

Skills Industry Plan Roundtable

Discussion paper

Training Organisations

December 2022



ACT
Government



Background

Skilled to Succeed is the ACT Government's skills and workforce agenda that seeks to ensure Canberrans have the right skills for in-demand jobs now and into the future. Our priorities are to deliver a skills and workforce agenda which is:

- inclusive and provides Canberrans with a foundation for lifelong learning
- responsive, flexible and future-focused
- proactive in helping employers build, attract and retain the right workforce
- built on strong and sustainable skills sector foundations.

To deliver this agenda, the ACT Government will develop Industry Plans for the Care, Technology, Building and Construction, Experience, and Renewables and Sustainability industries. The purpose of these Plans is to identify actions to develop a fit-for-purpose vocational education and training sector that supports our future workforce.

To support the development of these Plans, the ACT Government is hosting roundtables with training organisations and stakeholders from each industry. This discussion paper is intended to support and inform discussion at the Training Organisations roundtable on 6 December 2022.

Scope

The purpose of this discussion paper is to provide stakeholders with key data and insights on the role of **registered training organisations (RTOs) and universities** in shaping the future of jobs and skills in Canberra.

The questions in this paper will guide discussion at the roundtable and focus on:

- Qualification types and content
- Delivery of qualifications
- Quality and fit-for-purpose of courses
- Level of consultation/engagement with industry
- Skilled migration pathways
- Accessibility and equity

Discussion questions

- 1 Think about the changing needs of the economy and the training sector, such as an increasing focus on technology and sustainability. What are the barriers to adapting existing and developing new course offerings to respond to those changes?
- 2 How can you deliver a broader range of course types flexibly (e.g., micro-credentials and short-courses)?
- 3 How can recognition of prior learning (RPL) be streamlined without compromising quality?
- 4 How can the training and education sector support, promote and take advantage of greater workforce diversity (e.g., older workers, neurodiverse people and women)?
- 5 What works well with the current training market? What would you like to see more of, and what changes would you like to see take place?
- 6 What are the barriers to completion? How can training organisations support more completions?
- 7 How can training organisations attract and retain skilled and qualified teachers and trainers?
- 8 How can we achieve consistency in training quality from different training organisations? How can training organisations ensure that the needs of industry are reflected both in terms of quality of content and delivery method? How do training organisations measure the quality of training provided?
- 9 How can RTOs and universities work together to provide attractive training opportunities that address industry needs?

