



Australian Government

Department of Education and Training

Securing a skilled workforce for the Asia-Pacific region

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Director

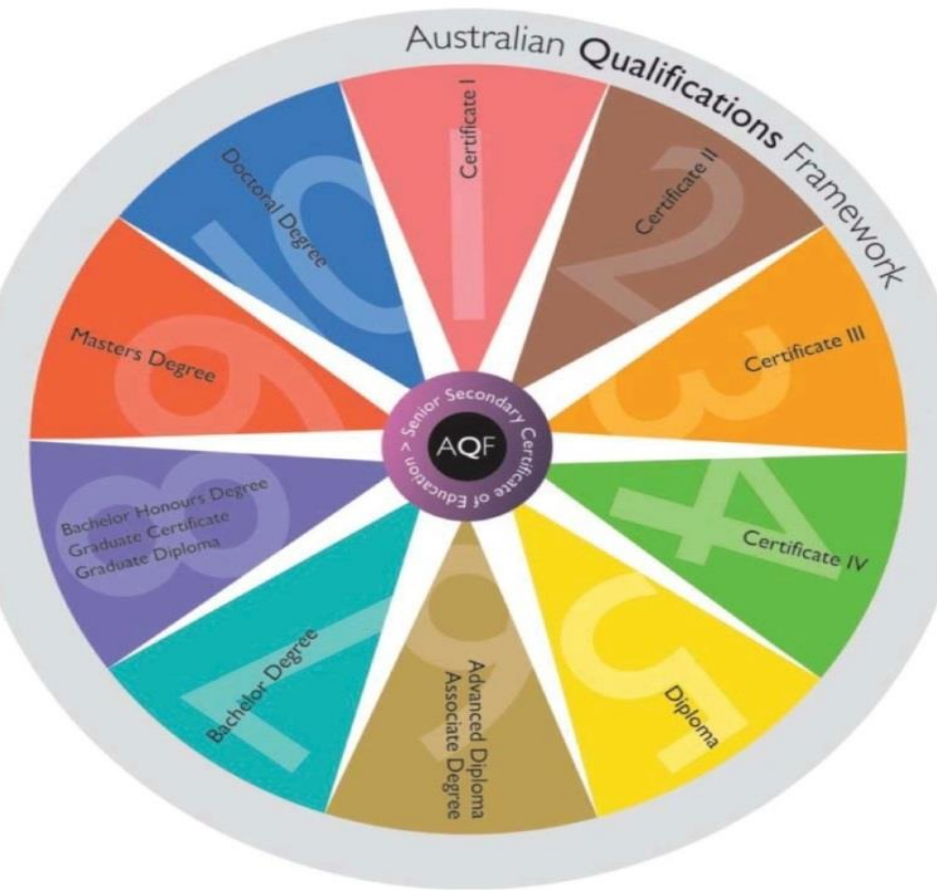
International Skills Cooperation: South & West Asia,
Americas and Pacific

Australia's TVET system



- **Population:** 24 million (16 million working age)
- **Governance** – Partnership Govt. & Industry
- **Funding** – Australian Governments will invest \$10 billion (US\$7.8) into the VET sector in 2015-16
- **Training standards** – 70 training packages (occupational standards)
 - 1600 qualifications covering 85% of Australian occupations
- **Registered Training Organisations (RTO) – 4,600**
 - 54 public institutes (TAFE)
 - 2,500 private providers
 - 445 VET-in-school
 - 16 dual sector universities

Australian Qualifications Framework



- AQF introduced 1995
- 10 Levels – school, TVET, Higher Education
- Seven of the 10 levels apply to TVET:
 - Certificate I to IV, Diploma at level 5, Advanced Diploma at level 6 & Vocational Graduate Certificate at Level 8

Total VET students and Courses 2014

What is the overall TVA data showing?



