

Statement issued in accordance
with Section 5 *Training and Workforce
Development Act 2013*

Ministerial Priorities for Training and Workforce Development 2016



Copyright notice and disclaimer

Copyright in this publication is owned by the Crown in Right of Tasmania, represented by the Department of State Growth.

Information in this publication is intended for general information only and does not constitute professional advice and should not be relied upon as such. No representation or warranty is made as to the accuracy, reliability or completeness of any information in this publication. Readers should make their own enquiries and seek independent professional advice before acting on or relying upon any of the information provided.

The Crown, its officers, employees and agents do not accept liability however arising, including liability for negligence, for any loss resulting from the use of or reliance upon information in this publication.

Images used within this publication remain the property of the copyright holder.

Images courtesy of the Tasmanian Government, University of Tasmania and Tony McKendrick.

© State of Tasmania May 2016

Contents

A message from the Minister 2

Introduction 3

Eight priorities for training and workforce development..... 4

 1. A workforce for a competitive future.....4

 2. Skills for a growing population5

 3. Building business capability and entrepreneurial spirit and helping young Tasmanians to
succeed at work.....6

 4. A responsive and contemporary TasTAFE7

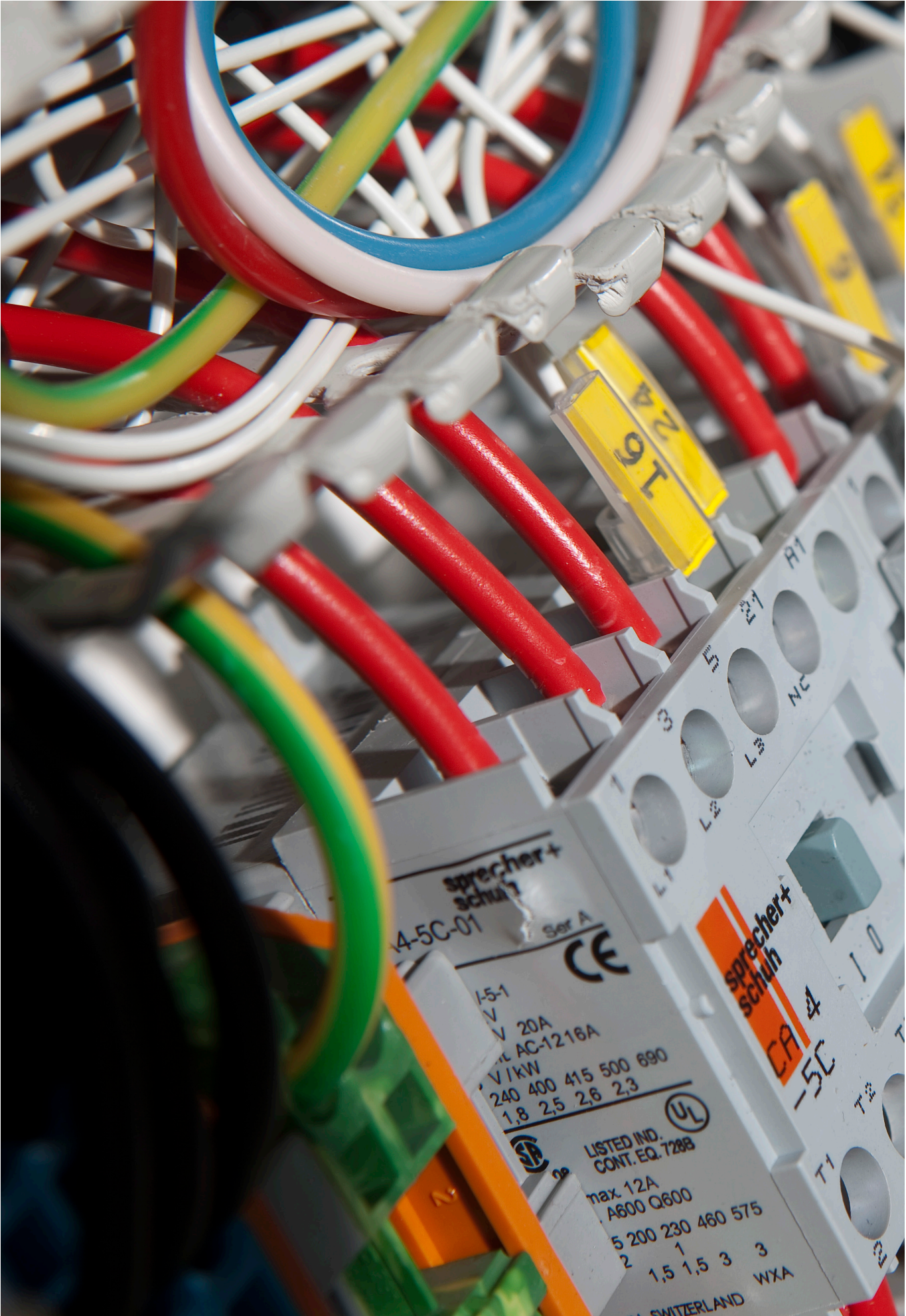
 5. Encouraging high-quality training providers8

