

A stronger training system - investing in skills for jobs



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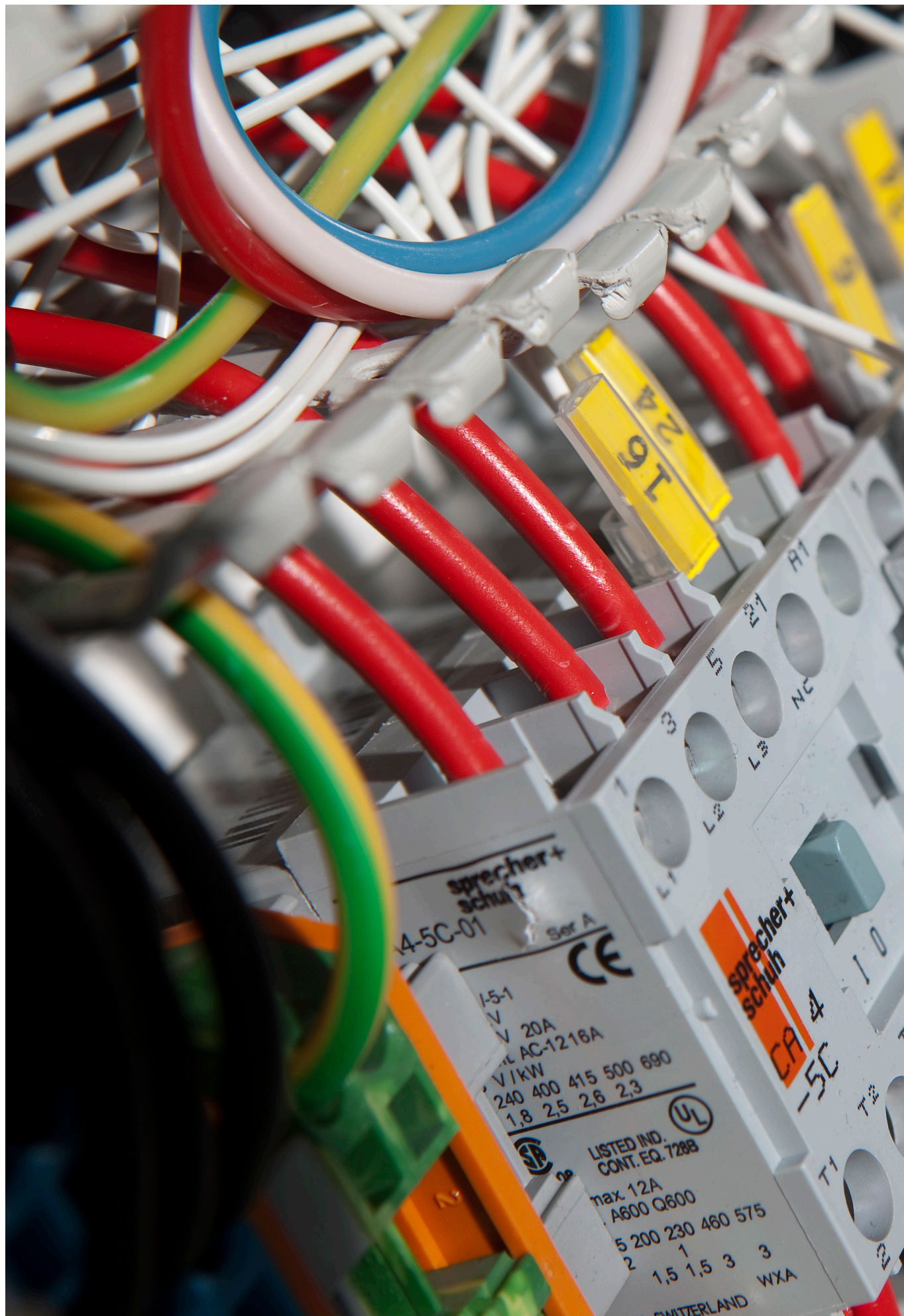
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Introduction

Under the *Training and Workforce Development Act 2013* (the Act) the Tasmanian Government invests in training and workforce development that supports a skilled and productive workforce and contributes to economic and social progress in Tasmania. These objectives are principally achieved by:

- providing funding for training that is responsive to the needs of employers, industry and the community
- providing opportunities for individuals to acquire skills and qualifications
- supporting TasTAFE as the State's only public provider
- administering Tasmania's apprenticeship and traineeship system.

