

australia's national strategy for vocational education and training 2004-2010

shaping our future



actionplan 2004-2005

turning strategy into *action*

This action plan is a companion document to *Shaping our Future*, Australia's National Strategy for Vocational Education and Training 2004–2010, that was endorsed by all ministers for vocational education and training (VET) across Australia in November 2003. The action plan identifies actions that the Australian, state and territory governments and the Australian National Training Authority (ANTA) will take, in partnership with industry, providers and other stakeholders, to turn strategy into action.

The action plan focuses on areas where significant collaborative effort across Australia is required to shift the VET system and ensure it works for Australian businesses, for people and for communities.

For this first action plan, ministers have identified six **national priority actions** for 2004 and 2005 across the four objectives and twelve strategies of *Shaping our Future*. The action plan will be updated during the life of *Shaping our Future* to take account of progress and to maintain its currency and relevance.

While the national priority actions are underway, work will continue nationally in a number of areas to continuously improve VET on behalf of clients. These include:

quality

streamlining and extending quality assurance arrangements to build employer and individual confidence in the quality and consistency of VET

pathways

encouraging stronger pathways in VET and between VET and employment, especially for young people, existing workers and those seeking entry to the workforce

equity and diversity

improving training and employment outcomes for all people, with a particular focus on those who face barriers due to age, gender, cultural difference, disability, language, literacy and numeracy, cost, unemployment, imprisonment or isolation

VET capability

developing an agreed approach to VET workforce capability

navigation

ensuring that all clients, including small to medium businesses, can understand and engage with VET

value of VET

simplifying language and implementing strategies to reposition VET as a highly valued option for individuals and businesses

research

undertaking a national research program to support evidence-based decision making and better monitoring and evaluation of policy decisions.

Extensive work is also being undertaken in individual jurisdictions, for example in increasing the retention of 15-19 year olds, improving the engagement of small businesses with VET, and building partnerships with enterprises and communities.

For 2005, ministers have also agreed a number of annual national priorities for VET, based on the objectives of *Shaping our Future*. These will form the basis for planning and reporting in 2005. The six national priority actions of the action plan are aligned to the annual national priorities.

national priority actions



Objective 1: Industry will have a highly skilled workforce to support strong performance in the global economy¹

Priority Action 1: Generate strategies to enable vocational education and training to respond to emerging skill needs for the future world of work.

Primary work will be undertaken through:

- national research on the changing nature of work skill needs and work organisation arrangements and the implications for VET
- improved analysis of market intelligence to support increased flexibility and responsiveness to industry, including through Industry Skills Councils (ISCs) and Industry Skills Forums
- drawing on the various skill shortage initiatives across jurisdictions and other stakeholders to develop a co-ordinated approach that will address shortages on an industry and regional basis and increase industry engagement
- collaborative strategies to improve the capacity of VET providers to offer more flexible and client-focused approaches to teaching and learning.

Key Partners²: ANTA, DEST, STAs, peak industry bodies, ISCs, NCVET, peak provider bodies, RTOs, DEWR, DITR, DOTARS, FaCS

Links: Strategies 1, 5, 6, 7, 9, 11, 12¹

Priority Action 2: Implement agreed ANTA Ministerial Council recommendations from the high level review of Training Packages to improve Training Packages for industry, individuals and providers and strengthen teaching and learning outcomes.

Key Partners: ANTA, DEST, STAs, peak industry bodies, ISCs, peak provider bodies, RTOs

Links: Strategies 1, 3, 4, 5, 6, 9, 10, 11, 12

¹ Objectives and strategies are from *Shaping our Future*.

² Those partners responsible for initiating and putting the action into effect. A glossary of partner organisations is overleaf.

national priority actions



Objective 2: Employers and individuals will be at the centre of vocational education and training

- **Priority Action 3: Build a strong empirical and evidence base on which to develop options for ministers on the future resourcing of vocational education and training.**

Key Partners: ANTA, DEST, STAs, peak industry bodies, peak provider bodies

Links: Strategies 4, 5, 7, 8

- **Priority Action 4: Develop and implement a strategic plan to respond to emerging skill needs of the mature age workforce and our ageing population.**

The plan will:

- draw together knowledge emerging from state, territory and national initiatives and policies and connect with cross-government approaches
- segment the characteristics and needs of the mature age population (including those seeking employment and those out of work or at risk of losing work) and employers, including establishment of base line data about current skill levels and access to training
- propose training and recognition responses to meet current and emerging needs
- form effective partnerships with employers and identify industry champions to increase employers' commitment to the provision of training and employment opportunities for people with a disability.