ACT Overview

250,200 Jobs in 2021

30% Growth in employment in the last ten years

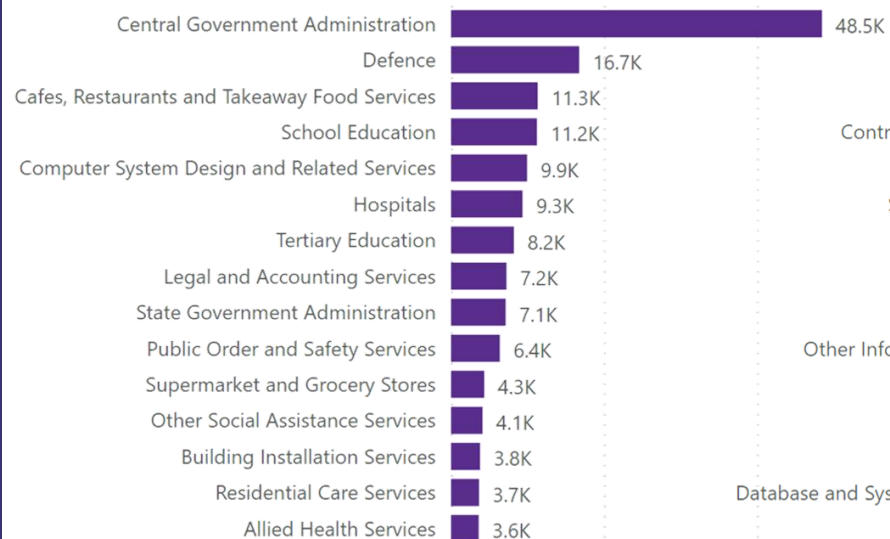
Largest Growing Occupations



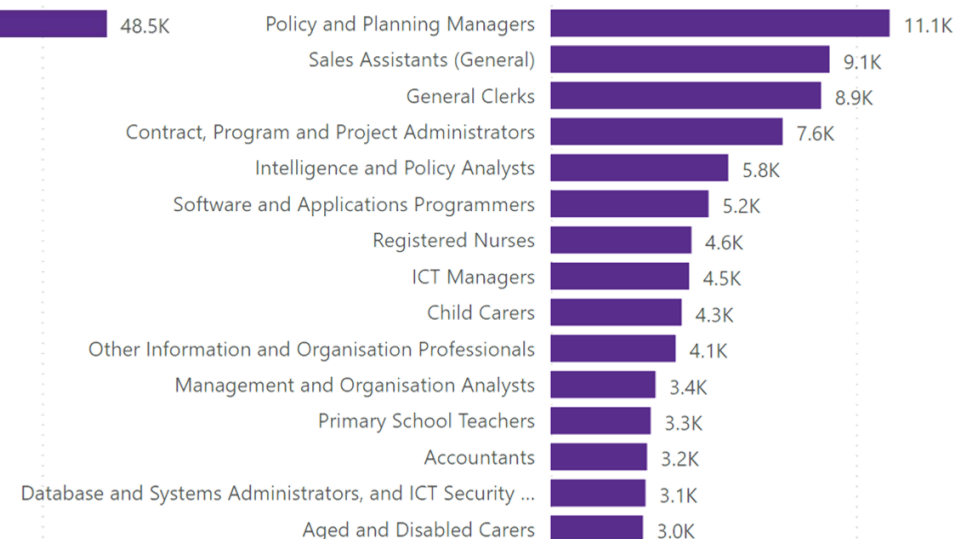
Source: ABS census 2021, 2016 and 2011

ACT Employment Snapshot (2021 census)

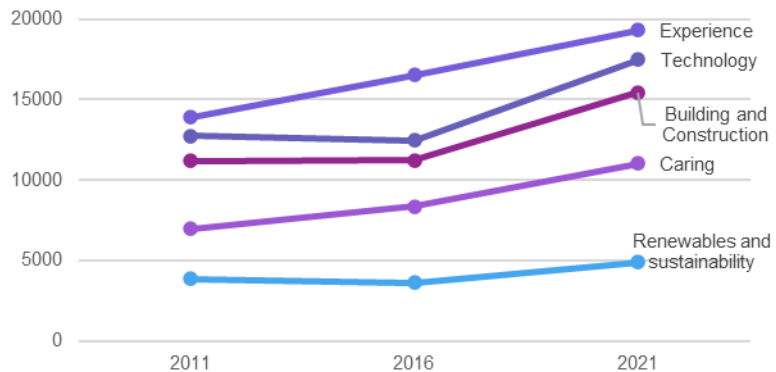
Top Employment by industry



Top Employment by occupation



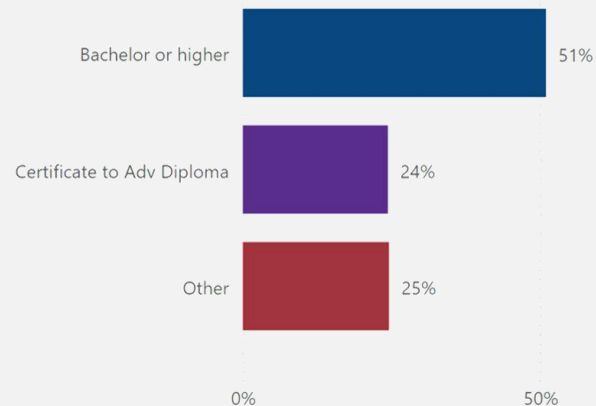
Employment by Industry in the ACT



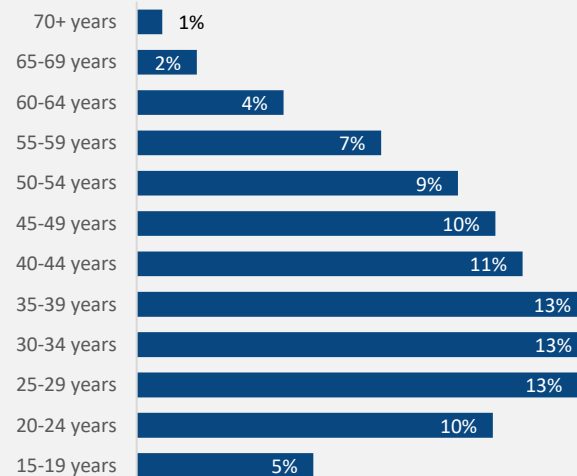
Source: ABS Census 2011, 2016 and 2021

Employee characteristics

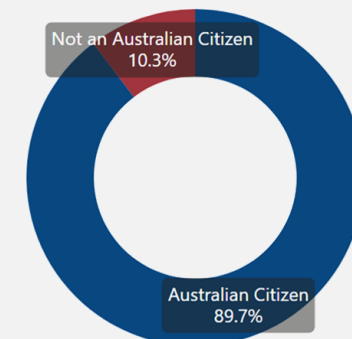
% by Education



% by Age Group



% by Australian Citizenship



Role of VET

61,100

Jobs in 2021
are filled by people with certificate to advanced diploma qualifications