3.9 million
VET students

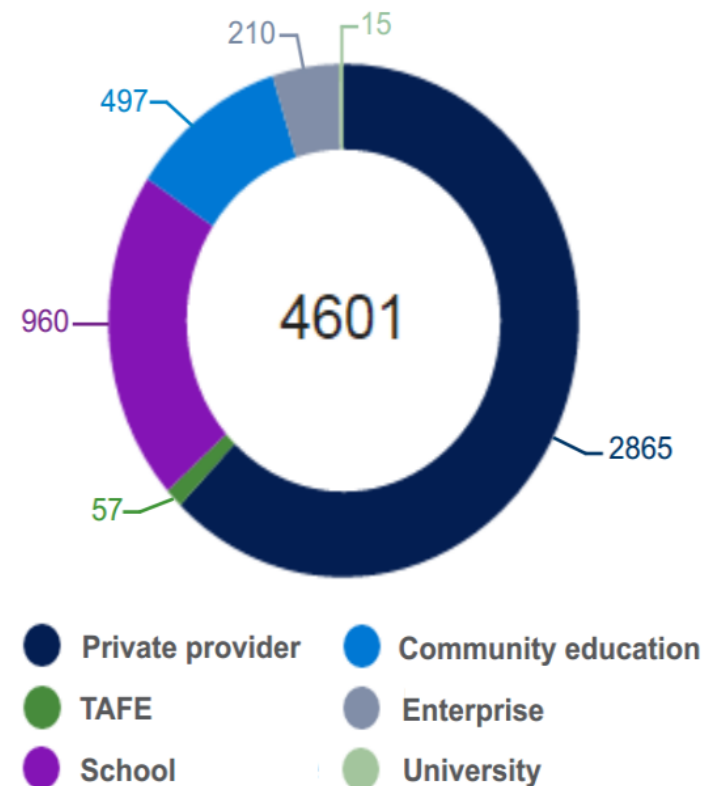


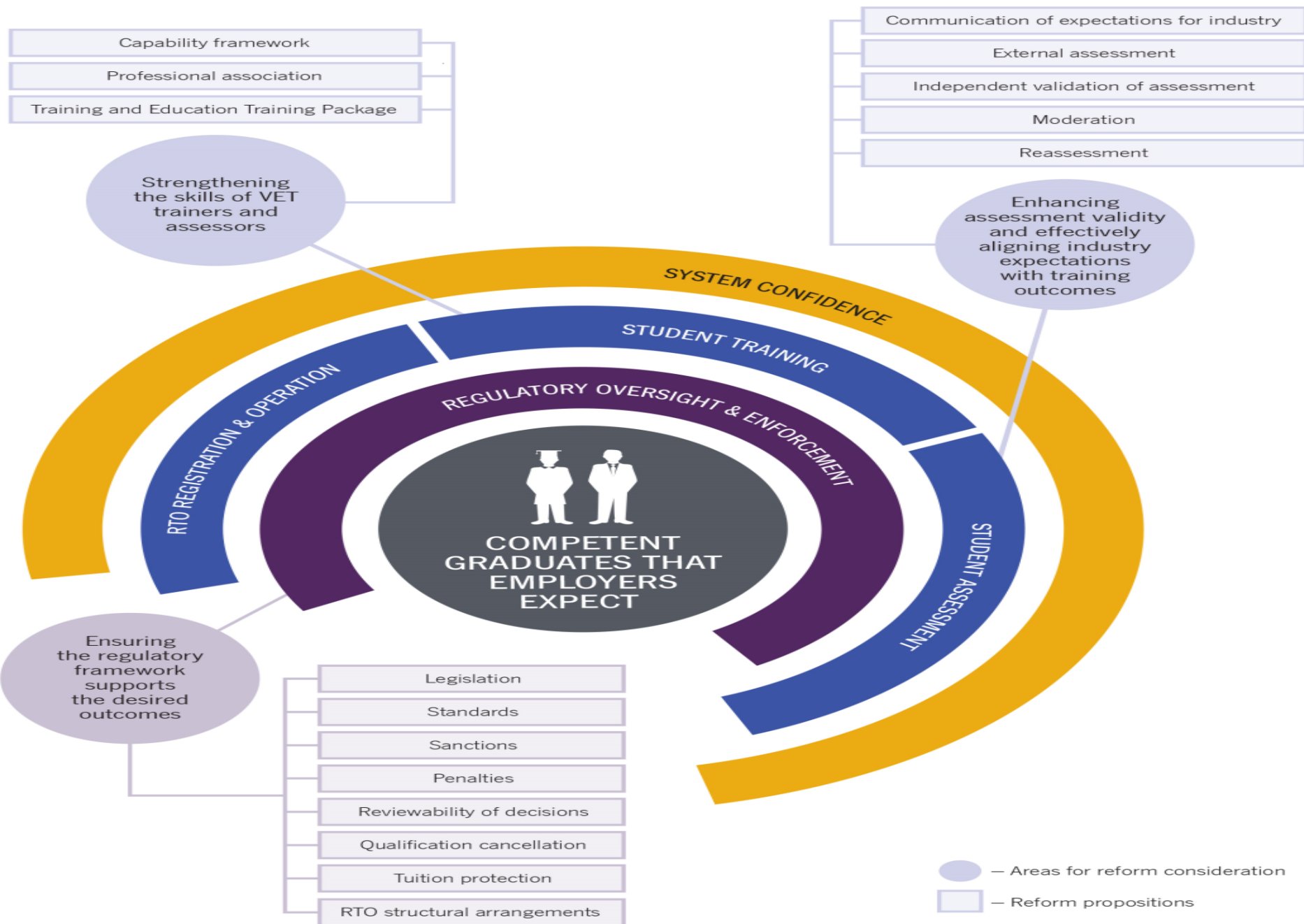
27.5 million
subject enrolments



818.2 million
delivery hours

Number of providers delivering accredited training

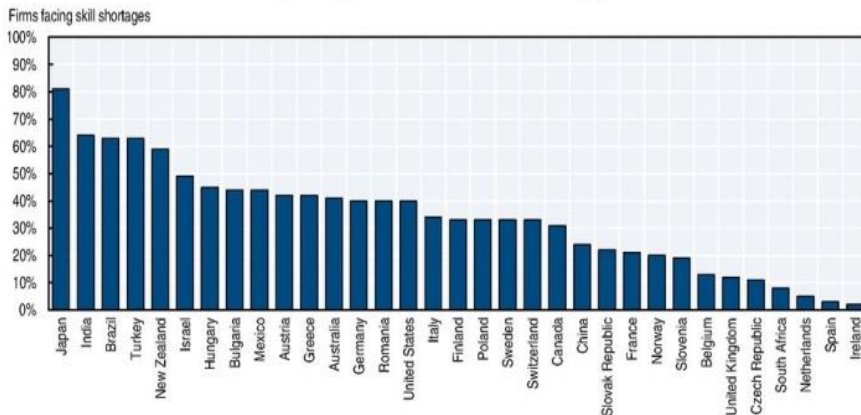




There is high demand for quality skills in the global labour market

Figure 1.4. Skill shortage in selected countries^{a)}

As a percentage of all firms with ten or more employees



