



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

4 March 2025

Acknowledgement of Country



GTAN Program

- NSW Public Sector skills and training update
- National Jobs and Skills Council - Public Skills Australia (PSA) Update
- 'Fresh Start' A&T Program for Local Government
- Pathways to Employment
- Careers at Council Initiatives



NSW ITAB - Public Sector Update

Lisa Giammarco



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

An ITAB's responsibilities are 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

Planned events in Regional NSW

- **18 - 19 March 2025** – Industry visits and Tamworth Regional Industry Roundtable (partnering with the Greater Northern Skills Development Group) - *Tackling skills shortages, upskilling and retention*
- **8 - 9 May 2025** – Industry visits in Orange/Bathurst and Careers 'Facts' Day – Central West (Bathurst – CSU) – *Advising students on local employment pathways*
- **27, 28 & 29 May 2025** - Mid North Coast Local Schools and Employer Forums (Taree, Port Macquarie and Coffs Harbour) – *Linking local school networks with local employers*

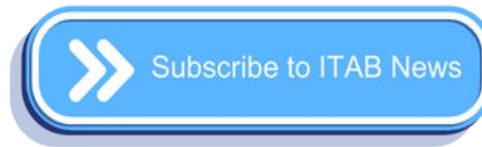
Government (GTAN) and Water (WTAN) Industry Network forums

- 3 and 4 March 2025
- 20 and 21 May 2025



Engage with your 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 and grants

Smart and Skilled

- NSW Fee Free arrangements – January to June 2025
- 2024-25 Targeted Priorities Prevocational and Part Qualifications (TPPPQ) Program



1000 NSW Public Sector Apprentices and Trainees Program

- *Round 3 Applications are expected to open in May 2025*
- Further 340 positions will be available in the final round (2025-26 financial year).



Fresh Start Program – Apprentices, Trainees & Cadets for Local Government

- 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 (\$252M over 6 years)
- *Round 2 applications open end of March 2025*



Apprenticeship and Traineeship Currently In-Training

Qualification ID and Name	Number of Training Contracts
CSC30122 Certificate III in Correctional Practice	87
LGA40120 Certificate IV in Local Government	11
NWP20122 Certificate II in Water Industry Operations	8
NWP30222 Certificate III in Water Industry Operations	87
PSP30122 Certificate III in Government	<5
PSP40122 Certificate IV in Government	<5
PSP40616 Certificate IV in Procurement and Contracting	<5
Total	200

Smart & Skilled Commencements

Qualification ID & Name	2025	2024	2023	2022	2021	Total
CSC40122 Certificate IV in Correctional Practice			21			21
LGA30104 Certificate III in Local Government					<5	<5
LGA30120 Certificate III in Local Government		178	17			195
LGA40120 Certificate IV in Local Government	16	22	44	5		87
LGA50120 Diploma of Local Government	<5	<5	48	21	<5	73
LGA50712 Diploma of Local Government					<5	<5
PSP30122 Certificate III in Government	9	30	14			53
PSP40416 Certificate IV in Government Investigations		16				16
PSP40616 Certificate IV in Procurement and Contracting		6	21	26	8	61
PSP50116 Diploma of Government			9	14	6	29
PSP50122 Diploma of Government	<5	18	23			43
PSP50616 Diploma of Procurement and Contracting		16	47	<5	19	84
PUA20619 Certificate II in Public Safety (Firefighting and Emergency Operations)			61	106	76	243
PUA20622 Certificate II in Public Safety (Firefighting and Emergency Operations)		109	56			165
PUA20719 Certificate II in Public Safety (Firefighting Operations)		<5	25	10	10	47
PUA30619 Certificate III in Public Safety (Firefighting and Emergency Operations)			15	24	<5	41
PUA30622 Certificate III in Public Safety (Firefighting and Emergency Operations)	5	35	12			52
Total	33	434	413	208	127	1,215

Smart & Skilled Commencements

Commencements for PSP Interpreting and Auslan

Qualification ID & Name	2025	2024	2023	2022	Total
PSP20218 Certificate II in Auslan	130	699	735	676	2,240
PSP30218 Certificate III in Auslan	<5	295	246	200	744
PSP40818 Certificate IV in Auslan	54	70	35	64	223
PSP50916 Diploma of Interpreting (LOTE-English)				21	21
PSP50922 Diploma of Interpreting		39	34		73
PSP51018 Diploma of Auslan		46	31	52	129
Total	187	1,149	1,081	1,013	3,430

