

2017 Textiles, Clothing and Footwear Industry Survey Analysis

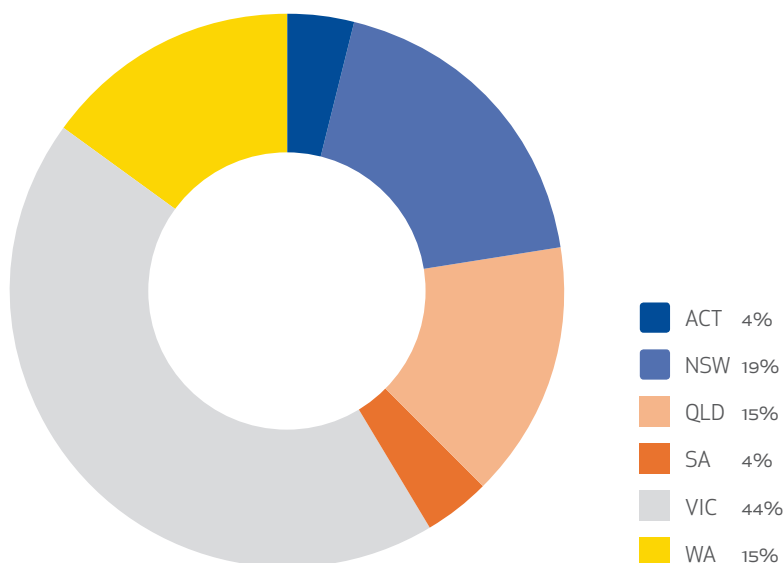
On behalf of the Textiles, Clothing and Footwear Industry Reference Committee (IRC), IBSA Manufacturing conducted a targeted survey in November 2017 to gather industry intelligence from Registered Training Organisations (RTOs) regarding the current training package qualifications, and their match to industry needs and outcomes.

The survey results will inform the Textiles, Clothing and Footwear IRC Industry Skills Forecast and assist in guiding future training package development work. Please find below an analysis of the survey results.

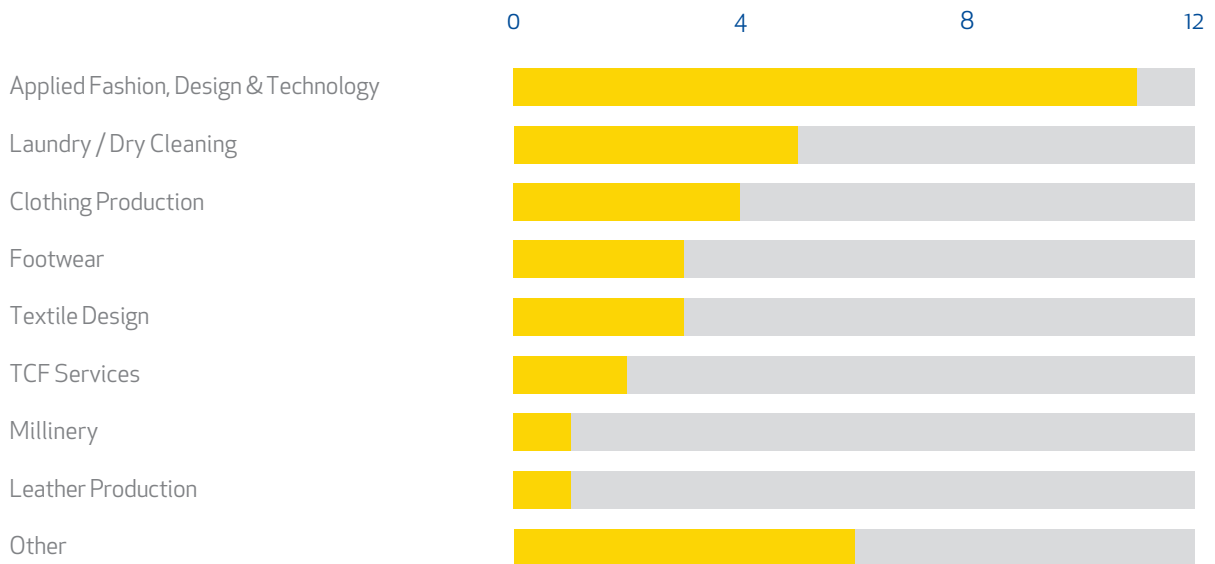
Survey Respondents Profile

Of the 27 respondents who completed the survey, the clear majority of responses came from the eastern states of Australia (over 80%) and were training practitioners within an RTO (87%).

Across all respondents, training for the major sub-sectors within the Textiles, Clothing and Footwear industry were covered. More than half (57%) of respondents provide training within the 'Applied Fashion Design and Technology' space.



The breakdown of training category provided by respondents is as follows:



MST Training Package Feedback

Respondents were asked to rate how well the qualifications in the Textiles, Clothing and Footwear Training Package meet current industry needs. The satisfaction level is illustrated below:



A satisfaction level of 65% shows that, on the whole, the qualifications meet industry need however some components may require updating to assist with implementation or to meet emerging skill needs.

When asked to clarify which aspects of training package components required change the majority of respondents focused on modifying packaging rules. A third of respondents indicated that additional qualifications and new skill sets were required.

