



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

26 November 2024

Acknowledgement of Country



GTAN Program

- NSW Public Sector skills and training update
- National Jobs and Skills Council - Public Skills Australia Update
- 'Fresh Start A&Ts' for Local Government Program
- Microskill for Emergency Response to EV Fires
- Pathways to entry level jobs for aboriginal youth

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 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 stakeholder engagement plan in 2025

Regional visits

- Recent engagement included Illawarra, Western Sydney and Capital regions
- Planned engagement includes:
 - New England Regional Cross-Industry Roundtable – Tamworth 19 March
 - Central West – Careers Facts Day – Orange/Bathurst: 8/9 May
 - Mid North Coast Local Industry and Schools forums x 3: 27, 28 29 May

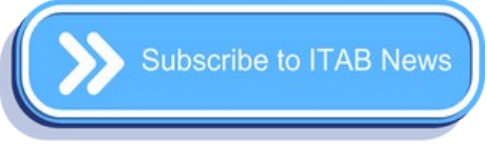
Government (GTAN) and Water (WTAN) Industry Network forums

- 11 March 2025
- 20 May 2025



Stakeholder engagement with ITAB

- Stay up to date by subscribing to monthly newsletter



- Contact me for
 - Information on accredited training courses
 - NSW Skills List
 - Access to training providers in your region
 - Apprenticeships & Traineeships
 - Advice on school to work pathways
- Let me know about your successes and innovative practices



Current funded training programs and grants

Smart and Skilled

- 2024-25 Targeted Priorities Prevocational and Part Qualifications (TPPPQ) Program
- 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 closed 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. FY2025/26 are targeted to open in May 2025.



Fresh Start 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 from 2025 - 2030
- Administered by the Office of Local Government. Round 1 applications closed 8 November 2024. *Round 2 applications open March 2025*



Training Services NSW Smart and Skilled Program

NSW Smart and Skilled Program – RTO Contracts 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/Walan Maya Training Solutions * Australian Training Plus

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

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

PSP Government:

PSP – Cert II * TAFE NSW * Deaf Connect

PSP – Cert III * NSW Sheriff & Justice Academy

PSP – Cert IV * Asset Training Australia * TAFE NSW * McMillan Staff Development

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

PUA Public Safety:

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

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



Apprenticeship and Traineeship Approvals

Training Package	2024	2023	2022
Correctional Services Training Package	150	179	214
Local Government	6	7	5
National Water Training Package	66	101	73
Public Sector Training Package	7	23	29
Total	229	310	321

Apprenticeship and Traineeship Currently In-Training

Training Package Name	Number of Training Contracts
Correctional Services Training Package	122
Local Government	10
National Water Training Package	112
Public Sector Training Package	24
Total	268

Smart & Skilled Commencements

Qualification ID & Name	2024	2023	2022	Total
CSC40122 Certificate IV in Correctional Practice		21		21
LGA30120 Certificate III in Local Government	137	17		154
LGA40120 Certificate IV in Local Government	19	44	5	68
LGA50120 Diploma of Local Government	<5	48	21	70
NWP20119 Certificate II in Water Industry Operations		<5	5	6
NWP20122 Certificate II in Water Industry Operations	8			8
NWP30219 Certificate III in Water Industry Operations	<5	187	198	386
NWP30222 Certificate III in Water Industry Operations	354	223		577
NWP40120 Certificate IV in Water Industry Operations	70	42		112
PSP20218 Certificate II in Auslan	696	735	676	2,107
PSP30122 Certificate III in Government	30	14		44
PSP30218 Certificate III in Auslan	293	246	200	739
PSP40416 Certificate IV in Government Investigations	16			16
PSP40616 Certificate IV in Procurement and Contracting	5	20	26	51
PSP40818 Certificate IV in Auslan	70	35	64	169
PSP50116 Diploma of Government		9	14	23
PSP50122 Diploma of Government	16	23		39
PSP50616 Diploma of Procurement and Contracting	15	47	<5	64
PSP50916 Diploma of Interpreting (LOTE-English)			21	21
PSP50922 Diploma of Interpreting	33	34		67
PSP51018 Diploma of Auslan	46	31	52	129
PUA20619 Certificate II in Public Safety (Firefighting and Emergency Operations)		61	106	167
PUA20622 Certificate II in Public Safety (Firefighting and Emergency Operations)	88	56		144
PUA20719 Certificate II in Public Safety (Firefighting Operations)	<5	25	10	36
PUA30619 Certificate III in Public Safety (Firefighting and Emergency Operations)		15	24	39
PUA30622 Certificate III in Public Safety (Firefighting and Emergency Operations)	31	12		43
Total	1,930	1,946	1,424	5,300

