

# Aviation

## Sector Overview

*The AVI Aviation Training Package provides the only nationally recognised Vocational Education and Training (VET) qualifications for occupations involved in: Aerodrome Operations, Airport Safety, Ground Operations, Cargo Services, Customer Service, Aviation Transport Protection, Aviation Search and Rescue, Management and Supervision, Air Traffic Control, Flight Operations (Pilots – aeroplane, helicopter, commercial, military, remote and pilot in command) and Flight Instruction (AIS 2017).*

# AVIATION



## Industry Overview

The aviation workforce in Queensland is the second largest in Australia with over 14,000 employees.<sup>1</sup> There has been significant growth within the aviation sector within Queensland and is a major hub for the industry in the Asia-Pacific region. Queensland's aviation industry comprises more than 900 firms that range in size from global corporations to small and medium-sized enterprises. Queensland represents 30 per cent of Australia's aviation and aerospace organisations. The industry employs more than 88,000 people across: Domestic commercial aviation, international commercial aviation, general aviation, air-freight transport and aviation support infrastructure<sup>2</sup>.

## Key Metrics (Australia)

Revenue (\$b)	43.54B
Profit (\$b)	4.12B
Average Wage (\$)	\$81,70
No. of Businesses	1,865
Employment Growth to 2023 (%)	11.5%
Workforce in QLD	14,016
Enterprises in QLD	509
Composition (Small/ Med/ Lrg)	94% Small

Source: AIS Skills Forecast 2018 – Aviation | Australian Bureau of Statistics (2017)  
2016 Census – Employment, Income and Education. Australian Government.

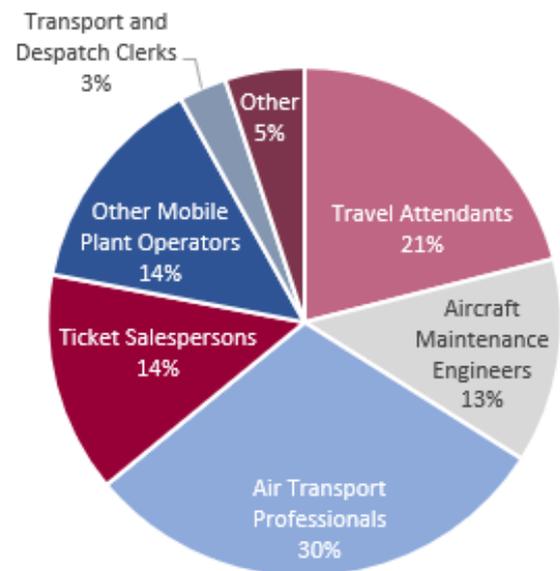
## Demographics

Average age	41.3 years
Demographics	33 per cent female 67 per cent male
Distribution	80 per cent of QLD aviation workforce is in South East Queensland.

Source: 2011 and 2016 ABS Census.

## Workforce Composition – Queensland Aviation

The composition of the Queensland aviation workforce is largely represented by air transport professionals, including pilots, air traffic controllers and flight instructors; employed in airports, airline operators, aircraft manufacturers / repairers and air freight services. The below graph highlights the various roles within industry.



Source: ABS Data

<sup>1</sup> Australian Industry Standard – Aviation Skills Forecast 2018

<sup>2</sup> Australian Industry Standard – Aviation Skills Forecast 2017



## Projected Employment & Skills Growth

The forecasted skill priorities and employment trends have been informed by international, national and state-based trends, stakeholder engagement and industry consultation.

### Airports

Queensland is home to 191 airports and is Australia's most decentralised state. Employment growth is forecast to increase at a slow rate over the next five years as new technology improves airport productivity. This includes automated processes such as self-service check-in, baggage drop-off, ticketing and reservations, and customer service.

### Airline Operators

Employment is forecast to fall over the next years as airlines aim to improve efficiencies, creating less reliance on staff.

***Demand for air services include; holiday destination, visitation (friends and family), business related and work - rostered (fly-in/ fly-out).***

### Aircraft Manufacturing/ Repair/ Overhaul

There is strong demand for maintenance and repair of aircraft and parts in Queensland. Due to the large area and low-density of the Queensland population, there is a significant need of air transportation for miners and other people who work in remotely. As such, demand for maintenance and repair is stronger due to the higher frequency of flights.

***More aircraft manufacturing facility are now based in Queensland than any other state<sup>3</sup>.***

***Over the past 10 years, significant repair facilities have been attracted to Queensland, producing over \$100 million in capital expenditure and over 2000 jobs<sup>4</sup>.***

### Air Freight Services

Industry employment numbers are also expected to increase in line with rising demand and flight capacity. The use of larger, more fuel-efficient planes and growth in dedicated freight services has allowed industry enterprises to expand services while reducing employment. Many airlines have increased their flight capacity among the most popular routes, increasing the industry's capacity to provide airfreight services. Furthermore, a strong increase in export volumes over the period has also increased demand for airfreight services<sup>5</sup>.