Aspects of training package components requiring change	modified packaging rules required	additional units required	additional qualification required	new skill set required	changes to core units
% of respondents	30%	18%	15%	15%	7%

Respondents commented that:

- the performance criteria, performance evidence and knowledge evidence for some units are over the top
- there are too many units in Certificate III level qualifications
- more flexibility within electives is required so the qualification can be tailored to the workplace
- the development of customised skill sets would assist learners who don't want full qualifications
- a review of the pre-requisites was needed to meet industry requirements
- In the Laundry and Dry Cleaning qualifications, consider introducing units on:
 - working in a team
 - working in diverse organisations
 - change management
- In the Laundry and Dry Cleaning qualifications, consider the review and update of units to meet rapid changes in technology
- In the Laundry and Dry Cleaning qualifications, consider reviewing the need for:
 - 'wash' units as not all learners undertake this task
 - 'handling chemicals' units as most machines are now self-managed or managed by vendors
 - management units at Certificate II level as learners are unlikely to be in supervisory roles

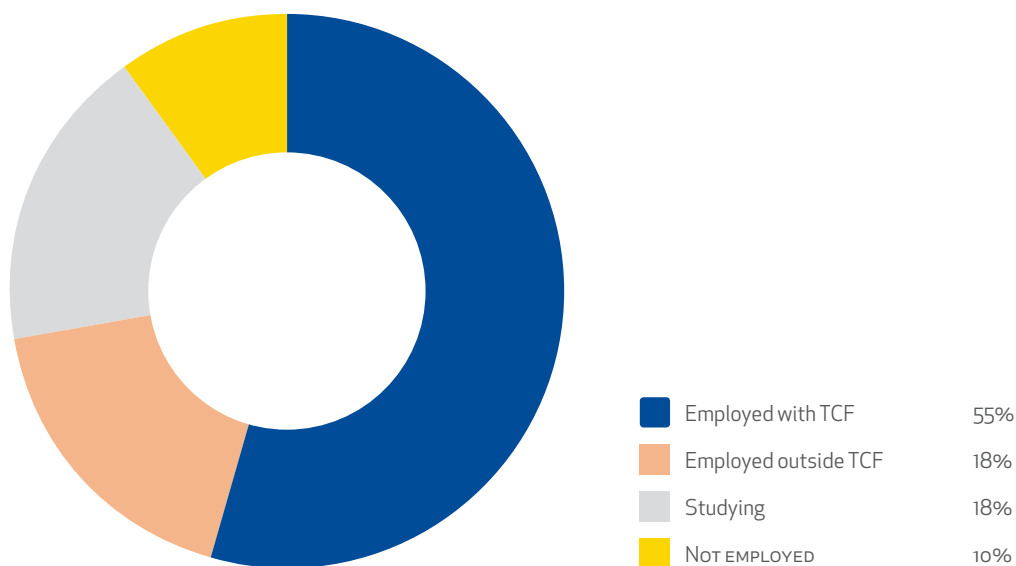
Employment Outlook

We asked survey participant what current skills training industry employers were asking for. Their responses fell into four main categories, as indicated in the table below.

Production skills (27%)	Supply Chain skills (14%)	Technology (12%)	Generic workplace skills (37%)
<ul style="list-style-type: none"> • Basic pattern making and grading / basic practical skills • Garment construction and alteration / Trade specific hand skills / production skills • Sewing and overlocking / Machine operation skills • General production / operational skills 	<ul style="list-style-type: none"> • Whole of supply chain incl. international capabilities • Sourcing / Purchasing / Fashion Buying / Merchandising • Product range design and manufacture 	<ul style="list-style-type: none"> • CAD / Globally-enabled manufacturing and design • Electronic pattern making / Technical drawings • Social media • Excel / data analysis 	<ul style="list-style-type: none"> • Occupational health and safety incl. infection control and hygiene • Teamwork • Problem solving • Organisational skills and planning • Communication • Quality Assurance • Marketing

Strong Employment Outcomes

Employment outcomes within four months of graduating were extremely positive, with 73% of graduates being employed, and a further 18% undertaking further study to gain employment.



Looking to the Future

According to survey respondents, the emerging skills needs employers are looking for fall into two broad categories: Technical and Trade skills. The specific skills required within these areas are noted below. Respondents identified technical skills requirements twice as often as trade skills, meaning that this is likely a significant area of future training package development to ensure that these new requirements are incorporated.

Technical skills

- 3D design + manufacture / advanced manufacturing
- Social media / Online communications with customers
- Digital skills - design / merchandising / pattern making
- Radio frequency identification tags (RFID)

Trade skills

- Textiles - new technologies / green / advanced fabric technology
- Sustainability
- Multi-skilling (future-proofing)

Survey respondents also provided additional comments regarding current training package or future training requirements within this industry to further inform the Textiles, Clothing and Footwear IRC.

The following extracts may be of value to the IRC in supporting them with their training package development work:

“ The existing qualifications are broad and do not provide a specific set of skills that match to employment award wage levels e.g. Diploma in Applied Fashion Design provides minimal training across the entire industry set of skills, employers are expecting to hire specific competencies in patternmaking or CAD or Teck packs, quality assurance or swimwear product development... ”

“ The aged care laundries are non-compliant to the Laundry Standard...and there are no skills sets or qualification to meet such a need. ”

“ The Fashion Industry is constantly changing - the Training packages do not offer enough electives that are industry specific to reflect Retail changes in Business... ”

“ ...Need a course for accessories. ”

“ Reduce the number of UoCs in the fashion design diplomas. ”

“ The future of the TCF service sector is in dire need of attracting and retaining personnel. While the package as it sits now is great at meeting the needs of employers, there is a real issue of apprenticeship take up. ”

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