

Investing *in our* **Future**

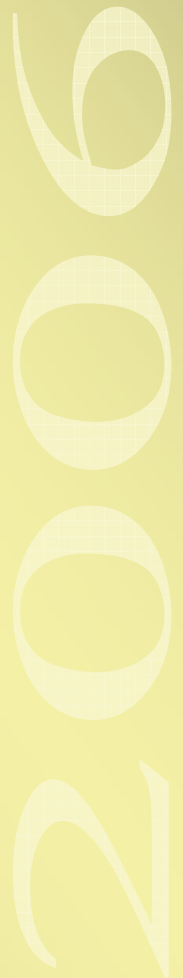


A statement of the Tasmanian priorities for Vocational Education and Training (VET) in

These priorities provide guidance and direction for activity and the allocation of government funding for VET in Tasmania.

The VET Priorities for 2006 are:

1. Improved opportunities and outcomes for young people (15 to 24) as they move from compulsory education to post-compulsory education, training and work.
2. Improved opportunities for mature-age workers.
3. Increased proportion of the working age population with skills that are relevant to, and will support State economic and industry development.
4. Improved access to VET and improved outcomes for people who experience barriers to training and employment due to their particular needs.
5. Established links with other State, local and Australian government agencies and regional and industry bodies to ensure education and training solutions are part of co-ordinated whole-of-government, community and industry strategies.
6. Respond to current and emerging skill needs of industry and build on the Council of Australian Governments' (COAG) national approach to skills development.



Priority 1

Established links with other State, local and Australian government agencies and regional and industry bodies to ensure education and training solutions are part of co-ordinated whole-of-government community and industry strategies



New national funding agreement

The new 2005-08 Commonwealth-State Agreement for Skilling Australia's Workforce recognises the importance of a shared commitment by the Tasmanian and Australian governments to maintain an effective national training system that will deliver high quality, nationally consistent training outcomes for industry, communities and individuals.

Joint Indigenous Funding Pool

Indigenous education and training opportunities will be maximised through the Joint Indigenous Funding Pool. Tasmania will improve education and training outcomes for Aboriginal people by providing targeted training programs which take into account the needs of the local Aboriginal community.

Support for the work of Council of Australian Governments (COAG)

The Office of Post-Compulsory Education and Training (OPCET) is working to achieve the outcomes of the COAG decision for a package of measures designed to underpin a new genuinely national approach to apprenticeships, training and skills recognition and alleviate skill shortages currently evident in some parts of the economy.

Further reform of VET

As part of the work of COAG, Tasmania is participating in work associated with further reforms of the VET system in conjunction with the Commonwealth and states/territories. Maintaining the relevance of the VET system will ensure its continuing contribution to the productivity of Australian businesses and increased levels of participation in the workforce.

Partnership with the University of Tasmania

The new State Government/University of Tasmania Partnership Agreement signed in 2005 sees commitment from both parties to building further on the relationships and goodwill established under the previous three-year Agreement.

Area Taskforces

Area Taskforces will be established across the North, South and North West areas in 2006 to co-ordinate and improve service delivery for young Tasmanians. The Taskforces will see community partnerships developed to share responsibility for improving opportunities for young Tasmanians as they move from school to further education, training and employment.

Environmental Scan

The Environmental Scan Project involved data collection and analysis aimed at informing future action planning by Area Taskforces. Each Area Taskforce will develop an Action Plan to provide strategic direction for collaborative projects aimed at supporting young people to meet their post-Year 10 destination goals.

The Environmental Scan project focused on young people aged 15 to 24 years and captured data on: demographics, labour markets, patterns of service provision, existing networks and partnerships and participation in education, training and employment. The results of the Scans are available at:

<http://www.education.tas.gov.au/dept/about/visions/stateoflearning/initiatives/areataskforces/enviroscanproject>

Working with Local Government

In consultation with the Local Government Association of Tasmania and the University of Tasmania, OPCET will produce an information kit for local government. This kit will include information on how the education and training system can assist the local government sector in recruiting and maintaining skilled workers.