<sup>3</sup> IBISWorld Industry Report C2394 – Aircraft Manufacturing and Repair Services in Australia

<sup>4</sup> <http://www.dilgp.qld.gov.au/resources/brochure/invest-queensland-aviation.pdf>

<sup>5</sup> IBISWorld Industry Report I5292b Rail, Air and Sea Freight Forwarding in Australia



## Emerging Industry Disruption Influences

### Ageing Workforce

Maintaining the aviation workforce into the future will be challenged by an ageing demographic with the average age of the workforce over 41 years. There is a decline in the number of appropriately skilled candidates in the labour market, with retiring employees causing significant knowledge loss across industry<sup>6</sup>.

### Service Demand

Growth in service demand has meant skills shortages, with demand for labour intensified by attractive remuneration from international aviation employers. Economic growth and higher disposable income results in increased air travel<sup>7</sup>.

Total aircraft and passenger movements at Brisbane Airport have risen over the past five years, due to the rapidly increasing popularity of Queensland as a tourist destination.

***Aircraft traffic is set to grow, with estimates that by 2029–2030, passenger numbers will exceed 45 million<sup>8</sup>.***

The emergence of the Asia-Pacific region as a focus for international tourism and aviation growth is a key opportunity driver in Queensland.

### Technology

Remotely Piloted Aircraft Systems (RPAS), also known as Unmanned Aircraft Systems (UAS), or drones, are rapidly emerging across industry<sup>9</sup>. These technologies are expected to play a significant role in industry over the next 20 years and are offering opportunities across a wide range of other industries, including scientific research, emergency services and commercial aviation.

***The number of remote pilot licenses issued by CASA has grown from fewer than 100 three years ago, to more than 4,000 today, while nearly 900 organisations are now certified to carry out commercial drone activities<sup>10</sup>.***

### Workforce mobility and Training Preferences

There is heavy competition for labour across industry, with a workforce that requires a more national in-transit workforce, supported by local on-the-ground staff at airport locations. Industry consultation highlighted flexibility with training preferences across accredited VET, skill sets and private training depending on the skill level of roles (see survey results).

### Safety and Regulation

The industry is highly regulated to ensure aviation safety for the travelling public. There is strong compliance with occupational health, safety laws and employment laws. Civil Aviation Safety Authority (CASA) is the leading government agency responsible for the enforcement and administration of aviation legislation.

### Automation

There has been an increase of casualisation and part-time employment of workers across the industry due to implementation of labour-saving machinery and technology, consequently reducing labour expenses, skill demand and volume.

### Fleet

Industry has an ageing fleet of general aviation aircraft. Industry are working with CASA on policies for ongoing maintenance and inspections. There is some degree of concern regarding the future viability and affordability of regional routes when the current fleet requires replacement, or the maintenance of the ageing fleet becomes cost prohibitive.

<sup>6</sup> Australian Industry Standard - Aviation Skills Forecast 2017

<sup>7</sup> Australian Industry Standard - Aviation Skills Forecast 2017

<sup>8</sup> <http://www.dilgp.qld.gov.au/resources/brochure/invest-queensland-aviation.pdf>

<sup>9</sup> Skills Framework for the Queensland Drone Economy

<sup>10</sup> Australian Financial Review 2017 (Feb)- Drones flying into regions, but improvements needed for cities.



## Regional Considerations

Infrastructure projects in regional locations create a significant number of jobs in the development phase as well as ongoing job roles year-on-year. Accordingly, these projects will shape the future skills and training needs based on direct and indirect job creation and continuing service demand.

### **Brisbane**

Archerfield Airport is a major transport hub for Brisbane and South East Queensland and forms the base for transport companies. Located close to the intermodal hub at Acacia Ridge and the wider Brisbane customer base it is close to major transport hubs.

Brisbane Airport is the third busiest Australian airport by aircraft movements with nearly 23.2 million passengers per year. Total passenger movements through the airport are expected to reach 29 million by 2018-19 and 45 million by 2028-29.

***Brisbane Airport Project - Runway duplication: Estimated for completion by 2020, it is forecast that by 2035 the new runway will lead to the creation of 7,800 new jobs and contribute an additional \$5 billion in economic benefit for the region.***

### **Gold Coast and Logan - Beaudesert**

The Gold Coast Airport has 6.5 million passengers per annum making it the fifth busiest international airport in Australia and the sixth busiest overall. Gold Coast Airport is owned and operated by Queensland Airports Limited (QAL). Queensland Airports Limited owns and operates the Gold Coast, Townsville, Mount Isa and Longreach Airports<sup>11</sup>.

