

# Local workforce employer – education programs to develop skills for STEM jobs

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Trevor John  
CEO, RDA Hunter



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# Local Talent Development

- INDUSTRY WORKFORCE PROGRAMS
- RDA HUNTER'S SKILLED WORKFORCE INITIATIVE
- STEMship
- LESSONS





GLOBAL HR FORUM

# Regional Development Australia



Regional  
Development  
*Australia*

Regional Development Australia  
national network



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*Local people  
developing local  
solutions to local issues*

## Who are we?

Regional Development Australia (RDA) is a national network of committees made up of local leaders who work with all levels of government, business and community groups to support the economic development of their regions.

## What do we do?

RDA members work to actively grow strong and confident economies in their regions that harness their competitive advantages, seize on economic opportunity and attract investment.

## Contact

For more information on working with or joining your local RDA visit [www.rda.gov.au](http://www.rda.gov.au) or email [rda@infrastructure.gov.au](mailto:rda@infrastructure.gov.au)

All postal correspondence:  
GPO Box 594, Canberra ACT 2601

[www.rda.gov.au](http://www.rda.gov.au)



**NEW  
SOUTH  
WALES**



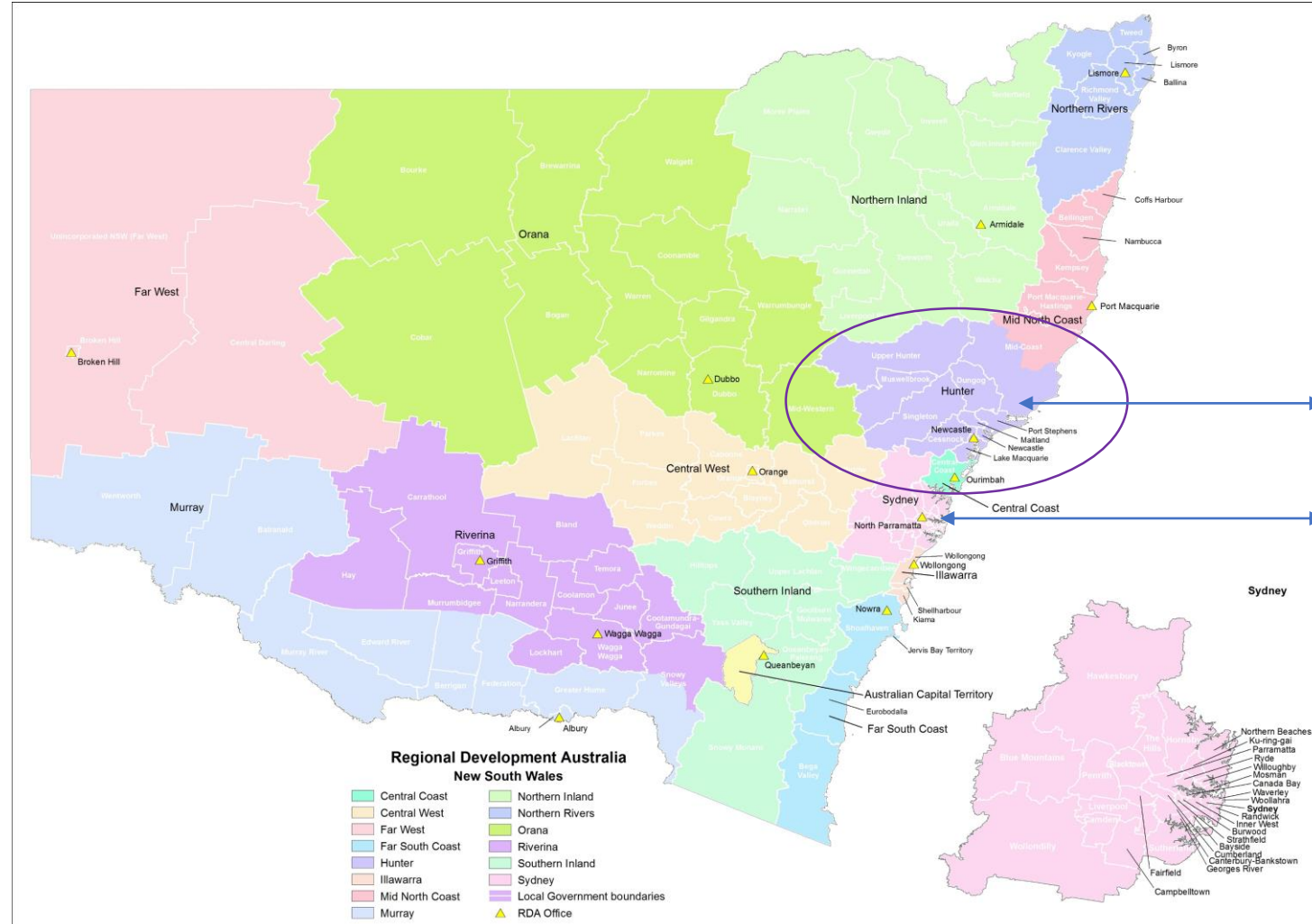
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Development  
*Australia*

