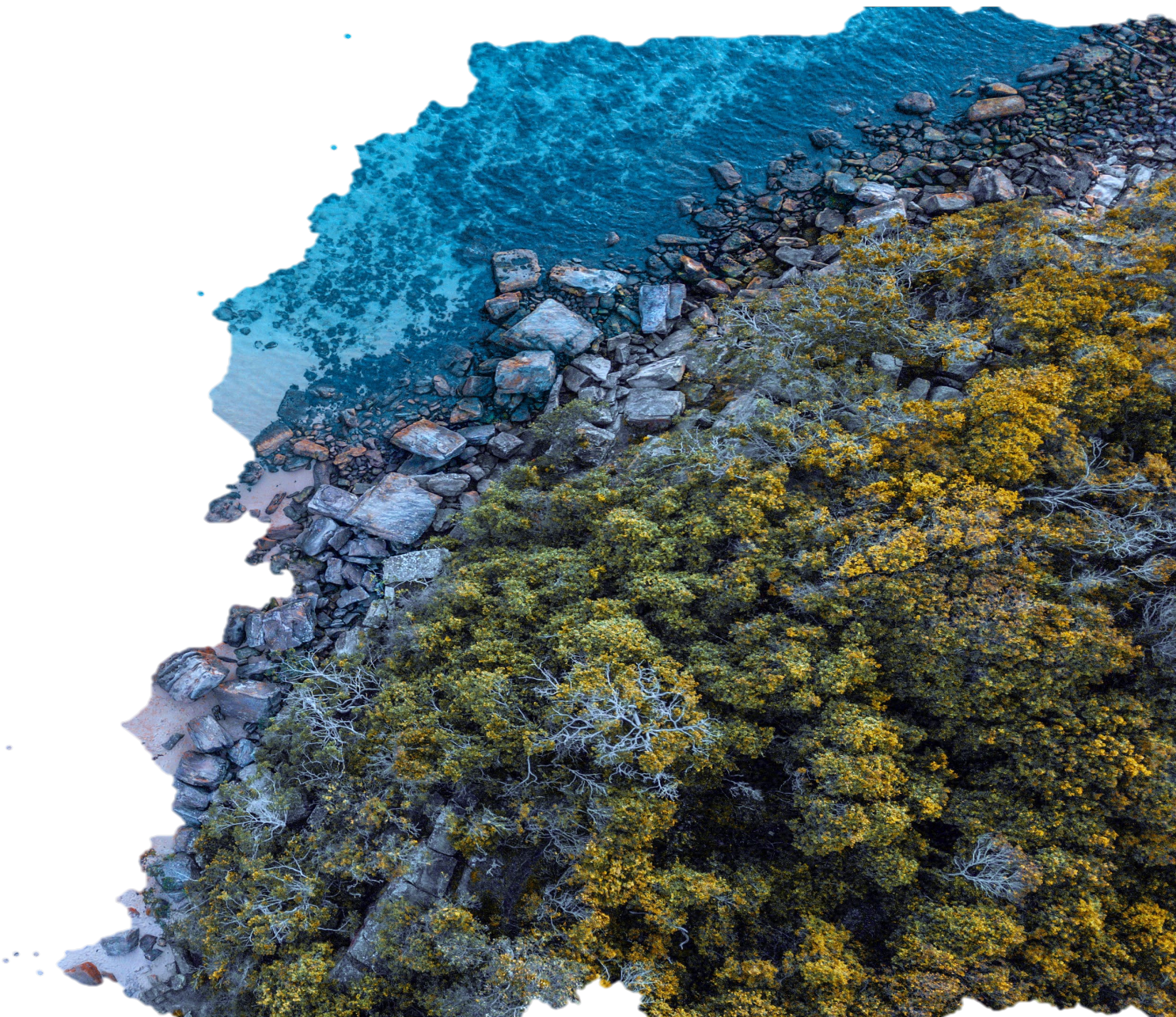




GOVERNMENT AND PUBLIC SAFETY SKILLS AND TRAINING NETWORK (GTAN) FORUM

28 May 2024

Acknowledgement of Country



GTAN Program

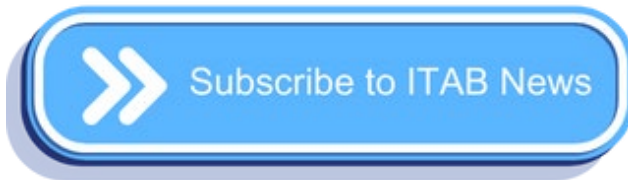
- NSW Public Sector skills and training update
- Careers at Council Jobs Summit
- Public Skills Australia Update
- Skills Development in the Rural Fire Services (RFS)
- Addressing the shortage of 'Planners' in NSW