 6. Responding to emerging skills needs.....9

 7. Addressing inequality, taking advantage of opportunity 10

 8. Supporting Tasmanians and Tasmanian businesses to adapt and grow 11





A message from the Minister



I am pleased to issue the new *Ministerial Priorities for Training and Workforce Development 2016*. The Tasmanian Government's statement of policy intentions *Investing in Skills for Growth* sets out the directions for publicly funded training and workforce development for 2015 and beyond. These *Ministerial Priorities* signal where current focus and effort will be applied to skills development to achieve the Government's strategic long-term vision for economic and social growth in the state.

Jobs are our number one priority and this year we will be focussing on better matching the skills of Tasmanians with job opportunities in areas of growth such as building and construction; hospitality and tourism; advanced manufacturing; and agriculture. We will be ensuring that Tasmanian small businesses can reach their potential and have access to the skilled workers they need.

Individuals with high-quality skills are the key to increasing the productivity of our businesses and the prosperity of our communities. Every pathway through education and training should support each Tasmanian to develop the skills for success in real jobs, now and in the future. We are building a Tasmanian training and workforce development system that matches employer demand and ensures training meets rigorous quality expectations. This system will support Tasmanian businesses to grasp opportunities and grow their capacity.

The *Ministerial Priorities* acknowledge the environment of ongoing change characterising business and industry growth in Tasmania. Our aim is to enable an agile and adaptive training system that is flexible and responsive to the immediate needs of industry, employers and workers. We are investing now to build the skills and capacities needed to drive growth into the future.

Aligned with *Investing in Skills for Growth*, these *Ministerial Priorities* will guide the training and workforce development work of the Department of State Growth, and will support industry, employers, individuals and training providers to grow a dynamic stock of skills required for economic growth and provide opportunities for all Tasmanians to flourish.

A handwritten signature in blue ink, appearing to read 'Matthew Groom', with a stylized, flowing script.

Hon Matthew Groom MP

Minister for State Growth

May 2016

Introduction

These *Ministerial Priorities for Training and Workforce Development 2016* are a requirement of the *Training and Workforce Development Act 2013*.

They set out short-term and mid-term objectives and actions related to Tasmania's skills development. They are guided by the strong directions set out in the Tasmanian Government's strategy for publicly funded training and workforce development *Investing in Skills for Growth*, released in November 2014. They also provide a timely update to the *Ministerial Priorities* released in 2014.

Through *Investing in Skills for Growth*, the Tasmanian Government is invigorating the Tasmanian training and workforce development system to be more efficient, to engage strategically with industry to deliver real skills for real jobs in Tasmanian workplaces, and to invest in developing the skills that the state needs for a prosperous future.

The Government has focused its efforts toward achieving three key goals:

1. a more efficient and competitive training system
2. a system that will deliver real skills for real jobs
3. Government investment in skills that will support State growth.

The short- and mid-term focus of the *Ministerial Priorities* supports the longer term strategic goals of *Investing in Skills for Growth*. Together they create a dynamic system-wide response that addresses current opportunities and aligns with a compelling ambition for the future. This will build excellence and efficiency in training and workforce development in Tasmania, and result in real skills being developed for real jobs, both now and into the future.