Countries are sorted by the total skill shortage.

a) Firms are classified as facing a skill shortage if their manager reports having difficulties filling jobs.

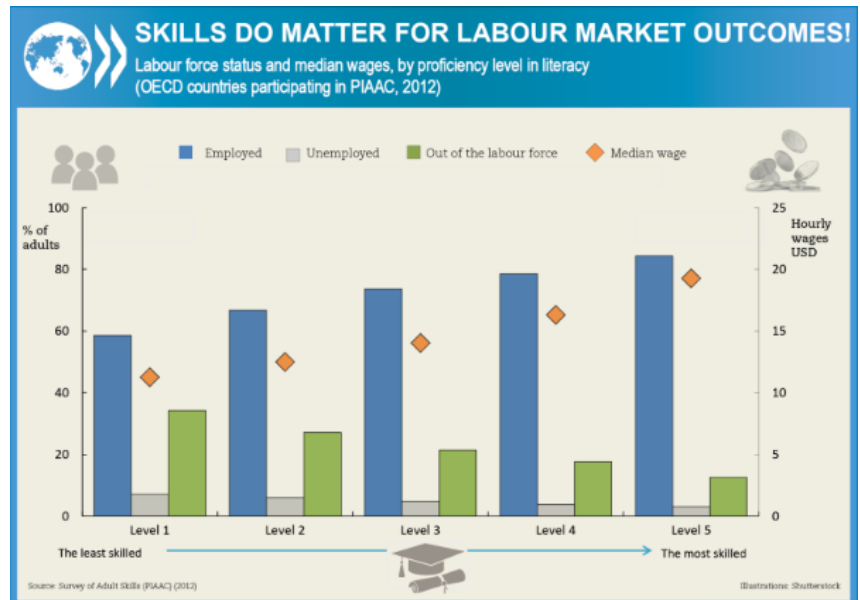
Source: Manpower Talent Shortage Survey (2014).

- Skills shortages & mismatches constrain innovation and labour productivity in industry.
- They also constrain the employment opportunities, wages and job satisfaction of workers.

