

Future-proofing
Queensland manufacturing

ANNUAL TRAINING PLAN 2024-25

msq.org.au



MANUFACTURING
SKILLS
QUEENSLAND

MESSAGE FROM THE CHAIR AND CHIEF EXECUTIVE OFFICER

The future of manufacturing in Queensland will be shaped by a combination of technological innovation, sustainability initiatives, talent management, and the ability to navigate global challenges. This Annual Training Plan has been designed to support employers embrace transformation, sustainability practices, and strategic workforce planning, to position manufacturing in a way that helps it thrive.

In February 2024, we released our discussion paper to inform the inaugural Manufacturing Annual Training Plan. We heard from more than 300 stakeholders during our open consultation period, in face-to-face and online forums, through surveys and submissions. Thank you to all stakeholders who participated in the consultation process—your contribution has directly informed this investment.

The release of this Annual Training Plan is an important milestone for manufacturing, and a first of its kind for manufacturers. This plan represents a \$5.06 million investment commitment supporting Queensland's manufacturing industry.

The industry's resilience and growth post-pandemic, alongside its regional roots and employment growth, give us new momentum. This plan, alongside the strengths of the industry, position Queensland's manufacturers for continued success.

In 2022-23, the Queensland manufacturing industry undertook \$2.5 billion of capex. Ongoing government investment in renewable energy, housing and infrastructure, and the establishment of major production plants in Queensland, present significant opportunities for growth in manufacturing, but also pose supply challenges—particularly in terms of the existing skilled workforce and competition for talent. As we look to the future, proactive workforce planning to support these projects while simultaneously safeguarding manufacturing capability of small and medium manufacturers is crucial.

Attracting and engaging high-quality skilled labour remains one of the most significant challenges for Queensland's manufacturers, with job vacancies remaining double their long-run rate. Our consultation with stakeholders and subsequent research with young people confirms that talent attraction is hindered by a perception problem. The perception of the manufacturing industry has been impacted by the exit of visible and large business-to-consumer manufacturing brands. This has limited ongoing exposure to the market and the industry's ability to build its brand as aspirational.

To address this problem, concerted efforts are needed to reshape the narrative around manufacturing, emphasising its importance, innovation, and career opportunities. As a result, through this plan, we have committed a major investment in supporting the industry to connect with the modern young person and creating stronger awareness of the exciting opportunities available.

Our leadership in manufacturing is at the forefront of responding to attraction and engagement challenges, overlaid with the complex transformation in technology, supply chain disruptions, cybersecurity, changes in consumer demands and net zero pressures. Investing in our leadership needs to be a key and ongoing focus, while simultaneously investing in the skills of the workforce more generally.

During our consultation we received feedback from employers regarding the effectiveness of the training system. While the training system caters to many requirements, employers highlighted critical elements such as recognition of prior learning, the composition of some qualifications, and the duration of certain programs are not sufficiently responsive to the fast-paced nature or niche requirements of manufacturing's sub-industries. As a result, we have built our investment around streamlining, improving access, and investing in the skills needed by manufacturers right now.

Encouragingly, manufacturers have been and continue to look at different cohorts and recruitment tactics to fill vacancies. In the February reporting quarter of 2024, there were 23,300 job vacancies in Australian manufacturing. Looking at contemporary recruitment and engagement practices is a key theme of this plan, and through a range of targeted investments we will support employers to build a resilient, innovative, and adaptable workforce.

Manufacturing Skills Queensland (MSQ) plays a vital role in supporting the manufacturing industry in Queensland by offering programs that aim to enhance skills, foster workforce development, and address the evolving needs of the manufacturing sector. Collaboration is at the centre of how we work. We are committed to bringing together employers, peaks, unions, training organisations and government of all levels to strengthen the manufacturing capability in Queensland and future-proof the industry.

This plan is just the beginning, and we look forward to working with you.



Paul Cooper

Chair of the Board
Manufacturing Skills Queensland



Rebecca Andrews

Chief Executive Officer
Manufacturing Skills Queensland

FUTURE-PROOFING THE MANUFACTURING INDUSTRY

Manufacturing Skills Queensland is dedicated to building a sustainably skilled workforce for a future-proofed manufacturing industry. Our Annual Training Plan consultation process involved engaging with industry employers, leaders, professionals, and experts to guide our investment in training, skills, and workforce. Over a six-week period, we heard from more than 300 stakeholders, in person, online, through surveys and submissions. The 2024-25 Annual Training Plan is the product of this consultation. We were privileged to hear from employers and stakeholders about innovative practice and process, while learning more about the challenges faced by industry. Key issues impacting the productivity of the industry include limited promotion of the industry and job pathways creating visibility issues, the nature of the training system and what is available through accredited pathways, availability, or suitability of talent and more.

