



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

3 September 2024

Acknowledgement of Country



GTAN Program

- NSW Public Sector skills and training update
- National Jobs and Skills Council - Public Skills Australia Update
- 1300 Additional Apprentices and Trainees for Local Government Program
- SES 2024 Youth Internship and other pre-employment pathways

NSW ITAB - Public Sector Update

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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 Update

The ITAB's remit is to:

- Collect employment and workforce development data for public sector industries
- Provide advice to DoE on sectoral and regional issues around skills and training
- Communicate issues related to critical skills shortages and training supply and demand
- Identify examples of best practice where employers are implementing innovative strategies to address unique local challenges
- Disseminate information on funded training more generally to NSW stakeholders

ITAB activities and projects

- **Regional visits**
 - July: Illawarra Region
 - October: Mid North Coast Industry Forum – ‘Attraction and recruitment’
 - November: New England Regional Cross-Industry Roundtable - Tamworth and Armidale

- Jobs and Career events
 - May: Central West – Careers Facts Day Bathurst
 - July: Illawarra Apprenticeships and Traineeships & Jobs Expo

- **Water (WTAN) and Government (GTAN) Industry Network forums**
 - Tues 3 September
 - Tues 26 November



Prevailing challenges and training issues for sectors

Cross industry challenges

- Attraction and retention of workers
- Climate Change
- Rising energy costs + housing shortages
- Finite pool of skilled workers
- 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 / gaps in delivery of essential training
- Access to funded and fit for purpose training
- Shortage of trainers and assessors
- S&S pricing model difficult for delivery of some Quals

NSW VET REVIEW – Final Report



Final Report released recently

- Highlights importance of skills development and vocational training in shaping the future workforce of the state
- Contains 21 recommendations designed to transform and better integrate the VET system while supporting its stakeholders
- Includes a new needs-based funding model, improved coordination of critical services, enhanced support for equity cohorts
- Advocates for stronger ties and collaboration between government and industry, including formal commitments on skills development within priority sectors as well as building links between high school and post school training.



<https://education.nsw.gov.au/about-us/strategies-and-reports/our-reports-and-reviews/nsw-vocational-education-and-training-review>

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

NSW VET REVIEW – Final Report

Governance Reform – p8

Recommendation 3

Following the governance review recommended in the Interim Report, the NSW Government should reform skills governance to ensure there is:

- i. A single governance body with expert knowledge and skills, and clear accountability for system-wide strategic advice to the NSW Government.
- ii. A dedicated consultative advisory forum that harnesses the advice of all public and private providers, industry and students, to be convened quarterly by the NSW Department of Education.
- iii. Alignment between specific industry advice bodies and the new national architecture.



NSW VET REVIEW – Final Report

Industry Compacts - p10

Recommendation 8

The NSW Government should establish industry compacts across government skills priorities that are driven by:

- i. Statements of commitment – outlining mutual obligations and principles for collaboration for government, industry and training providers towards skilling targets.
- ii. Co-investment – including cash and in-kind contribution across compact partners.
- iii. Governance structures – ensuring transparent mechanisms for monitoring progress, making decisions and upholding accountability.
- iv. Research and innovation – leveraging sector expertise and insights to develop skilling solutions.



NSW VET REVIEW – Final Report

Regional Skills – p10

Recommendation 9

The NSW Government should develop and implement a new regional skills approach to meet the training needs of regional communities. The approach should:

- i. Promote community decision-making by:
 - Bringing together key local stakeholders (including education and training providers, industry, schools, and all levels of government) through a robust governance framework
 - Ensuring existing NSW Department of Education resources are committed to effectively facilitating and coordinating this new approach to community decision-making.
- ii. Revise current funding approaches – Current thin market funding should be consolidated into a Regional Skills Fund, a new outcomes-based funding program that incentivises innovation, collaboration and local solutions development.
- iii. Embed regional planning and data – A valid and reliable data-led regional skills planning approach should be embedded through the NSW Skills Plan
- iv. Provide a training commitment to regional areas

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NSW funding and grants

Smart and Skilled

- 2024-25 Targeted Priorities Prevocational and Part Qualifications (TPPPQ) Program now open
- Budget for program is limited and funding of a TNI (Training Needs Identification) application is not guaranteed.

1000 NSW Public Sector Apprentices and Trainees Program

- Round 2 Applications for funding support are now open for all 67 NSW government agencies and state-owned corporations
- 440 apprentice and trainee positions announced for next 12 months. Further 340 positions will be available in the final round (2025-26 financial year).



1300 additional Apprentices and Trainees for Local Government Program

- To play a key role in training up new apprentices and trainees that will build better communities and alleviate skill shortages
- Guidelines being developed but expected to begin early 2025



NSW DoE Public VET Dashboard

Apprenticeship and Traineeship Currently In-Training

| Qualification ID and Name | Number of Training Contracts | N |
|--|------------------------------|---|
| CSC30120 Certificate III in Correctional Practice | 5 | N |
| CSC30122 Certificate III in Correctional Practice | 140 | N |
| LGA30120 Certificate III in Local Government | <5 | N |
| LGA40120 Certificate IV in Local Government | 10 | N |
| PSP30122 Certificate III in Government | <5 | N |
| PSP40416 Certificate IV in Government Investigations | <5 | N |
| PSP40616 Certificate IV in Procurement and Contracting | 22 | N |
| Total | 181 | N |



