

Investing in people
and their futures

Investing in Skills for Growth



Investing in skills for growth, investing in people and their futures

This policy sets out Government's aspirations for the Tasmanian training and workforce development system. Through these policy intentions the Government will invigorate the Tasmanian training and workforce development system.

This Government will focus its effort in three key areas.

1. A more efficient and competitive training system.
2. A greater focus on delivering real skills for real jobs.
3. Investing in skills that drive State growth.

How will we achieve these outcomes?

1. Encouraging greater competition in purchasing of training, while still recognising the need for a strong public provider.
2. Strong engagement with industry that guides purchasing.
3. Supporting our workplaces to develop the capacity of their workforces to be sustainable and seize growth opportunities.
4. Supporting jobseekers to build the skills that will lead to brighter employment futures for them and their families.

What are the foundation elements that will be core to driving the growth of this State?

- We have a private training sector committed to quality and delivering training uniquely suited to Tasmanian workplaces.
- We have a public provider in TasTAFE that is valued, will be further supported to become more efficient and will focus its delivery in areas of Government policy and economic growth.
- We have strong engagement and relationships with Tasmanian industries and a shared commitment to deliver real skills for real jobs.
- We share a collective understanding amongst all stakeholders that industry is at the heart of driving real skills for real jobs.

How will we achieve our vision?

We will work in partnership with employers, industry bodies and organisations that deliver training and workforce development across Tasmania. This Government recognises the value of partnership with industry and understands that building a skilled and productive workforce is a shared responsibility between government, industry, employers, training organisations and individuals.

This Government will stay focussed in its commitment to support economic growth through developing the skills of its people and supporting the strategic workforce development of its industries. This Government will focus on three key goals.

Goal 1: A more efficient and competitive training system

- Progressively and responsibly open the Tasmanian training system to greater competition so that services are focussed on employability outcomes, are responsive to industry and deliver value for money. This will mean that Government's investment makes the biggest possible difference for Tasmanian businesses and its people.
- Implement programs that support training organisations to be flexible and agile in the way that they respond to industry's constantly changing needs.
- Reward successful outcomes that support industry growth and prepare our current and future workers to get a job, get a better job, change their job and be more productive within their job.
- Build our training community to play their role in State growth as a vibrant industry sector.
- Incentivise those training organisations that demonstrate excellence in delivering employability outcomes matched to labour market demand.
- Manage our training system so that competition delivers value including improving performance monitoring and assessment through contracting.
- Support training organisations to adapt to new contracting arrangements that encourage efficiency that is measurable, and deliver outcomes matched to Government priorities.

Goal 2: Deliver real skills for real jobs

- Listen and respond to industry and employers' needs.
- Develop new understandings of labour markets and work with industry to share that understanding with training organisations.
- Continuously monitor how well training and workforce development investment is linked to employability and investment outcomes.

- Extend the MOU Program for Strategic Industry Advice to include:
 - the information and communication technology industry
 - tourism and hospitality
 - the rich diversity of Tasmanian small business advanced manufacturing.
- Explore options to work with the Australian Government to refocus investment in skills for Tasmanian growth.
- Use labour market intelligence to focus investment in skill sets that build the confidence of jobseekers, link those skill sets to employment and productivity outcomes and create pathways to qualifications.

Goal 3: Investing in skills for growth

- Support industry sectors to strategically plan for the workforce needs of the future.
- Support employers to acquire and retain the skills they need now, and to align their human resources with their future business strategy.
- Implement programs that are flexible and that rapidly direct skills investment to areas of opportunity and growth as they arise.
- Support business investment strategies with attractive skills and workforce development programs.
- Mandate that industry validation of skills development is a core component of government subsidised training programs.
- Support vulnerable Tasmanians to participate in the workforce and build their employability skills. Support work readiness by targeting skills development to real needs of workplaces and create pathways through to qualifications.
- Future proof our workforce for the unknown jobs of the future by embedding contemporary core skills into training and workforce development programs.
- Develop unique and innovative programs that equip skilled Tasmanians to be enterprising and entrepreneurial, creating new employment and business futures.

This vision is within our grasp.
The Tasmanian training and
workforce development system
has all the elements in place.
We now need to build on these
strong foundations.

Over the next four months my Department will consult widely on how we implement these goals. I invite all our stakeholders, including our industry leaders and our training organisations to be part of that consultation process.

This policy statement is the first step in setting the direction that will ensure Tasmanians are able to secure the skills necessary for the jobs of today and the jobs of the future.



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22 September 2014



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