NSW 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
- 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

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

OUTCOMES:

As of 2 March 2025, the NSW Government has initiated several key actions

- Clarification of TAFE NSW's Role and Purpose: The NSW Government has developed a TAFE NSW Charter to define its role within the state's training system.
- Revised Operating Model for TAFE NSW: To align educational delivery with industry needs and enhance local engagement.
- TAFE NSW Restructure and Leadership Transition
- Establishment of New Training Facilities



VET updates

Revised Standards for RTOs

- New Standards for RTOs – Full regulatory effect from 1 July 2025
- ASQA has released more practice guides to support training providers in the transition to the revised Standards for Registered Training Organisations (RTOs)

[Practice Guides](#) | [Australian Skills Quality Authority \(ASQA\)](#)



NSW Training Awards 2025

Entries are open.
Apply today!



- Entries now open for the 2025 NSW Training Awards. Students, teachers, training organisations and employers are encouraged to nominate and register.
- For more information on award categories and application details, visit <https://education.nsw.gov.au/skills-nsw/nsw-training-awards/how-to-enter>



National Jobs and Skills Councils

Public Skills Australia (PSA)

- [Defence Public Affairs Qualifications](#)
- [Firefighting Appliance Pump Technicians](#)
- [Emergency Tree Operations](#)
- [DEFEXO Defence Explosive Ordnance](#)
- [POL Police Training Package Release 9.0](#)
- [Correctional Services Implementation Findings Report](#)



Future Skills Organisation (FSO)

- [Update ICT30519 Certificate III in Telecommunications Technology](#)
- [ICT Training Package: Needs and Gap Analysis](#)
- [Qualification Design to Support Digital Capability](#)



Build Skills Australia (BSA)

- [White Card Implementation](#)
- [Minimum Australian Context Gap Training for Migrant Plumbers](#)
- [VET Future Readiness Review](#)
- [Civil Construction Review](#)
- [Hydrogen Skill Needs in the Plumbing and Gas Industry](#)
- [Insulation Installation & Inspection](#)



Public Skills Australia (PSA)

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

James Stroud

Manager Training Packages and Quality

Niki Habibis

Manager Training Promotion and Implementation

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



Fresh Start A&T Program for Local Government

Peter O'Doherty

Senior Grants Officer

Office of Local Government NSW

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



GTAN – Fresh Start Update

Fresh Start Apprentices, Trainees & Cadets Program ,

4th March 2025

Fresh Start Program



NSW Government is investing \$252.2 million to employ an additional 1,300 places in the local government sector across the state, over six years



Councils are experiencing declining workforce numbers with serious skill gaps and a large portion of experienced professionals who have worked in the sector for decades are likely to retire in the next five years



The sector is impacted by a trend for outsourcing which has also caused a severe depletion of in-house trade capabilities

Fresh Start for Apprentices, Trainees and Cadets Program

Overarching principles

- Build capacity in councils and a stronger local government sector
- Increase the local government workforce
- Create positive social outcomes by generating local education and employment opportunities
- Contribute to the National Agreement on Closing the Gap

Funding rounds

Round 1 – January 2025 - **closed**

Round 2 - Applications to be submitted by 31st March 2025 with notification of outcome 1st May 2025

Round 3 – Applications to be submitted by 30th September 2025 (TBC)

Round 4 - Applications to be submitted by 31st March 2026 (TBC)



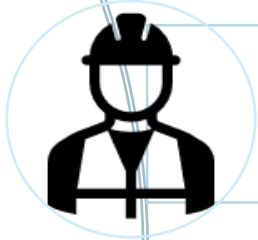
Overview of the application process:

- Round 2 applications open Monday 17 March, for 2 weeks, and closing 31 March.
- Applications submitted through SmartyGrants.
- Grant guidelines and application form, updated for round 2.

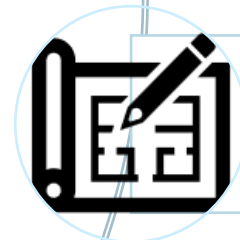
Proposed Upcoming Workforce Development Initiatives



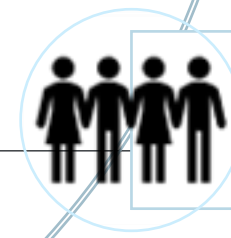
Supervisor Workshops



Trade Skills Recognition Program



Strategic Initiatives



Workforce Development Working Group

Supervisor Workshops Update



- Expression of Interest sent out in 28th February Newsletter.
- **Two workshops available for councils to attend:**
 1. Standard half-day workshops delivered by Training Services NSW
 2. Four-day workshop delivered by a training provider (2 days f2f & 2 half-days online.)
- Workforce Development Working Group to provide feedback on program content.
- Aim to commence in workshops in April.