NSW ITAB - Public Sector Update

Lisa Giammarco

NSW Public Sector ITAB



www.australianindustrystandards.org.au/nsw-itab/



Public Sector ITAB Coverage

LOCAL GOVERNMENT (LGA)



Local government is responsible for providing a range of local services and developing effective planning initiatives for its community

PUBLIC SECTOR (PSP)



Public sector employees play an important role in the development, review and implementation of government policies, and provide an array of services for the community.

WATER (NWP)



The Water industry includes water supply, sewerage, drainage services and pipeline transport (water). Occupations involved in these sectors cross a wide spectrum of activities.

PUBLIC SAFETY (PUA, POL, DEF)



Australia's Public Safety Industry is comprised of police services, fire and rescue services, emergency management agencies, the Australian Defence Force, intelligence organisations and associated administrative and support functions.

CORRECTIONS (CSC)



Correctional services agencies operate or contract with private operators, prison facilities, and in some states and territories periodic detention centres, and are also responsible for managing offenders on community corrections' orders.



ITAB activities and projects

- **Regional visits**
 - March: Central West (Orana) Region (Dubbo)
 - May: Central West Region – Orange and Bathurst
 - July: Illawarra and Capital Region
 - September: New England Region - Tamworth and Armidale
- **Local Industry and Schools Events**
 - Partnering with Regional Industry Education Partnerships (RIEP) Officers and SBAT Teams for Local Industry & School events on Mid North Coast and North Coast Regions
 - Proposed dates: 24, 25 and 26 September 2024
 - Jobs and Career events
 - Central West – Careers Facts Day Bathurst - May
 - Northern Rivers - Careers Expo – July
- **Water (WTAN) and Government (GTAN) Industry Network forums**
 - Tues 28 May
 - Tues 20 August
- **TSNSW projects and initiatives** e.g. communicating Smart & Skilled advice



Public Sector funded programs and grants

1000 NSW Public Sector Apprentices and Trainees Program

- Applications for funding support are now open for all NSW State Government agencies, NSW State-Owned Corporations and NSW Public Non-Financial Corporations.



2024 Bert Evans Apprentice Scholarships

- NSW apprentices facing financial or personal hardships can now apply for the Bert Evans Apprentice Scholarships.
- With a total investment of \$2.25 million, the program will award 150 successful applicants a \$5,000 annual scholarship for three years, amounting to \$15,000 each. Eligible first-year apprentices, including school-based apprentices, are encouraged to *apply by Friday, 31 May 2024*.



2024 Ministers' Awards for Women in Local Government

- Nominations are now open for the 2024 Ministers' Awards for Women in Local Government, celebrating the exceptional achievements and contributions of women in NSW councils. *All nominations must be made by 14 June 2024.*



NSW VET Review : Interim Report

- **Recommendation 1:** The NSW Government should clarify TAFE NSW's role and purpose through a TAFE NSW Charter based on the following key principles: (*Already commenced*)
 - i. TAFE NSW as a future-focused, strategic leader that meets the skills needs of NSW
 - ii. TAFE NSW as a provider of a public good
 - iii. A place based and locally-focused TAFE NSW
 - iv. An industry-aligned TAFE NSW
- **Recommendation 2:** To align with TAFE NSW's role and purpose, TAFE NSW should develop and implement a revised operating model that:
 - i. Aligns educational delivery with industry needs.
 - ii. Prioritises local, regional and community engagement.
 - iii. Enhances support for teachers.
- **Recommendation 3:** TAFE NSW and the NSW DOE should work with education regulators to pilot targeted self-accreditation processes across selected and agreed Australian Qualifications Framework (AQF) qualifications.
- **Recommendation 4:** The NSW Government should consider the following funding directions to rebuild TAFE NSW:
 - i. Remove TAFE NSW from the contestable funding market, providing a single funding envelope.
 - ii. Streamline funding for TAFE NSW through a direct appropriation
 - iii. Increase the TAFE NSW funding commitment to ensure it is reflective of general operating costs in the 2024-25 budget
 - iv. Establish effective guidance and processes to enable TAFE NSW to maximise public assets for public good