Under the Act, the Minister is to determine priorities in relation to training and workforce development that promote and further these objectives. These priorities establish the framework to guide:

- Skills Tasmania's investment in workforce development and training activity
- TasTAFE's delivery of vocational education and training.

Establishing the Ministerial Priorities

These Ministerial Priorities have been developed in consultation with industries, businesses, communities and relevant interest groups through Skills Tasmania's strategic engagement framework that includes:

- regular monthly meetings with 14 Strategic Community and Industry Partners (SCIPs) to advise on existing and future workforce trends
- an annual forum between the SCIPs and the Minister for Education and Training
- a Workforce Development Grant program that supports projects to analyse, understand and address current and emerging skills needs
- Industry Liaison Officers and Workforce Training Consultants in the south, north and north west who work daily with the SCIPs, employers and regional authorities on emerging skills needs and issues
- analysing training and employment outcomes from TasTAFE activities and other funded programs.

The priorities are directly informed by this engagement as well as the Government's economic and social policy priorities.

Overview of Priorities 2018-2021

There are six priority areas for the Tasmanian Workforce Development and Training system in the period 2018-2021.

1. Invest in training and workforce development activities in priority industries to drive economic growth and employment.
2. Facilitate a high quality, responsive and flexible training system.
3. Support TasTAFE to be a high quality, contemporary and responsive public provider.
4. Support more apprenticeships and traineeships.
5. Support all Tasmanians to access training and gain skills to participate in the workforce and community.
6. Promote vocational pathways in a modern economy.



I. Invest in training and workforce development activities in priority industries to drive economic growth and employment

Tasmania requires a workforce that has the skills and attributes to take advantage of current and new opportunities, particularly in priority industries.

Priority industries are those that:

- demonstrate a high level of demand for skilled labour, and/or
- demonstrate significant contribution to the economy, and/or
- demonstrate high growth and/or employment potential, and/or
- are identified as a government policy priority.

For the period 2018-21, the priority industries for the training and workforce development system are:

- Tourism and hospitality
- Building and construction (including civil construction)
- Advanced manufacturing (including maritime and defence manufacturing)
- Information and communications technology
- Aged services
- Disability services
- Agriculture
- Aquaculture
- Transport and logistics

The Tasmanian Government will focus investment on training and workforce development in these priority industries which will address both the skills needed now and in the future.

Investment will target training and workforce development activity that recognises the changing nature of work and the impact of technology.

Training that equips learners to be agile and flexible will help them to secure meaningful and productive employment into the future.

What we will do

Skills Tasmania will continue to engage with 14 strategic community and industry partners to identify current and future workforce needs and inform priorities and focus for skills investment in Tasmania. This engagement includes regular monthly meetings to share advice and intelligence, and an annual forum between SCIPS and the Minister for Employment and Training.