Understanding Skills Shortages Better

Arising out of a COAG initiative, OPCET is working with the Department of Economic Development and local offices of the Departments of Education, Science and Training and Employment and Workplace Relations, to better coordinate the collection and sharing of skills shortages data, in order to improve understanding of skill shortages and direct resources accordingly.

Priority 2

Increased proportion of the working age population with skills that are relevant to and will support State economic and industry development

Skills for Growth

This major budget initiative provides \$12.6 million over four years to directly address skill shortages identified by the Government and industry by building workforce capacity in the trades and other growth industries. It will provide skill development, upskilling and broadening of skills in industries where there are substantial work and career opportunities. *Skills for Growth* has four key elements:

- *Supporting Enterprise Development* is enabling TAFE to provide subsidised training to certain industry groups to stimulate demand driven training for existing employees
- *Trades Express* is providing an accelerated trades recognition and training program for mature age Tasmanians and new workforce entrants in trade areas
- *Skills Direct* builds on the existing competitive bids program, to provide short, sharp training programs targeted to meet specific industry skill requirements
- *Training Outcomes for Migrants and Refugees* provides migrants and refugees with appropriate underpinning skills and knowledge to better enhance and maximise their employment outcomes

Increased funding for training

Increased funding for the 2006 competitive bids tendering program will specifically target areas of skill shortages and seasonal workers to address the needs for people who are unable to access traineeships/apprenticeships.

Fishing, Aquaculture and Maritime Industries

New State funding of \$2.75 million has been allocated to training for the State's fishing, aquaculture, and maritime industries following the withdrawal of Commonwealth funding for this purpose.

Additional funding for TAFE Tasmania

To assist the Institute of TAFE Tasmania to address training demand in key areas, the Government has allocated \$6 million over four years to provide additional training places through its post-compulsory education and training strategy - *Tasmania: A State of Learning*.

SkillsLink

Employers and industry will have better access to information on skills and training, including general and industry specific information. *SkillsLink* will result in a web portal with links to information on skills shortages, skills, training demand, accessing funding for training, research, projects, partnerships, labour market information and more. The web portal will be available at: www.tlsa.tas.gov.au/skillslink.

E-Learning Opportunities

Demand for e-learning options will be stimulated by raising awareness among businesses of the opportunities surrounding e-learning and demonstrating links to e-business developments.

Continuous Improvement of Training Packages

The High Level Review of Training Packages identified the need to review Training Packages to ensure they are responsive to industries needs in a timely manner. New continuous improvement processes are being developed ensure the quality and currency of Training Packages. To keep up to date with these changes, OPCET will review its processes to speed up the implementation of qualifications as apprenticeships/traineeships in Tasmania.

Gathering industry intelligence to inform priorities for training

Tasmania's industry advisory arrangements inform the resourcing of industry training that is needed to support the development of industry capability in line with Tasmania's economic priorities and directions. OPCET engages directly with industry to inform VET decisions to ensure local industry is getting the produce they need.



Priority 3

Improved opportunities for mature-age workers

***Trades Express* and the Institute of TAFE Tasmania's Recognition Centre**

The establishment of a Recognition Centre is part of the Tasmanian Government's *Trades Express* initiative funded through *Skills for Growth* skills development package. The Recognition Centre will use a case management approach and skilled staff to assist candidates to receive formal recognition of their skills and to establish an agreed gap training program.

Trades Express will provide a range of options for mature aged people to help them gain trade qualifications and improve their career prospects.

Opportunities for upgrading existing skills

Additional opportunities are available through OPCET's competitive bids program specifically for:

- mature-age workers to upgrade existing skills and in some cases gain new skills or re-skill
- to provide training places for parents returning to work, women Aboriginal people, mature-aged workers, people with disabilities, and people from culturally and linguistically diverse backgrounds.

Adult Learners Week

During Adult Learners' Week, 1-8 September 2006, the Tasmanian Government joins with local businesses and community organisations to celebrate and promote lifelong learning, with over 70 special events being planned across Tasmania. Adult Learners' Week Awards recognise and celebrate achievements in adult learning in Tasmania.