24%

of all jobs in the ACT

Largest Growing Occupations



Aged and Disabled Carers



Chefs

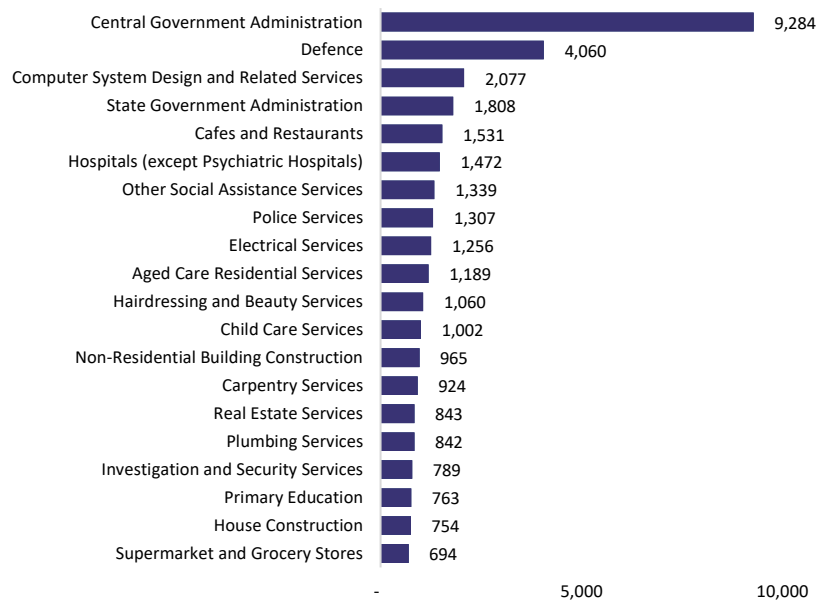


ICT Managers

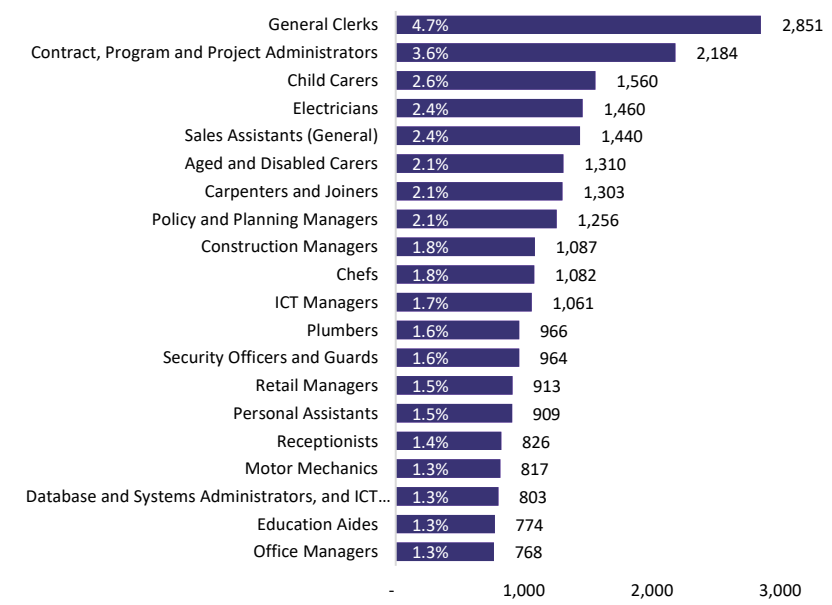
Source: ABS census 2021, 2016 and 2011

VET Employment Snapshot (2021 census)

