



Textiles, Clothing and Footwear Industry Reference Committee (IRC)

MST Textiles, Clothing and Footwear Training Package Case for Change

November 2017

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Prepared on behalf of the Textiles, Clothing and Footwear IRC for the Australian Industry Skills Committee (AISC)

**Textiles, Clothing and Footwear Industry Reference Committee
Case for Change November 2017**

This Textiles, Clothing and Footwear Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.



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Administrative Information

Name of Industry Reference Committee (IRC)

Textiles, Clothing and Footwear IRC

Name of Skills Service Organisation (SSO)

Innovation and Business Skills Australia (IBSA) Manufacturing

Name of the Training Package(s) examined to determine change is required

MST Textiles, Clothing and Footwear

Brief description of how the case for change was developed

This Case for Change was developed by the Textiles, Clothing and Footwear IRC with the support of key stakeholders on the IRC with specialist fashion design, merchandising, and textiles expertise. Feedback was considered from stakeholders through targeted consultations with key stakeholders. The Case for Change was developed having regard for the Training Package Development and Endorsement Process Policy and provides robust evidence to support AISC's decision making process.

Based on the evidence of need, there is an identified requirement to ensure graduates are 'job ready' in the key area of 'buying'. This will require a review of the Diploma and Advanced Diploma in Applied Fashion and Merchandising, with particular focus on changes required to meet industry needs. Included in the work to be undertaken will be:

- A review of key existing buying related units of competency and enrolments
- The impact of adding a buying specific unit to the core units of competency
- The potential development of additional buying related units or a buying focussed skill set including costing, sourcing, managing external supply chains, and utilising software packages to communicate and manage key order information electronically (including colours, sizes, quantities, delivery dates and locations, and payments)
- A review of key foundation skills, performance and knowledge evidence required for a graduate in a buying capacity

MST Textiles, Clothing and Footwear Training Package units of competency listed in Schedule A are proposed for development in this Case for Change and impact the following qualifications. It should also be noted that the units listed need to be updated to reflect the 2012 standards.

2 Qualifications

- MST50116 Diploma of Applied Fashion and Merchandising
- MST60116 Adv. Diploma of Applied Fashion and Merchandising

1 new unit

- New unit to provide targeted specialized buying focus to meet industry needs

1 Skill Set / Buying Skills elective bank

- Skill set to be developed that could incorporate practical TCF recognized best practice buying methodology - costing; ethical sourcing; managing production remotely; spreadsheet and analytical skills including ROI analysis; negotiating; replenishment; logistics; and developing buying plans.

The case for change

Drivers for change and evidence

This Case for Change is predicated on the following key drivers which have been identified through evidence based research and stakeholder consultation.

Alignment of qualification with job roles

Currently the qualification does not align to job roles and employer expectations, consequently employment 'job readiness' outcomes are deficient. Employment outcomes would be improved by strengthening the alignment between potential job outcomes and the qualifications. Buying competencies need to be strengthened in the qualification across all market segments, particularly the small business fashion design sector. The units need to allow for buying both product ranges and materials / accessories for production. Furthermore, anecdotally there are a percentage of students in most course intakes who indicate their interest lies in a career in a buying / merchandising role, and the current course offerings do not support this focus.

Industry driver and employment outcomes

There is currently a gap between skills of Diploma + Advanced Diploma graduates, and local industry needs. By ensuring that these graduates have skills in buying would enable local designers, product developers, and small fashion businesses access to these essential skills without having to invest in further staff training. Typically, these enterprises are small and micro business with little time and money to invest in training. Graduates primarily use these qualifications to gain employment in the TCF industries following graduation. However, graduates are expected to be proficient in many key areas including buying, and often perform multiple roles concurrently (as is often the requirement in small or micro businesses). By addressing this identified skills requirement, graduates would be better positioned to meet employer expectation regarding their 'job readiness' status, while allowing the local industry to secure the skills it needs to be globally competitive.

Australian Government policy directions

Australian Government Training Package Development and Endorsement Policy is guided by the COAG Industry and Skills Council (CISC) principles including:

That Training Packages must support national (and international) portability of skills and competencies, including reflecting licensing and regulatory requirements.

Workforce issues

The current gap in this qualification means that graduates are currently unable to secure these jobs in the industry, or satisfactorily complete these tasks once they have commenced employment.

Recommended Changes

The Textiles, Clothing and Footwear IRC recommends the changes listed in Appendix A be approved based on advice from specialist industry experts that gaps in the Diploma / Advanced Diploma prevent graduates from securing jobs in the local industry which desperately needs new employees with these job ready skills.