During our consultation, employers and other stakeholders raised a number of important challenges and opportunities related to, or impacting, the workforce, that were outside of MSQ's remit. In our role as the trusted advisor and voice for industry, we will connect this information with government of all levels, peaks, and advisory bodies to create broad awareness of the interconnected nature of the challenges faced by employers.

As we roll-out the Annual Training Plan, we welcome your continued engagement and feedback.

This training plan outlines strategic investment across four areas:



1. Attraction and engagement



2. The future of trades, transformation and leadership



3. Training and skills



4. Diversity in manufacturing

RESEARCH AND INDUSTRY ENGAGEMENT

Primary research and data analysis, engagement and consultation are the foundation of MSQ’s Annual Training Plan. This evidence-based approach ensures that we can effectively influence and impact key economic indicators in a positive way.

By gathering insights directly from industry leaders, professionals, and experts through our consultation processes, by using data sources like the Australian Bureau of Statistics (ABS) and the National Centre for Vocational Education Research (NCVER), and partnering with peaks and third-party research agencies, MSQ can tailor its training plan to address critical skills and workforce challenges within the manufacturing industry. The engagement and consultation process allowed MSQ to gather valuable input, identify training needs, and align its initiatives with the evolving requirements of the industry, ultimately contributing to the advancement and sustainability of Queensland’s manufacturing sector.

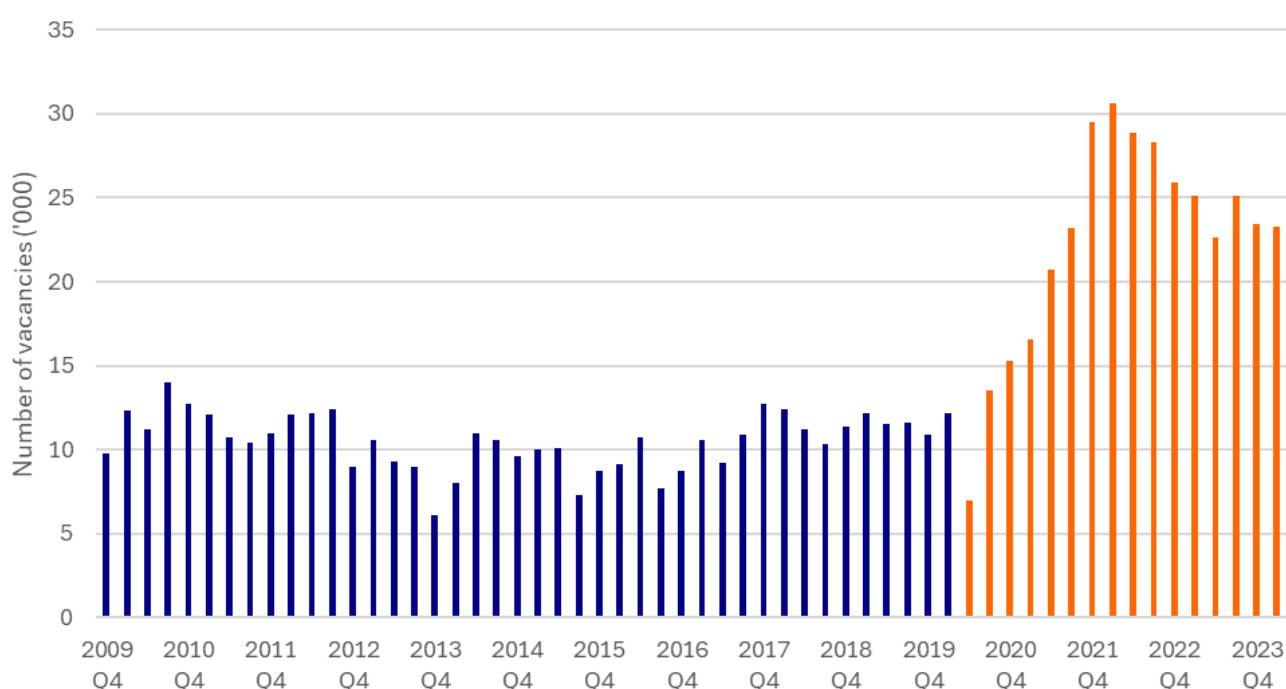
RESEARCH

Industry outlook

In 2024, MSQ released its first State of the Sector 2024 report. This report highlights the impressive performance of Queensland’s manufacturing sector, positioning it as one of the nation’s leading performers post-pandemic. Despite the challenges faced, the sector has showcased resilience and growth, with significant increases in various economic indicators, particularly in the machinery and equipment sub-industry.