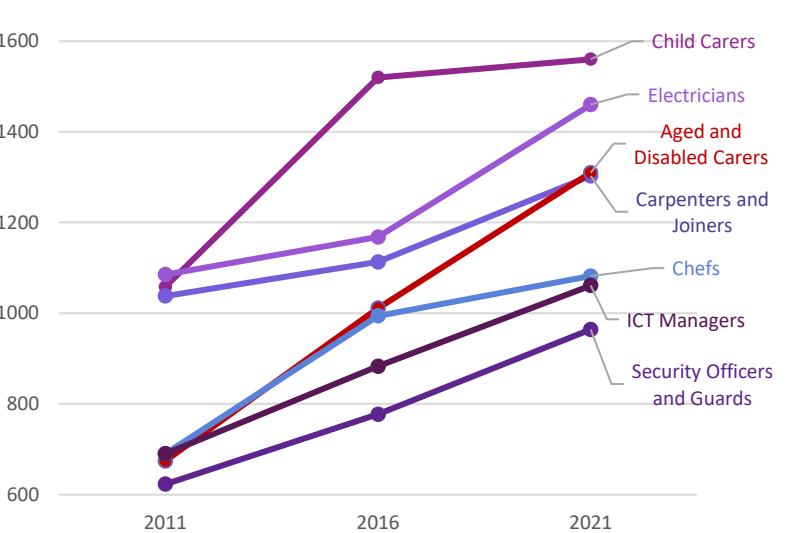
Top employment by industry



Top employment by occupation

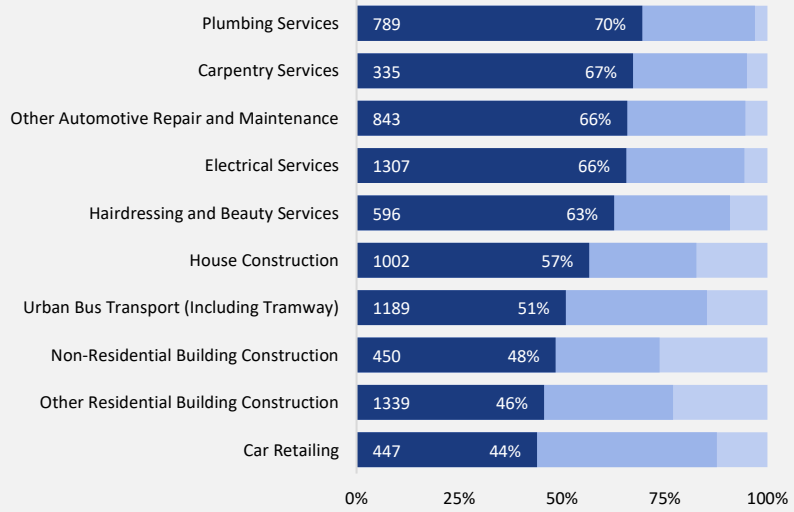


Employment by Industry in the ACT

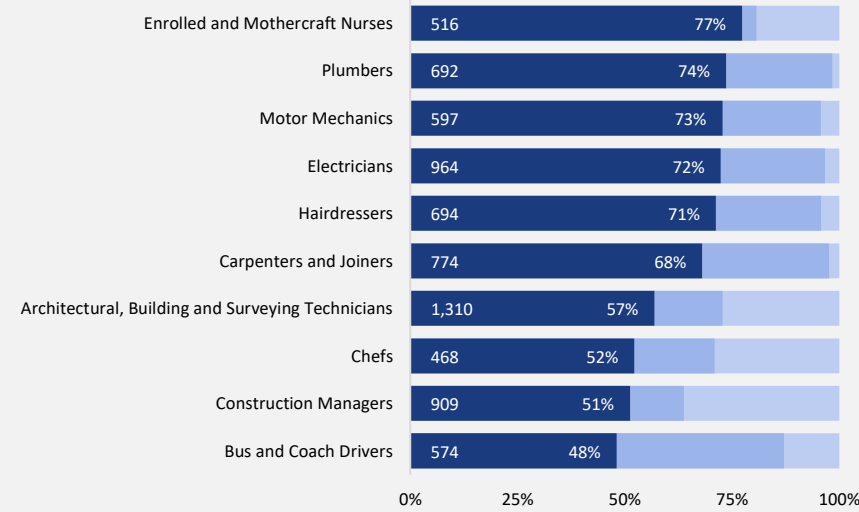


Source: ABS Census 2011, 2016 and 2021

Industries with high proportion of VET graduates



Occupations with high proportion of VET graduates



■ Certificate to Advanced Diploma ■ High School and other ■ Bachelor degree or higher
Note: the figures are calculated based on responses to census question about the highest level of education completed