### **Ipswich**

The expansion of the RAAF Base Amberley saw a major increase in airbase personnel and additional spending on defence infrastructure.

***RAAF Amberley, Australia's largest military air base that is projected to grow to over 7000 personnel by 2020.***

### **Sunshine Coast, Moreton Bay and Wide Bay**

The Sunshine Coast Airport is based at Marcoola, and there are also regional council owned and operated airports in Hervey Bay, Maryborough and Bundaberg. By 2020, the expansion of the Sunshine Coast Airport will provide global opportunities including new routes to Asia, allowing new benefits the agribusiness sector, providing global export networks, particularly in China.

### **Toowoomba and the Darling Gowns - Maranoa**

There are four strategic airports in the region, including; Roma, Toowoomba and the Army Aviation Centre at Oakey. The newest facility, Toowoomba Wellcamp Airport provides interstate, intrastate and international connectivity for the Darling Downs, Granite Belt, Surat Basin and Southern Downs regions. It has over 80 weekly passenger flights and an international freighter service, providing access and opportunities for communities and facilitating investment, business and trade opportunities.

<sup>11</sup> <http://qldairports.com.au/>



## Central Queensland (Fitzroy)

The growth of Gladstone Airport is linked to the delivery of major infrastructure developments, particularly in the LNG industry. Rockhampton Airport is the largest local government owned and operated airport in Australia by way of passenger numbers and aircraft movements<sup>12</sup>.

Rockhampton Airport is a major Australian regional airport that services the City of Rockhampton and Central Queensland and has approximately 650,000 passengers passing through the terminal every year.

### **Rockhampton Gateway Project**

***Development of a true multi modal road, rail, air transport and logistics hub with benefits of the project are expected to flow to the defence, tourism, agricultural and resources sector while also diversifying the local economy to enhance emerging aviation, transport and logistics specific industries, creating jobs and prosperity for the region.***

## Mackay – Isaac - Whitsunday

There are three airports in the region contributing to import and export of goods to and from the region and the movement of tourists and locals.

## Cairns

Cairns Airport provides air links to a range of domestic and international locations, including gateway tourism attractions of the Great Barrier Reef and tropical rainforests of the region. There are planned island infrastructure investments which will see a flow on rise in tourism numbers and airport traffic.

A phased redevelopment of the airport will see \$1 billion invested over the next 20 years with the aim of ensuring the facility continues to evolve as Northern Australia's Asia-Pacific gateway.

### **Aviation Enterprise Precinct (AEP)**

***A commercially competitive, purpose built, dedicated precinct at Cairns Airport will offer the opportunity to capitalize on global market and economic conditions, through a diverse range of aeronautical and aerospace related activities.***

<sup>12</sup> Rockhampton Airport Master Plan 2017-2037

<sup>13</sup> <https://www.townsvilleairport.com.au/corporate/about-us/>

## Townsville

Townsville Airport is the centre of aviation in the North Queensland region. Townsville Airport operates under a Joint User Agreement with the Department of Defence<sup>13</sup>. Townsville airport is in the process of developing the Northern Australian Aerospace Centre of Excellence (NAACEX), a large-scale business park and general aviation precinct that will support a cluster of aviation and support industries servicing the Australian and South-East Asian markets.<sup>14</sup>

### **NAACEX**

***The creation NAACEX has seen a cluster of aerospace and supply industries with leading organisations such as, BAE Systems and Flying Colours, taking up residence in the precinct.***

Charters Towers has an uncontrolled airport (i.e. no tower) and has one sealed and one unsealed runway.

## Queensland Outback

Both Longreach and Mount Isa airports are owned by QAL<sup>15</sup>. Mount Isa's passenger mix is predominately business-based accounting for 48 per cent of all travel, with a high frequency of travel in Mount Isa due to the nature of the fly in fly out (FIFO) market investments which will see a flow on rise in tourism numbers and airport traffic.

## Business initiatives – Queensland Airports Limited

With headquarters on the Gold Coast, QAL is the largest operator of regional airports in Australia. It has long term leases over and manages the airports at Gold Coast, Townsville, Mount Isa and Longreach and manages Miles and Chinchilla Airports for Western Downs Regional Council. It owns ground handling operator Aviation Ground Handling that operates at these airports as well as Sunshine Coast, Mackay and Rockhampton. QAL also owns the aircraft maintenance and overhaul company, AVIEX, based in Townsville. QAL is a 100 per cent Australian owned company whose shareholders include significant interests by Australian superannuation funds.