The post-pandemic expansion in Queensland manufacturing output saw a rapid period of growth in the workforce: from 160,000 employees in February 2020 to 205,000 in August 2021—a record high for the industry. Interestingly, this rapid increase in the manufacturing workforce did not occur at a national level, with the Australian workforce decreasing slightly during the pandemic. This likely reflects a partial relocation of national manufacturing to Queensland during the pandemic.

Job vacancies in manufacturing (November 2009 - February 2024)



* Source: ABS Job Vacancies. Orange bars denote reporting since the May 2020 reporting period, beginning of COVID-19. Each bar represents one quarterly reporting period since November 2009.

Employment in the industry has been subject to cycles of expansion and contraction. Since this record peak, we've seen normalisation in the industry with the workforce subsequently stabilising—although still high. In November 2023, there were 187,000 employees in Queensland manufacturing. The industry continues to perform, with huge potential for growth.

In the February reporting quarter of 2024, there were 23,300 job vacancies in Australian manufacturing—equivalent to 2.6% of all manufacturing jobs. The extremely tight labour market during Australia's post-pandemic recovery has seen the number of vacant jobs grow across all industries—manufacturing has been similarly impacted.

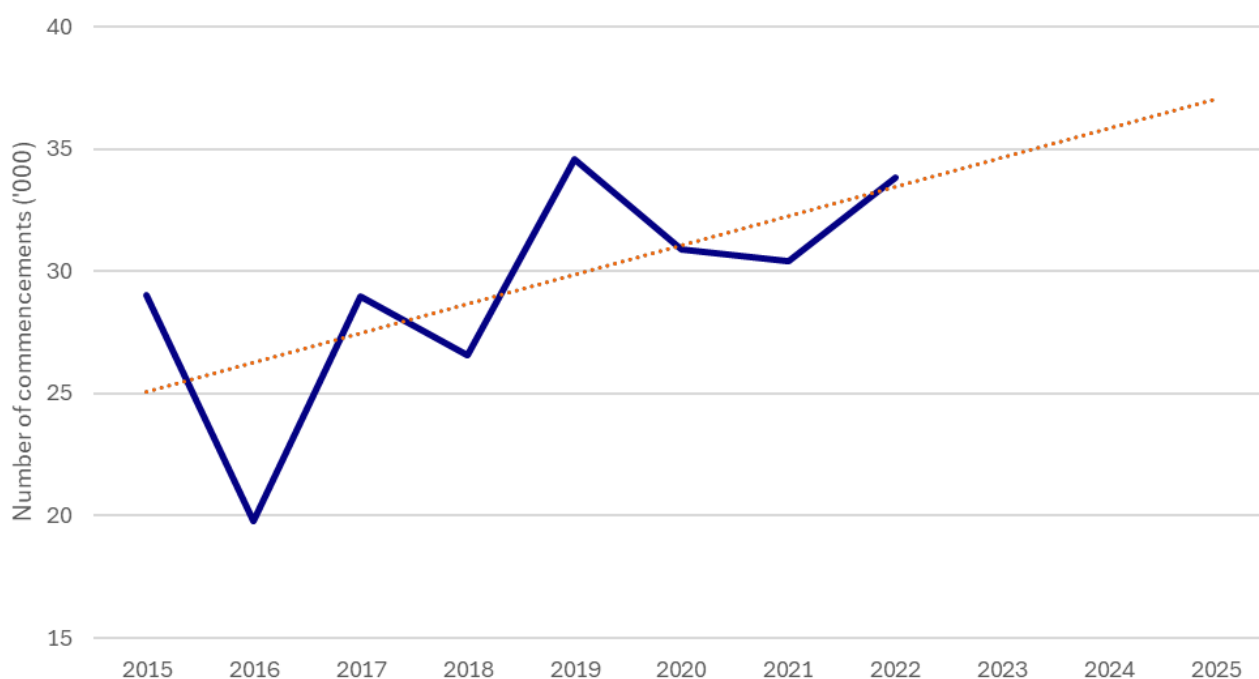
Manufacturing vacancies started to rise in late 2020, and by March 2022 peaked at almost triple their normal level. Australian manufacturing vacancies have eased slightly through 2022 and 2023, but remain at nearly double their normal pre-pandemic level.