Contact us



Fresh Start Program
mailbox –
freshstart@olg.nsw.gov.au



Brendon Hook, Manager –
brendon.hook@olg.nsw.gov.au,
02 4428 4108



Robin Daroczy, Senior Grants
Officer –
robin.daroczy@olg.nsw.gov.au,
02 4428 4107



Peter O'Doherty, Senior Grants
Officer –
peter.odoherty@olg.nsw.gov.au
, 02 4428 4119

A Regional Perspective – Pathways to Employment

Sonny Neale

Australian Government Employment Facilitator

NSW Mid North Coast

DEWR

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





**Workforce
Australia**
Local Jobs

Department of Employment and Workplace Relations

Local Workforce Solutions Branch

Workforce Australia for Business, MNC

Australian Government Employment Facilitator:

Sonny Neale: sonny.neale@dewr.gov.au

Program Officer:

Stefanie Morgan: stefanie.morgan@dewr.gov.au



Australian Government Employment Facilitator

1. Collect and share intelligence
(including on Government program delivery) - ESP's
2. Respond to structural adjustments
3. Deliver interventions that address local workforce challenges
4. "smooth" the employment market
5. Help 'the parts communicate' and work together



We support people to have safe, secure and well-paid work with the skills for a sustainable future

Skills & Training | Employment | Workplace Relations

What we're up to:

- **MNC Taskforce** : key focus area is Youth Engagement and Employment
- **MNC Jobs Plan** :
 - Disengaged Youth
 - Hospitality, tourism and customer service
 - Manufacturing, construction and traditional trades
 - Integrating the Hinterland
- We welcome new project ideas and can facilitate relevant connections
- Available to meet and greet with stakeholders – Doorway to Govt.





Australian Government

Workforce
Australia

Local Jobs

"If not school, what?"

Disengaged Youth
Collective Research Project

MNC Regional Initiatives

- Tidda's in Construction (Indigenous women, civil construction)
 - Nail the Future (Extended Work Experience)
 - Youth in Health (SBAT's in Hospitals)
 - "That's a Wrap" (Entry-level (runner) training in the film industry)
 - ShoreTrack (Industry Walkthroughs)
-
- MNC Connect's Careers Expo's (13 May in Port, 5 June in Coffs)
 - Refugee Employment Pathways Program
 - Skilled Refugee Labour Pilot



If not school, what? MNC Taskforce Advocacy

Average school attendance levels^[1] in Regional NSW for Years 7 to 10 has progressively fallen from 72.6% in 2016 to 35.8% in 2024.

^[1]The proportion of students whose attendance in Semester 1 is greater than 90%

[Australian Curriculum and Assessment Reporting Authority](#)

1. Youth Forum – Sept 2024

2. Working Groups addressing key issues

"If young people are not attending school the supports intended for them can be hard to make available: it is hard to help people who are not there!"