HUNTER

# RDA Hunter



**HUNTER REGION**

**SYDNEY**





# RDA Hunter



# RDA Hunter





# Hunter – heavy industry

History of coal, steel making and ship building. Working Port is also a recreational space for Newcastle



## Newcastle inner city renewal – Waterfront Honeysuckle Precinct

(sources Newcastle Herald and HCCDC, 2019)



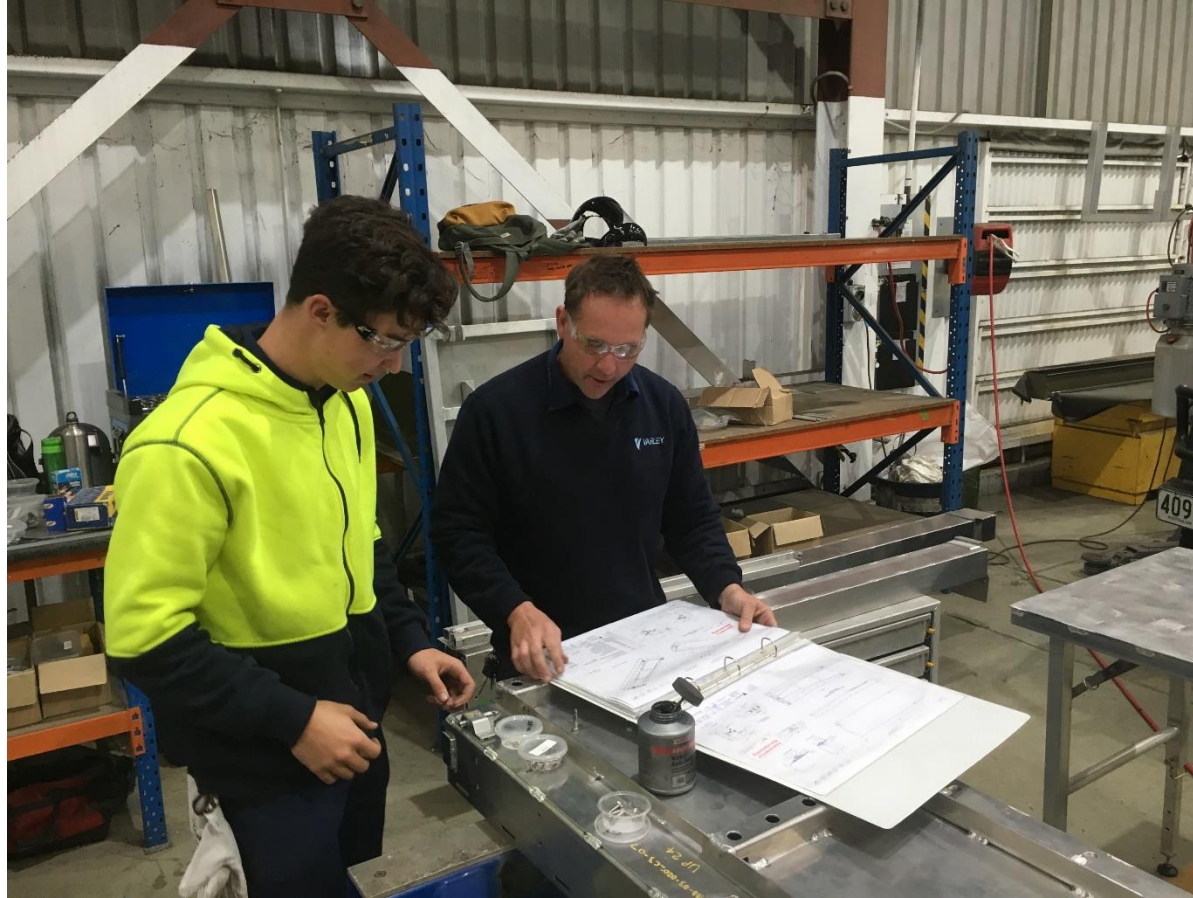
# Skilled Workforce Initiative Components

