

# The Right People with the Right Skills



Construction and Property Services Industry Skills Council (CPSISC) has a valuable role to play in the workforce development of our diverse Construction and Property industry sectors. CPSISC can assist large, medium and small sized enterprises by facilitating partnerships between employers, employees, unions and training organisations to ensure the vocational education and training system supports and meets the needs of our industries. That is, to have access to the right people, with the right skills, at the right time.

## The Importance of Workforce Development

Workforce development is a multi-faceted approach which addresses a range of factors that affect individuals, the organisations they work in and the systems that support them.

These factors, which impact on the ability of the workforce to function effectively, include:

- skills development and training
- pay & work conditions
- recruitment and retention
- work flows and job roles
- career structure
- supporting infrastructure.

## Workforce development can:

- improve industry management and recruitment practices, particularly in small enterprises;
- help meet the challenges in retaining skilled workers;
- develop processes to recognise existing workers' skills and improve their career path through re-skilling and increasing their skills;
- encourage greater engagement of employers in training;

## Don't miss out. Contact us now on:

James Latimore

Workforce Development Manager

T: 02 6253 0002

E: james.latimore@cpsisc.com.au

Or alternatively you can register on line at:

<http://www.cpsisc.com.au/employers-test/skillsgap>

- help make training more relevant to enterprises and industry;
- assist in acquiring a better understanding of external resources available to assist enterprises and industry with training and skills development;
- ensure employers are committed to training and skills development; and
- improve communication between the stakeholders – new industry entrants, training organisations, employers, employees, schools, and others.

CPSISC has a team of Workforce Development Advisors ready to assist your organisation by undertaking an on-line detailed skills gap analysis of your business. These advisors will assist you to access appropriate training for your employees. They can also assist you through the available Government Programs to ensure that you do not miss out on access to appropriate funded training or incentive payments to assist in the ongoing skilling of your workforce.

