

RPL Skills Express Industry Joint Venture Powerline Worker

NSW ITAB Conference July 08



countryenergy

Powerline Workers – History pre 1998

- Approx 1800 practising Powerline Workers in NSW
- Provision of training by OTEN & former energy distributors
- Endorsement of training by industry regulators

Power Distribution Industry - post 1998

- Ageing workforce - potential loss of skills, knowledge and experience
- Limited succession planning within the industry
- Retention of experienced staff in a competitive market
- Experienced and qualified staff, need to address the currency of the sector's current workforce's skills and knowledge
- Increasing pressure from unions to align pay to qualification
- Powerline Worker recognised as a trade

Powerline Worker Qualification Triggers

- Regulatory requirements are now imposing a current qualification. The qualification required is the ESI Certificate 3 Powerline (UET30206)
- Current estimations some 1000 Powerline workers in NSW with no nationally recognised qualification.
- Career advancement
- Skill shortages.
- Approx 1000 highly skilled & experienced Powerline Workers with no nationally recognised qualification.

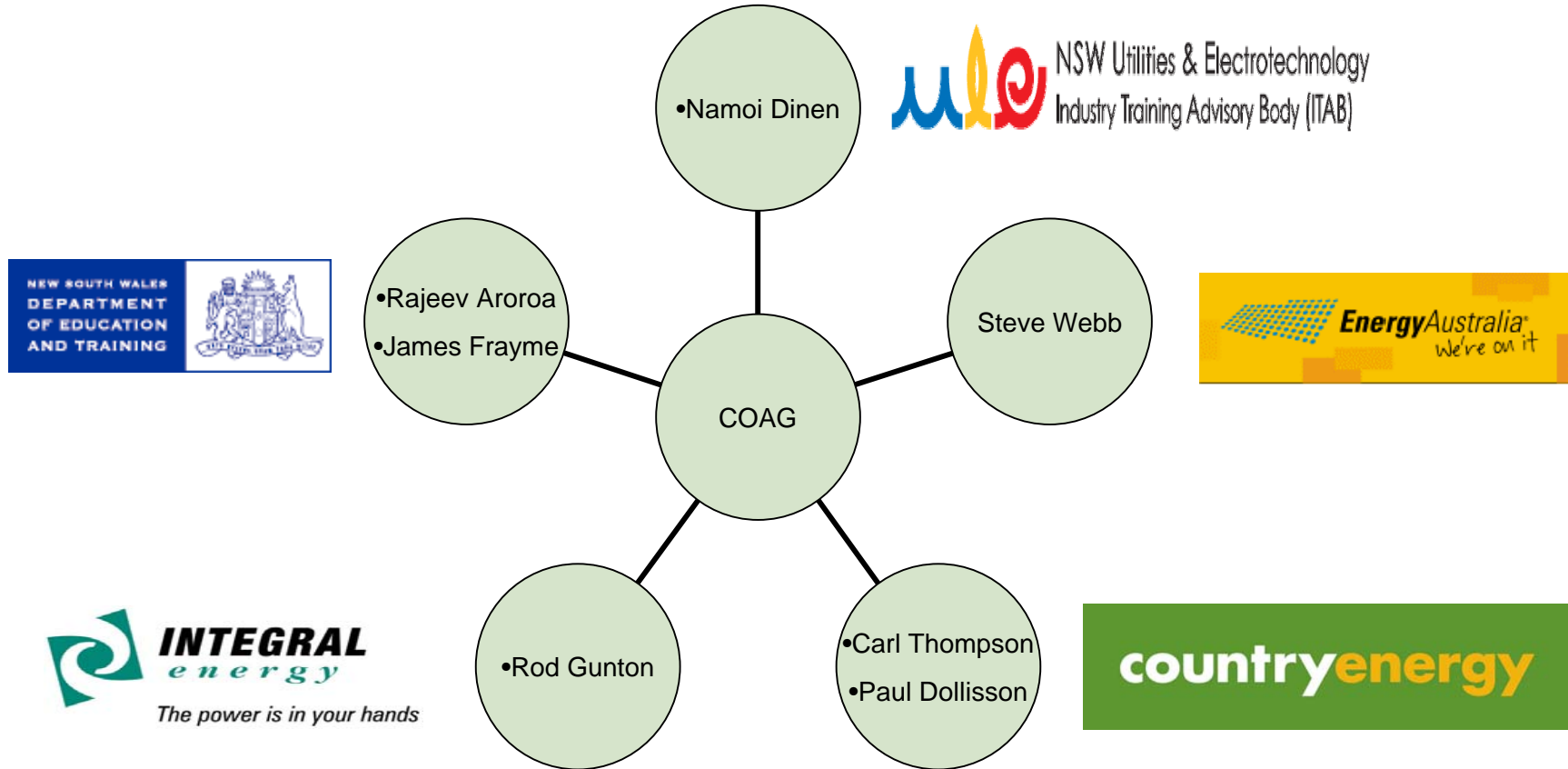
What was done to address these issues?

- Realisation to address the skills shortage.
- Joint initiative to address an industry need
- Recognition of existing OTEN and industry trained Powerline Workers against a national qualification to meet industry needs.
- Provide the industry RTO's with a mapping process.
- Provides candidates an opportunity to gain a qualification or an analysis of the training gaps required.

Benefits

- Career path progression
- Staff assessed to a national standard (due diligence)
- Addresses Union's concerns
- Identifying the competencies and qualifications required in the workplace
- Determining the competencies and qualifications already held by our staff
- Identifying individual development needs

The Alliance Team



Actions to date

- Alliance formed- Energy Australia, Integral Energy, Country Energy, NSW Utilities ITAB and DET NSW
- Business plan prepared and submitted to DET for funding
- Mapping conducted to maximise RPL from OTEN to ESI qualification.
- Process allows for “desktop” assessment
- Timeline developed – expected completion September ‘08
- 3 pilot groups to trial process
- First pilot group nearing completion.

Preliminary Findings

- Initial indications are showing no on-job gap training requirements
- Clear gaps have been identified in the off-job or underpinning knowledge requirements between the two qualifications.
- The analysis of the OTEN & Industry courses against the ESI Cert 3 provided significant advanced standing. (RPL)
- Depending on individual's circumstances, this may be further reduced by additional RPL
(eg training completed over and above the OTEN or industry courses)

Questions