NSW DoE Public VET Dashboard - Smart & Skilled Commencements

| Qualification ID & Name | 2024 | 2023 | Total |
|---|--------------|--------------|--------------|
| CSC40122 Certificate IV in Correctional Practice | | 21 | 21 |
| LGA30120 Certificate III in Local Government | 76 | 17 | 93 |
| LGA40120 Certificate IV in Local Government | 14 | 44 | 58 |
| LGA50120 Diploma of Local Government | <5 | 48 | 49 |
| PSP20218 Certificate II in Auslan | 616 | 735 | 1,351 |
| PSP30122 Certificate III in Government | 19 | 14 | 33 |
| PSP30218 Certificate III in Auslan | 252 | 246 | 498 |
| PSP40416 Certificate IV in Government Investigations | 16 | | 16 |
| PSP40616 Certificate IV in Procurement and Contracting | 5 | 20 | 25 |
| PSP40818 Certificate IV in Auslan | 70 | 35 | 105 |
| PSP50116 Diploma of Government | | 9 | 9 |
| PSP50122 Diploma of Government | 14 | 23 | 37 |
| PSP50616 Diploma of Procurement and Contracting | 11 | 47 | 58 |
| PSP50922 Diploma of Interpreting | 8 | 34 | 42 |
| PSP51018 Diploma of Auslan | 46 | 31 | 77 |
| PUA20619 Certificate II in Public Safety (Firefighting and Emergency Operations) | | 61 | 61 |
| PUA20622 Certificate II in Public Safety (Firefighting and Emergency Operations) | 67 | 56 | 123 |
| PUA20719 Certificate II in Public Safety (Firefighting Operations) | | 25 | 25 |
| PUA30619 Certificate III in Public Safety (Firefighting and Emergency Operations) | | 15 | 15 |
| PUA30622 Certificate III in Public Safety (Firefighting and Emergency Operations) | 26 | 12 | 38 |
| Total | 1,241 | 1,493 | 2,734 |



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

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.

Training Services NSW Smart and Skilled Program

NSW 2023 Smart and Skilled Program for 2024-25

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



National Jobs and Skills Councils

- Jobs and Skills Council engagement
 - Developing relationships with BuildSkills Australia (BSA), Public Skills Australia (PSA) and Future Skills Organisation through direct consultation and feedback opportunities
 - Monitoring Annual Training Product Development Plans
- **Public Skills Australia (PSA)**
 - Regular GTAN Updates (PSA - Kirsty Waugh)
 - Review of 3 DEF Public Affairs Qualifications
 - Develop new PUA products for Firefighting Appliance Pump Technicians
 - Develop a Findings Report for Emergency Tree Operations
- **Build Skills Australia (BSA)**
 - Regular WTAN Updates (BSA - George Wall)
 - White Card Implementation
 - Minimum Australian Context Gap Training for Migrant Plumbers
- **Future Skills Organisation (FSO)**
 - 2024 Workforce Plan has been released
 - Active Projects include support for Workforce Digital Capability



Public Skills Australia (PSA)

National Jobs and Skills Council for Government, Public Safety and Corrections

Peter Bawden

A/Manager Workforce Planning

James Stroud

Training Product Developer

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Public Skills Australia

Government and Public Safety Skills and Training Network

3 September 2024

Current Projects

Firefighting
Appliance Pump
Technician

Emergency Tree
Operations
Findings Report

Defence Public
Affairs

Upcoming Projects

Correctional
Services
Implementation
Project

Police Training
Package 9.0

Defence
Explosive
Ordnance

Workforce Plan Research Methodology



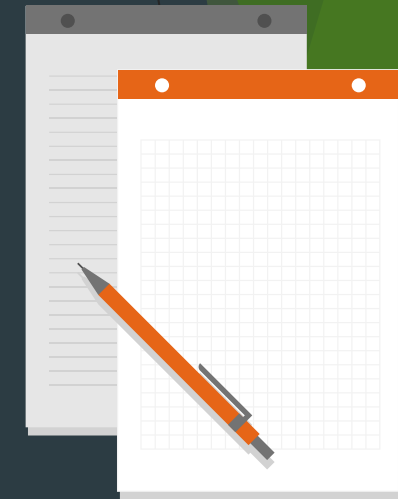
Federal data

Australian Bureau of Statistics
Jobs and Skills Australia
NCVER



Industry-sector data

Data was obtained largely from publicly accessible sources e.g., annual reports



Industry insights

Collected via consultation of employee, employer and government representatives

Cross-Industry Workforce Challenges

Competition for
Labour

Demographic
Shifts

Recruitment and
Retention

Career Pathways

Expansion of Core
Duties

Diversity and
Inclusivity

Climate Change

Technological
Development

Public Trust and
Perceptions

Federal, State/Territory and Local Government

Industry-Specific Challenges



National skills shortage



PSP Public Sector Training Package enrolments



Low enrolment in LGA Local Government Training Package



Attracting and developing regional and remote workforces



Proposed Strategies

Low enrolment in the LGA Local Government Training package



Review of uptake and utility of the LGA training package

National skills shortage



Local Government skills audit

Fire and Emergency Services

Industry-Specific Challenges



Recruitment and retention of volunteers



Changing demand



Training impost for volunteers



Correctional Services

Industry-Specific Challenges



Demand management



Workforce mobility



Proposed Strategies

Demand management



Determining the drivers for recruitment, retention and attrition of staff in corrections

Workforce mobility



Develop relevant training products that support capability

Police

Industry-Specific Challenges



Elevated attrition of younger police officers



1300 Additional Apprentices and Trainees for Local Government Program

Danny White

Training Services NSW

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SES 2024 Youth Internship Program and student pre-employment pathways

Nikki Ristoski

Illawarra Community and Capability Team

NSW State Emergency Services

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Next GTAN – 26 November 2024

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