Project	Funding Partner	Age demographic
<b>miniME</b>	 The City of Newcastle	Primary: Ages 9 – 11
   <b>S.I.S.P</b>    Education STEM INDUSTRY SCHOOL PARTNERSHIPS		Transition to Secondary: Ages 11 – 13
<b>ME</b> PROGRAM	 Australian Government Department of Defence	Secondary: Ages 13 - 16
<b>Generation STEM</b>		Secondary: Ages 13 – 17
<b>STEMship</b>		Vocational Education & Training (VET)
<b>STEMstart</b>		Vocational Education & Training (VET)
<b>Altitude Accord</b>		University Undergraduate





# Local Talent Development



# STEMship

STEMship Graduates contribute to the economic development of the Hunter

- ☐ A talent pool of work ready employees skilled in the Science, Technology, Engineering and Mathematics (STEM) vocations;
- ☐ Employees more adaptable to the Jobs of the Tomorrow:
  - Advanced Manufacturing,
  - Defence & Defence Industry
  - Electronics
  - Information Technology & Cybersecurity
  - Engineering and
  - Design.







# Stage 1 of STEMship

Fee Free (government sponsored)

Stage I includes:

- ☐ 15 weeks completing a combination of training and work placement (25hrs/ week)
- ☐ 14 units of Competency with Hunter TAFE
- ☐ An opportunity to work in some of the Hunter Region's most innovative organisations
- ☐ Students will require an exemption from school to enter the program





# Work Placement

## Stage I (25 hours per week)

- ☐ Combination of TAFE training and short work placement
- ☐ Opportunity to work in some of the Hunter Region's most innovative organisations
- ☐ Exposure to some of the industries which are utilising new technologies and practices  
Advanced Manufacturing, Aerospace, Engineering, Electronics, Design & Information Technology

## Stage II

- ☐ Incentivised work placement for **higher level** qualifications
- ☐ Apprenticeship or traineeship with a Hunter organisation







# TAFE Components

Mathematical problem solving strategies

Computer technology

Produce drawings to communicate ideas

Produce computer aided drawings

Make scale models

Microprocessor equipped devices

Solve problems in DC circuits

Competitive systems and practices

**Organise and communicate information**

**Effectively work with others**

**WHS regulations, codes and practices in the workplace**

**Work safely**

**Career planning**



# STEMship Outcomes

## 1. Employment

Casual, part time or full time – Apprenticeship and traineeship pathways preferably in Jobs of Tomorrow vocations

## 2. Study

- ☐ Accessing Jobs for Tomorrow via entry into Higher Qualifications supporting STEM (Internships)
- ☐ Entrance into a University degree program (full or part time studies)

## 3. Employment and Study

A combination of both (casual employment to offset further training)







# STEMship: Eligible? How to Apply

## Eligibility

- ☐ Parent or guardian approval;
- ☐ School Principal letter of support;
- ☐ Exemption from enrolment at school;
- ☐ Ability to travel to Tighes Hill TAFE and work placement