NSW VET Review : Interim Report

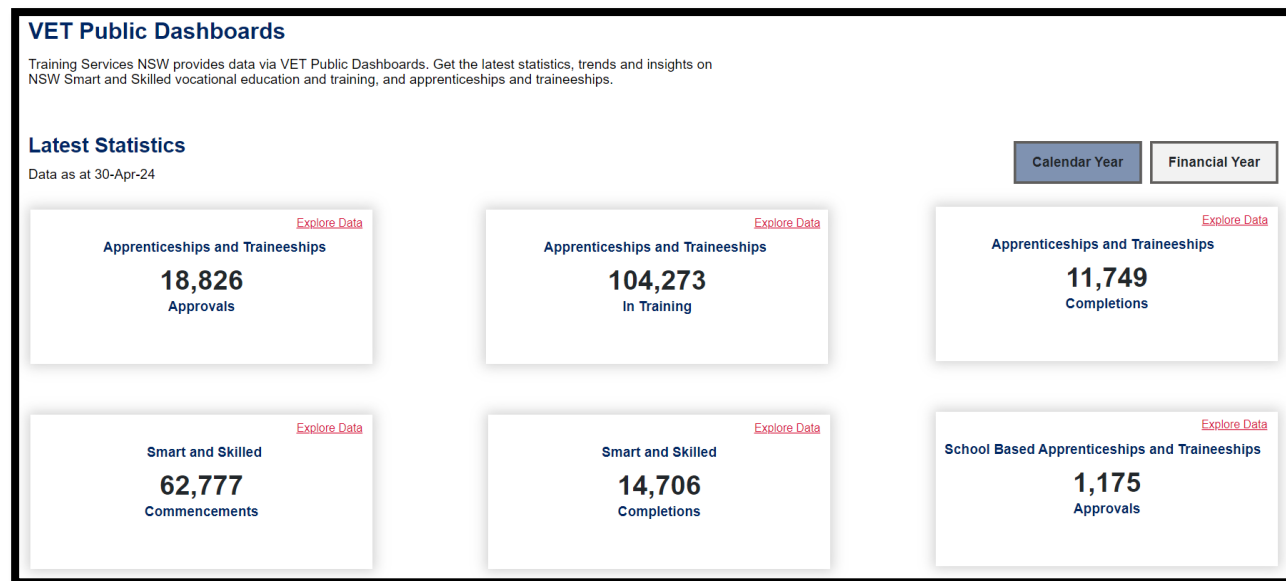
- **Recommendation 5:** To ensure governance arrangements for the NSW VET system are strengthened, focused and appropriately set-up to represent industry, provider and workforce expertise, the NSW Government should review the:
 - i. TAFE Commission Advisory Board
 - ii. NSW Skills Board Act 2013 to clarify the Skills Board's role and purpose, and renew its focus
 - iii. *NSW industry training advisory bodies (ITABs) program to ensure strategic alignment with the structure and function of the Australian Government's Jobs and Skills Councils (JSCs) and consider how ITABs could better support targeted objectives of the strategic governing bodies led by the NSW Department of Education and TAFE NSW.*
- **Recommendation 6:** The NSW Government should prioritise the expansion and conversion of permanent roles for VET teachers in the NSW Department of Education and TAFE NSW workforce.
- **Recommendation 7:** The NSW Government should undertake an asset audit to ensure it has a clear understanding of current VET infrastructure across NSW, including its condition, age and geographic location.

NSW DoE Public VET Dashboard

Accessing latest reports on NSW training data

Training Services NSW now provides the latest data on NSW vocational education and training, and apprenticeships and traineeships in an interactive format and allows users to filter, sort and download.

[Statistics on vocational education and training | NSW Government](#)



The 'Performance of NSW VET programs' report is no longer published. For copies of previous reports, Jan 2016 to Jun 2021 email: Skills.Reporting.Analysis@det.nsw.edu.au.

www.australianindustrystandards.org.au/nsw-itab/

NSW DoE Public VET Dashboard



Smart & Skilled



Apprentices & Trainees



Glossary

Apprenticeship and Traineeship Approvals

Calendar Year

Filters

Calendar Year

All

Financial Year

All

Training Type

All

Employer Type

All

Training Type

Employer Type

Provider Type

Industry

Qualification Level

Qualification

Regional Office

Employer Size

Gender

Indigenous Status

Disability Status

Age Group

Qualification ID and Name	2024	2023	2022	2021	2020	2019
CSC30119 Certificate III in Correctional Practice				63	185	<5
CSC30120 Certificate III in Correctional Practice		35	156	56		
CSC30122 Certificate III in Correctional Practice	82	119	<5			
Total	82	154	158	119	185	<5