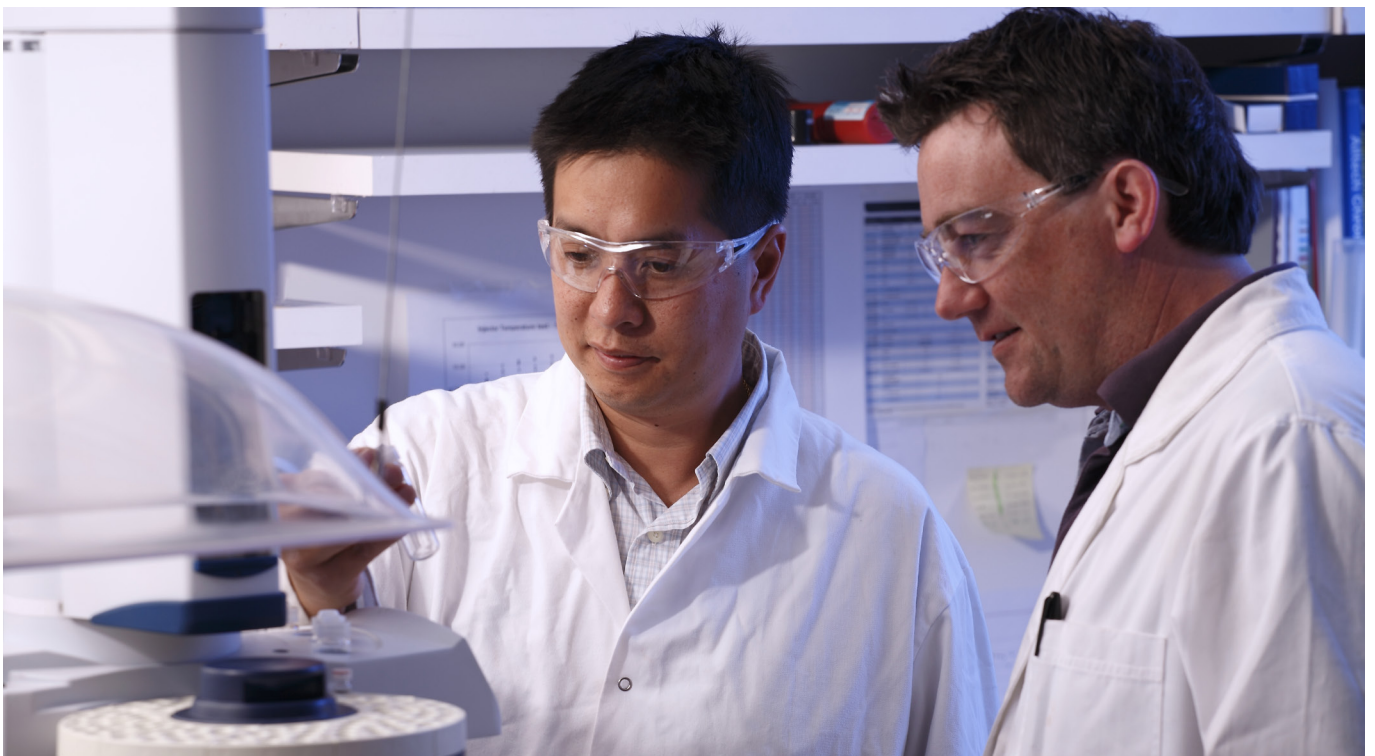
The Tasmanian Government's Workforce Development Grants program supports industries, communities and regions to identify and manage future workforce challenges.

The information obtained from industries and regions is used in conjunction with Government's economic and social strategies to:

- guide vocational education and training (VET) providers, including TasTAFE, about current and future training demand
- inform the labour market of the future of work in Tasmania
- support engagement with schools and the University of Tasmania
- inform better connection and co-operation with others in the employment system including the Australian Government, and employment service providers.

Contestable programs, such as the Skills Fund will continue to subsidise the cost of training for existing workers and job seekers primarily in priority industries across a range of training to build a productive and competitive workforce.

It is important to note that contestable funding will still be available to other industries, where there is clear evidence of employer demand. Funding for apprenticeships and traineeships is available to new and existing workers in all industries.





2. Facilitate a high quality, responsive and flexible training system

To support Tasmanian industry and business the training system needs to be flexible and responsive to the evolving needs of industry and the changing nature of work.

Training needs to be delivered in a way that meets the needs of specific industries, by trainers with appropriate qualifications and industry knowledge.

The Australian Government, through the Australia Skills Quality Authority (ASQA), is responsible for the regulation of training providers in Tasmania, and determines the quality standards that providers are required to meet to become a registered training organisation (RTO).

In addition, the Tasmanian Government gives priority to supporting high quality providers to deliver government-subsidised training to Tasmanian businesses and learners. Contestable funding programs are only open to training providers who demonstrate quality outcomes and industry credibility.

What we will do

The Tasmanian Government's Endorsed Registered Training Organisation (ERTO) system is designed to increase and assure the quality of government subsidised training for learners and employers in Tasmania. The system is designed to ensure only RTOs with quality outcomes are contracted to deliver government subsidised training and streamlines the application process for grant programs.

Through Skills Tasmania, the Tasmanian Government will:

- support continuous improvement in training delivery by providing regular feedback to RTOs and monitoring any performance issues
- provide relevant information and data about the Tasmanian training market to enable market participants to respond to changing or emerging demand.

The Tasmanian Government's contestable funding program design and release schedule will be responsive to emerging needs of employers and learners.

The Skills Fund demand-led (employer and industry) program specifically targets areas of skills demand in priority industries. It supports skill sets and full qualifications where there is demonstrated need. The Skills Fund is available for existing employees (supporting productivity outcomes) and jobseekers (supporting workforce participation and targeting skills shortages).