Prevailing challenges and training issues for sectors

Cross industry challenges

- Attraction and retention of workers
- Finite pool of skilled workers
- Climate Change – demand for renewables
- Rising energy costs + housing shortages + cost of living
- Diversity and inclusion issues
- Digital capability not meeting industry needs
- Foundation Skills not meeting training needs

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 impacts delivery of some Quals

VET updates

- **NSW VET REVIEW**

Final Report 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, and 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>

- **Revised Standards for RTOs**

- New Standards for RTOs – Full regulatory effect from 1 July 2025
- Guidance for RTOs – New draft Guidelines will be released in the coming months

<https://www.asqa.gov.au/how-we-regulate/revised-standards-rtos>

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



National Jobs and Skills Bodies

- **Jobs and Skills Australia (JSA)**

- Jobs and Skills Australia (JSA) launched '*Better Together - The Jobs and Skills Report 2024*'
 - sets out a roadmap of strategic activities to guide next chapter of VET sector initiatives.



- **Public Skills Australia (PSA)**

- Released 2024 Workforce Plan – working towards 2025
- TPD Projects:
 - 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)**

- Water Industry Contact - George Wall
- Released 2024 Workforce Plan
- Current TPD Projects
 - White Card Implementation
 - Minimum Australian Context Gap Training for Migrant Plumbers



- **Future Skills Organisation (FSO)**

- Released 2024 Workforce Plan
- Active Projects include support for Workforce Digital Capability



Public Skills Australia (PSA)

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

James Stroud

Manager Training Packages and Quality

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



Fresh Start A&T Program for Local Government

Brendon Hook

Manager, Grants Program

Office of Local Government NSW

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



Fresh Start for Local Government Apprenticeships and Traineeships

Aim: NSW Government is providing \$252.2 million over 6 years to directly support local councils to develop sustainable workforces through the recruitment of 1300 trainees, apprentices and cadets

Eligibility:

- a council
- a county council
- a joint organisation

The programme will fund:

- 100% of the applicable award wage for an apprentice, trainee or cadet
- 15% of on-costs
- up to 1300 new positions over six years from January 2025 comprising approx 700 apprenticeships and 600 traineeships and cadetships
- First round funding will commence in 2025 with 350 apprentices and 300 trainees/cadets

Fresh Start for Local Government Apprenticeships and Traineeships

Funding rounds	4 rounds: <ul style="list-style-type: none">• Round 1 - January 2025• Round 2 - July 2025• Round 3 - January 2026• Round 4 - January 2027
Application date	Applications to be submitted on Smarty Grants portal by: <ul style="list-style-type: none">• Round 1 – 8 November 2024• Round 2 – 31 March 2025• Round 3 – 31 July 2025• Round 4 – 31 July 2026