Eight priorities for training and workforce development

I. A workforce for a competitive future

Foster the skilling of a world-class workforce to ensure that Tasmanian businesses can compete and succeed in domestic and international markets. This is underpinned by investment in innovative and unique training opportunities that match the needs of Tasmanian employers and an apprentice and trainee system that provides real skills.

Increase job opportunities for all Tasmanians and support investment in skills for the growing areas of the economy such as:

- Building and construction
- Tourism and hospitality
- Advanced manufacturing
- Agriculture
- Aged services and disability services

These industries, and others, are going to drive the growth of the Tasmanian economy and provide jobs and employment opportunities right around our state.

This investment will encourage Tasmania's potential as an innovation leader, with training delivering productivity improvements to large and small businesses through the use of innovative technology and ICT-ready skills to equip a workforce with the skills needed for today and into the future.

Actions to meet this priority:

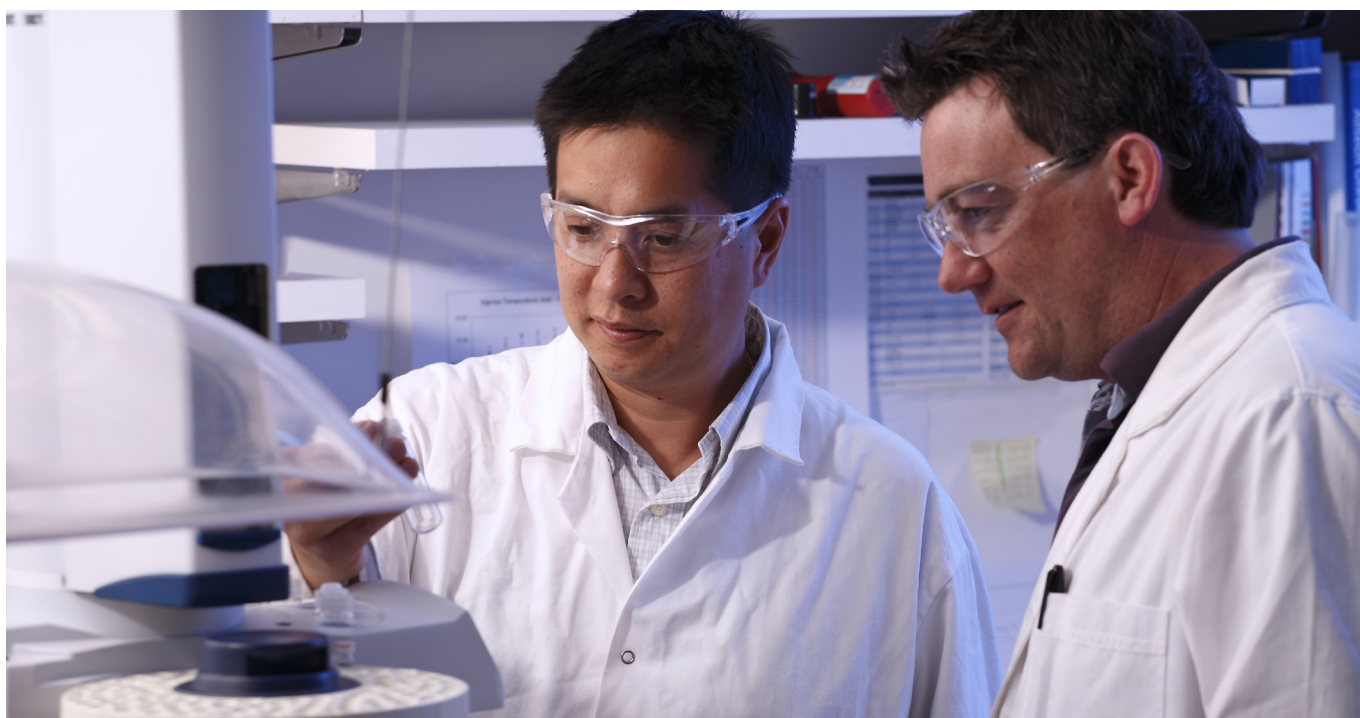
- Showcase successful training approaches to drive workforce improvement through new innovations and emerging technological approaches.
- Work with key industries to map their projected areas of employment growth and match training opportunities to their skill needs.
- Provide authentic workplace training experiences that deliver real skills for real jobs.
- Strengthen collaboration across Tasmanian industry sectors to identify and develop strategies that will deliver new capabilities and further technological expertise in the Tasmanian workforce.
- Assist training providers to grow their capabilities and empower Tasmanian businesses to take advantage of the latest technology and business strategies.
- Enable Tasmanian businesses across all industry sectors to grasp new opportunities through skills collaboration and knowledge sharing.