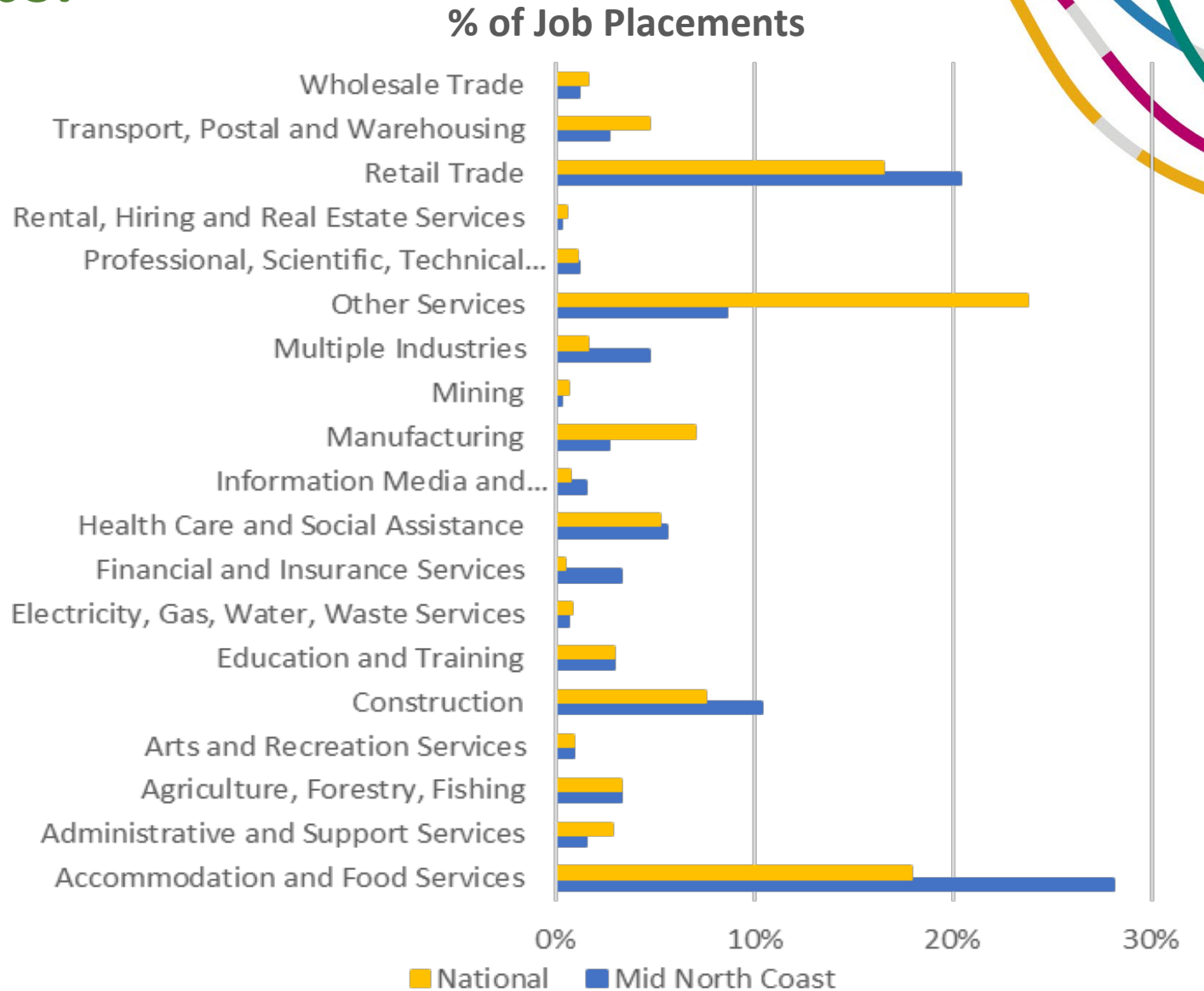
3. Advocacy position (presentation to Dept. Premier)

"exploring opportunities to provide young people between the ages of 14-17 who do not want to go to school with pathways to social engagement and employment that meet them where they are at, not where we want them to be."

Where people get their jobs: by Industry

The main providers of work opportunities in the Mid North Coast were:

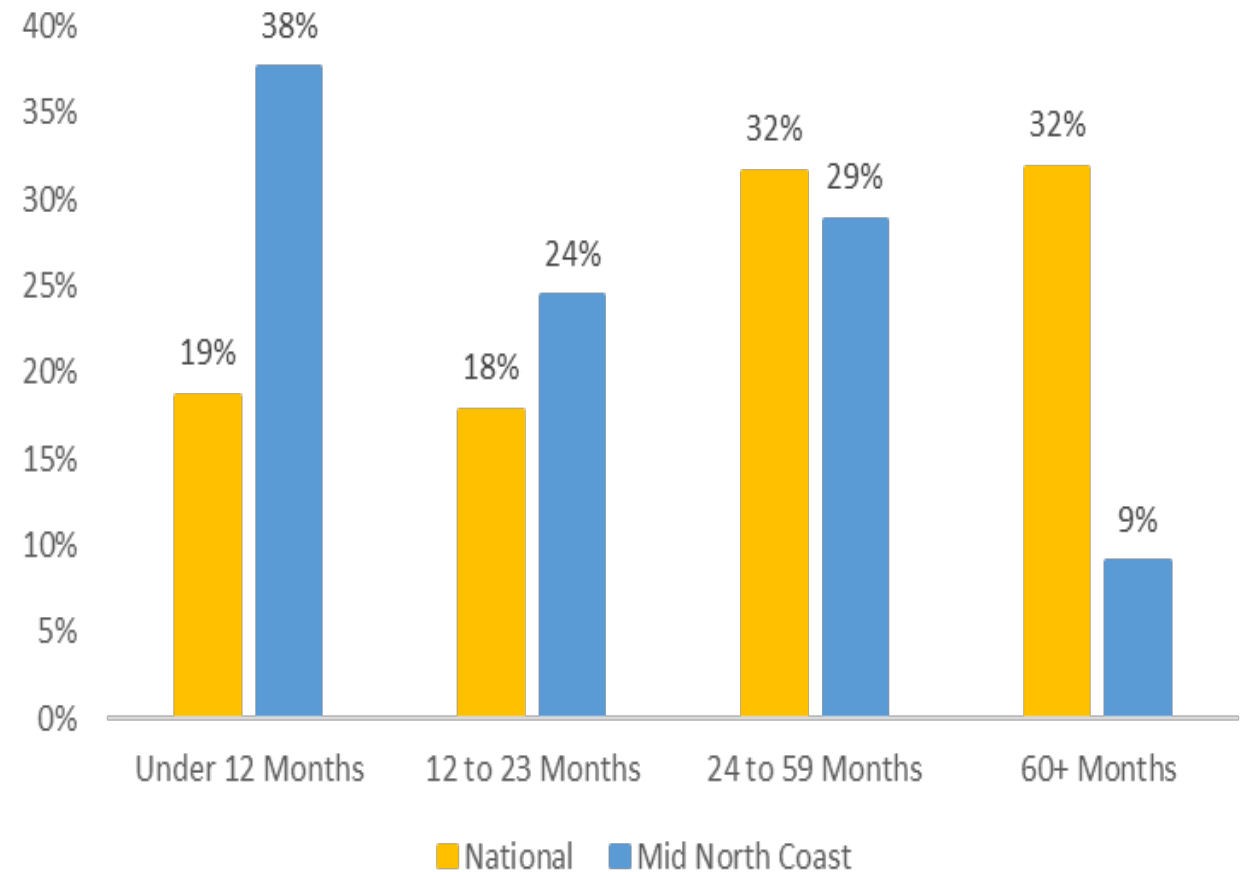
- Accommodation and Food Services
- Retail Trade
- Construction
- Health & Social Assistance
- Education and Training