<sup>14</sup> <http://qldairports.com.au/qal-aviation-precincts/northern-australian-aerospace-centre-of-excellence/>

<sup>15</sup> <http://www.longreachairport.com.au/>



***QAL employees more than 2,500 and with such a broad network, there is greater opportunity in regional areas for career pathways and workforce development initiatives. QAL offers our staff training and qualifications in programs such as airport management, business, airside operations, workplace health and safety, project management, and general management.***

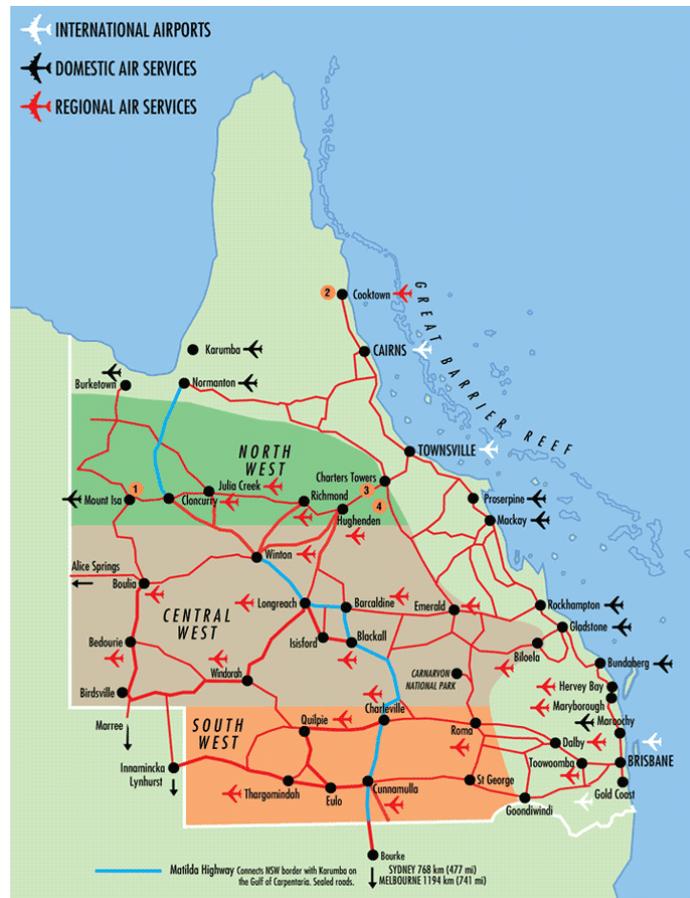
## **Business initiatives – QANTAS**

Queensland will be the base of the new Qantas Dreamliner fleet which will create new networks to Dallas, Las Vegas, Vancouver and Seattle.

***Qantas will grow their existing 4,700 strong workforce by an additional 470 direct and indirect jobs in the first five years of the Dreamliner operation.***

## **QUEENSLAND AIRPORTS MAP**

The below map highlights international, domestic and regional air services and airports across Queensland.



Source: Source: Transport and Main Road, Port<sup>16</sup>

<sup>16</sup> <https://www.queensland-australia.com/queensland-airports.html#airlines>



## Supply & Demand SWOT Analysis of Labour & Skills Supply

### STRENGTHS

- Aviation businesses are investing in, and developing, new information-based technologies to streamline and automate manual processes in airports.
- Strong Tourism industry to support jobs in regional areas
- Ongoing investment in tourism promotion
- Proximity to Asia and improved direct air services in Queensland will support state tourism growth
- Investment in upgrading airports and opening new routes to Asia will buoy the industry.
- Regional airports as well as metro are all experiencing growth and there are further expansion plans for leveraging the Asia-Pacific routes.
- Less issues with attractiveness of industry for new entrants

### WEAKNESSES

- There is a shortage of licensed aircraft maintenance engineers. The industry is at the forefront of technology, constantly striving to create new products and improve existing ones. Therefore, industry demands skilled employees to keep up with demand. Strong investments and research on products further validates need for qualified staff.
- There is an urgent need for qualified and appropriately skilled Flight Instructors, Flight Examiners and Flight Operations Inspectors to support the needs of regional air services.
- Skilled employees to deal with robust level of cyber-security, personal data privacy, personal safety – continues as challenge, therefore high-level skills are needed.
- Retention of ground crew and baggage handler staff.