The industry's current 2.6% vacancy rate compares poorly to a long-run average of between 1.0% and 1.5%. Approximately one in five manufacturers (19.0%) reported active vacancies in the February 2024 reporting period.

Skills and training

According to data from NCVER, published between 2015 and 2022, there was a total of 234,139 commencements within 12 manufacturing training packages. Applying a linear trendline, it is forecast that the total number of commencements in 2025 will be approximately 37,000 individuals (up 6.95% on 2022), bringing Queensland commencements in manufacturing training back in line with pre-COVID levels.

Manufacturing training package commencements with 3-year projection



*Source: NCVER DataBuilder, utilising data on Total VET students and courses. The training packages came online (with commencements) in the following years; MEA, PMA, LMF, MSF, MSL, PML, MEM, PMB, ICP and MSS (2015), AMP, MTM, MCM, MSA and MSM (2016), LMT and MST (2017) and FBP, FDF and SUG (2018).



Workforce planning and forecasting

Given the performance of the industry in Queensland and the level of government investment in major projects, workforce planning has never been more important. As MSQ grows, we are maturing our skills mapping and forecasting capability, and in 2024-25 anticipate bringing new capability online that will support all sub-industries of manufacturing.

Workforce planning, at a state, regional and local level, enables Queensland manufacturers to align their human resources with the industry's growth trajectory, ensuring that they have the right skills and talent. This Annual Training Plan investment will support training, skills and workforce growth of the industry, while our work through the Queensland Government's Industry Workforce Advisor program offers one-on-one, tailored workforce planning support to small and medium-sized businesses.

As we expand in 2024-25, we will offer workforce planning and supply chain mapping to businesses of all sizes within manufacturing.

CONSULTATION

MSQ's team of highly skilled professionals actively engages with industry stakeholders to capture crucial insights and data, forming the foundation for the development of the Annual Training Plan and other essential programs and services. By leveraging these insights and data, we can effectively identify key skills requirements within the manufacturing sector, address critical workforce challenges, and align training programs with the evolving needs of the industry. This evidence-based approach ensures that the initiatives and support provided by MSQ are tailored to the specific demands of the industry, thus fostering a sustainably skilled workforce.

In addition to our Annual Training Plan consultation process, we coordinate a number of formal committees, including our Strategic Advisory Group, and Industry Reference Groups across a number of sub-industries. These groups are important feedback loops to hear from industry about challenges and to inform the development of new and underway products and services. Ongoing engagement ensures suitability of our strategic responses.

PLANNED INVESTMENT 2024-25

Investment value
\$5.06M

The inaugural manufacturing Annual Training Plan by Manufacturing Skills Queensland represents a strategic investment of \$5.06 million across four broad focus areas. This strategic investment aims to ensure that Queenslanders have the right skills to work in the manufacturing sector, and contributes to the growth and sustainability of the state's manufacturing industry.



ATTRACTION AND ENGAGEMENT

\$1,255,000

Manufacturing general induction	\$130,000
Careers in manufacturing education short course	\$180,000
Pathways to a Trade program	\$250,000
School to Work Transition	\$295,000
Resources for school students	\$100,000
Gateway to Industry Schools program	\$250,000
Manufacturing matters	\$50,000



THE FUTURE OF TRADES, TRANSFORMATION AND LEADERSHIP

\$950,000

Leadership excellence series	\$340,000
Mental health awareness training for leaders	\$30,000
Resilience training for leaders	\$30,000
Higher level learning	\$500,000
Future of trades (research)	\$50,000



TRAINING AND SKILLS

\$1,360,000

Funded qualifications and short courses	\$950,000
Manufacturing industry trainer program	\$200,000
Streamlined recognition of prior learning (RPL)	\$150,000
Mental health awareness training for employees	\$30,000
Resilience training for employees	\$30,000



DIVERSITY IN MANUFACTURING

\$1,500,000

Women in Trades Mentoring program	\$1,350,000
Programs and resources for businesses	\$150,000

2024-25 PROGRAMS AND SERVICES



ATTRACTION AND ENGAGEMENT

Investment value

\$1.255M

Attracting new talent and keeping the current workforce engaged

Labour supply is one of the most pressing issues facing Queensland's manufacturing industry. Our programs will support employers to connect with the young and modern job seeker and implement strategies that support ongoing workforce engagement.