Time in Employment Services : MNC vs National

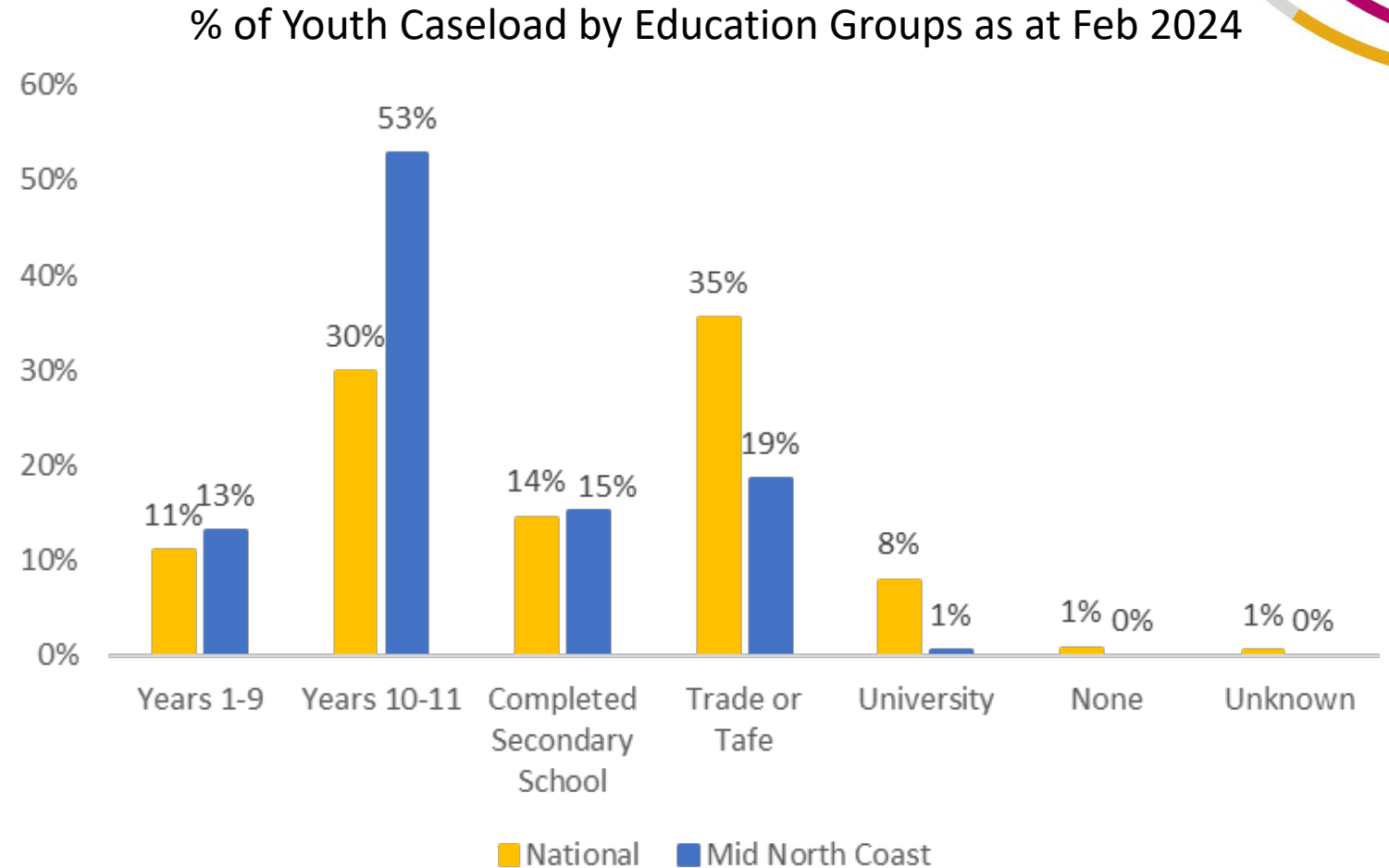
- Youth cohort in the MNC shows overall stronger employment outcomes compared to youth Nationally
- A relatively large cohort exit from employment services less than 12 months after commencement
- The % of cohort who are very long-term unemployed youth (60+ months) was significantly lower in the MNC compared to the National figure

% of Youth Caseload by Time in Employment Services as at Feb 2024



Education Groups: Youth Caseload MNC vs National

- A higher-than-average proportion of youth caseload in the MNC have completed Years 10-11
- However, they are *underrepresented* in Trade or Tafe and University education



