

Senate Education and Employment Legislation Committee

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Jobs and Skills Australia Bill 2022

AADA representing over 3,100 new car Dealers businesses employing 59,000 people, appreciates that the Commonwealth Government intends to address the employment, training, and skills shortage issues.

AADA welcomes the focus that the Jobs and Skills Australia Bill 2022 and the proposed independent training body – Jobs and Skills Australia, will bring to employment and training issues. We look forward to further industry consultation on the implementation and operational plans of Jobs and Skills Australia.

There is substantial skills shortage, estimated to be 33,000 unfilled positions in the Australian automotive industry. New car Dealers are experiencing deep shortages of availability of skilled people, particularly the technicians which play such a crucial role in keeping the nation's vehicle fleet safely maintained. AADA is addressing apprenticeship training in cooperation with the Australian Automotive Aftermarket Association and Motor Trades Association of Queensland. Together we surveyed apprentice satisfaction with work and training. The survey results show that 37 per cent of fourth year apprentices are dissatisfied, and 16 per cent are considering moving to another industry once their training is completed.

Automotive products are constantly evolving and a period of transition to new technologies has commenced. Digitisation, electrification, and connectivity of vehicles requires new training for the new skills required to service, maintain, and repair these vehicles. That does not mean that demand for skills will change overnight but does demand good planning today for future skills and training levels.

A transition to electric vehicles will take time. It is predicted that 32 per cent of new cars sold in 2030 will be battery electric vehicles, however that means that approximately two thirds of vehicles will be Internal Combustion Engines (ICE) or Hybrid. The automotive market will continue to grow and demand a range of skills to supply and service the Australian automotive fleet with a range of power train technologies.

There are over 20 million vehicles in the Australian fleet, ICE vehicles will continue to be driven and serviced for years to come. The transition to Zero or Low Emission Vehicles (ZLEVs) will take time. ZLEVs are increasingly digitized, have less moving parts and require less maintenance. However, they will still require trained technicians to provide regular maintenance and repairs when needed.

Research and data on the skills required to meet demand is also important. The research must be done in consultation with industry and businesses on the ground, in workshops, factories, to identify exactly where skills are needed. We note the commitment to a tripartite approach and to genuine and inclusive consultation.



When considering skills shortages, the Government and Jobs and Skills Australia should factor in the efficacy (or otherwise) of skilled migration. The current arrangements are not meeting demand, are difficult for employers to implement, and holding back employment and economic capacity. Skilled migration should be available where skills are not being met from within our own training systems.

Jobs and Skills Australia will have a remit to advise on the adequacy of the VET sector and to consider the adequacies of outcomes for students engaged in training. AADA has been engaged in research on the employment and satisfaction of automotive industry apprentices. Our research shows that there is work to be done to improve apprentice outcomes for all concerned, employees, employers, and trainers.

Thank you for the opportunity to submit on this important Bill. We would welcome further opportunities to engage in consultation on employment skills and training issues.

[Full Survey results.](#)

Yours Sincerely,



James Voortman
Chief Executive Officer