Industry support for change

Stakeholder Consultation

Key stakeholders identified by the IRC were consulted and provided information for the Case for Change during development in October 2017 and November 2017 and are detailed in Attachment B. IRC members provided extensive direction and assistance in the development of the Case for Change and stakeholders from all key groups were advised and Key stakeholders were consulted over a 4-week period.

IBSA Manufacturing has also actively engaged with all State and Territory Training Authorities (STAs) concerning this case for change. STAs had two weeks, from 22 November to 6 December, to review and provide feedback on this Case for Change. The following feedback has been received to date:

- The Victorian STA was very positive, and complemented IBSA on its efforts to have the TCF training package reflect the true nature of the industry in Australia, in particular focussing on the needs of micro, small and medium sized enterprises, ensuring their needs are addressed, they remain competitive and innovative, and that they are proficient in managing international supply chains.
- The WA STA feedback was they had received no feedback from any of their WA stakeholders.
- The NT STA supports the case for change.
- The Tasmanian STA supports the case for change.

There have been no objections received from STAs to the Case for Change, or the proposed training package development and review work.

Overview of the issues identified by stakeholders

Currently the Diploma and Advanced Diploma of Applied Fashion Design and Merchandising qualifications do not align to job roles and consequently employment outcomes are severely impacted. Employment outcomes would be improved by strengthening the alignment between potential job outcomes and the qualifications. Buying skills were identified as a key area needing to be strengthened in the qualification. Furthermore, key analytical skills and spread sheet literacy, along with a basic mathematical literacy / foundation skill were identified as key requirements for any buyer to ensure a successful and profitable buying program is achieved.

Sensitivities

Buying skills are critical for graduates entering the local industry, which is made up of small and micro businesses not able to invest time and money into training new employees. Anecdotally, 95% of the businesses in this sector are made of small and micro businesses. Furthermore, industry expectation is that these same small businesses demand graduates suitably skilled to undertake multiple roles and tasks, often concurrently. Compounding this expectation is the fact that many graduates seek employment having never worked in a TCF business, let alone completed an internship or undertaken work experience, casual or semester break employment.

Impact of change

Impact of recommended changes on stakeholders

This proposed "Buying" pathway removes a barrier and provides access and improved employability outcomes for fashion design and merchandising graduates seeking to be employed by local designers and product developers. This has a major impact on the local designers and product developers requiring these skills.

The impact on RTOs should be minimal - specialist providers exist in this sector and currently deliver units of competency that provide a range of higher-level skills.

Impacts of Risks of not implementing the changes

There is currently a gap in the qualification causing graduates to have a mismatch of skills required by available jobs. If this situation is not addressed, it will continue to act as a barrier for fashion design graduates to secure employment, and for local designers and product developers to secure the skilled employees they need to continue to be successful and globally competitive.

Estimated timeframes

This proposed change is of significant importance to the fashion design and merchandising industry that is keen to see the changes in place in 2018 or soon after. It is expected that the work involved in making the proposed changes to the training packages will follow the standard IBSA training package development cycle including comprehensive industry consultation.

As the qualifications are currently offered by RTOs, it is expected they would offer the new arrangements subject to demand. There are not expected to be impediments to implementation.

Implementing the COAG Industry and Skills Council (CISC) reforms for Training Packages

This Case for Change will implement the CISC reforms to the Training Package System as follows:

- removing obsolete and superfluous qualifications from the training system to make it easier for consumers to find the training relevant to their needs:
 - This Case for Change will review existing units in the qualification to investigate whether there is any need to remove any obsolete or superfluous Training Package products.
- making more information available about industry's expectations of training delivery to training providers to improve their delivery and to consumers to enable them to make more informed course choices:
 - An additional skill set will promote this career pathway in the industry
 - Industry's expectations of training delivery will be provided in the Companion Volume.
- ensuring the training system better supports individuals to move easily from one related occupation to another:
 - additional units if required will address gaps in the current qualifications and provide improved employment outcomes including generic buying skills
- improving the efficiency of the training system by creating units that can be owned and used by multiple industry sectors and housing these units in a 'work and participation bank':
 - any new units created as part of this Case for Change may potentially be accessed by related qualifications
- fostering greater recognition of skill sets:
 - This Case for Change includes a new skill set which will foster greater recognition of skills sets, will provide an additional career pathway, and address identified industry skill requirements.
- ensuring that accredited courses 'fill the gap' in training packages and provide for training courses to be developed as quickly as industry needs them and support niche skill needs:
 - This Case for Change does not relate to accredited courses.