OECD (2016), 'Getting skills right: assessing changing skill needs', OECD Publishing, Paris.

- The projected cost of the global skills imbalance (particularly labour-force shortfalls) could result in US \$10 trillion in lost global GDP to 2030 and lost opportunities for inclusive growth.

The Boston Consulting Group, The Global Workforce Crisis: \$10 Trillion at Risk June 2014



OECD, Survey on Adult Skills (PIAAC), 2012

There are shared skills training and skilled labour force challenges across our region

Skill Shortages – Australia

Shortages are evident for 6 Professions and 21 Trades.

Professions	
Audiologist	Quantity surveyor
Midwife	Sonographer
Optometrist	Surveyor
Technicians and Trades	
Airconditioning and refrigeration mechanic	Metal machinist (first class)
Arborist	Motor mechanics
Automotive electrician	Painting trades worker
Bricklayer	Panelbeater
Butcher or smallgoods maker	Roof tiler
Cabinetmaker	Sheetmetal trades worker
Chef	Solid plasterer
Fibrous plasterer	Stonemason
Glazier	Vehicle painter
Hairdresser	Wall and floor tiler
Locksmith	

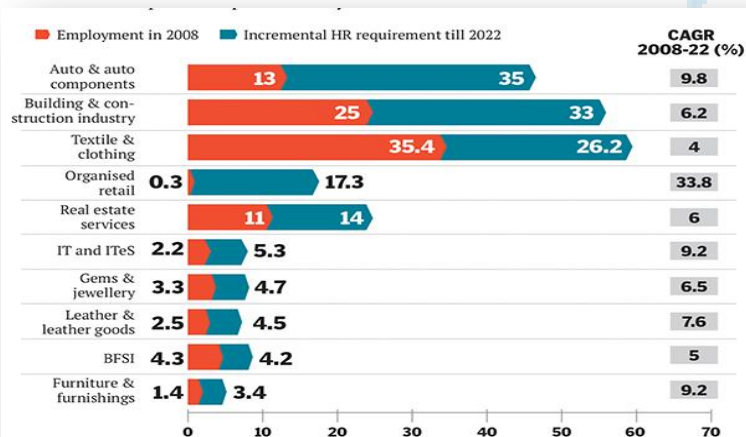
State and Territory Skill Shortage Lists are available at <http://docs.employment.gov.au/node/31447>

Source: Department of Employment, Skill Shortage Research

Labour Market Research and Analysis Branch, Department of Employment

Page 6

Skills Shortages- India



Rising demand for global skills training

Development of core
occupational
standards

Development of
training standards

Tailor training to
meet needs of
industry



Three Key Components for a Trainer and Assessor in Australia



1. AQF Certificate IV – Training and Assessment	2. Australian Qualification (AQF)	3. Industry experience – 3-5 years
<p>All Trainers and Assessors in Australia, delivering AQF qualifications, need to hold a current Cert IV Training and Assessment (TAE). The certificate is broken into two parts: Trainer and Assessor 8 core units and 2 elective units Competency based</p>	<p>The Trainer needs to hold a qualification in the area they are training and assessing in.</p> <p>For example. A Trainer in Plumbing needs to hold a plumbing AQF qualification</p>	<p>Trainers and Assessors need to have current industry experience and undertake ‘return to work experience’ to ensure their industry experience is up to date.</p>
Outcome: Person is trained how to be a Trainer and an Assessor	Outcome: Trainers have a professional qualification in the field they are training and assessing	Outcome: All trainers and assessors can only train or assess if they have real industry experience

International Training and Assessment Course (iTac)



- Three courses:
 - **TVET Trainer (6 units)**
 - **TVET Assessor (4 units)**
 - **Advanced TVET Trainer and Assessor (8 plus)**
 - Competency based training
 - Benchmarked to the AQF qualifications: Cert IV Training and Assessment and Diploma
 - Licenced by the Australian Government – co-branded in India with NSDC/Govt of India
 - Standardised Assessment products and online
 - Ability for Australian providers to partner with other providers
- Pilot Programme in India & Korea
 - 6 Australian RTOs
 - 144 students
 - 10 training courses (TVET Trainer and Assessor)
 - Evaluation of students (60% response) and all Australian training providers
 - findings....