### OPPORTUNITIES

- There is an industry-wide shortage amongst pilots, and there is consideration of reinstating the 457 visas for pilots to address the national shortage.
- Uber's Flying Car project may be trialled in either Sydney or Melbourne. Carrying 4 passengers, the smart phone app will be used to order the air transport<sup>17</sup>.
- Military hardware Black Hornet Nano technology (RPAS) now in use in the Australian Army. Lighter than a light bulb, there are 30 drones based in Brisbane under a program costing \$18M. This technology can fly ahead of troops as 'eyes-on' for disaster and warfare.<sup>18</sup>
- World air cargo is expected to double in the next 20 years. The increasing share of small and light parcels in the Australian freight task will add to demand for the sector's ground crew workforce.

### THREATS

- Skill shortages with the aviation industry are influenced by state, national and global workforce dynamics, due to the international nature of air transport activity.
- Shortage of trainers and assessors is further impacted by poaching and lucrative incentives for pilot roles offered by international airlines, specifically those from China<sup>19</sup>.
- Costs and time associated with gaining qualification is also contributing to shortages.
- Employers are already expressing concern about the digital skills capability of key segments of the workforce in the aviation industry.

<sup>17</sup> Seven News, June 2018

<sup>18</sup> Seven News, 24 May 2018

<sup>19</sup> ABC News, May 2018



## Known & Emerging Future Job Roles

### Aviation Job Shortages

The Australian Industry Standards identified the following in demand job roles<sup>20</sup>:

1. Aviation Maintenance Engineers
2. Trainers / Instructors
3. Pilots
4. Technology Roles / Personnel
5. Aerodrome Personnel

In the main, industry feedback supported this view and highlighted a number of additional roles considered as potential future job shortages<sup>21</sup>:

- Safety Managers, expect this role will be mandated by CASA
- Aircraft Maintenance Engineer (Structures)
- Check in staff and security staff
- Operational management
- Aerospace experienced, degree qualified, aerospace design, asset management and reliability engineers
- Planners /Schedulers,
- People with defence specific skills
- Support and technical specialists.

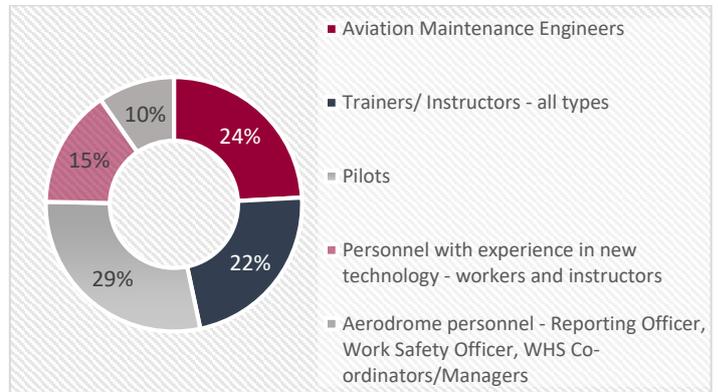
### Industry Identified Training Preference<sup>22</sup>

JOB ROLE	ACCREDITED VET FULL QUALIFICATION	ACCREDITED SKILL SET	PRIVATE TRAINING
1. Aviation Maintenance Engineers	64.29%	7.14%	7.14%
2. Trainers/ Instructors	66.67%	16.67%	50%
3. Pilots	30.77%	0%	53.85%
4. Technology Roles/ Personnel	55.56%	11.11%	22.22%
5. Aerodrome Personnel	57.14%	28.57%	42.86%

<sup>20</sup> AIS Aviation Key Findings Paper 2018

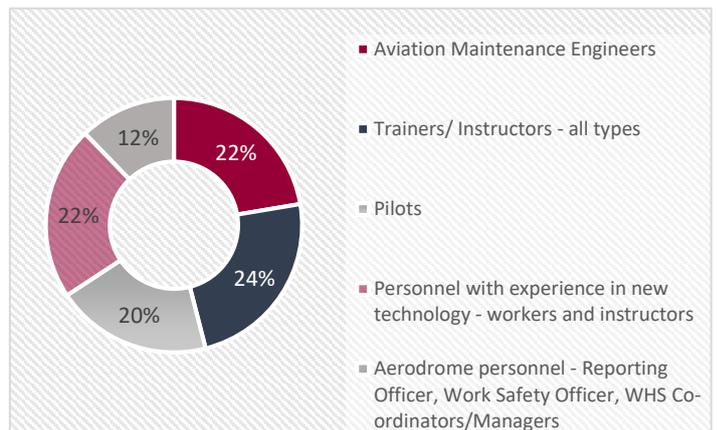
<sup>21</sup> T&L Future Ready Industry Survey Responses