Revised Standards for RTOs

Aim: To lift quality and integrity across the entire sector, through a more flexible, robust, quality driven approach to regulation (Public Release in August)

Revised Standards to offer expanded eligibility for training delivery

- initial modifications to the Standards aimed at broadening the pool of individuals authorized to deliver training are planned for implementation in the coming months

Key amendments include:

- Allowing individuals holding an educational degree to serve as VET trainers and/or assessors
- Permitting individuals actively pursuing a Certificate IV or Diploma from the TAE Training Package to conduct training and contribute to assessment under supervision.
- Empowering individuals possessing a variety of newly acquired or updated skill sets to deliver training under supervision.
- Enabling industry experts to provide training alongside a designated trainer and/or assessor.

New Standards for RTOs – Full regulatory effect from 1 July 2025

- Guidance for RTOs – New Users Guide will be released in the coming months
 - To explain interpretation of key terms and concepts within the revised standards
 - To help RTOs understand their regulatory obligations and how provider performance will be assessed.

Qualification Reform Design Group - March 2024 update

Purpose driven, principles-based system

The Design Group has proposed a revised system that moves from a 'one size fits all' approach to qualifications based on their purposes, to respond to changing workplaces and industries.

Supported by Qualification Development Quality Principles, **it preserves the qualifications that are working well and enables new models that provide flexibility to improve outcomes for learners and industry.**

Three broad purposes have been identified:

- Purpose 1 – qualifications leading to a specific occupation (for example a licensed trade), that maintain a level of specificity necessary for safety or licencing requirements, particularly the integrity of the trades, and is unlikely to change substantially from the current approach;
- Purpose 2 – qualifications that prepare learners for multiple, related occupations while retaining industry relevance; and
- Purpose 3 – qualifications that develop cross-sectoral or foundation skills and knowledge which may be applied across industries, or lead to tertiary education and training pathways.

Next steps include testing and designing qualification models in proposed VET qualification system

- Conducted by Design Group, Jobs and Skills Councils and State and Territory officials via an action learning approach
- Feedback and advice expected by end of 2024

Commonwealth updates - Jobs and Skills Councils

Public Skills Australia:

- Recent Release of updated Police (POL) and Defence (DEF) Training Package products – now available on Training.gov.au



BuildSkills Australia:



- Jobs and Skills Council for building, property and water focused on forming a clearer picture of workforce demands across building, construction and associated industry sectors to inform Workforce Plan
- Huge demand for skilled construction workers supported in 2024 Budget

Future Skills Organisation (FSO)

- Workforce Plan has been submitted and now awaiting approval
- Reports available for Finance, Technology and Business Occupations



Prevailing challenges and training issues for sectors

Cross industry challenges

- Attraction and retention of workers
- Climate Change
- Rising energy costs
- Finite pool of skilled workers + housing shortages
- Diversity and inclusion issues
- Digital capability not meeting industry needs
- Identification and early intervention of Foundation Skills issues

Common training issues for Regional NSW

- Thin markets / poor RTO coverage
- Access to funded and fit for purpose training
- Shortage of trainers and assessors
- S&S funding too low for delivery of some Quals

Training Services NSW Smart and Skilled Program

NSW 2023 Smart and Skilled Program for 2023-24

CSC Corrections:

CSC – Cert III *Asset Training Australia

CSC – Cert IV *Asset Training Australia *Bradford Institute of Advanced Education

LGA Local Government:

LGA – Cert III *Fusion Training Solutions

LGA – Cert IV *Fusion/ Walan Miya Ltd *Global Training Institute *Joblink Plus

LGA – Dip *Fusion/ Walan Miya Ltd *Global Training Institute

PSP Government:

PSP – Cert II * TAFE NSW * Access Training & Education

PSP – Cert III * Academic Pavilion * Access Training * Office of the Sheriff of NSW * TAFE NSW

PSP – Cert IV * Asset Training Australia *Fusion Training Solutions * TAFE NSW * Transformed Pty Ltd

PSP – Dip * Access Training * UNE Partnerships * McMillan Staff Development * TAFE NSW

* Transformed Pty Ltd * Sydney Institute of Interpreting & Translating

PUA Public Safety:

PUA – Cert II * Risk, Response & Rescue Pty Ltd

PUA – Cert III * Risk, Response & Rescue Pty Ltd



2024-25 May Budget – Skills & Training

- + \$265.1M over 4 years: Australian Apprenticeships Incentive System, to continue supporting apprentices in priority occupations
- \$91 million over 4 years: Improve the capacity of the clean energy training system and increase the number of trainees and apprentices in clean energy occupations
- \$55.6M: New Building Women’s Careers program
- +\$10.6M: implementation of the Australian Skills Guarantee, to help train the next generation of skilled workers.
- \$4.4M: raise awareness and boost status of VET
- 20,000 additional Fee-Free places relevant to the construction sector
- \$30.2M over 5 years: Establish a network of Remote Training Hubs.
- \$6.1 million for careers information and policy through the National Careers Institute
- \$9.5 million in 2024–25 to Jobs and Skills Australia (JSA), to continue providing independent advice

Careers at Council Jobs Summit

Jennifer James

Workforce Development Consultant

Local Government NSW

www.australianindustrystandards.org.au/nsw-itab/



Public Skills Australia Update

Kirsty Waugh

Director, Training Product Development

Public Skills Australia

www.australianindustrystandards.org.au/nsw-itab/



Skills development in the Rural Fire Services

Josh Fleming

Supervisor, Learning Design,
NSW RFS

www.australianindustrystandards.org.au/nsw-itab/



Addressing shortage of 'planners' in NSW

Christian Leclair

Industry Innovation Specialist

TAFE NSW

www.australianindustrystandards.org.au/nsw-itab/





DIPLOMA OF LOCAL GOVERNMENT (PLANNING)

PROJECT OVERVIEW AND SOLUTION DESIGN



TAFE NSW acknowledges Aboriginal and Torres Strait Islander Peoples as the Traditional Custodians of the Land, Rivers and Sea. We acknowledge and pay our respects to Elders; past, present and emerging of all Nations.

PROJECT OVERVIEW

BACKGROUND

- The Australian National Skills Commission has identified planning in its list of professions that has a skills shortage with a strong future demand.
- The Australian Local Government Association (LGA) has identified planners as one of the Top 3 skills shortages in local governments across the country.
- Between 2021-22 and 2022-23, shortages of planners contributed to a 28% increase in the average number of days taken to determine local development applications in NSW.
- Training Services NSW has confirmed that the LGA50120 Diploma of Local Government (Planning) is on the NSW Skills List for 2024, acknowledging the skilled worker gap.

PROJECT OVERVIEW

AIM & APPROACH

- In mid 2023 DPHI established a Steering Group with TAFE, Local Government NSW (LGNSW) and the Planning Institute of Australia (PIA) to investigate the viability of developing a VET pathway to upskill existing, non-planner employees in NSW councils.
- DPHI surveyed councils and found that more than 85% of respondents said they would consider upskilling existing staff with the Diploma of Local Government (Planning) or employing planning cadets currently enrolled in the diploma.
- It was determined that the version of LGA50120 Diploma of Local Government (Planning) delivered through TAFE SA would meet the needs of the Steering Group. The TAFE SA Diploma is specifically designed for candidates who are employed in government settings who are looking to gain basic skills in planning.
- This approach supported the overall government objective of developing educational centres of excellence, based on industry skills and expertise, and also ensures efficiencies of delivery.

SOLUTION DESIGN

DIPLOMA OF LOCAL GOVERNMENT (PLANNING)

DIPLOMA OVERVIEW

Core units:

- Ensure a safe workplace for a work area
- Lead communication in the workplace
- Manage business risk
- Manage organisational customer service
- Work in local government

Specialist Planning units:

- Interpret and apply development planning legislation, schemes and instruments (Group C)
- Perform minor development assessments (Group C)
- Source, collate and interpret spatial data (Group C)
- Protect heritage and cultural assets (Group C)

General elective units:

- Undertake project work
- Engage with stakeholders
- Manage meetings

CURRENT STATUS

DIPLOMA OF LOCAL GOVERNMENT (PLANNING)

- Councils participating in the Strong Start Cadetship program can use grant funds to fully subsidise their cadets' Diploma of Local Government (Planning), if the cadet is enrolled in the course before 30 June 2024.
- The first NSW cohort will begin the course on 22 July 2024.
- SME's are working with TAFE SA to contextualise content in the planning specific units to NSW Planning practices.
- Link to course page: https://www.tafesa.edu.au/xml/course/aw/aw_CP00312.aspx?S=AWD&Y=2024

THANK YOU

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TAFE NSW



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Next GTAN – 20 August 2024

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