Key Findings from the ITAC evaluation

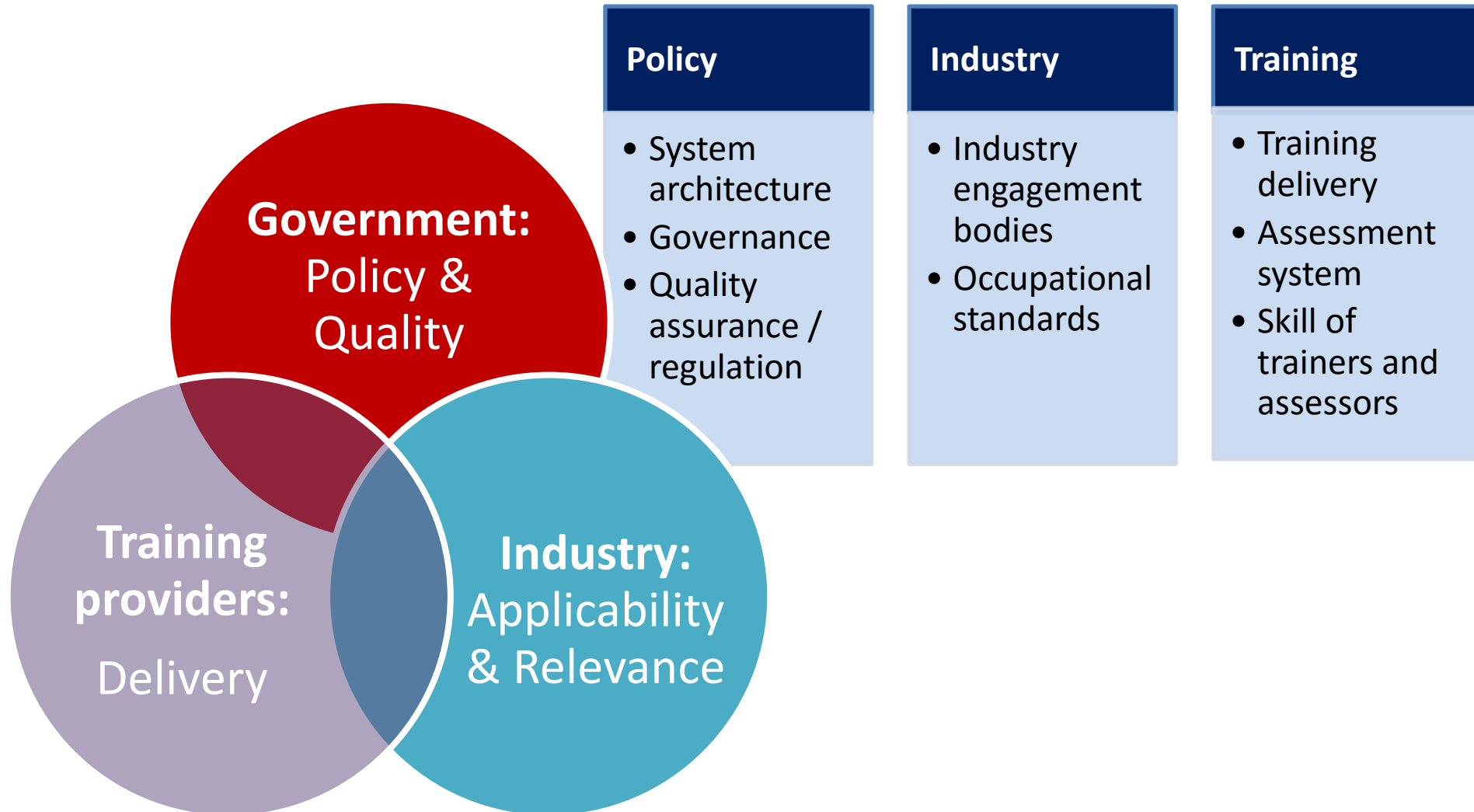
- Students overwhelming positive – **93%** would recommend ITAC to others
- **Local language** is important
- Length and types of **assessment** – more practical examples – batch up the assessment
- Wide variety of **skill levels** of the cohorts
- **Customisation** is important
- **Next steps:** Launch & roll out
 - Programme Guidelines
 - Licence Agreement
 - Scale up to meet demand
 - Communities of Practice

Feedback from the students..