Adult Education

Adult Education is the largest provider of adult and community education in Tasmania providing adults with a diverse, challenging and innovative range of learning opportunities across the State. It also provides:

- general skills courses for adult Tasmanians particularly in business and computing;
- entry-level training particularly in relation to employability skills for adults; and
- VET Workers Professional Development Program designed to support VET practitioners involved in the delivery of VET in Tasmania.

Which Way For Me?

Which Way For Me is a new initiative developed and managed by the Northern Region of Adult Education. This program is designed to assist, support and develop confidence in single parents and mature unemployed workers wishing to undertake more formal training and/or return to the workforce.

Adult Literacy Strategy

The work on improving adult literacy in Tasmania has progressed through the Tasmanian and Australian Governments joint government taskforce. The results of an environmental scan of adult literacy provision in Tasmania informed the development of a strategic plan for adult literacy.

Priority 4

Improved access to VET and improved outcomes for people who experience barriers to training and employment due to their particular needs

Increasing participation and improve outcomes for Aboriginal and Torres Strait Islander people

OPCET will continue work in consultation with the Aboriginal community, to develop and extend pathways to further education, training and employment for Aboriginal students.

Activities to improve participation and outcomes include:

- publishing and promoting Aboriginal peoples' stories of achievement in literacy and numeracy
- targeting training to areas of high employment potential for Aboriginal people through competitive bids funding
- implementing *oana mallacka*, Tasmania's Plan of Action for increasing Aboriginal people's access to VET

Training for people from culturally and linguistically diverse backgrounds

The increase in the number of migrants and refugees, has seen an increased focus on their training and employment needs.

OPCET is working with a number of agencies (including the JobNetworks) to identify issues around the needs of these people and to support the implementation of pilot projects to assist them in accessing training and employment opportunities.

Support for training for people with disabilities

Implementation of *Equal Partners Stage 2*, Tasmania's plan of action for increasing opportunities for people with a disability in VET, will continue as will the successful Community of Practice for people involved in disability services throughout the State.

Department of Education VET Equity Advisory Committee

The Department of Education VET Equity Advisory Committee acts as an advice mechanism to deal with a range of VET equity issues. The committee meets twice a year and has representation from equity groups and training providers.

Skills Equip

The Skills Equip competitive tendering program offers funding specifically for equity focussed training. Training participants are most likely to include people with a disability (particularly those people with an acquired brain injury or with mental illnesses), Aboriginal and Torres Strait Islander people, women, parents returning to work, older people who wish to re-enter the workforce, older workers, migrants, people living in rural areas and prisoners.

Opportunities for people living in rural and remote areas

Seven Vocational Education and Learning Development Officers (VELDOs) are helping schools to improve the retention of rural students by supporting the expansion of the highly successful Year 11 and 12 VET programs to rural areas.

An increased emphasis on the flexible delivery of VET has resulted in an increase in off-campus delivery, self-paced learning, non class-based training and online learning.

Improving language, literacy and numeracy skills

Funding is provided to the Institute of TAFE Tasmania to conduct language and literacy programs for Tasmanian adults with low-level skills in these areas. The Adult Literacy and Basic Education (ALBE) program supports these adults through a range of delivery strategies designed to meet their individual needs.

Support for entry-level training

Support for entry-level training will be provided through the delivery of Key Skills for Work and Study in partnership with the Institute of TAFE Tasmania through the Rural Skill Centres.

Priority 5

Improved opportunities and outcomes for young people (15 to 24) as they move from compulsory education to post-compulsory education, training and work



Senior Secondary College RTO Consortium

The new Senior Secondary RTO Consortium model will maximise the capacity of Senior Secondary Students to access VET in Schools through joined-up networks of Colleges providing young people with a broader range of VET options regardless of which College they attend.

Youth Learning Officers

The Youth Learning Officer network supports young people, aged 15-19 years, who have disengaged from mainstream schooling and who ordinarily do not complete two years of education and/or training after Year 10. Seven Youth Learning Officers are operational state-wide.

TAFE Tasmania's Learning Pathways Framework

TAFE Tasmania's Learning Pathways Framework will improve access for learners to a broad range of options involving a team of counsellors located at all major campuses to ensure learners are supported, both when selecting the most appropriate learning pathway to meet their needs and in seeking employment.

