



BHERT Symposium

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***Lessons from the VET sector in
putting reforms into practice -
The importance of keeping industry
and clients at the centre***

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The reforms of the last 10 years – the secret to success

- The establishment of the ANTA Board and ANTA arrangements
- Need to create a highly skilled national workforce
- Industry needs front and centre
- Prior to 1990 focus was on traditional trades
- Little national portability of qualifications



Where are we now

- ANTA Board – strong focus on governance and inclusiveness
- Industry based advice given to Ministers
- A national competency based training system
- System among “best in world”
- Governments and industry working together to deliver economic and social outcomes



The next ten years: - clients at the centre

- New generation of workers – new jobs and new industries
- Employers want more than technical skills
- Moving from industrial age
- To network age of change and innovation



The next ten years: - Learning is changing

- Shift from observing and reading
- To experiencing and doing
- More service oriented
- Recognition of skills and learning will be important

- The Australian Quality Training Framework was adopted in 2001 to enhance quality and client confidence in the vocational education and training system. It will be underpinned by the implementation of nationally consistent legislation during 2004.
- Australia has a dynamic and diverse market of over 4,000 training organisations registered nationally. Registered Training Organisations range from small businesses offering courses in a specialised area, to community-based learning organisations, to multi-campus TAFEs.

Review of Training Packages has commenced

- Training Packages are flagship product of VET
- First package endorsed 1997
- Industry has changed – system has evolved
- Looking for smarter way to strengthen – content and underpinning policies
- Aim is better skills outcomes for business and individuals

- Resourcing VET project

- Who pays?
- Perception of outdated funding models
- Demand for VET will continue
- Public funds must be effectively targeted
- Need to encourage industry and individuals to invest

National Strategy

- Strategy for 2004 – 2010 endorsed by Ministers last week
- Puts clients needs front and centre
- Has four objectives:
 - 📁 industry will have a highly skilled workforce to support strong performance in the global economy
 - 📄❤️ employers and individuals will be at the centre of VET
 - 📄❤️ communities and regions will be strengthened economically and socially through learning and employment
 - 📄❤️ Indigenous Australians will have skills for viable jobs and their learning culture will be shared
- Action plan for implementation
- Roundtables and consultations



National Strategy

- KPMs agreed by Ministers for reporting
 1. The level of student participation and achievement in vocational education and training
 2. The level of student employment outcomes and benefits after training and their satisfaction with their training program
 3. The level of employer adoption of, and satisfaction with, vocational education and training in meeting the skill needs of their workforce
 4. The extent to which Indigenous Australians engage with and achieve positive outcomes from vocational education and training
 5. The level of community awareness and engagement with vocational education and training to assist with economic and social development
 6. The efficiency of Australia's vocational education and training system