The Government will focus on developing and brokering new partnerships and innovative programs including partnerships with the University of Tasmania and TasTAFE to deliver integrated VET and higher education offerings, particularly in priority industries.





3. Support TasTAFE to be a high quality, contemporary and responsive public provider

TasTAFE is vitally important to Tasmania - training around 23 000 students each year (of which around 14 600 are government funded). As the sole public provider it plays a critical role in the economic and social fabric of Tasmania's communities.

TasTAFE has a legislated function to deliver foundation skills (including language, literacy and numeracy) to assist students to access education and obtain a qualification.

It delivers the majority of training in a number of critical areas of the Tasmanian economy, including building and construction. Importantly, TasTAFE students consistently report high levels of satisfaction with TasTAFE training.

A strong TasTAFE ensures the Government can deliver high quality, industry relevant training; often in areas with high training delivery infrastructure costs, or where students are facing disadvantage or barriers to education and employment in rural and isolated communities.

A TasTAFE that is respected by, and responsive to, industry and employers is of the highest priority.

What we will do

TasTAFE will continue to focus on:

- working with employers and industry to alleviate or prevent skill shortages in the Tasmanian workforce, and improve productivity in identified priority industries
- delivering high quality training in areas of comparative or differential strength and high Government priority
- promoting and supporting growth in apprenticeships and traineeships and other employment-related training
- delivering training that involves high infrastructure and/or equipment costs, or delivery in remote areas, including operating where other private providers are unable to
- providing participatory training, such as foundation skills (including language, literacy and numeracy) for those learners who have not successfully navigated the schools system or who have difficulty accessing or participating in education
- maintaining strong relationships with industry, community organisations and regional bodies to ensure training is responsive to community needs.

The 2018-19 State Budget guaranteed a minimum 70 per cent of the State training budget to TasTAFE.

An additional \$15.5 million will be provided to establish TasTAFE Centres of Excellence in key industry areas, including:

- \$7 million to establish a Trades and Water Centre of Excellence
- \$5 million to establish an Agriculture Centre of Excellence based at Burnie's Freer Farm
- \$2 million for Drysdale to establish a delivery point in Hobart's northern suburbs
- \$1.5 million for a Drysdale training kitchen within the Devonport Living City project.

Industry will be a key driver of the Centre of Excellence model with each centre established in partnership with industry advisory groups. This will ensure the operations and training align with the skills needs of employers.



4. Support more apprenticeships and traineeships

The Tasmanian Government is committed to supporting businesses to upskill their employees, including through apprentices and trainees. The apprenticeship and traineeship model is one of the best ways to develop the skilled workforce the Tasmanian economy needs now and into the future.

This is reflected in the Government's target of a 40 per cent increase in apprentices and trainees by 2025. Nationally, the numbers of apprentices and trainees in training have decreased in recent years.

Tasmania has also experienced a decline in numbers but less than the national average.

Tasmania currently demonstrates particular strength in trade apprenticeships, due to targeted investment and stronger economic activity, and continues to have the highest apprenticeship completion rates in the country. Building on these key strengths continues to be a high priority.

What we will do

The Government has committed to a number of actions to support more apprenticeships and traineeships including:

- an additional \$2.5 million per annum in small businesses grants from 2018-19 to 2020-21 to support apprentices and trainees targeted to specific growth areas of the economy
- a Payroll Tax Rebate Scheme (apprentices, trainees and youth employees) available to larger employers through the State Revenue Office. The Government has also committed to extend this scheme until 30 June 2021, with a focus on targeting identified areas of the economy
- the Apprentice and Trainee Training Fund (User Choice), an annual rolling grants program that provides training subsidies to endorsed registered training organisations (other than TasTAFE) to help cover the cost of providing quality training and assessment services for nationally-recognised qualifications to Tasmanian apprentices and trainees
- provision of travel and accommodation allowances for apprentices and trainees who are required to travel to attend off-the-job training in Tasmania or interstate.

Further activities to drive apprenticeship and traineeship commencements will be identified including opportunities associated with Government investment, such as building activity associated with Launceston City Deal and affordable housing.