### Industry Identified Current Job Shortages



Source: T&L Future Ready Industry Survey Responses

### Industry Identified Future Job Shortages



Source: T&L Future Ready Industry Survey Responses

<sup>22</sup> T&L Future Ready Industry Survey Responses



## Known & Emerging Future Skill Priorities

### Aviation Skill Shortages

The Australian Industry Standards identified the following skill priorities<sup>23</sup>:

1. Technical
2. Collaboration/ social skills
3. Piloting
4. Commercial
5. Compliance

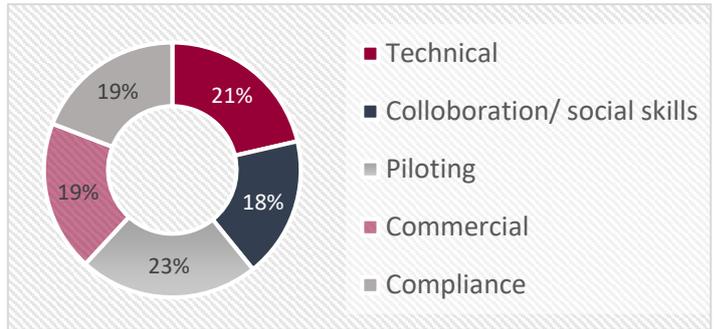
Industry supported this view with shifting priorities given to each when considering shortages currently being experienced or those likely to be experienced in the future. Additional comments around skills include<sup>24</sup>:

- Engineering - composites and advanced avionics.
- English language proficiency
- UAV (Unmanned Air Vehicle) pilots
- Environmental management skills
- Aviation knowledge - computer programming skills - computer networks and systems knowledge

### Industry Identified Training Preference<sup>25</sup>

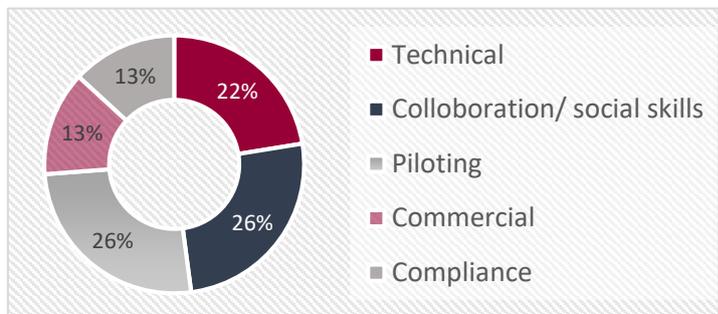
SKILLS	ACCREDITED VET FULL QUALIFICATION	ACCREDITED SKILL SET	PRIVATE TRAINING
1. Technical	60%	6.67%	20%
2. Collaboration/ social skills	16.67%	16.67%	16.67%
3. Piloting	30.77%	0%	30.77%
4. Commercial	57.14%	14.29%	28.57%
5. Compliance	28.57%	28.57%	42.86%

### Industry Identified Current Skill Shortages



Source: T&L Future Ready Industry Survey Responses

### Industry Identified Future Skill Shortages



Source: T&L Future Ready Industry Survey Responses

<sup>23</sup> AIS Skills Forecast 2017 - Aviation

<sup>24</sup> T&L Future Ready Industry Survey Responses

<sup>25</sup> T&L Future Ready Industry Survey Responses

# AVIATION



This snapshot is helpful in calling out opportunities and possible strategies to attract new workforce pools, for example increased female participation or offering part-time/ flexible working arrangements to improve gender ratios.

Source: Australian Government - Job Outlook <sup>26</sup>

Air Transport Professionals	Aircraft Maintenance Engineers	Travel Attendants
<p><b>Fast Facts</b></p> <ul style="list-style-type: none"> <li><b>Avg. Weekly Pay</b>  Unavailable</li> <li><b>Future Growth</b>  stable</li> <li><b>Skill Level</b>  Bachelor Degree or higher</li> <li><b>Employment Size</b>  12,700</li> <li><b>Unemployment</b>  below average</li> <li><b>Male Share</b>  87.5%</li> <li><b>Female Share</b>  12.5%</li> <li><b>Full-Time Share</b>  78.3%</li> </ul>	<p><b>Fast Facts</b></p> <ul style="list-style-type: none"> <li><b>Avg. Weekly Pay</b>  \$1,641 Before Tax</li> <li><b>Future Growth</b>  stable</li> <li><b>Skill Level</b>  Certificate III or IV</li> <li><b>Employment Size</b>  7500</li> <li><b>Unemployment</b>  below average</li> <li><b>Male Share</b>  98.3%</li> <li><b>Female Share</b>  1.7%</li> <li><b>Full-Time Share</b>  99.8%</li> </ul>	<p><b>Fast Facts</b></p> <ul style="list-style-type: none"> <li><b>Avg. Weekly Pay</b>  \$1,110 Before Tax</li> <li><b>Future Growth</b>  strong</li> <li><b>Skill Level</b>  Certificate III or IV</li> <li><b>Employment Size</b>  13,500</li> <li><b>Unemployment</b>  average</li> <li><b>Male Share</b>  24.2%</li> <li><b>Female Share</b>  75.8%</li> <li><b>Full-Time Share</b>  61.2%</li> </ul>

