

Tailor-made training for your business

Smart and Skilled





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Keeping your staff up-to-date or finding employees with the right skills for your business is now easier. And it's fully subsidised by the NSW Government.

The Smart and Skilled Targeted Priorities Prevocational and Part Qualification (TPPPQ) Program connects businesses and training providers to ensure you can keep the skills of your existing and new workers up-to-date. It also helps staff develop the skills they need to transition into new roles.

The TPPPQ program is fully subsidised under Smart and Skilled, so you or your staff are not required to pay any training fees for the training.

The training can only be provided by a quality training provider that has a contract to deliver Smart and Skilled funded courses.

The training must lead to continued employment or further training to be approved under the TPPPQ program.

The benefits

Put simply, well-trained staff are more productive, more efficient and more motivated. The TPPPQ program helps meet those goals through cost-effective, nationally-recognised training packages fully customised to your business.

The TPPPQ program will help you:

- make sure you have the people with the skills you need to grow your business
- work with a training provider to develop the training content and delivery so that it is customised to your business needs
- save money on training and recruitment, and reduce costs by increasing staff retention
- improve productivity and reduce operational costs
- be recognised and sought out as an employer of choice.



The costs

Training under the TPPPQ program is fully subsidised, so there are no costs to your business.

You will need to give your staff some time to complete the tailor-made training, and the end result will be an increase in productivity, profitability and efficiency. Where possible, the training can be delivered at your business, so disruption is minimised.

Eligibility

The TPPPQ program is open to any approved business seeking to improve its workforce skills in order to continue providing ongoing employment.

To be eligible for training under the TPPPQ program, an individual must live or work in NSW and be:

- 15 years old or over
- no longer at school
- an Australian citizen, permanent resident, permanent humanitarian visa holder, or a New Zealand citizen.

How to get involved

To participate in the TPPPQ program, your business must be willing to:

- partner with government and other stakeholders
- provide input into the training content
- offer relevant work experience linked to the training.

Contact your local **Training Services NSW Regional Office** to discuss your needs. They will also be able to find a training provider that best fits your business needs.

What is a part qualification?

A part qualification is a short training program made up of a skill set or units of competency selected from nationally recognised training package qualifications. Training can be targeted to your needs and the learners only have to complete the modules they need to get the required skills.

Part qualifications cover pre-vocational courses, pre-apprenticeships and pre-traineeships.

Case study—Flavourtech

Established in 1987, Flavourtech is a global technology manufacturer from Griffith that specialises in aroma recovery, extraction and evaporation products for the food, beverage and pharmaceutical industries. Its unique technologies have been proven to deliver significant returns on investment through the recovery of superior flavours, extracts and concentrates, along with maintaining the natural characteristics of the raw material.

At Flavourtech, employees need to be team players who want to be part of a high-performing culture and are passionate about driving real results for clients across food, beverage and pharmaceutical manufacturing. This calibre of employee is often difficult to attract and retain in a regional location. The Smart and Skilled TPPPQ program provided a tailor-made solution.

In consultation with a Smart and Skilled training provider, Flavourtech identified an immediate need for quality training that enabled an expansion of both production and markets.

Results were appearing even before the first phase of the upskilling part qualification program was complete:

- productivity improved by **1.5%**, which will improve to at least **4%** when all staff have been trained
- over processing and rework was reduced by **\$86,000**
- inventory holding was reduced by **20%**.

Furthermore, the Smart and Skilled TPPPQ program supports Flavourtech's culture of giving employees opportunities to develop a career/learning pathway in key areas relevant to their job role or career progression. Each participant has the opportunity to then complete a full qualification as part of succession planning.

Regional Offices

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