



Australian Government  
Department of Education,  
Skills and Employment

**Linda White**

Assistant Secretary  
Workforce and Apprenticeships Industry Branch  
25 August 2020

Presentation to the Apprenticeship Employment Network (AEN)



# Skills and Training Group

VET Quality and Policy Division	VSL, VET Compliance and TRA Division	Apprenticeships and Workforce Skills Division	National Skills Commission	National Careers Institute	Skills Reform Taskforce	Student Identifier Registrar
Industry Advice	VET Student Loans	Workforce and Apprenticeships Industry Branch - Linda White Assistant Secretary	Labour Market Analysis and Engagement	Data and Delivery	Commonwealth -State Strategy	
Skills Organisations	Trades Recognition Australia	Workforce and Apprenticeships Services	Forecasting Skills and Analysis	Programs and Engagement	Skills Reform	
Qualification Reform	Skills Programs Compliance	Economic Response Taskforce	Pricing and Performance			
Policy and Regulation	VET Information	Foundation Skills				

## Progressing Reform

- Expert Review of Australia's VET System
  - March 2019
- Delivering Skills for Today and Tomorrow
  - \$585.3 million Skills Package



# National Skills Commission

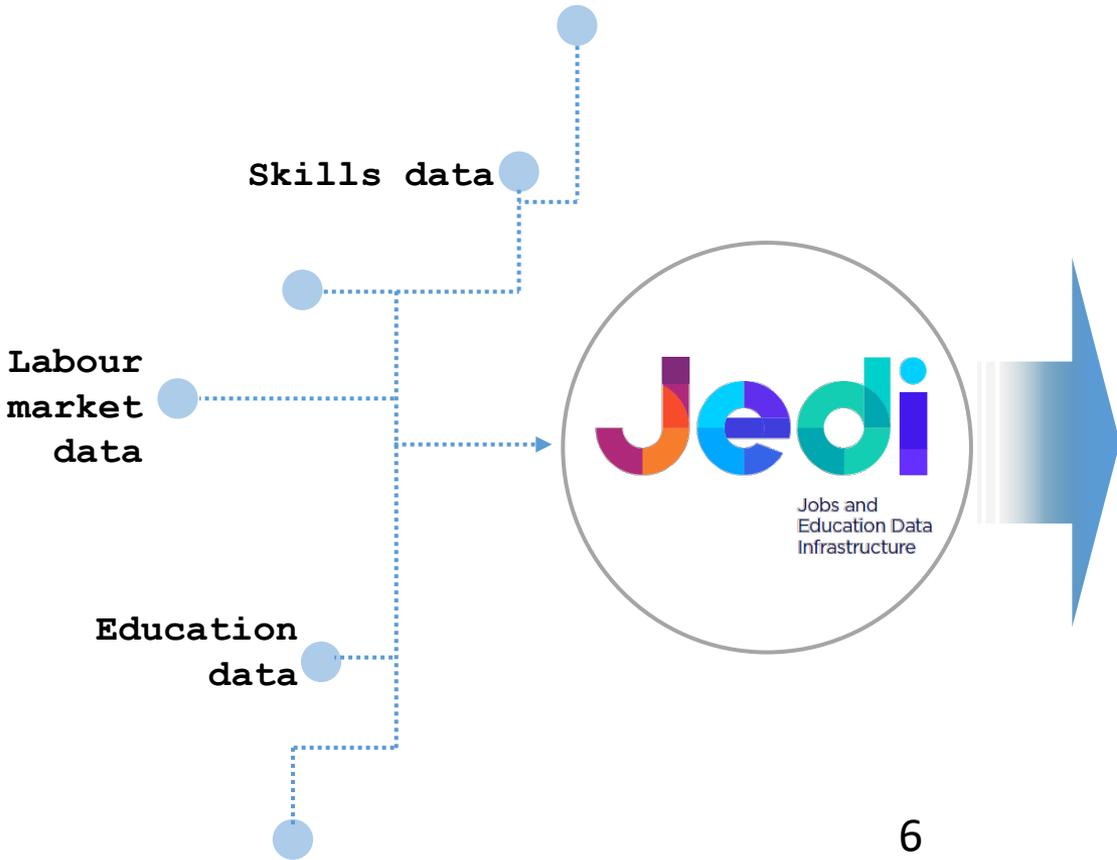


**“Our aim is to develop robust intelligence on Australia’s labour market, our workforce, and current and emerging skills needs.”**

# National Skills Commission

- The Australian Government is establishing a NSC to oversee the Government's investment in VET.
- The NSC will provide detailed labour market analysis, including an annual report setting out the skill needs of Australia.
- The NSC will also publish close to real time data on labour markets to identify emerging skills shortages and other labour market trends.
  - ❖ Shortages will be identified through a combination of available labour market data, stakeholder consultation and employer surveys.
- The NSC recently released its first publication – *a snapshot in time: the Australian labour market and COVID-19*.