Internet Vacancy

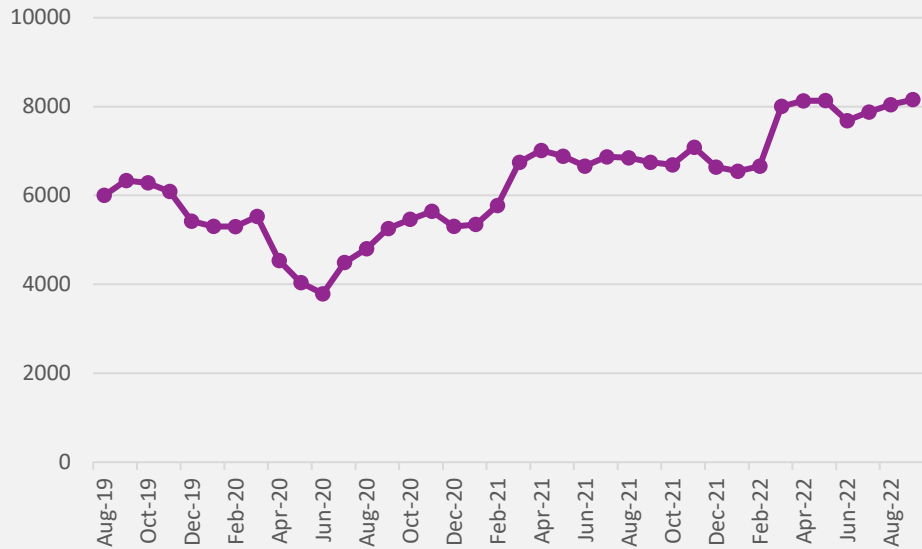
September 2022

8,155

Total online job vacancies across all occupations in the ACT

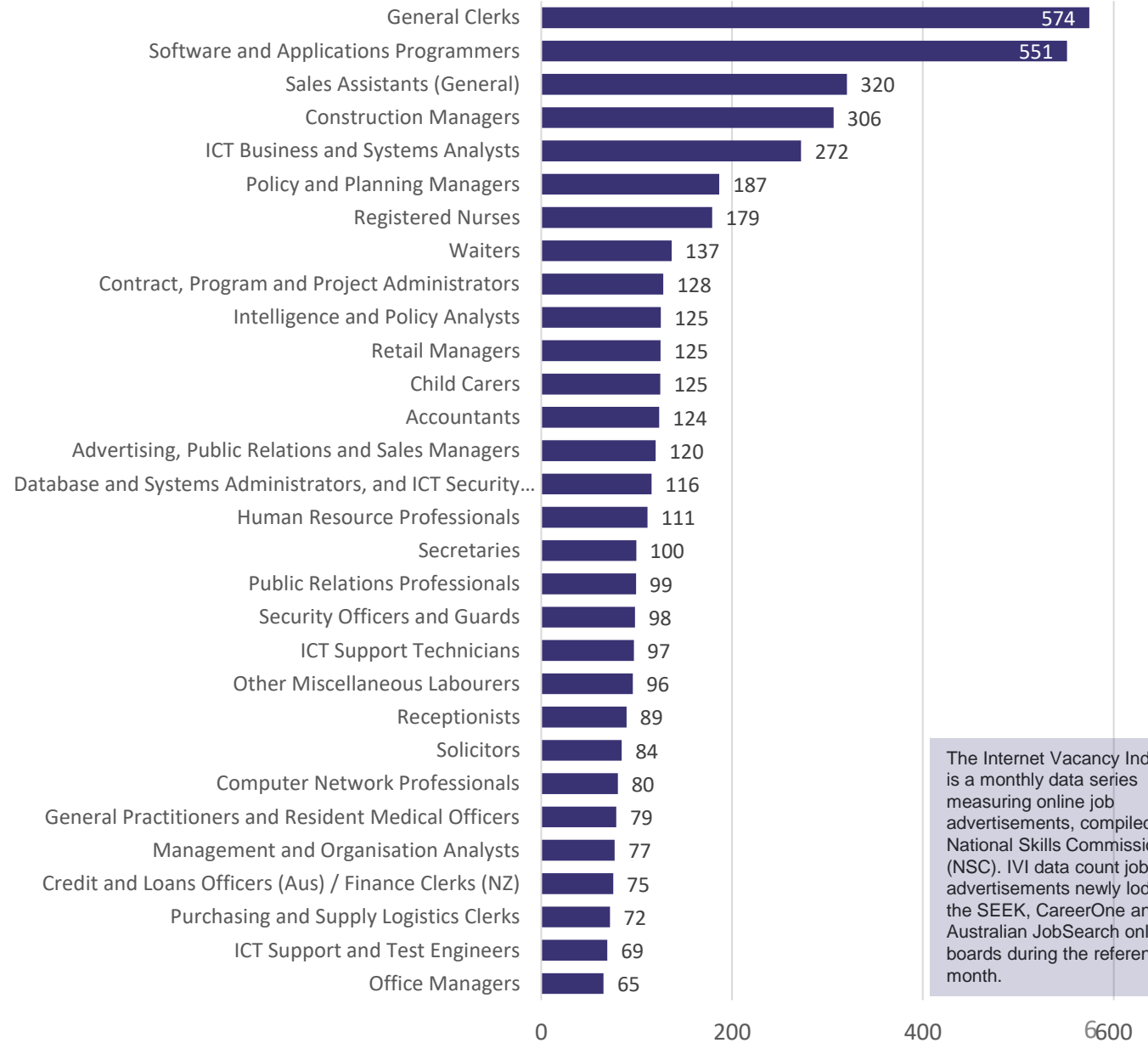
Source: Internet Vacancy Index (NSC, October 2022)

Online job vacancies, all occupations August 2019 to September 2022



Source: Internet Vacancy Index (NSC, October 2022)

Job vacancies by occupations - September 2022



The Internet Vacancy Index (IVI) is a monthly data series measuring online job advertisements, compiled by the National Skills Commission (NSC). IVI data count job advertisements newly lodged on the SEEK, CareerOne and Australian JobSearch online job boards during the reference month.