Manufacturing general induction

A general industry induction training program that targets the barriers faced by new starters, including industry knowledge gaps, and safety concerns. By addressing these issues, we will assist employers in enhancing employee retention, which is a critical challenge for businesses.

Key features:

- A short course, co-designed with industry to provide information on work health and safety, workplace expectations, industry knowledge, situational awareness, workplace communication and general business topics (wages, hours, tax file numbers and superannuation).
- This short course will be unaccredited and will be available through MSQ's online learning platform.

Careers in manufacturing education short course

General awareness and understanding is an important first step in choosing a career. This program focuses on providing year 10 students with greater understanding of the industry and the job types available. This program will create a foundation to transition into the *Pathways to a Trade program*.

Key features:

- A dedicated short course for schools.
- Digital and printed resources for educators and students will show prominent job types, skills required, hours, rates of pay, career progression pathways and entry pathways.
- The course will facilitate connections with employers for work experience opportunities, and profile school-based apprenticeship and traineeship pathways.

Pathways to a Trade program

Our Pathways to a Trade program will provide a curriculum-based opportunity for year 11 and 12 students to experience the manufacturing industry. The program, developed in partnership with schools, employers and unions, will support early training experiences across general safety awareness, basic tool familiarity and exposure to workplace environments and expectations—improving consideration of manufacturing.

Key features:

- A combination of online and practical learning, with opportunities for school tours to employer worksites.
- Upon completion, students will be provided an opportunity to apply for formal work experience, apprenticeships/traineeships, and/or paid work.
- Available in select locations across Queensland and delivered in partnership with schools and employers.

School to Work Transition

This program will empower students by bridging the gap between education and industry in the manufacturing sector. Co-ordinated by MSQ, this program will connect representatives from industry to act as influencers with schools, to speak with students and encourage exploration of the industry. Influencers will be supported by high-quality resources, including an immersive virtual reality (VR) environment.

Key features:

- A structured program with employers and schools to connect industry influencers multiple times throughout the year.
- Resources including VR headsets and environments reflective of different manufacturing sub-industries and equipment.

Resources for school students

Early exposure lays the foundation for informed career choices. This initiative plays a pivotal role in shaping the next generation of innovators and problem solvers within the dynamic realm of manufacturing. We will develop a suite of resources to introduce primary school students to the exciting world of manufacturing, igniting curiosity and awareness at an early age.

Key features:

- Resources will feature roles in manufacturing and will be made available to all Queensland primary schools.

Gateway to Industry Schools program

The Advanced Manufacturing Gateway to Industry Schools Program (GISP) encourages sustainable partnerships between industry, government, and the community. In early 2025, MSQ will commence as host of the GISP. We will continue to grow and evolve the program to increase awareness of manufacturing careers.

Key features:

- The program facilitates partnerships between industry groups, businesses, and schools, giving access to skilled and motivated youth, raising awareness of career opportunities, and integrating industry-related curriculum and learning resources into schools.

Manufacturing matters

Building the awareness of the diverse and dynamic manufacturing industry is critical to supporting manufacturers. We will invest in a suite of digital tools to profile the variety of job roles and career pathways in the manufacturing industry. We need to develop an always-on approach to telling Queensland that 'manufacturing matters.'

Key features:

- Digital tools that provide high-quality information about the different sub-industries, the roles, and career and learning pathways available in manufacturing.



2024-25 PROGRAMS AND SERVICES



THE FUTURE OF TRADES, TRANSFORMATION AND LEADERSHIP

Investment value

\$950K

Evolution, disruption and the implications for leadership

Embracing digital transformation and technological innovation is essential for manufacturers to remain competitive. Leaders in the manufacturing industry require a diverse skill set to effectively navigate the complexities of the industry and drive success.

Leadership excellence series

Queensland manufacturers face an increasingly complex range of challenges, from high costs, changing market conditions to labour attraction, retention, and management. In 2024-25 we will provide a range of funded short course training for emerging, new, and existing leaders to support their growth and development.