A new approach to skills-based labour market analysis that is helping:

- ✓ people planning their career and exploring study options;
- ✓ businesses looking at their workforce plan;
- ✓ training providers designing courses.



- The Australian Government is investing \$42.4 million in the National Careers Institute.
- The NCI was established on 1 July 2019 and is a key part of the Government's commitment to strengthening and modernising the skills and careers sectors.
- Whether looking towards a skills or higher-education based career path, the NCI is the careers front door to the wide range of career pathway information. The careers front door is available at <https://nci.dese.gov.au/>

# Australian Apprenticeships



- As at 31 December 2019, there were a total of 259,930 in training across Australia – this includes 59,580 in Victoria.

Data Source: NCVER 2019, Australian vocational education and training statistics: apprentices and trainees 2019 — December quarter, NCVER, Adelaide.

Note: Numbers have been rounded to the nearest 5. Numbers may not add to the total provided as totals are summed from raw numbers and not rounded numbers.

# Australian Apprenticeships

In-training on 31 December in Victoria by GTO and total



- On 31 December 2019, of the 59,580 in-training in Victoria, 4,400 (7.4%) were in-training with GTOs.

Data Source: NCVER 2019, Australian vocational education and training statistics: apprentices and trainees 2019 — December quarter, NCVER, Adelaide.

Note: Numbers have been rounded to the nearest 5. Numbers may not add to the total provided as totals are summed from raw numbers and not rounded numbers.

# Australian Apprenticeships

VIC GTO in-training data by Gender and Trade / Non-Trade

31-Dec-19			
	Male	Female	Total
Trade	2885	170	3055
Non-trade	610	735	1345
Total	<b>3495</b>	<b>905</b>	<b>4400</b>

*Data Source: NCVER 2019, Australian vocational education and training statistics: apprentices and trainees 2019 — December quarter, NCVER, Adelaide.*

*Note: Numbers have been rounded to the nearest 5. Numbers may not add to the total provided as totals are summed from raw numbers and not rounded numbers.*

# Australian Apprenticeships

## VIC GTO in-training data by Occupation

Trade/Non-trade	Occupation	31-Dec-19	Percentage of Total (Trade and non-Trade)
Trade	Automotive and Engineering Trades Workers	1140	25.9%
Trade	Construction Trades Workers	765	17.4%
Trade	Electrotechnology and Telecommunications Trades Workers	755	17.2%
Trade	Skilled Animal and Horticultural Workers	235	5.3%
Trade	Engineering, ICT and Science Technicians	80	1.8%
Trade	Other Technicians and Trades Workers	50	1.1%
Trade	Food Trades Workers	25	0.6%
Trade	<b>Total</b>	<b>3055</b>	<b>69.4%</b>
Non-trade	Clerical and Administrative Workers	640	14.5%
Non-trade	Community and Personal Service Workers	260	5.9%
Non-trade	Machinery Operators and Drivers	170	3.9%
Non-trade	Sales Workers	130	3.0%
Non-trade	Labourers	120	2.7%
Non-trade	Professionals	15	0.3%
Non-trade	Managers	10	0.2%
Non-trade	<b>Total</b>	<b>1345</b>	<b>30.6%</b>
<b>Total Trade and Non-Trade</b>		<b>4400</b>	<b>100.0%</b>

Data Source: NCVER 2019, Australian vocational education and training statistics: apprentices and trainees 2019 — December quarter, NCVER, Adelaide.

Note: Numbers have been rounded to the nearest 5. Numbers may not add to the total provided as totals are summed from raw numbers and not rounded numbers.

# Australian Apprenticeships

## Australian Apprenticeships Incentives Program

- Financial incentives for eligible employers and their Australian Apprentices.
- Standard incentives at commencement and completion of Australian Apprenticeship
  - ❖ Plus payments targeted at specific skills shortages, priority occupations and rural/regional employers and Australian Apprentices

# Australian Apprenticeships

- **Additional Identified Skills Shortage Payment**

- \$4000 payment for employer
- \$2000 payment for apprentice
- 10 key occupations

- **Australian Apprentice Wage Subsidy trial**

- 75% year 1
- 50% year 2
- 25% year 3
- rural and regional Australia/Certificate III and IV/capped by jurisdiction

# Australian Apprenticeships

## Trade Support Loans

- Support Australian Apprentices to meet everyday costs while they undertake their training.
- Provides up to \$21,542 (for 2020-21) in total and paid monthly in arrears.
- Apprentices do not have to repay the loans until they are earning an income above the compulsory repayment threshold (\$46,620 for 2020-21).