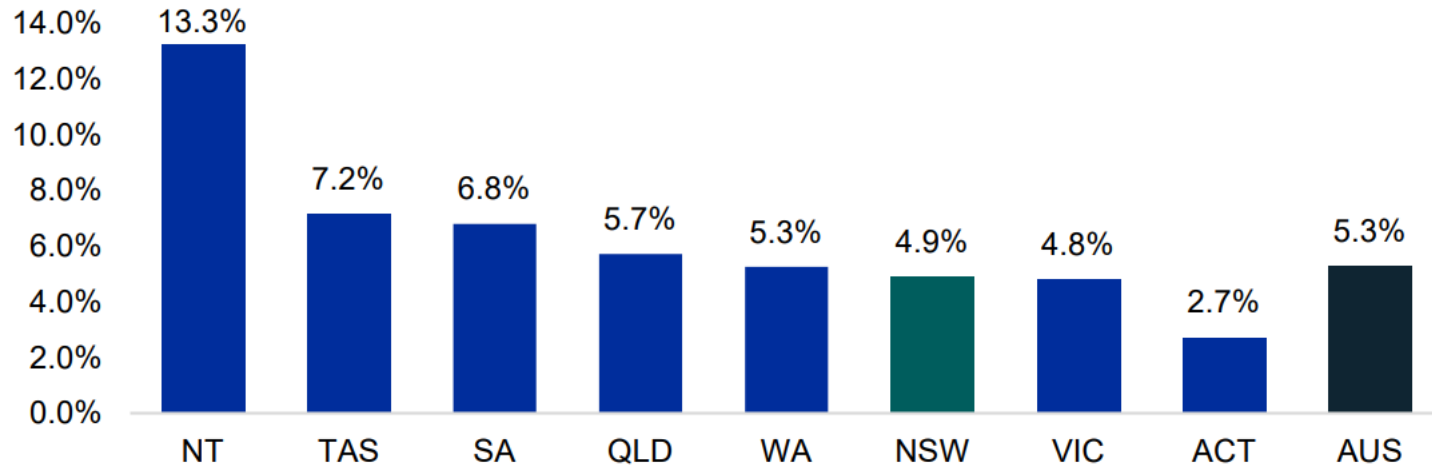


Labour Market Dashboard New South Wales

Labour market summary table												
	Employment			Unemployment			Unemployment rate		Participation rate		Youth unemployment rate	
	Dec-24 ('000)	Dec-23 ('000)	Change (%)	Dec-24 ('000)	Dec-23 ('000)	Change (%)	Dec-24 (%)	Dec-23 (%)	Dec-24 (%)	Dec-23 (%)	Dec-24 (%)	Dec-23 (%)
New South Wales	4,510.7	4,400.8	2.5	175.8	159.9	9.9	3.8	3.5	66.4	66.0	8.8	7.1
Australia	14,584.4	14,140.1	3.1	604.1	584.6	3.3	4.0	4.0	67.1	66.6	9.1	9.6

Source: ABS, Labour Force Survey, seasonally adjusted data, December-24

% of 15-64 year olds** on job seeker income support payments



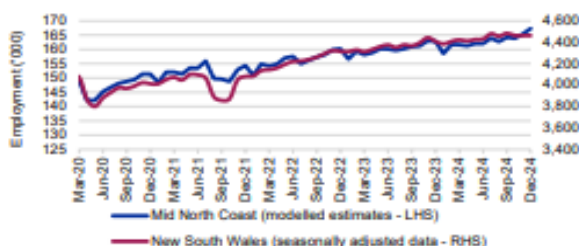
Source: Department of Social Services, JobSeeker and Youth Allowance (other) payment recipients, data.gov.au, Dec-24; ABS, Estimated Resident Population (ERP), Jun-24

	Employment			Unemployment			Unemployment rate		Participation rate		Youth unemployment rate	
	Dec-24 ('000)	Dec-23 ('000)	Change (%)	Dec-24 ('000)	Dec-23 ('000)	Change (%)	Dec-24 (%)	Dec-23 (%)	Dec-24 (%)	Dec-23 (%)	Dec-24 (%)	Dec-23 (%)
Mid North Coast	167.3	162.8	2.8	6.9	6.5	4.9	3.9	3.9	53.7	52.5	9.0	4.7
New South Wales	4,510.7	4,400.8	2.5	175.8	159.9	9.9	3.8	3.5	66.4	66.0	8.8	7.1
Australia	14,584.4	14,140.1	3.1	694.1	584.6	3.3	4.0	4.0	67.1	66.6	9.1	9.6

Source: ABS, Labour Force, Australia, Detailed, December 2024, table MRM1 for Employment Region data, except for the youth unemployment rate, which is a 12-month average of the original estimates from the Labour Force Survey. State youth unemployment rates are 12-month averages of original estimates. Remaining data are seasonally adjusted.

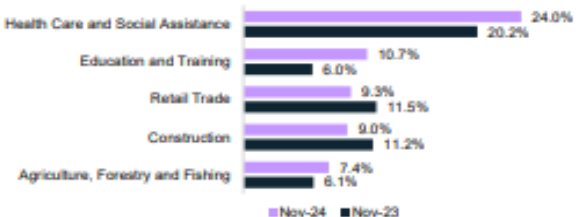
This Labour Market Dashboard provides key indicators for the labour market by Employment Region and is updated monthly.

Employment



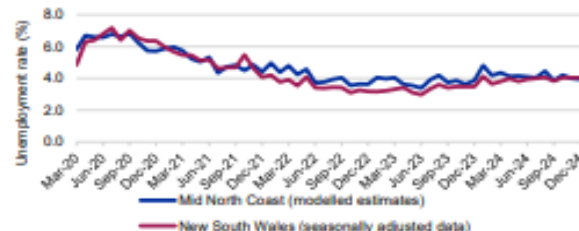
Source: ABS, Labour Force Survey, MRM1 (modelled estimates), December-24