Notification of Outcome - Round 1: 27 November – 7 December 2024

Microskill - Emergency Response to EV Fires

Chris Greentree

Industry Innovation Specialist

TAFE NSW

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



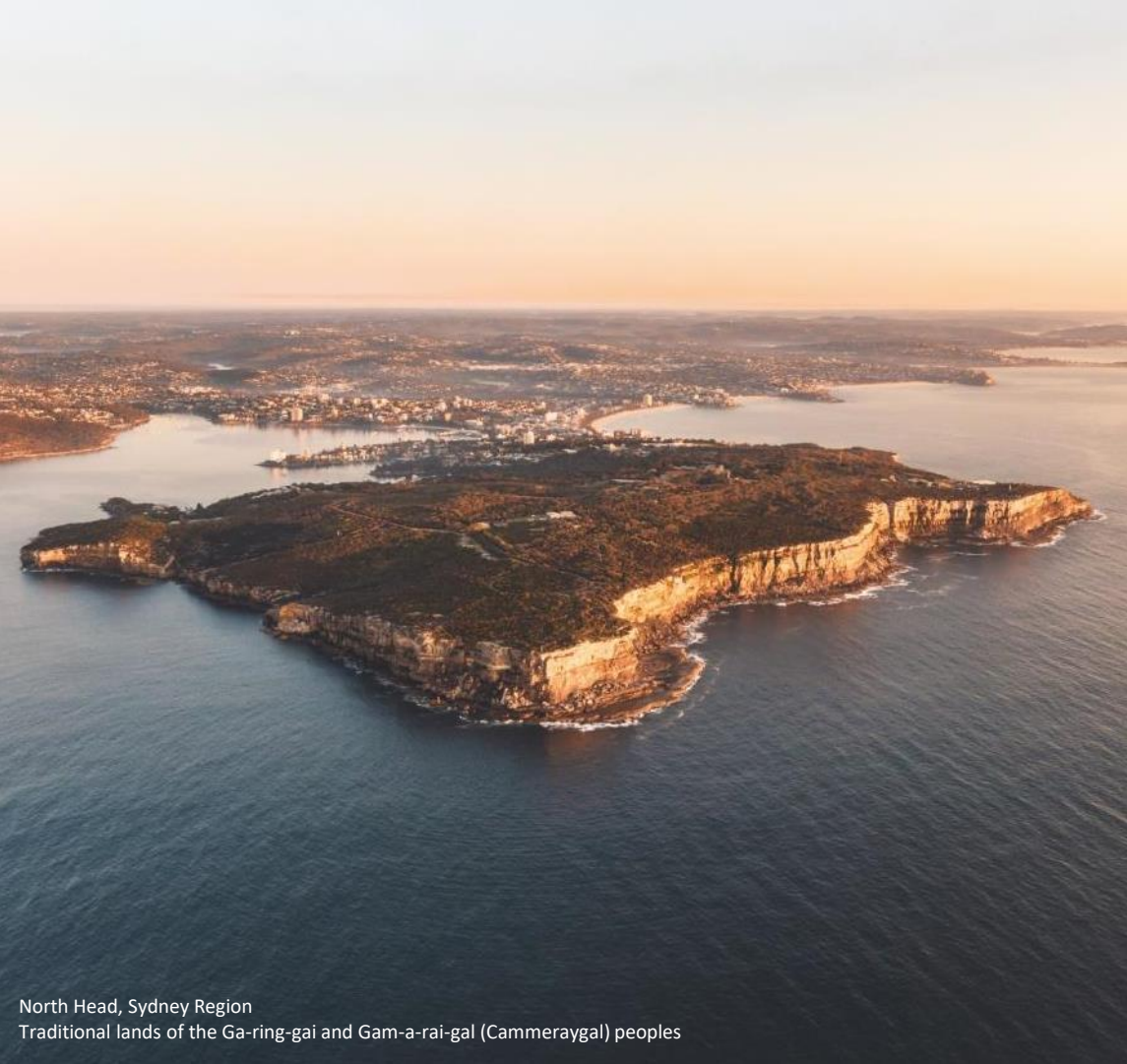
TAFE NSW EV Microskills for Emergency Responders

Government and Public Safety Skills and
Training Network Forum

Christopher Greentree

26 November 2024






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.

North Head, Sydney Region
Traditional lands of the Ga-ring-gai and Gam-a-rai-gal (Cammeraygal) peoples