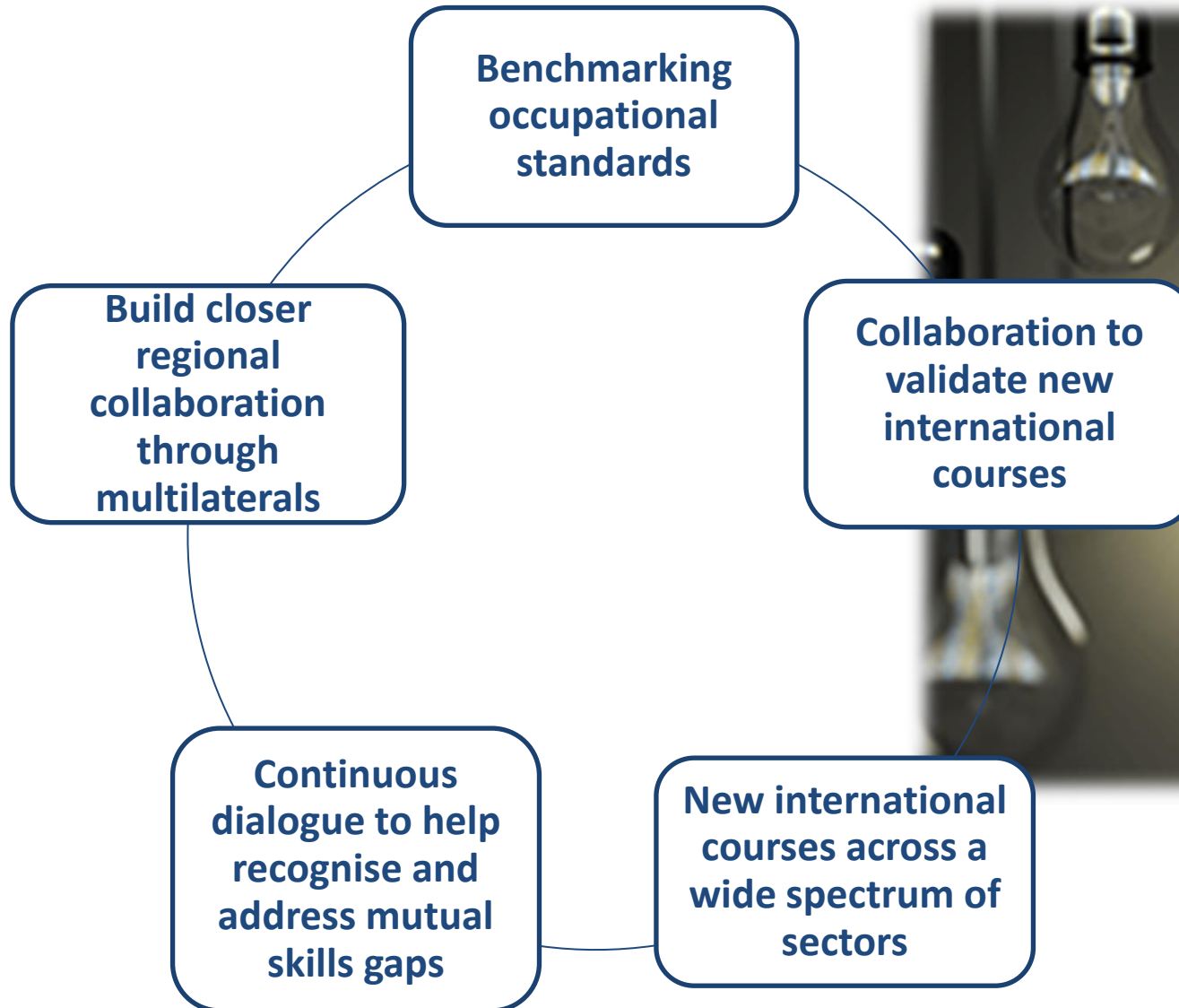
'I will tell my co-trainers that ITAC training will help them to go to the next level in their profession'

'I will definitely recommend this course to others as the ITAC training gives a lot of information about training styles, teaching methodologies, identifying the skill gaps, conducting assessment and a whole lot of information, which really helps us in standardising our course content, delivery and assessments. A great course and a must have for every sector. Changes the concept of education and training in India'.

Finding the balance between stakeholders is important



Future opportunities



THANK YOU

Websites:

www.education.gov.au/InternationalSkillsTraining

www.education.gov.au/itac

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