<sup>26</sup> <https://joboutlook.gov.au/Career.aspx?industry=1>



## Training & Skilling Strategies

### Accredited Training

The AVI Aviation Training Package is the only nationally recognised VET qualifications covering covers aviation safety, ground operations and flight operations.<sup>27</sup>.

Qualifications	21
Skill Sets	44
Units of competency	216

Source: Australian Industry Standards – Aviation Industry 2018 Key Findings Discussion Paper

This package includes the qualifications for the following occupations:

- aerodrome operations
- airport safety
- ground operations
- cargo services
- customer service
- aviation transport protection
- aviation search and rescue
- management and supervision
- air traffic control
- flight operations (pilots – aeroplane, helicopter, commercial, military, remote and pilot in command)
- flight instruction.



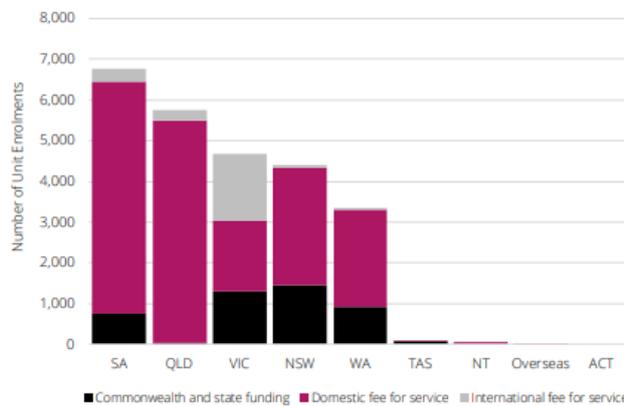
Source: Australian Industry Standards – AVI Training Package Architecture

### Training Enrolments

Respectively, for the past three years enrolments have grown in Diploma level qualifications.

**Industry surveyed had a strong preference for accredited training<sup>28</sup>**

UNIT ENROLMENT COUNT BY STATE AND FUNDING TYPE 2014, 2015 AND 2016 AVERAGE



On average, South Australia has seen the most commencing enrolments in Aviation Units of Competency regardless of funding source. Victoria recorded 25 per cent more international fee for service than Government funded Units of Competency.

<sup>27</sup> Australian Industry Standards - Aviation Industry 2018 Key Findings Discussion Paper

<sup>28</sup> T&L FUTURE READY SURVEY



## AVI Aviation Training Package

### Certificates

Certificate I in Aviation (Foundation Skills)  
Certificate II in Aviation Transport Protection (Checked Baggage Screener)  
Certificate II in Aviation (Flight Operations-Cargo Services)  
Certificate II in Aviation (Ground Operations and Service)  
Certificate II in Aviation Transport Protection (Passenger and Non-Passenger Screener)  
Certificate III in Aviation (Remote Pilot - Visual Line of Sight)  
Certificate III in Aviation (Ground Operations and Service)  
Certificate III in Aviation (Rescue Crewman)  
Certificate III in Aviation (Cabin Crew)  
Certificate III in Aviation (Aerodrome Operations)  
Certificate IV in Aviation (Aviation Supervision)  
Certificate IV in Aviation (Flight Operations Supervision)  
Certificate IV in Aviation (Aircrewman)

### Diploma - Advanced Diploma

Diploma of Aviation (Air Traffic Control)  
Diploma of Aviation (Commercial Pilot Licence - Aeroplane)  
Diploma of Aviation (Instrument Rating)  
Diploma of Aviation (Commercial Pilot Licence - Helicopter)  
Diploma of Aviation (Flight Instructor)  
Diploma of Aviation (Aviation Management)  
Advanced Diploma of Aviation (Pilot in Command)  
Advanced Diploma of Aviation (Chief Flight Instructor)

The Vocational Education and Training (VET) sector and training package development has undergone considerable changes to improve its relevance and responsiveness to the changing industry needs.

### **AVI Aviation Training Package Release 4.0 planned in the forward program of work 2018-22<sup>29</sup>**

Ongoing agility in the training package development will be needed to meet the future workforce needs and some measures to achieve this include review of package design and an increase in skill sets, with the aim of improved workforce mobility.