TAFE NSW Microskills




Electric Vehicles, batteries and charging stations



Emergency Responder: Electric Vehicle Incident and Emergency Response



Hydrogen Fuel Cell Electric Vehicle Training



Renewable Energy Generation

What is a TAFE NSW Microskills



Bite sized



Tailored to industry needs



Developed in partnership with industry



Enables upskilling and Professional development



Self-guided online learning



Responding to emerging skill needs

Target audience



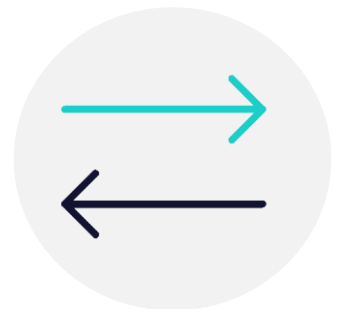
New entrants

- ✓ School leavers
- ✓ Apprentices
- ✓ Career change
- ✓ Pathway opportunities



Existing Workforce

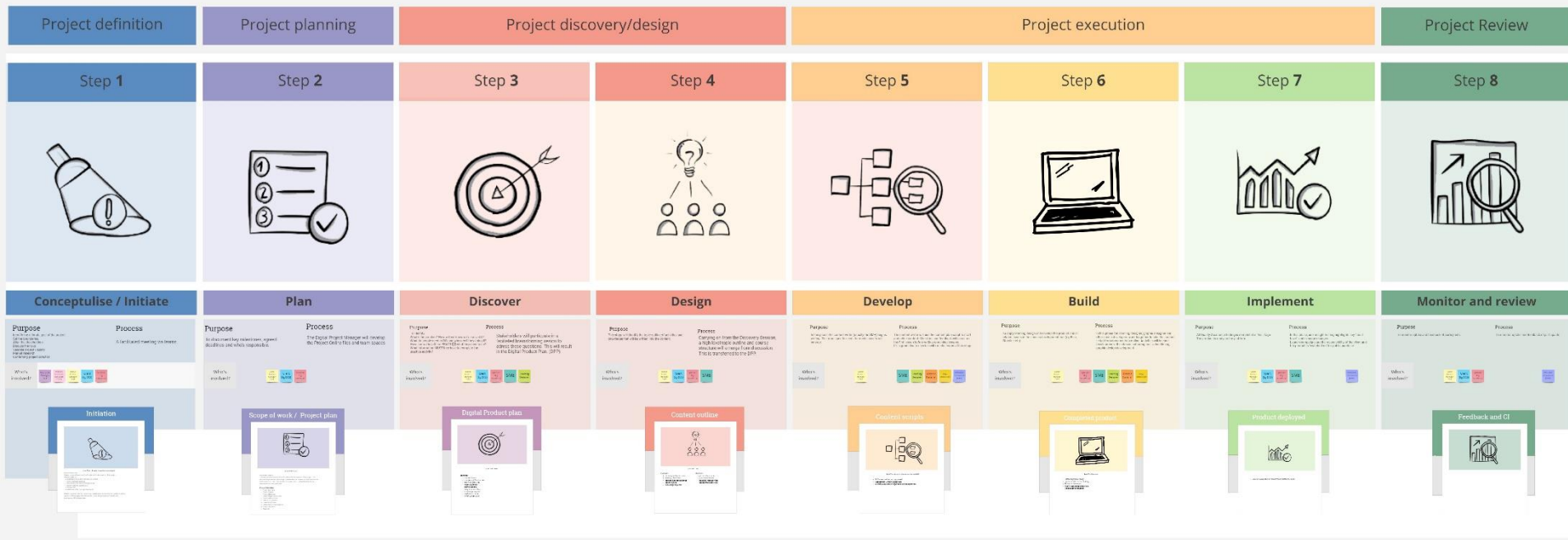
- ✓ Existing skills and knowledge and experience
- ✓ Training targets a specific skills gap



Transitioning/ Upskilling

- ✓ Transitioning from one job profile to another utilising transferrable skills

Why do they work?



Emergency Responder Electric Vehicle Incident and Emergency Response

\$210.00 (inc GST)

Fee-free to NSW Government emergency responders

Duration: 2.5 hours

Delivery: Online (self-paced)

Access period: 6 months access from the day of enrolment

NSW Government emergency responders must enrol using the coupon code and course link supplied by their NSW Government emergency response agency.



Module 1: Introduction to electric vehicles

Target Audience : **EVERYONE**

- Types of electric vehicles available in Australia.
- Electric vehicle categories and components.
- Key features, differences and identification points of electric vehicles.
- Different battery voltages and modules.



Module 2: Electric vehicle hazards

Target Audience: **EVERYONE**

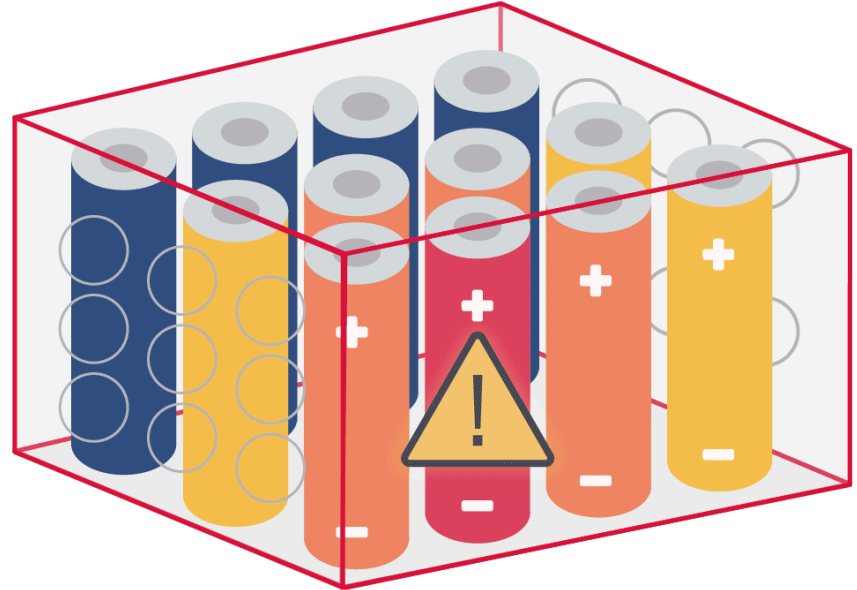
- The electrical hazards associated with electric vehicles. **
- The process of thermal runaway including secondary ignition.
- Unexpected vehicle movement.
- Hazardous materials that may be present following damage to a battery pack.