The Tasmanian Traineeships and Apprenticeships Committee (TTAC) established under the Act to oversee the system in Tasmania, will continue to focus on ensuring the policies and guidelines that govern the apprenticeship and traineeship system are meeting the needs of employers, apprentices and trainees.



5. Support all Tasmanians to access training and gain skills to participate in the economy and community

Increasing the workforce participation rate in Tasmania remains a high priority in order to both create a skilled labour supply and, most importantly, ensure all Tasmanians have the confidence to participate in the labour market and remain connected to their community. This will be achieved by supporting Tasmanians to have the best possible opportunity to gain skills they need and overcome barriers to engaging effectively in work.

Community and industry partners have identified the need to focus on improving pre-employment skills of potential employees, especially foundational skills such as financial literacy, digital literacy, and general literacy and numeracy skills.

As the economy continues to transition towards a stronger focus on service sectors, the Tasmanian training and workforce development system will support people and communities to build skills relevant to changing demands of work. Re-skilling and up-skilling will be a priority as well addressing other barriers to entering work or training.

Support will be available to different cohorts including older and younger Tasmanians, our Aboriginal community, people with a disability and others who feel disconnected from the available economic and social opportunities.

Having quality employers who are providing best practice places to work will support a productive and stable workforce. The Tasmanian Government is committed to sharing these best practice examples and building the capacity and leadership of employers to attract and retain a skilled workforce.

What we will do

All Tasmanians who do not already hold a Certificate III or higher qualification have an entitlement to a government subsidised training place in a Certificate III qualification (the national training entitlement).

As identified in the Act, making training accessible for all Tasmanians is a priority focus for TasTAFE which is funded to deliver core skills (language, literacy and numeracy).

The *Training and Work Pathways Program* will continue to support projects that increase opportunities for people experiencing disadvantage and barriers to participation in post-compulsory education and work.

The work of the Skills Response Unit and the Rapid Response Skills Initiative remains a key tool to help those who have been made redundant rebuild skills and find their next opportunity.

The State Government also subsidises vocational training for State Sponsored Skilled Visa holders as part of its *Population Strategy*.

The Government will continue to working with community organisations such as the Migrant Resource Centres, Beacon Foundation, Whitelion and the Neighbourhood Houses Tasmania network by supporting innovative interventions to support those at risk in our community of disconnecting from education, training and work.

The *Employment Partnership: Jobs Action Package* \$4 million initiative with TasCOSS and the TCCI will help to identify the barriers that jobseekers and employers face in finding, recruiting and retaining local people in local jobs and pilot interventions.

Through the Employer of Choice program, organisations are recognised by government and their peers for demonstrating contemporary workplace practices and outstanding support for their staff, including opportunities for employees to build an effective work-life balance.



6. Promote vocational pathways within a modern economy

Both industry and training providers agree that work needs to be done to improve the overall perception of VET. The variety of contemporary job roles and career pathways that can come from participating in VET needs to be highlighted to ensure learners make well-informed choices for their future.

Promoting careers in schools showcases and reflects the reality of work and the benefits of VET pathways. For example, in its Student Outcomes Survey (2016), the National Centre for Vocational Education Research (NCVER) found that around 77.6 per cent of students who completed a VET program were able to find work within six months of graduation. This is compared to 68 per cent for bachelor degree graduates.

The provision of relevant, localised industry and community sector employment data will better inform students, parents and teachers of the opportunities and potential pathways offered through VET.

It will also help to address pre-conceived perceptions about what it is like to work within community and industry sectors in Tasmania and beyond.

The Government will work with industry and community partners to develop clear pathways from education to work in Tasmania. We will then work with education providers, students and parents to promote options and understanding that it is not simply a choice of higher education or a VET pathway but more a case that the right pathway could be one, the other or both.

What we will do

Skills Tasmania will work with the Department of Education, TasTAFE and other private registered training providers to develop and implement a strategy to enhance the value of the VET brand within the Tasmanian community.

Programs that celebrate how VET can change lives such as the Tasmanian and National Training Awards and participation in WorldSkills will continue to provide ambassadors and stories that help to shape perceptions of VET.

Work will continue with the Department of Education, Beacon Foundation and the Collective Education project to connect and communicate industry pathways to students, teachers and parents including school-based apprenticeships.

Clear information and communication tools will be co-designed to support communities, students and jobseekers to understand training and job opportunities and how to take advantage of them.



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