Largest employing industries



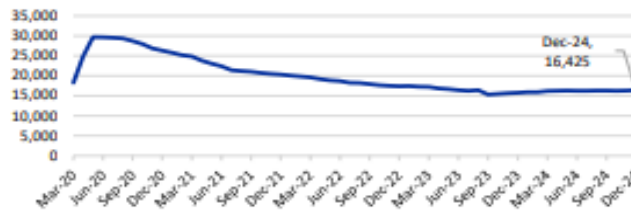
Source: ABS, Labour Force Survey, Detailed, four quarter averages, November-24 quarter⁸

Unemployment rate



Source: ABS, Labour Force Survey, MRM1 (modelled estimates), December-24

Job seeker income support payments*



Change in job seeker income support payments

	Mid North Coast	New South Wales
Payments - Dec 2023	15,770	247,615
Payments - Dec 2024	16,425	269,070
Change from Dec 2023 to Dec 2024	↑ 655 (4.2%)	↑ 21,455 (8.7%)

% of 15-64 year olds on job seeker income support payments**

	total persons on job seeker income support	% of 15-64 year olds on job seeker income support
Mid North Coast	16,425	9.0%
New South Wales	269,070	4.9%
Australia	939,160	5.3%

Source: Department of Social Services, JobSeeker and Youth Allowance (other) payment recipients, Dec-24; ABS, Estimated Resident Population, Jun-23

LGAs with highest unemployment rates (%)

Local Government Area (LGA)	Sep-24	Sep-23
Nambucca Valley	5.2	6.0
Kempsey	5.1	6.0
Mid-Coast	3.8	4.5
Bellingen	3.4	4.4
Amidale	2.5	2.5

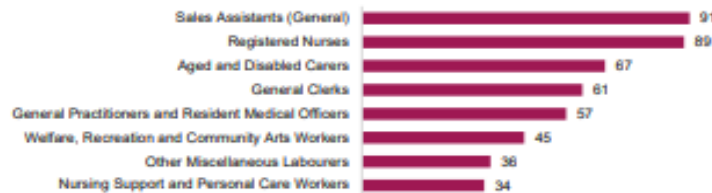
For more insights, access SALM data via jobsandskills.gov.au. Source: Jobs and Skills Australia, Small Area Labour Markets, smoothed data, September-24 quarter

Online job advertisements



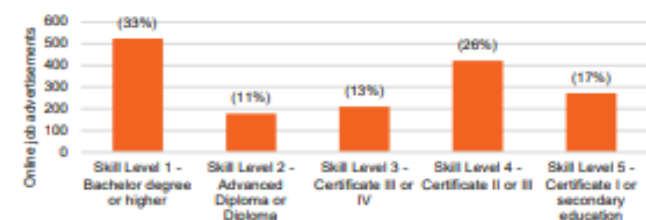
Source: Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted data, Dec-24

Online job advertisements by occupation



Source: Jobs and Skills Australia, Internet Vacancy Index, 3 month average of original data, December-24

Online job advertisements by skill level



Source: Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted data, Dec-24

Note: Data are not readily available by Employment Region. ABS modelled estimates are based on the Coffs Harbour - Grafton; and Mid North Coast SA4. The Internet Vacancy Index (IVI) and income support data are apportioned to Employment Regions using an SA2 based concordance. *Job seeker payments include those who are in receipt of either JobSeeker (aged 22 and over but under the Age Pension qualifying age) or Youth Allowance (other) payments (those aged 16 to 21). The reporting population for income support payments has changed to include those who are suspended from payment, and those who are current but on zero rate of payment for JobSeeker payments and those who are suspended from payment for Youth Allowance. Note that not everyone in receipt of income support is on the caseload. Data are published on data.gov.au. **Estimated Resident Population estimates are only available by standard 5 year age groups. For more information about the data in this dashboard, refer to the Employment Region Labour Market Dashboard data sources and quality document on jobsandskills.gov.au.

⁸Given the volatility of the underlying data, industry employment proportions should be treated with a high degree of caution, particularly change over the year figures.

Sonny Neale

Australian Government Employment Facilitator

NSW Mid North Coast

Local Workforce Solutions Branch

Workforce Australia for Business | Employment and Workforce Group

Australian Government Department of Employment and Workplace Relations

sonny.neale@dewr.gov.au

Mob. 0458 748 925

Initiatives at Careers at Council

Devika Mudaliar

Local Government NSW

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





Lisa Giammarco

Executive Officer, NSW Public Sector ITAB

0427 582830

Next GTAN – 20 May 2025

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