Transition Support Project

A web-based resource to support the implementation of the *Transition Support Project* will be published which aims to provide effective transition for young people with disabilities.

Pathways Planning and Transition Support

The Pathways Planning and Transition Support Program provides students with support to develop learning pathway plans in Year 8 to and assists young Tasmanians to make successful transitions from compulsory education to independent young adulthood.

The program currently employs 24 Pathway Planning Officers and will continue to expand over the next four years. In 2006, pathway planning and transition support began for Year 9 students, adding to the services already provided for Year 8 students. In 2007, Year 10 students will also receive this support.

Area Taskforces

The Taskforces will bring together diverse stakeholders with an interest in improving opportunities for young Tasmanians moving from school to further education, training and employment.

The Area Taskforce initiative will foster responsive and coordinated service delivery for young people aged 15-24 years moving from Year 10 into further education, training and employment.

School-based Traineeships/Apprenticeships and Vocational Education and Training in Schools

Tasmania has a strong VET-in-schools program that exposes young people to VET opportunities and related occupational options during their senior secondary education.

The Government's school-based apprenticeship program enables young people to undertake an apprenticeship or traineeship whilst also completing their Tasmanian Certificate of Education. The number of students enrolling in school-based apprenticeship is continuing to increase.

Priority 6

Respond to current and emerging skill needs of industry and build on the Council of Australian Governments' national approach to skills development

Skilling Tasmania – An education and training strategy for industry skill development

A policy driven education and training strategy for industry skill development will provide the basis for the education and training component of future state government skills development activity. The development of an industry strategy will result in:

- a training system that is an effective partner in building industry capacity and that is more responsive to industry needs
- stronger engagement by employers with the training system
- better informed business users of the training system
- better targeted and more effective Government funding models
- more efficient and streamlined processes.

Tasmanian Forestry Industry Product Care Skill Ecosystem Project

The Tasmanian Forestry Product Care Skill Ecosystem project will focus on skill formation across supply chains and networks in the Tasmanian forest industry. The project aims to map activity related to product care along five points of the supply chain in the Tasmanian forest industry including the harvest planning, harvesting, loading, transport and processing sectors. It will identify opportunities for improvement and recommend training to meet gaps identified.

Pulp Mill Skills Plan

The Pulp Mill Skills Plan recommends skill development and recruitment strategies for the proposed pulp mill development. The Plan responds to the pulp mill skills audit conducted in 2005 which ensured a coordinated whole-of-government approach to dealing with the skill requirements for the pulp mill's construction and operational phases.

The proposed initiatives outlined in the Pulp Mill Skills Plan are aimed at addressing skills needs directly and indirectly associated with the construction of the pulp mill. Regardless of whether the proposed pulp mill proceeds or not, the enhanced skills training program and drive to attract interstate trades people will be useful in addressing existing skill shortages.



COAG Skills Reform Agenda

The Tasmanian Government and the Australian Government will be working together to progress the package of measures designed to underpin a new national approach to apprenticeships, training and skills recognition agreed to by Council of Australian Governments (COAG) at its meeting of 10 February 2006. The package focuses on:

- occupational licensing and mutual recognition across Australia
- recognition of overseas qualifications
- implementation of a fully competency-based system that results in apprenticeship and trainees being certified where competencies are demonstrated without the need
- enabling school-based New Apprenticeships
- intermediate or specialised qualifications
- Flexibility in training for employers and apprentices
- regional program to address regional needs
- impact of skill shortages on particular industries and regions
- scoping of further COAG reform of vocational education and training
- a national, outcomes-based audit model

Analysis of Industry Training Demand

OPCET publishes analyses of training demand for the majority of industry sectors in Tasmania. These analyses are regularly updated to ensure current industry views on skills and training issues are presented. OPCET actively promote their use as a planning resource to training stakeholders. New training demand analyses recently published include the agriculture (vegetable sector) and racing industries. In 2006, new analyses will be produced for the gas industry as well as a regional training analysis to maintain the industry focus but to pick up regional synergies and link to other regional plans and bodies.