### **Industry's Feedback on Accredited Training<sup>30</sup>**

*"Drone operators and unmanned utility vehicles - they'll take over the industry. Growth in this area will have flow on effects for air traffic control i.e. coordination / navigation / programming"*

*"Pilots need a check and train every 2 years (this is a CASA requirement) and this is where the trainer shortage is noticeable."*

*"Apprenticeships are the best way to train / skill the workforce, get as much hands-on experience as possible."*

*"For security staff, as more technologically advanced equipment is rolled out, current staff will need training."*

The AVI Aviation Training Package is in scope for

**69** RTOs  
in QLD

<sup>29</sup> AIS Skills Forecast 2018 - Aviation

<sup>30</sup> T&L FUTURE READY SURVEY



## Other strategies

- The Aerospace Gateway to Industry Schools project - offering structured workplace learning, school-based apprenticeships and traineeships, full-time employment and further study through industry-school partnerships.
- Queensland is home to Aviation Australia—a dedicated technical and cabin crew training facilities with campuses in Brisbane and Cairns.
- Qantas Group Pilot Academy – training
- Aerocare is the largest grounder handler across Australian and New Zealand. Aerocare has increased the proportion of its permanent workforce from 30 per cent to more than 90 per cent.
- QAL – talent development strategy, talent succession program, executive development<sup>i</sup>
- Accredited and non-accredited training across industry:
  - Australian Airports Association Online Course Guide 2018<sup>31</sup>
  - Aerodrome Reporting Officer and Works Safety Officer Refresher Course
  - Introduction to Performing the Role of a Works Safety Officer (WSO)
  - Flight Attendant Careers Session
  - Safety specific courses (airside safety, airfield lighting, work health and safety for airport manager etc).
- Aviation Data Essentials for Aviation Personnel<sup>32</sup>
- Customer Service Excellence for aviation personnel<sup>33</sup>
- Systems thinking for aviation safety – focus on emergence<sup>34</sup>
- Aviation System Consultants presents this 1-day introductory course which covers the essential knowledge required to understand the power of aviation big data
- Simulator Evaluation Course<sup>35</sup>
- Australian Research Centre for Aerospace Automation (ARCAA) – joint project between QUT and CSIRO that conducts research into RPA.
- Surf Live Saving Queensland collaboration
- UAV Challenge

***“There is a need for school-based apprenticeships. The big issue with them is placements - they're not getting out in the industry during their training<sup>36.</sup>”***

***“Suggest incentives for employers to bring skilled workers to remote communities<sup>37</sup>”***

***“Fund more training for pilots and engineers, provide a national funded program such as the USA have just implemented<sup>38</sup>”***

***“The cost of licensing is making it very hard to be in the space.<sup>39</sup>”***

***“Adjustments to VET student loan funding... had difficulty pairing with VET Student Loan approved businesses.<sup>40</sup>”***

***“Need more subsidies available to employers to put toward upskilling the existing workforce.<sup>41</sup>”***

## Industry's Commitment to Diversity<sup>42</sup>

- Star Aviation – equal opportunity employer
- CASA's Indigenous Program
- Women in Aviation / Aerospace Australia
- Qantas – equal opportunity employer encourages diversity, supports charities and environmental initiatives
- Specifically target ex-military/defence personnel
- Engage with community groups, promoting our equal opportunity approach to recruitment and focus on diversity

<sup>31</sup> [https://airporteducation.asn.au/wp-content/uploads/2017/11/AAA\\_Education\\_Brochure.pdf](https://airporteducation.asn.au/wp-content/uploads/2017/11/AAA_Education_Brochure.pdf)

<sup>32</sup> <https://www.eventbrite.com.au/e/aviation-data-essentials-for-aviation-personnel-tickets-44582548603?aff=es2>

<sup>33</sup> <https://www.eventbrite.com.au/e/customer-service-excellence-for-aviation-personnel-tickets-42556449486?aff=erelpanelorg>

<sup>34</sup> <https://www.eventbrite.com.au/e/systems-thinking-for-aviation-safety-focus-on-emergence-tickets-42602127109?aff=erelpanelorg>

<sup>35</sup> [http://www.qantastraining.com/sim\\_evaluation\\_course.html](http://www.qantastraining.com/sim_evaluation_course.html)

<sup>36</sup> T&L FUTURE READY SURVEY

<sup>37</sup> T&L FUTURE READY SURVEY

<sup>38</sup> T&L FUTURE READY SURVEY

<sup>39</sup> T&L FUTURE READY SURVEY

<sup>40</sup> T&L FUTURE READY SURVEY

<sup>41</sup> T&L FUTURE READY SURVEY

<sup>42</sup> T&L FUTURE READY SURVEY

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