Government Funded Students

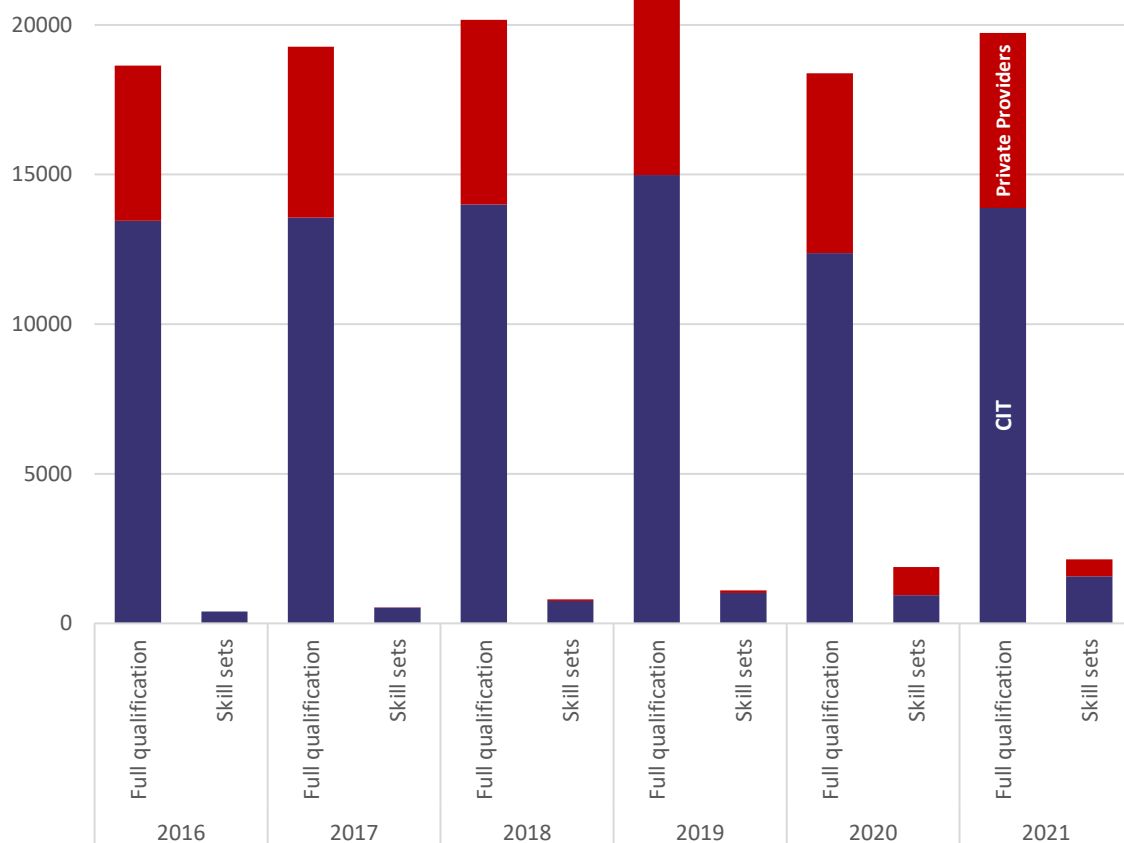
19,731

Students enrolled in full qualifications in 2021

2,142

Students enrolled in skill sets in 2021

Total enrolment by type of qualification and provider



Number of enrolled students (continuing and commencing) in 2021

Top 20 Qualifications	Enrolled students
Certificate III in Electrotechnology Electrician	942
Certificate III in Early Childhood Education and Care	790
Diploma of Early Childhood Education and Care	718
Certificate III in Carpentry	681
Certificate III in Hospitality	612
Certificate IV in Community Services	496
Diploma of Project Management	440
Certificate III in Community Services	433
Certificate IV in Cyber Security	432
Certificate III in Plumbing	431
Diploma of Government	419
Certificate IV in Community Development	378
Certificate III in Individual Support	370
Certificate III in Information, Digital Media and Technology	345
Diploma of Community Services	306
Certificate II in Skills For Work and Vocational Pathways	299
Certificate III in Business Administration	298
Certificate III in Light Vehicle Mechanical Technology	296
Diploma of Nursing	292
Diploma of Leadership & Management	281

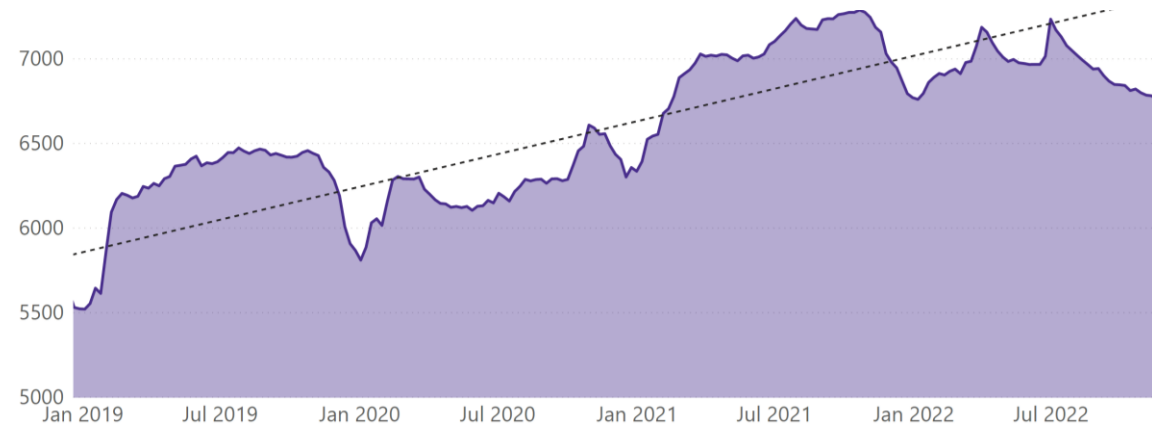
Top 10 Skill sets	Enrolled students
Cross-Sector Infection Control Skill Set	256
Infection Control Skill Set (Food Handling)	142
Training in Forklift Operations	99
Training in Introduction To Organisational Cyber Security	99
Training in Bar Service	91
Infection Control Skill Set	87
Enterprise Trainer-Presenting Skill Set	85
Preparatory Skill Set For Professional Graphic Design Practice	73
Training in Introduction To Project Management Practice	72
Food Handling	65