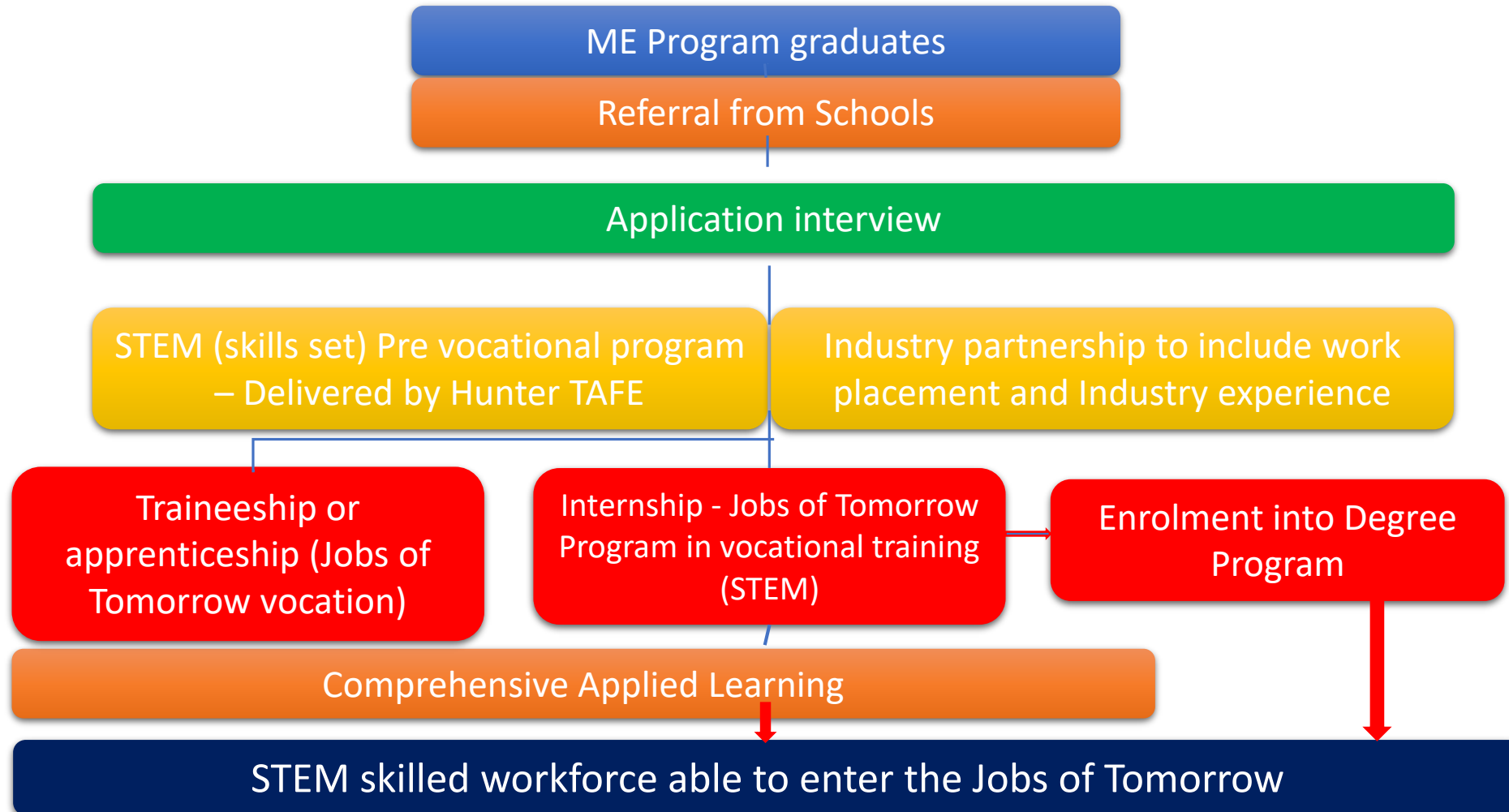
## Application

- ☐ Complete the application form;
- ☐ Attend an interview;
- ☐ Tell us why you would like to enrol in the program.



# STEMship

## STEM Transition to Vocational Education and Training (VET) Pathways







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# Lessons

- Industry first – Meet Industry Needs: skills gaps, relevant curriculum content
- Regional program – local understanding and cooperation: known contracts and opportunities
- Promote STEM education and skilling to students and the broader community
- STEM plus enterprise skills: team, creative problem solving, design, awareness
- Agility necessary – challenges for institutions to co-design effectively
- Specific content to immediate requirements – not necessarily credential or qualification focused
- Micro-credentials - stackable steps towards degrees and diplomas
- Benefitted from continuous funding – builds trust





# Participation





TREVOR JOHN

CEO &  
Director of Regional Development  
RDA Hunter

[trevor.john@rdahunter.org.au](mailto:trevor.john@rdahunter.org.au)