Key Partners: ANTA, DEST, STAs, peak industry bodies, ISCs, peak provider bodies, DEWR, FaCS

Links: Strategies 1, 2, 3, 4, 5, 7, 9, 10

VET works for people

giving Australians world-class skills and knowledge

national priority actions



Objective 3: Communities and regions will be strengthened economically and socially through learning and employment

Priority Action 5: Conduct targeted research to complement and strengthen regional and community development initiatives occurring across Australia.

Focus areas to include:

- the role of VET in building social and economic capital in communities and regions
- the nature of partnerships with VET, including how they can be formed, sustained and used to address skills supply and demand at the local level
- development of a set of indicators and measures to assess the contribution of VET to communities and regions.

Key Partners: ANTA, STAs, peak industry bodies, NCVER, peak provider bodies, DOTARS, peak community bodies

Links: Strategies 1, 2, 4, 5, 7, 10

Objective 4: Indigenous Australians will have skills for viable jobs and their learning culture will be shared

Priority Action 6: Increase training opportunities leading to sustainable employment for Indigenous Australians.

This will be through concerted effort on four fronts:

- drive implementation of *Partners in a Learning Culture*, the National Indigenous VET Strategy and Blueprint
- co-ordinate a coherent national research strategy which reduces the gaps in knowledge and understanding as identified by the 2003 review of the Blueprint's progress
- develop more strategic, long-term and coordinated links between Community Development Employment Projects, VET and sustainable mainstream employment and business outcomes through the Pathways to Employment national pilot and similar transition initiatives
- link to the Council of Australian Government trial sites with Indigenous communities to raise the profile of VET as a core element in generating better outcomes for these communities.

Key Partners: ANTA, DEST, STAs, peak industry bodies, NCVER, peak provider bodies, DEWR, DOTARS, FACs, peak Indigenous bodies

Links: Strategies 1, 2, 4, 5, 6, 7, 10, 11

VET works for communities

building inclusive and sustainable communities

resources and measuring progress

Resources

The work outlined in this action plan will be resourced through a range of funding sources, including funds allocated through ANTA national projects and programs. In some instances, this will be supplemented by funding from other agencies, for example, DEWR funding to support Priority Action 6.

Measuring Progress

Progress towards the realisation of *Shaping our Future* is being monitored at a number of levels.

Six key performance measures for the period to which the strategy applies are listed in *Shaping our Future*. They are broadly aligned to the four objectives of *Shaping our Future* and provide for top-level, time-series monitoring of the 'strategic health' of the national VET system and annual reporting.

In addition, ANTA will use a range of supporting measures to monitor progress against national actions and the twelve strategies of *Shaping our Future*. These will draw on existing data such as the Survey of Employer Use and Views of the VET System, the Student Outcomes Survey, data collected by the Australian Bureau of Statistics and through the Australian Vocational Education and Training Management Information Statistical Standard and the NCVET research program.

Each year ministers will consider an ANTA Board progress report on the implementation of the action plan and determine changes needed to maintain currency and relevance. It will provide an opportunity for the parties to review the commitment to the objectives of *Shaping our Future* and agree on new priority areas for attention.

Three times in the life of *Shaping our Future* an overview of short, medium and long-term improvements and progress toward its vision will be published. An evaluation against the former national strategy – *A Bridge to the Future* – will be prepared by ANTA in late 2004 to provide a benchmark for *Shaping our Future*, followed by a progress report in 2008 and a final evaluation report in 2011.

Glossary of Organisations

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|---------------|--|--------------|---|
| ANTA | Australian National Training Authority | ISCs | Industry Skills Councils |
| DEST | Australian Government Department of Education, Science and Training | FaCS | Australian Government Department of Family and Community Services |
| DEWR | Australian Government Department of Employment and Workplace Relations | NCVER | National Centre for Vocational Education Research |
| DITR | Australian Government Department of Industry, Tourism and Resources | RTOs | Registered Training Organisations |
| DOTARS | Australian Government Department of Transport and Regional Services | STAs | State/Territory Training Authorities |

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Photos in this leaflet are of Jonathan Kemble, Tamara Jones, Vanessa Wood and Corey Murray, recent medal and award winners from Australian Training Awards and the international WorldSkills Competition.