Apprentices and Trainees

6,763

Total students in-training, November 2022

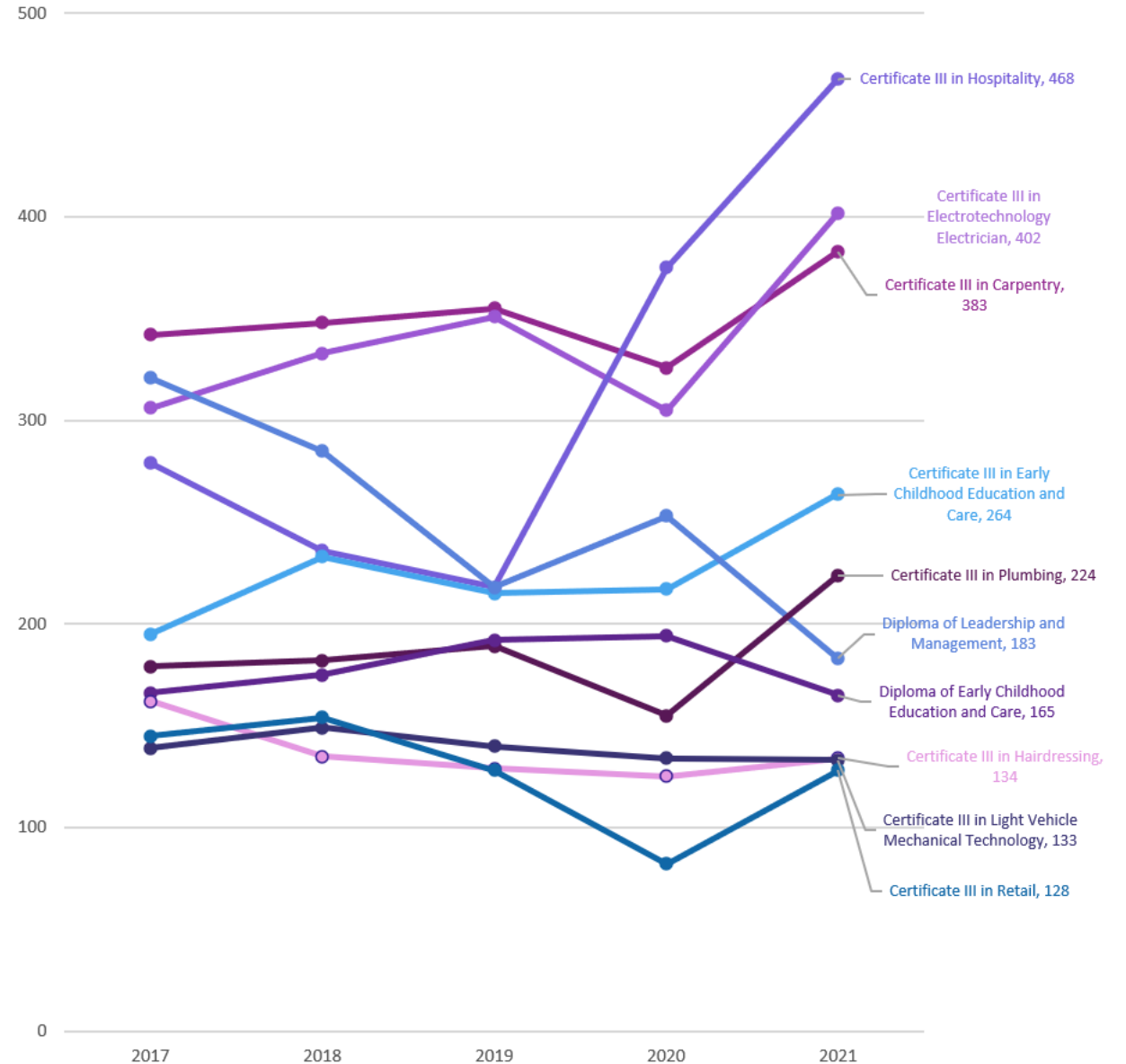
Number of apprentices and trainees in-training



Currently in-training apprentices and trainees – Top ten qualifications (November 2022)

Top Ten Qualifications	Number of Apprentices and Trainees in Training
Certificate III in Electrotechnology Electrician	829
Certificate III in Carpentry	579
Certificate III in Hospitality	520
Certificate III in Plumbing	344
Certificate III in Early Childhood Education and Care	286
Certificate III in Light Vehicle Mechanical Technology	285
Diploma of Leadership and Management	242
Certificate III in Retail	240
Diploma of Early Childhood Education and Care	187
Certificate III in Hairdressing	173