Module 2: Electric vehicle hazards

Target Audience: **EVERYONE**

- The electrical hazards associated with electric vehicles.
- The process of thermal runaway including secondary ignition.
- Unexpected vehicle movement.
- Hazardous materials that may be present following damage to a battery pack.



Module 3: Electric vehicle response procedures

Target Audience: **Primary Responders**

- EV incident risk controls
- EV incident safe approach
- **Identification** of an EV
- EV **immobilisation**
- **Disabling** of HV systems
- Handover of damaged EVs



Module 4: Undertake EV rescue operations



Target Audience: **Primary Responders**

- Size up a rescue incident involving an electric vehicle
- Use a variety of methods to identify high voltage (HV) components
- Rescue considerations to prevent damage and exposure to HV components **
- Safely stabilise an electric vehicle
- Electric vehicle submersion hazards.

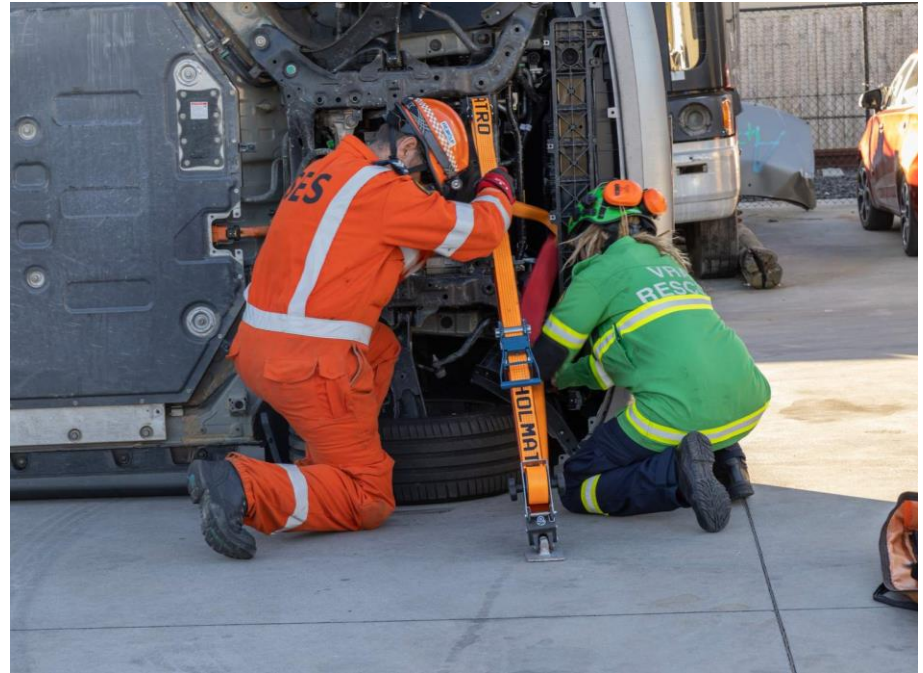


Module 4: Undertake EV rescue operations



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Module 5: Firefighting operations

Target Audience : **Firefighters**

- General EV firefighting principles
- Fire protection at EV incidents
- Secondary ignition
- EV firefighting operations.

Electric vehicle firefighting operations



Module 6: EV recovery and storage

Target Audience: **Tertiary Responders**

- The role of tow truck operators at incidents involving electric vehicles
- Information for safely recovering electric vehicles
- Safety considerations during transport
- The safety aspects of submerged electric vehicles and procedures for water recovery
- Safe storage of damaged electric vehicles



Completions Rates

Unique student enrolments = **+5,000**

Module completions = **+30,000**



Next steps

Thank you

Want to partner with TAFE NSW Microskills:

- IndustryInnovationSpecialists@tafensw.edu.au

Interested in purchasing and accessing volume pricing:

- support.training@tafensw.edu.au

Visit TAFE NSW Microskills for more information

- <https://store.training.tafensw.edu.au/product-category/microskills/>



New approach to supporting aboriginal youth career pathways

George Rikiti

Co-founder, Acadium

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





Lisa Giammarco

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Next GTAN – 11 March 2025

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