Key features:

- Short courses for leaders covering in-demand topics including strategy, leadership, management, having difficult conversations, cybersecurity, innovation, Industry 4.0, and Industry 5.0 and more.
- Courses will be fully or partially funded.

Mental health awareness training for leaders

An evidence-based course designed to support leaders with the knowledge, skills, and tools to recognise and effectively manage and support employees experiencing mental health conditions, and identify and manage psychosocial risks in the workplace.

Key features:

- A 45–60-minute competency, available through the MSQ learning platform.
- Leaders will cover topics including understanding, demystifying, managing, and discussing mental health conditions.
- Leaders will gain access to a toolkit to refer to after completing the course.

Resilience training for leaders

An evidence-based course designed to provide leaders and managers with the knowledge, skills, and tools to build their personal psychological resilience and influence improved resilience of their team members.

Key features:

- A 75-minute competency with accompanying toolkit, available through the MSQ learning platform.
- Leaders will cover topics including understanding, building, influencing, and development resilience.
- Leaders will gain access to a toolkit to refer to after completing the course.

Higher level learning

We will invest in higher level skills of leaders by facilitating access to advanced training, fostering deeper expertise, and paving the way for career progression. This will enable leaders to pursue specialised training, such as advanced engineering or strategic management, enhancing their ability to drive innovation and productivity within the manufacturing sector.

Key features:

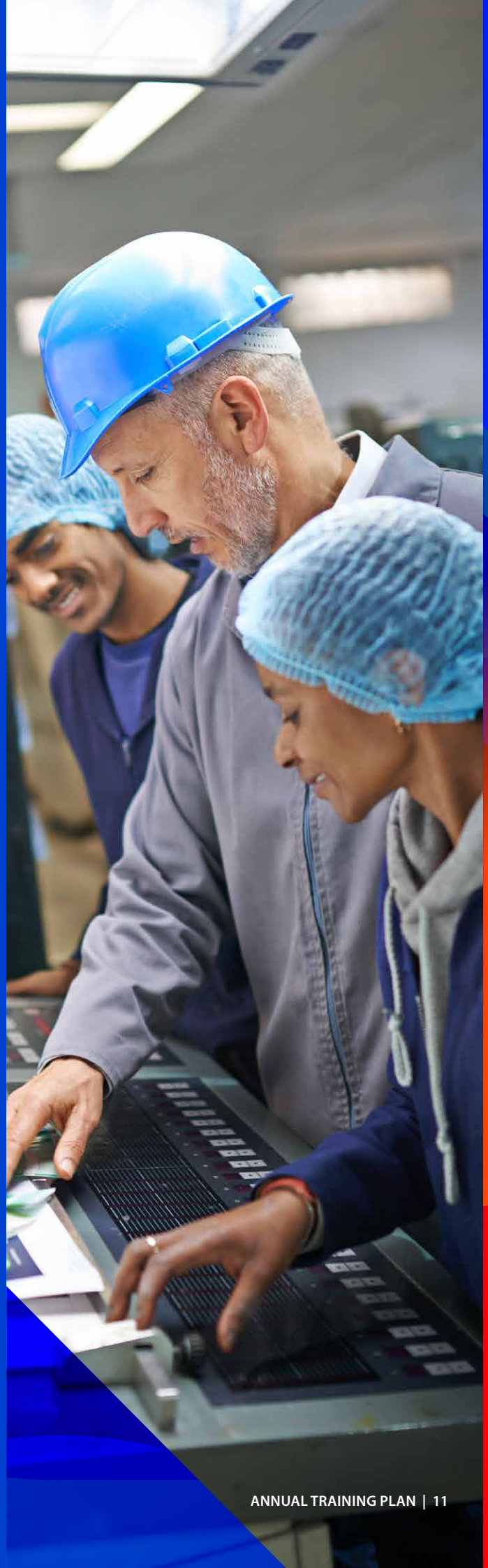
- Investment in higher level training focusing on areas such as CNC programming, additive manufacturing, leadership and more.
- Courses will be fully or partially funded.

Future of trades (research)

Manufacturing is undergoing transformation as technological advancements, automation, and sustainable practices revolutionise traditional processes. The integration of smart technologies, digitalisation, and additive manufacturing is reshaping traditional skill sets. Consequently, our trades are also evolving to meet the demands of this dynamic industry. Our research will look at future trends to reimagine job roles and associated qualifications.

Key features:

- Research that will be made available to industry to strengthen and inform workforce, skills, and training strategy.