Apprentices and trainees commencement by year – Top ten qualifications



Completion and Cancellation Apprentices and Trainees

Completion and cancellation rates can provide useful insights into students' decisions. However, there are limitations to this data. This includes:

- Students may enter into a new contract when they change employers
- Completion is not necessarily an indicator of quality

Individual student completion V.S. Contract completion by industry All apprentices and trainees, 2000 to 2018

Industry	Contract Completion Rate ⁺	Student Completion Rate [*]	Contract and Student Completion Difference
Caring	52%	55%	4%
Construction	42%	57%	15%
Experience	36%	41%	5%
Technology	52%	53%	1%
Other Industries	47%	55%	8%
All Industries	46%	57%	10%

⁺Contract completion rate calculate the proportion of successfully completed contracts that commenced between 2000 and 2018

^{*}Student completion rate calculate the proportion of students who successfully completed their course either within one contract or through multiple contracts between 2000 and 2018

Contract completion rate* by year of commencement Top ten commencement

Qualification	2016	2017	2018
Certificate III in Hospitality	41%	37%	35%
Certificate III in Electrotechnology Electrician	51%	40%	40%
Certificate III in Carpentry	47%	36%	41%
Certificate III in Early Childhood Education and Care	52%	55%	53%
Certificate III in Plumbing	31%	37%	41%
Diploma of Leadership and Management	48%	45%	49%
Diploma of Early Childhood Education and Care	39%	48%	46%
Certificate III in Hairdressing	23%	31%	14%
Certificate III in Light Vehicle Mechanical Technology	29%	35%	32%
Certificate III in Retail	69%	56%	64%

*contracts that were successfully completed as a percentage of contracts that commenced in each year

Contract cancellation* by year of commencement Top ten commencement

Qualification	2016	2017	2018
Certificate III in Hospitality	59%	63%	65%
Certificate III in Electrotechnology Electrician	46%	56%	50%
Certificate III in Carpentry	52%	62%	57%
Certificate III in Early Childhood Education and Care	48%	44%	46%
Certificate III in Plumbing	66%	59%	54%
Diploma of Leadership and Management	52%	53%	47%
Diploma of Early Childhood Education and Care	61%	51%	53%
Certificate III in Hairdressing	74%	67%	82%
Certificate III in Light Vehicle Mechanical Technology	70%	63%	66%
Certificate III in Retail	31%	44%	36%

*contracts that were cancelled as a percentage of contracts that commenced in each year

Overview of training organisations

Vocational Education and Training

111

Private Registered training Organisations*

1

Public Registered Training Organisations*

* Data Source: AVETARS, October 2022
Note: Count of number of RTOs by industry is based on those that have active students funded by ACT government in qualifications relevant to the industry. These numbers are Skills Canberra estimates.



Building and construction

Number of RTOs*

19

Number of businesses in ACT industry (ABS 2021)

5,743



Technology

7

4,773



Caring

31

258



Experiences

26

1,942



Renewables and Sustainability

3

965

Highlights and challenges

Multiple industries have identified the following opportunities for the VET sector:

- Delivery of more courses targeted at **upskilling** employees and clearer RPL processes.
- Greater provision of essential **non-technical job requirements**, to complement their strong technical skills.
- Support development of **language, literacy and numeracy** skills of students.
- Employers value timely access and flexibility to training
- Collaboration between **universities and RTOs**.

On-the-job training versus formal training – employers report they often provide on-the-job training to develop the skills needed.

Completion rates vary across course types with opportunities for improvement.

Apprentices are concerned about low wages and their ability to meet the **cost of living**

- Labour shortages can lead to unskilled work being paid at higher levels than training wages - Australia's record low unemployment has given apprentices less incentive to **continue their training**.

Training providers are **introducing new courses** to meet the emerging needs of industries. These include courses in renewable energy, such as Certificate III in Electrical Vehicle Technology and Certificate IV in Wind Power Generation.

Megatrends



Impactful technology

Technological advances are changing how people work. Digitalisation and technological advancement are empowering individuals across the world to enhance quality of life and their access to information. Technology is also changing how training is delivered. There is a growing need to embed use of technology across all course offerings.



Urbanisation and demographic change

The world is experiencing rapid and massive demographic change, such as an ageing workforce, which adds a new challenge for businesses and opportunities for up-skilling and re-skilling. Urbanisation is also changing the way people live and work as well as creating more demand for certain skills such as building and construction.



Climate change

Action on climate change is leading to significant transformation and innovation for how we do things. From renewable energy to disaster management, climate change is creating new jobs and opportunities.



Demand for work-life balance

Work-life balance is of increasing importance to the workforce. Trends such as hybrid working has shifted the nature of work in the post-pandemic workplace.



Re-skilling and up-skilling

Firms around the world are considering ways of re-skilling and up-skilling existing workers into new roles in order to address skills shortages and increase retention of high performing staff and older workers.