

## **INQUIRY INTO SKILLS SHORTAGES IN RURAL AND REGIONAL NSW**

**Organisation:**

**Name:** Mr James Carney

**Telephone:**

**Date Received:** 21/06/2005

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**Theme:**

**Summary**

**State Development - INQUIRY INTO SKILLS SHORTAGE IN RURAL AND REGIONAL NSW**

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**From:**

**To:**

**Date:**

**Subject:** INQUIRY INTO SKILLS SHORTAGE IN RURAL AND REGIONAL NSW

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FROM: JAMES CARNEY

OCCUPATION: MANAGING DIRECTOR/ADMINISTRATION A NEWCASTLE ENGINEERING COMPANY.

SIZE OF COMPANY: Forty employees

NUMBERS TRAINED: Possibly 200

EXPERIENCE: 50 YEARS INTERVIEWING, TRAINING AND EMPLOYING YOUNG PEOPLE.

Currently I am semi retired but still help with industrial matters and interviewing new staff.

At a State Minister's invitation, some time ago, I addressed a Sydney APPRENTICE ADVISORY BOARD [which incidentally had 15 advisors none of whom were employed in the trade they were advising upon and which guaranteed that TAFE reigned supreme]

I had an interview with a former Federal Labor Cabinet Minister and advised him of the coming problem and suggesting reasons and solutions. Last Saturday I met him at a meeting and said, "Peter, I was right wasn't I?" He replied that the trouble was the bosses who would not employ people. I said that the solution was to find out why and that all the academics in the world will not find the answer unless they talked to people like me.

Senator Tierney sent me a copy of the Federal Government Inquiry into the same problem that you are looking into. The Enquiry did not find the real problem and those who contributed were rarely those who employed and trained apprentices, signed the wages cheque at the end of the week, or had the managerial problems involved. The Federal Government threw money at the problem but that was not the problem in the first place. It will achieve little; I could have achieved more by saving the government millions of dollars.

Today's Apprenticeship contract belongs to the 1930s and is the only contract, I know, which applies to one party and not the other. Would an Academic, Trade Union Official or a Government Advisor enter into a contract to buy a house where the conditions applied to him/her and not the builder? Anyone employing an Apprentice does just that and the whole system is administered by people who are often anti employer. I could tell you stories which would curl your hair. In one case a Union Official apologised to me for the stupidity of the Industrial Commissioner. The Trade Union Official had a job to do but lived in the real world.

I could write a book on why employers will not train young people and in fact have written several articles on the subject.

I am prepared to talk to any one of your committee who want the truth and experience versus academic and vested interests. I would not rely of TAFE or Education Authorities for solutions.

PLEASE DO NOT CONTACT ME IF I AM GOING TO WASTE MY TIME AND YOURS. IF YOU DO NOT WANT TO LISTEN TO ME PLEASE LOOK AT THE FRONT LINE TRENCH. EVEN A STATE INDUSTRY ASSOCIATION, TO WHICH I BELONGED, WAS MADE UP OF THE ONLY FIVE PEOPLE WHO ATTENDED THE ANNUAL GENERAL MEETING. MOST TECHNICAL PEOPLE DO NOT WRITE WRITTEN REPORTS, ARE TOO BUSY SURVIVING TO GO TO MEETINGS, BUT THESE ARE THE PEOPLE YOU NEED. YOU MAY HAVE TO FIND THEM AND NOT FOR THEM TO FIND YOU.