2024-25 PROGRAMS AND SERVICES



TRAINING AND SKILLS

Investment value

\$1.36M

Building the skills profile of industry

Skills underpin the success of the manufacturing workforce by directly influencing productivity, innovation, and competitiveness within the sector. Through a range of programs, MSQ is investing in the skills profile of the industry.

Qualifications and/or short courses

Building the skills of the new and existing workforce. In 2024-25, we will partner with registered training organisations and other specialist training providers to deliver qualifications and/or short courses to manufacturing employees.

Key features:

- In-demand qualifications, skills sets and/or non-accredited skills training.

Manufacturing industry trainer program

The industry trainer program will assist experienced manufacturers and technicians acquire the essential skills and knowledge to facilitate workplace-based learning, to ensure the formal transfer of workplace knowledge. Delivery of this fully funded accredited skill set gives industry the necessary skills to enable succession planning, while showcasing career pathways to working as a trainer or assessor.

Key features:

- Delivery of the Workplace Trainer Skill Set (TAESS00020).
- Delivery of the program is fully funded and provided at no cost to manufacturers.

Streamlined recognition of prior learning (RPL)

In response to demand from employers, we will design a streamlined RPL process. By placing emphasis on employer involvement and providing robust assessor training, the process will ensure rigor and relevance, ultimately contributing to a skilled, adaptable workforce that meets the evolving needs of the manufacturing sector.

Key features:

- The approach will be employer-driven, ensuring a simple, high-quality pathway for individuals to gain formal recognition of their existing skills and knowledge.
- A user-friendly RPL application, well-designed assessment kits, and comprehensive training for assessors.

Mental health awareness training for employees

A short course for employees to encourage helpful attitudes and behaviours towards mental health conditions, improve mental health condition literacy, recognise the signs of mental health conditions, learn what to do when dealing and managing mental health issues and understand legal responsibilities.

Key features:

- A 40-minute competency, available through the MSQ learning platform.
- The program will cover a range of topics including understanding and demystifying mental health conditions in the workplace.
- Employees will gain access to a toolkit to refer to after completing the course.

Resilience training for employees

This short course will provide employees with the knowledge and skills to develop their resilience. This highly engaging and practical course will give employees insight into the characteristics of resilience, and build an action plan.

Key features:

- A 60-minute competency, available through the MSQ learning platform.
- Employees will cover topics including understanding and applying characteristics of resilience, identifying strengths and opportunities, the biology and psychology of stress and more.
- Employees will gain access to a toolkit to refer to after completing the course.



2024-25 PROGRAMS AND SERVICES



DIVERSITY IN MANUFACTURING

Investment value

\$1.5M

Embedding resilience, creativity, and innovation through diversity

Diversity in the workplace means employing people from a wide range of characteristics, experiences, and backgrounds. These programs will support businesses to consider and be better equipped to recruit outside of traditional talent pools, and support effective, ongoing engagement of individuals.

Women in Trades Mentoring Program

The Women in Trades Mentoring Program has been designed as a strategic intervention to improve the completion rates of female apprentices in manufacturing. The program will provide intensive support to 100 female apprentices in their first or second year of their manufacturing apprenticeship.

Key features:

- Dedicated mentoring arrangements between apprentice and industry leaders, matched through an online platform.
- Short virtual training modules for apprentices and mentors, and other networking opportunities including workshops and events.
- This program is funded by the Queensland Government through the Train and Retain Strategy, part of the *Good People. Good Jobs: Queensland Workforce Strategy 2022 – 2032*.

Programs and resources for business

MSQ will work with peak bodies and organisations representing First Nations, disability, multicultural, women and veterans; support services, employers, and training organisations to develop programs and resources that support priority cohorts connect with employers for work and training opportunities. We will invest in supporting employers to reach, engage and retain priority cohorts to diversify and strengthen the workforce, and address labour supply shortages.

Key features:

- Different programs and resources developed to support unique priority cohorts.



SUPPORTING INDUSTRY

MSQ provides valuable services and engagement opportunities for employers, to support the manufacturing industry. Here are some ways for employers to engage with us:



Workforce planning

With the rapid pace of technological advancements and evolving consumer demands, the manufacturing sector is undergoing significant transformations. As a result, the skills required for the workforce are also evolving, making it essential for businesses to plan for their current and future workforce needs. The Industry Workforce Advisor program offers valuable support to small and medium-sized businesses with up to 200 employees. This program provides access to free workforce planning assistance, enabling businesses to navigate the complexities of developing a robust workforce plan. Contact us to arrange an appointment with our Industry Workforce Advisor.