# Australian Apprenticeships

## Australian Apprenticeship Support Network (AASN)

- First point of contact for all queries about apprenticeships.
- Australian Government contracts seven AASN providers to deliver support services nationally
  - ❖ more than 480 field officers and 137 physical locations (shopfronts).
- Apprenticeship Network providers give personalized advice and support services from pre-commencement to completion.

# Commonwealth-State initiative

## Revitalising TAFE Campuses Across Australia

- \$50 million over two years for the initiative, in partnership with state and territory governments.
- Aims to:
  - ❖ support small infrastructure projects to expand, upgrade or refurbish facilities, purchase or upgrade specialist-training equipment, and invest in technological infrastructure
  - ❖ improve vocational education infrastructure
  - ❖ ensure TAFEs are equipped to deliver training to the standards expected by industry and students.



# **industry training hubs**

AN AUSTRALIAN GOVERNMENT INITIATIVE

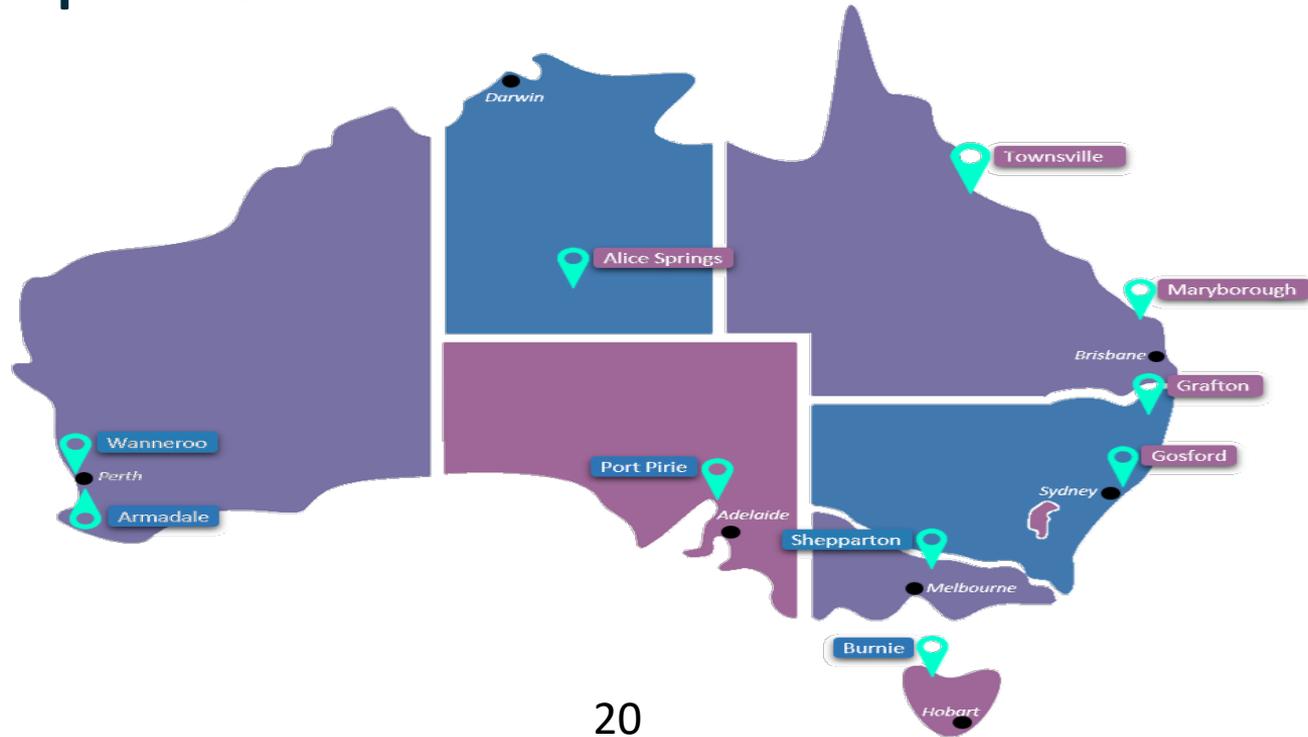
# Industry Training Hubs

- \$50.6 million to trial Training Hubs in 10 regions.
- To improve opportunities for young people in regions with high youth unemployment – targeting Year 11 and 12 students.
- Career Facilitators will work to link schools and local industry
  - ❖ encourage young people to build skills and choose occupations in demand in the region
  - ❖ focus is on occupations with a VET pathway.
- Shepparton Training Hub – due to start from Jan 2021.
- Request for tender released later in 2020 for Career Facilitators in a number of locations (including Shepparton).

