW	State and Territory Training Authorities (STAs)	NSW
Victorian Skills Authority (VSA)	State and Territory Training Authorities (STAs)	VIC
QLD Department of Employment, Small Business and Training (DESBT)	State and Territory Training Authorities (STAs)	QLD
WA State Training Board	State and Territory Training Authorities (STAs)	WA
Department of Industry, Tourism and Trade (NT)	State and Territory Training Authorities (STAs)	NT
Manufacturing Skills Australia	Industry Advisory Body	NSW
Manufacturing Skills Queensland	Industry Advisory Body	QLD
Industry Skills Advisory Council NT (ISACNT)	Industry Advisory Body	NT
Utilities, Engineering, Electrical and Automotive (UEEA)	Industry Advisory Body	WA
Manufacturing and Automotive Industry Skills Council – Office of the South Australian Skills Commission	Industry Advisory Body	SA
CFMEU	Union	National
AWU	Union	National

