DRAFT 2020 IRC SKILLS FORECASTS AND INDUSTRY OUTLOOKS

The Melbourne Maritime Heritage Network accepts the invitation from AIS to comment on the above draft publications.

Established in 2019 the MMHN has a primary goal of promoting the significance of commercial shipping to the development of Melbourne as a city and port. In pursuing this goal the MMHN established a number of Special Advisory Groups (SAG) to inform it.

The Skills, Education & Careers SAG is made up of a wide range of people with considerable backgrounds in matters maritime and is tasked to investigate and advise the Board of MMHN on how best to:

- *interact with the educational institutions and government bodies relevant to improving maritime capabilities;*
- *advocate and support the establishment of a Marine Skills Specialist Centre; and*
- *consider and comment on workforce qualifications, and skills delivery in the maritime industry and the role they play in the development of marine careers.*

The SEC SAG recently met to consider present and future issues and directions of the variously defined maritime industries and occupations impacting on the Port of Melbourne. It is from this context that MMHN provides feedback to AIS on the above reports.

Overall MMHN agrees with the issues identified in both draft reports, noting that there is significant commonality between them.

Aligning with the AIS the SEC SAG noted the impacts of new technologies across the maritime industries but particularly in the fields of navigation, alternative propulsion and fuel technologies, and stevedoring and logistics. We also agree with your observation of the need for "micro" courses and their recognition to maintain skill levels in present and future maritime workforces.

Of particular concern to the SEC SAG was the decline in maritime industry enrolments for approved training packages and the high non completion rates. Given the positive demand projections to 2025 for the maritime workforce and its current aging profile the MMHN would like to see an emphasis placed on promoting the industry to youth, either in school or post school. While this might

not be within the charter of AIS a fresh approach to the design and construction of maritime units of study for youth could be an emerging need.

Another area of concern to us is the state by state time series analysis of qualification enrolments (page 11). This little graph raises many questions about state government policy and support for maritime industries training particularly given the apparent paradox of projected rising maritime workforce demand and a possible continuing decline in maritime qualification enrolments in most states.

In reviewing some of the literature on the Australian maritime industry we have found no commonality to defining the industry. To that end we agree with the conclusion of the Australian Institute of Marine Science:

> " *The main barrier to collecting the consistent and comparable data required to estimate the economic value of Australia's marine industry is that there is no single definition of which activities constitute this sector – that is, there is no agreed "marine industry" grouping."*   AIMS (2018) p 10

To recognize this problem, it might help readers of the AIS studies if the different bases of defining *the maritime industry* are a little more explicit within the text. This would allow readers to accept that there are differences of scope between different approaches. Page 23 provides explanation of the relation between census and ABS Labour Force surveys but does not detail what AIS considers as the industry and occupational components of the maritime industry. It is interesting to note the MIAL surveys distinguish between sea faring and non-seafaring occupations and do not cover the scope of industry as identified by AIMS.

A related issue is the identification of population or workforce sizes as a guide to understanding proportional distributions. For example, the diagram on page 12 on qualification utilization presents proportional breakdowns of occupational groups and qualification types. As this data is census derived could not a maritime industry population figure for 2016 be identified and placed in the centre of the circle? Otherwise this is an informative diagram.

We thank you for this opportunity to comment on your draft documents and welcome them as a vital source of information to the MMHN.

The Australian Institute of Marine Science (AIMS) 2018
https://www.aims.gov.au/sites/default/files/2018%20AIMS%20Marine%20Index.pdf