

Productivity Places Program



Skilling Australia for the Future outlines the Australian Government's commitment to provide additional training places nationally under the Productivity Places Program.

The Productivity Places program is a joint initiative between the Australian and State Governments which aims to provide a total of 701,000 training places nationally for existing workers and job seekers over five years commencing 2008.

The key objective of the program is to provide additional training places for higher level qualifications through industry-led processes that aim to deliver training that is more responsive to the needs of enterprises and individuals.

The program began in April 2008 with the offer of 20,000 Australian Government-funded training places for job seekers nationally.

The Queensland Fitness, Sport and Recreation Skills Alliance is playing a leading role in rolling out this program across our industry and will serve as the principal contact and driver for this program as an industry broker.

As an industry broker we are responsible for the provision of training under PPP and as such will consult extensively with employers within the industry to determine and consolidate the demand for training. Ultimately, we will establish relationships between employers and Registered Training Organisations for the purposes of providing high quality training under PPP.

In 2009/2010, the Qld Skills Alliance have successfully allocated 150 training places to fitness centres, outdoor recreation and education centres, sporting organisations and community recreation centres.

In July 2010, the we received an additional 410 training places have to allocate across our industry in 2010/2011 through the Skills Alliance Brokerage. These training places are across Fitness, Outdoor Recreation, Community Recreation and Business qualifications.

At this stage PPP will only cover full qualifications; individual competencies relating to specific skill sets are not eligible at this time. The Skills Alliance continues to liaise with the Department of Education and Training and our National Industry Skills Council (Service Skills Australia) to broaden the scope of the program to include skill sets.

Contact: Bradley Low
Industry Advisor
Ph: 07 3367 0833
Email: services@skillsalliance.com.au
Web: www.skillsalliance.com.au



For Registered Training Organisations

The Qld Skills Alliance have developed a number of strategies which will be implemented to achieve the program priorities. These strategies may include:

- An industry selection of Registered Training Organisations. The Qld Skills Alliance, through a selection process, endorses RTO's as preferred providers. In instances where the Qld Skills Alliance is unable to reach a decision, they will seek input and advice from an industry respected 'selection committee'. The selection committee consists of representatives from across the industry. These members will provide expert advice on the training providers. This is the key strategy under the brokerage model. The Qld Skills Alliance will only enter into delivery contracts with those RTO's that have been endorsed as preferred providers.
- Employer requested and endorsed RTO selection, where the employer can nominate their preferred RTO to deliver training to their organisation. The Qld Skills Alliance, as the industry broker, will assess the RTO against the preferred provider selection guidelines and negotiate the allocation of training to the RTO.
- An RTO tender administered directly by the department (for large-scale training only)

The Qld Skills Alliance has entered into an agreement with the Department of Education and Training to implement PPP across our industry in Queensland. The Qld Skills Alliance will broker training among existing workers and will play an advisory role in the job seeker area. Part of this agreement involves the selection of RTOs as "Preferred Providers" through an industry-led selection process. RTOs are encouraged to contact The Skills Alliance to find out more about the selection process and determine their eligibility to apply to be a preferred provider.

For Employers

The Productivity Places Program is designed to provide employers with the opportunity to up-skill their existing workers to higher qualifications. Nominally, up to 80% of this training will be funded by the Federal and State Government

Employers are required to complete an Expression of Interest form to officially register for the program. This form can be found on the Qld Skills Alliance website (www.skillsalliance.com.au). Once this form is submitted, the employer will be contacted by the Qld Skills Alliance.

Employers will then be asked to complete a training needs analysis in order to identify the training requirements specific to your organisations. This is not designed to be an tedious task and the Qld Skills Alliance will also be actively involved in assisting you to complete this process.

A training needs analysis is the first critical stage in the training cycle and comprises of:

- Determining what is required to complete the work activity
- Determining the existing levels of the staff completing the work
- Determining the training gap (if any)

The training gap is the difference between required and existing skill levels and includes the knowledge, skills, attitude and aptitude required by an individual to undertake their activity effectively and efficiently.

The training needs analysis is not designed to be onerous and as such will be at the team level only.

Based on the outcome of the training needs analysis, The Skills Alliance will work with individual employers, groups of employers and registered training organisations to determine the most effective training and mode of delivery required to successfully bridge the training gap and apply to the Department of Education and Training for training funds under the Productivity Places Program.

Employer can apply for places in the following qualifications:

- Certificate III in Fitness
- Certificate IV in Fitness
- Certificate IV in Community Recreation
- Certificate IV in Outdoor Recreation
- Diploma of Outdoor Recreation
- Certificate IV in Frontline Management
- Certificate IV in Business
- Certificate IV in Business Sales
- Diploma of Business
- Certificate IV in Training and Assessment

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