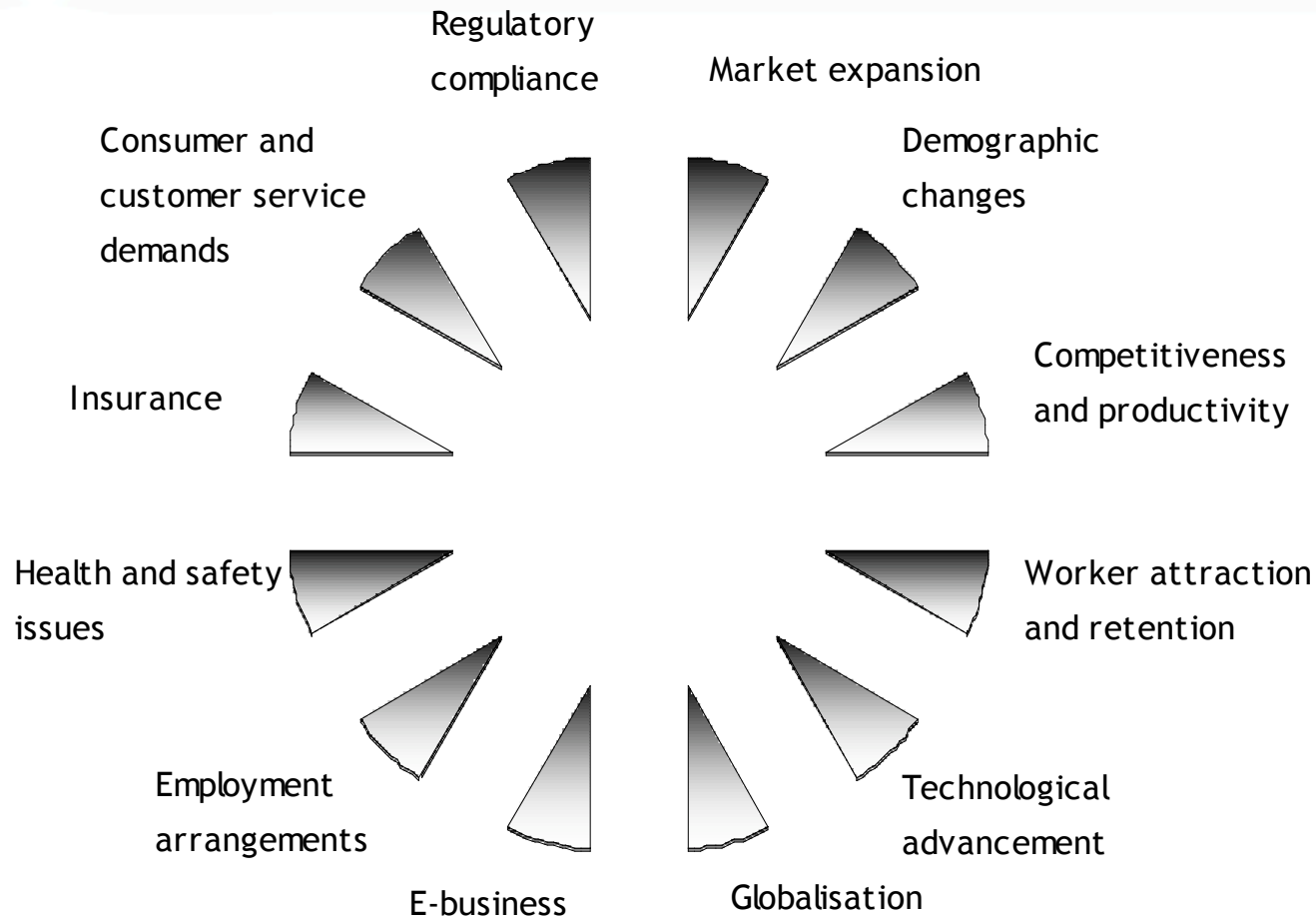


Industry advice – keeping industry as a driver of reform

- Existing industry advisory arrangements reviewed
- 10 Industry Skills Councils to replace 29 existing bodies
- Dual role – engaging industry and developing products and services
- Expect all Councils to be in place in early 2004
- Industry Skills Forums twice a year
- Regular ‘checkpoint’ for open discussion
- Help forge unifying approach to industry skills planning



Future skills needs





Industry Trends

Industry area	Market Expansion	Demographic Changes	Competitiveness and Productivity	Technological advancement	Globalisation	E-business
Agri-Food	Y	Y	Y	Y	Y	
Business and Innovation	Y	Y	Y	Y	Y	Y
Community Services and Health		Y		Y	Y	
Construction and Property Services	Y		Y	Y		Y
Energy and Connectivity Services		Y		Y	Y	
Extractive and Renewable Resources	Y	Y		Y	Y	Y
Government	Y	Y		Y	Y	Y
Manufacturing		Y	Y	Y	Y	
Tourism, Retail and Recreational Services	Y		Y	Y	Y	Y
Transport and Logistics		Y			Y	Y



Vocational Education & Training: Boosting Australia's success

- The Australian Red Cross
- Woolworths
- Coles
- ABC
- Traditional Credit Union
- Toyota
- Holden



Vocational Education and training is a popular and successful product

- One in eight working age Australians is doing VET (about 1.69 million people)...and that's just in the public system
- 66,800 have achieved a diploma or advanced diploma
- About a quarter of young Australians (15-19 year-olds) are doing VET
- More than a third of VET enrolments live in rural and remote areas
- Biggest study areas are:
 - Management & commerce @ 22%
 - Engineering & related technologies @ 17%
- 4.8% of students have a disability; 3.5% are Indigenous

Higher Education

- Twice as many university graduates (around 60,000) started VET courses (in 2001) as VET graduates started degrees (about 30,000)

Delivering the skills needs of industry

- Dynamic and changing economy means changing skills needs
- Need to understand the drivers
- This will help plan interventions and policy
- Our challenges are:
 - having the best information possible
 - ensuring the system can respond quickly
 - how to facilitate action where training is not the answer



Conclusion

- In developing reforms we consult with equity groups and communities
- Have a major focus on quality and information for clients
- Industry and individuals must get the skills they need
- Want equal billing with universities
- Focusing on client and industry needs will get us there