# Commonwealth Scholarships Program for Young Australians

- The Commonwealth Scholarships Program for Young Australians (the Scholarships) commenced in early 2020.
- The Scholarships provide successful applicants with up to \$5,000 a year to undertake VET in one of 10 regional areas experiencing high youth unemployment.
- A third application round is scheduled for late 2020, in preparation for study in semester 1, 2021.
- More information at [www.employment.gov.au/commonwealth-scholarships-program-young-australians](http://www.employment.gov.au/commonwealth-scholarships-program-young-australians)

# Industry Training Hubs and Commonwealth Scholarship locations



## Foundation Skills for Your Future

- Initiative provides \$52.5 million for a new national program to help employed or recently employed Australians to:
  - ❖ identify language, literacy, numeracy and digital) skills deficits
  - ❖ upskill via fully subsidised training.
- Program established in 2020.
- Employers wanting assistance to develop their employees English language, reading, writing, math and/or digital skills should contact a provider in their area.
- [www.employment.gov.au/foundation-skills-your-future-program](http://www.employment.gov.au/foundation-skills-your-future-program)
- Email: [employment-foundationskills@dese.gov.au](mailto:employment-foundationskills@dese.gov.au)

# Foundation Skills for Your Future Remote Community Pilots

- \$9.9 million to 30 June 2023, to test ways to successfully deliver foundation language, literacy, numeracy and digital skills training and assessment in four remote communities.
- 4 Pilots – one in each of Northern Territory, Western Australia, South Australia and Northern Queensland.
- Each Pilot will be managed by an Indigenous small or medium enterprise to provide tailored, flexible and locally relevant language, literacy, numeracy and digital training and assessment.
- Website: [www.employment.gov.au/foundation-skills-your-future-remote-community-pilots](http://www.employment.gov.au/foundation-skills-your-future-remote-community-pilots)

# Supporting recovery from COVID-19



## Supporting recovery from COVID-19 - Overview

- Australian Government's focus on recovery from COVID-19 pandemic aims to:
  - Strengthen Australia's skills and training system
  - Support businesses to create jobs as they re-open.
- \$3.3 billion additional funding to support VET system, including:
  - ❖ Supporting Apprentices and Trainees wage subsidy - \$2.8 billion
  - ❖ JobTrainer Fund – 340,700 additional training places in areas of skills need.
- JobKeeper Payment – wage subsidy to support businesses impacted by COVID-19.

# Australian Apprenticeships

## Supporting Apprentices and Trainees

- In March a \$1.3 billion package was announced to help small businesses to retain their current apprentices and trainees.
- In April changes were announced to better support GTOs, apprentices and their host employers.
- In July, a further \$1.5 billion was announced to expand and extend the Supporting Apprentices and Trainees measure.
- 50% wage subsidy up to a maximum \$7,000 per quarter.
- Small businesses with an apprentice or trainee in-training as at 1 March or 1 July 2020.
- Medium businesses with an apprentice or trainee in-training as at 1 July 2020.
- GTO participation based on the size of host employers or their access to JobKeeper.
- Delivered through the Australian Apprenticeship Support Network.

# Australian Apprenticeships

## Supporting Apprentices and Trainees - latest data

- Since 2 April 2020 when the Supporting Apprentices and Trainees initiative opened to applications:
  - \$484 million paid to employers
    - \$422.4 million for trade apprenticeships
    - \$40.9 million for non-trade
- 88,300 Australian Apprentices have attracted the wage subsidy for their employer.
  - 35% are in regional and remote Australia
- 50,700 small businesses have received payments.

# Australian Apprenticeships

## Supporting Apprentices and Trainees - Group Training participation

- Since 2 April 2020 when the Supporting Apprentices and Trainees initiative opened to applications:
  - ❖ 91 GTOs have received payments
    - 74 GTOs have apprentices located in regional and remote Australia
- As of 13 August, \$31.56 million has been paid to GTOs to support retention of their Australian Apprentices.
- GTOs have received payments for Australian Apprentices, training in qualifications leading to 68 occupations.