IRC Signoff

This Case for Change was agreed to by the Textiles, Clothing and Footwear IRC

Name of Chair

Leon Drury

Signature of Chair

Leon Drury

Date

20 November 2017

Attachment A: Existing Training Package components to change

Innovation and Business Skills Australia – Manufacturing

Contact details: IBSA - Manufacturing

Date submitted: November 2017

Training Package Code	Training Package Name	Product Code	Product Name	IRC Name	Review status	Change Required
MST	Textiles, Clothing and Footwear	MST50116	Diploma of Applied Fashion Design and Merchandising	IBSA Manufacturing		Alignment of qualification to job roles
MST	Textiles, Clothing and Footwear	MST60116	Advanced Diploma of Applied Fashion Design and Merchandising	IBSA Manufacturing		Alignment of qualification to job roles
MST	Textiles, Clothing and Footwear	MSTFD4017	Source materials and resources for production of fashion design	IBSA Manufacturing		Review units to address current industry skills needs
MST	Textiles, Clothing and Footwear	MSTFD5004	Develop marketing plans for fashion products	IBSA Manufacturing		Review units to address current industry skills needs
MST	Textiles, Clothing and Footwear	MSTFD5006	Evaluate fashion designs against set criteria	IBSA Manufacturing		Review units to address current industry skills needs
MST	Textiles, Clothing and Footwear	MSTFD5007	Analyse influences on contemporary fashion designs	IBSA Manufacturing		Review units to address current industry skills needs

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Training Package Code	Training Package Name	Product Code	Product Name	IRC Name	Review status	Change Required
MST	Textiles, Clothing and Footwear	MSTFD5008	Conduct fashion design purchasing	IBSA Manufacturing		Review units to address current industry skills needs
MST	Textiles, Clothing and Footwear	MSTFD5009	Cost production of fashion or textile designs	IBSA Manufacturing		Review units to address current industry skills needs
MST	Textiles, Clothing and Footwear	MSTFD5013	Develop merchandising plans for fashion products	IBSA Manufacturing		Review units to address current industry skills needs
MST	Textiles, Clothing and Footwear	MSTFD5020	Assess impact of current fashion industry innovations and practices	IBSA Manufacturing		Review units to address current industry skills needs
MST	Textiles, Clothing and Footwear	MSTGN2011	Identify fibres, fabrics and textiles used in the TCF industry	IBSA Manufacturing		Review units to address current industry skills needs
MST	Textiles, Clothing and Footwear	MSTGN5002	Coordinate quality assurance for TCF products and services	IBSA Manufacturing		Review units to address current industry skills needs
MST	Textiles, Clothing and Footwear	MSTGN5003	Work with international TCF supply chains	IBSA Manufacturing		Review units to address current industry skills needs
MST	Textiles, Clothing and Footwear	MSTGN2009	Operate computing technology in a TCF workplace	IBSA Manufacturing		Review units to address current industry skills needs

Training Package Code	Training Package Name	Product Code	Product Name	IRC Name	Review status	Change Required
MST	Textiles, Clothing and Footwear	MSTGN6005	Manage production processes	IBSA Manufacturing		Review units to address current industry skills needs
MST	Textiles, Clothing and Footwear	MSTFD4004	Calculate cost estimates for fashion products	IBSA Manufacturing		Review units to address current industry skills needs
MST	Textiles, Clothing and Footwear	MSTGN6004	Negotiate and manage contracts to produce finished design products	IBSA Manufacturing		Review units to address current industry skills needs

Attachment B: Stakeholder Consultation Method and Scale

Industry Stakeholders

Name of Stakeholder	Title Organisation	Detail method(s) and Scale of Consultation
Ms Alison Bradshaw	Indigo Leaf	Textiles, Clothing and Footwear IRC member – discussion, email.
Ms Millie Gilbert	Millie Gilbert Design Services	Textiles, Clothing and Footwear IRC member – discussion, email.
Mr Leon Drury	NSW Industry Training Advisory Body	Textiles, Clothing and Footwear IRC member – discussion, email, face to face meetings.
Ms Meriel Chamberlin	Apparel and Textile Industry Group	Textiles, Clothing and Footwear IRC member – discussion, email.
Ms Hilde Heim	Australian Institute of Creative Design	Textiles, Clothing and Footwear IRC member – discussion, email.
Ms Ana Drougas	Specialised Textiles Association	Textiles, Clothing and Footwear IRC member – discussion, email.