

GREEN PAPER AVOIDS TALKING GREEN SKILLS

Drake International calls for closer collaboration on workforce planning
Thursday, July 24, 2008

Global HR Services company Drake International has called for a closer alignment between Government and industry to address the skills needed, if business is to adapt to changes under the proposed Carbon Pollution Reduction Scheme.

Speaking at a media luncheon today in Sydney, David Edwards, Strategic Manager for Drake International highlighted the Green Paper as heralding the “most significant economic and social reform Australia has seen in 25 years” but is concerned the level of workforce planning required to prepare for its introduction has not received much attention.

David Edwards is the former Chair of the Victorian State Training Board and current chair of the Commerce Advisory Board of Deakin University. Awarded the Order of Australia for services to education in 2000, he has headed up some of Australia’s best-known industry groups, including VECCI, CPA Australia, CEDA and the Australian Retailers Association.

In David’s view the Governments Green paper has not addressed the skills that will be required to both implement and manage the proposed carbon pollution reduction scheme and any subsequent carbon trading scheme.

“Given the existing skills shortage across a number of different sectors, there is an opportunity for Government, industry and business to be proactive in addressing the skills required for this new regime”.

“The Government has introduced a plan of reform that is in the national interest, of that there is no doubt, but now is also the time to develop and implement a national plan where we can jointly tackle the current skills shortages, as well as planning for workforce supply over the course of the next five and ten year period” said Mr. Edwards.

“This is that opportunity to build a single national body that can capture, collate and report on where the

Key Points

Collaboration between Government and industry needed to address workforce planning ahead of Carbon Pollution Reduction Scheme.

Green Paper fails to draw critical link between skills development and market demand for “green collar” expertise.

No national plan in sight to tackle skills shortage and impact of Climate Change reform on demand for skills.

Some affected sectors predicting a 64.3% shortfall in environmental para-professionals by 2017.

Drake ready, able and willing to work in a partnership with Government and Industry.

demand for skills will emerge, which industries will be most affected or what will be the most sought after job categories. Drake is ready, able and willing to work in partnership with Government and Industry to develop this approach”

“If there is to be a surge in demand from business for green collar expertise, then it is incumbent on Government to ensure the education and training system can produce the necessary skills and qualifications to meet that demand,” said Mr. Edwards.

While the heavily publicised CSIRO report pointed to a swell in demand in new environmental employment categories, this will take time to materialize more broadly.

“Existing skills, knowledge and experiential capital from adversely affected sectors could migrate naturally into emerging environmental markets to help meet demand,” said Mr. Edwards. “Working with global HR services organizations such as Drake can help Government identify which sectors are expressing demand, how much future supply can be addressed

through the existing labour pool, education and training system, and where new initiatives will be needed.”

Drake International is working with employers and employees to identify opportunities to retrain and transfer skills from one industry to another. They have established a specific division, led by Pierre Malou, that concentrates on this new booming environmental market.

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Interview opportunities and images of Drake spokespeople are available on request.

About Drake International

Drake International is a global HR Services company and a leader in sustainable HR practice and talent management.

Established in Canada in 1951, Drake’s business philosophy has stayed true since inception – ‘organisations achieve the highest level of performance when they are staffed with the right people, working with the right skills, knowledge and behaviours, using the best processes and technology-driven solutions.’

One of a highly select number of global organisations providing a network of services so comprehensive it adds value across the entire HR function, Drake’s portfolio of offerings include:

- Permanent and flexible recruitment
- Retention strategies and consulting
- Psychometric, behavioural and skill assessments
- Top performer profiling
- Team Building
- Training and development courses
- Six Sigma
- Employee assistance programs
- OH&S training and consulting
- Performance management solutions
- Succession planning
- Knowledge management systems
- Call Centre & Payroll Outsourcing
- Executive Coaching

For over 50 years Drake has grown to span numerous borders, industries and professions. With 25 metropolitan and regional offices across Australia, as well as New Zealand, Singapore, the Philippines, China, South Africa, Monaco, the United Kingdom, Canada and the United States, Drake is positioned to help you manage your greatest asset – your people.

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