

# Ensuring continued business success



ISC FACTSHEET **6**

Find out more about workforce skills development and planning and how the 11 national Industry Skills Councils can help you.

## Workforce skills development and planning

Workforce skills development has been described in many ways, but in simple terms it means looking at ways to ensure that you can employ and retain skilled staff.

Workforce skills development is about increasing the capacity of employers to attract, retain and develop their workforce. Activities and services include, collaborating with other organisations, recruiting job seekers, job matching, job redesign, mentoring, retention strategies, addressing workforce issues and other support services.

Industry Skills Councils work collaboratively with government, industry, employers, training providers, unions, local and regional government agencies and the wider community to support industry workforce skills development.

Workforce planning is a process that allows businesses to review their current and future employee needs including employee numbers, skills required and the strategies needed to address skills gaps.

## Business benefits of workforce skills development and planning

Every business needs to plan for the future. Every business needs staff with relevant skills and qualifications. By participating in workforce development and planning, your business can be assisted to remain competitive locally and internationally.

## Benefits of workforce development and planning include:

- > increasing productivity
- > increasing employee retention
- > developing strategies to re-skill and up-skill employees
- > managing employee numbers.

## Industry Skills Councils

Industry Skills Councils (ISCs) are independent, not-for-profit companies established and funded by the Australian Government. ISCs:

- > use industry intelligence to advise business and government on workforce development and skill needs Australia-wide
- > actively support the development and implementation of quality skills training arrangements and related services
- > provide independent skills and training advice to businesses, including matching identified skills needs with appropriate training solutions
- > promote the benefits of skills development and training to industry enterprises, employers and employees.

In undertaking these roles ISCs draw on widespread industry networks and active stakeholder engagement.

The 11 national Industry Skills Councils, which cover all industries, are:

- > AgriFood Skills Australia
- > Community Services & Health Industry Skills Council
- > Construction and Property Services Industry Skills Council
- > EE-Oz Training Standards
- > Government Skills Australia
- > ForestWorks
- > Innovation & Business Skills Australia
- > Manufacturing Skills Australia
- > Skills DMC Industry Skills Council
- > Services Skills Australia
- > Transport & Logistics Industry Skills Council

## For more information

Contact ForestWorks ISC

**Visit:** [www.forestworks.com.au](http://www.forestworks.com.au)

**Call:** (03) 9321 3500

**Email:** [forestworks@forestworks.com.au](mailto:forestworks@forestworks.com.au)

For general information on the 11 Industry Skills Councils visit: [www.isc.org.au](http://www.isc.org.au)

ISCs receive funding from the Australian Government to involve industry in the development of nationally recognised vocational education and training.