# Commonwealth-State initiatives

## Infection Control Training Fund

- Customer facing industries, for example retail or tourism, have new responsibilities as a result of COVID-19. Staff may need to be supported to increase their skills to include infection control.
- Recognising this, the Australian Government, in partnership with the states and territories has developed and funded industry specific infection control training. This means that there is now training, contextualised for customer facing industries, available in all states and territories.
- In addition to developing the training, an \$80 million infection control training fund has been established to ensure around 80,000 workers can access the training at little to no cost.
- Over 170 training organisations have been contracted by the states and territories to deliver the training on a fee free or low cost basis.

## Future directions

- JobTrainer
- National Agreement for Skills and Workforce Development
- De-regulation agenda



# JobTrainer

- Announced on 16 July 2020
- **\$2 billion** JobTrainer skills package to support the economic recovery
  - ❖ \$1 billion **JobTrainer Fund** (including **\$500 million** from Australian government matched by States and Territories) to provide up to 340,700 free or low cost training places in areas of skills need for job seekers and school leavers
  - ❖ An additional **\$1.5 billion** for **Supporting Apprentices and Trainees** – total budget for apprentices and trainees retention and re-engagement increased to \$2.8 billion

# Commonwealth-State initiative

## A new National Skills Agreement

- Currently under the National Agreement on Skills and Workforce Development (NASWD), the Commonwealth provides state and territory governments over \$1.5 billion annually in untied funding for VET delivery.
- There are concerns over the effectiveness of this funding.
- In July, a Heads of Agreement (HoA) was developed that sets out the directions for a new National Skills Agreement to replace the NASWD.
- Under the HoA, all parties will be working collaboratively on complex longer-term issues, and reflecting these in a new National Skills Agreement.

## Mutual recognition of occupational licencing

- Aims to reduce regulatory burden and increase the mobility of licenced workers by allowing the freedom of the movement of goods and service providers (occupations) in a national marketplace
- Principle that a person who holds a licence or registration in one state or territory is entitled to receive an equivalent occupational licence in a second state or territory
- Not about apprenticeships directly, does have a strong link to industry and employer needs
- Consistency in the qualifications supports licencing requirements and mutual recognition

## Mutual recognition of occupational licencing contd.

- Formalised under a form of legislative coordination that includes the Commonwealth's *Mutual Recognition Act 1992* and *Trans-Tasman Mutual Recognition Act 1997* and state and territory legislation.
- States and territories maintain responsibility for all licencing approvals, issuing of licences and their regulation.
- Australian Government established a Deregulation Taskforce to focus on improving occupational mobility.

# New National Agreement on Closing the Gap

- The new National Agreement on Closing the Gap was announced by the Prime Minister on 30 July 2020.
- Developed in partnership with all Australian governments and Aboriginal and Torres Strait Islander peak organisations.
- Includes four socio-economic targets relating to skills and employment:
  - **Year 12 target (Target 5):** increase the proportion of Aboriginal and Torres Strait Islander people (aged 20-24) attaining Year 12 or equivalent qualifications to 96 per cent.
  - **Tertiary education target (Target 6)** – to increase the proportion of Aboriginal and Torres Strait Islander people aged 25-34 who have completed a tertiary qualification (Certificate III and above) to 70 per cent, by 2031.
  - **Youth target (Target 7)** – to increase the proportion of Aboriginal and Torres Strait Islander youth (aged 15-24) who are in employment, education or training to 67 per cent by 2031.
  - **Employment target (Target 8)** – to increase the proportion of Aboriginal and Torres Strait Islander people aged 25-64 who are employed to 62 per cent by 2031.
- All parties have also agreed to implement four Priority Reforms:
  1. Formal partnerships and shared decision making
  2. Building the community-controlled sector
  3. Transforming government organisations
  4. Shared access to data and information at a regional level.
- We all need to look at ways to integrate the Priority Reforms across all programs and services affecting Aboriginal and Torres Strait Islander people, including mainstream programs.

## 2020 Review of the *Disability Standards for Education 2005*

- The Disability Standards for Education 2005 (the Standards) clarify and elaborate the legal obligations of education authorities and providers across the whole of education sector - preschool/kindergartens, school, vocational education and training, and higher education.
- The Standards seek to ensure that students with disability can access and participate in education on the same basis as other students.
- The Department of Education, Skills and Employment is currently undertaking a review of the Standards to test if they are effective in achieving their objectives.
- A community consultation process has commenced and is open until 25 September. To participate in the review, you can make a submission through the website or attend a webinar. Further information is available on the department's website or by emailing [engage@thesocialdeck.com](mailto:engage@thesocialdeck.com).