The Industry Workforce Advisor program is funded by the Queensland Government as part of the *Good people. Good jobs: Queensland Workforce Strategy 2022-2032*.



Skills and training

Queensland's manufacturing industry is undergoing significant transformation driven by advancements in technology, evolving workforce dynamics, and a shift towards more streamlined and efficient processes. There is an increasing emphasis on upskilling the workforce to adapt to the demands of modern manufacturing, fostering a culture of innovation and forward-thinking.

Our Industry Skills Advisors support the industry by working directly with employers and other stakeholders, or through our Industry Reference Groups, to gather and provide advice directly to government. This helps ensure training and skills priorities, training programs and the level of investment are aligned to industry needs. Contact us to arrange an appointment with our Industry Skills Advisors.

The Industry Skills Advisor program is funded by the Queensland Government as part of *Skills for Queensland – Great training for quality jobs*.



Renewables

MSQ's Industry Engagement Manager, Renewables works with local manufacturing businesses to build workforce capacity and access clean energy supply chain opportunities to support the state's energy transformation. Through our digital supply chain and skills mapping tool, we provide opportunities for manufacturers to collaborate, grow and outline workforce constraints, and identify skills and training requirements.

MSQ receives funding from the Queensland Government, as part of the *Clean Energy Workforce Roadmap*.



Schools

Changing the perception of young people, their parents, and improving the level of quality information about manufacturing careers and pathways in schools is a critical focus. Our Industry Engagement Manager, Schools works directly with employers, schools, and training organisations to design and manage programs aimed at strengthening and optimising the pipeline of young talent into the manufacturing industry.



Diversity

We believe workforce diversity is an important part of addressing labour supply challenges and improving the productivity, innovation and decision making within the organisation. MSQ's Industry Engagement Manager, Diversity plays a vital role in promoting inclusivity and equality within the manufacturing sector. With a focus on empowering underrepresented groups, this manager drives initiatives to foster diversity, equity, and inclusion. They work collaboratively with industry stakeholders to implement strategies that attract, retain, and advance a diverse workforce.

ABOUT MANUFACTURING SKILLS QUEENSLAND

MSQ is an independent body established and funded under the Queensland Government's *Making it in Queensland: Building a Stronger Manufacturing Sector* policy in November 2022. Our work supports the Queensland Government's \$70 million investment in manufacturing skills and training.

THE MANUFACTURING SKILLS QUEENSLAND EXECUTIVE

The MSQ executive team provides leadership and is responsible for overseeing the implementation of strategies and ensuring the overall success and growth of the business.

The executive team includes:



Rebecca Andrews
Chief Executive Officer



Andrew Dutton
*Director, Program Delivery
and Commercial*



Quinn Sunderland
*Director, Advocacy, Communication
and Engagement*

THE MANUFACTURING SKILLS QUEENSLAND BOARD

The MSQ Board is made up of an independent Chair and representatives from government, employers, and employees of the manufacturing industry. The Board guides MSQ's strategy and ensures investment in manufacturing skills and training through the Annual Training Plan meet the needs of industry.

The Board members as at 30 April 2024 are:



Paul Cooper

Chair of the Board
*Owner and Executive Chair, Rinstrum
and Chairman, Advanced Manufacturing
Growth Centre Ltd*



Natalene Carter

Board member – employer representative
*Director, RID Australia and Senior
Executive Operations Manager, Dy-Mark*



Sheree Taylor

Board member – employer representative
*Queensland Specification Manager,
BlueScope Steel*



Ann-Marie Allan

Board member – employee representative
*Executive Officer, Australian Manufacturing
Workers' Union*



Stacey Schinnerl

Board member – employer representative
*Director, SkillsEQuipped and Queensland
Branch Secretary, Australian Workers' Union*



Steve Koch

Board member – government representative
*A/Director-General, Department
of Employment, Small Business and Training*



Bernadette Zerba

Board member – government representative
*Deputy Director-General, Department of
Regional Development, Manufacturing and Water*

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**Queensland
Government**

Manufacturing Skills Queensland (MSQ) is an independent body established by the Queensland Government to build a sustainably skilled workforce for a future-proofed manufacturing industry. MSQ is funded by the Queensland Government.