2. Skills for a growing population

Invest in skills for growth and encourage young Tasmanians to stay in the state by providing high quality training opportunities that are closely aligned with local skill needs and lead to real job opportunities. Develop the quality and capability of the state's training providers to meet emerging skill needs and attract people from overseas and interstate to work and study in Tasmania. Grow the skills and competency of Tasmania's workforce to encourage further investment and job creation.

Actions to meet this priority:

- Support job creation, including through implementing the Business, Jobs and Population Attraction package that encourages businesses to move to Tasmania or employ locally.
- Encourage employers and industry to actively and effectively participate in their own workforce planning and development.
- Highlight the opportunities that migrants, international students and returning Tasmanians offer to support and grow the state's businesses.
- Identify jobs that are suitable for new entrants to the labour market and provide strategic support for both employers and employees.
- Assist individuals to create their own job, income and wealth through entrepreneurship.
- Support the skills development and job readiness of entrants to Tasmania, including refugees, in line with the Population Strategy.
- Heighten awareness throughout the Tasmanian community of the importance of work readiness (including adult literacy and interpersonal skills) and vocationally focussed training (including technical and soft skill development) for effective entry and participation in the workforce.



3. Building business capability and entrepreneurial spirit and helping young Tasmanians to succeed at work

Support Tasmanian entrepreneurs to succeed, and foster new business ideas to help Tasmania grow. Nurture entrepreneurship through unique and innovative programs building personal qualities and key skills to identify, create, maintain and grow successful new business ventures. Encourage established businesses and industries to increase collaboration, productivity, innovation and creativity throughout their workforces. Support small business to take on more apprentices and trainees to meet their skill needs and expand their reach.

Continue to support innovative initiatives that provide Tasmanian youth with opportunities for education and training with a direct employment outcome. Enable Tasmania's young people to reach their potential and succeed in their working lives by overcoming barriers to employment such as literacy and numeracy, language, confidence and preparation.

Actions to meet this priority:

- Trial unique approaches that will support start-up technology businesses.
- Focus on leadership and management training in response to industry demand, including:
 - structured mentoring and leadership development
 - training for emerging and current managers, in particular in relation to the management of staff.
- Support small businesses to take on a greater number of apprentices and trainees, enabling more young Tasmanians to access training and making it easier for small businesses to grow and expand.
- Ensure that working-aged Tasmanians are aware that they are entitled to access a government-subsidised training place for their first Certificate III level qualification. Alongside this entitlement, the Government will continue to provide subsidies for training that support skills development at higher levels and for disadvantaged learners.
- Implement key findings from the evaluation of the Better at Work Project undertaken by TasTAFE that has been building skills in reading, writing, numeracy, mechanical and abstract reasoning.
- Liaise with employers to ensure that best-practice work placements and work readiness approaches are available to jobseekers, regardless of industry sector.
- Ensure that Tasmanian Government-subsidised qualifications are validated by industry so that young people can be confident that the qualifications they complete are a valued step to securing employment.
- Enable young people to pursue training that suits their personal capability and that reflects the needs of the Tasmanian economy.



4. A responsive and contemporary TasTAFE

As Tasmania's public provider of training, TasTAFE plays a key role as a leader and quality benchmark for the Tasmanian training system. Support TasTAFE to realign its business so it can invest in the skills the state needs to grow to drive business success and create new opportunities for all Tasmanians. Assist TasTAFE to provide high-quality, responsive and accessible training that provides real skills and connects individuals with jobs and their local communities.

Actions to meet this priority

- As Tasmania's sole public provider, support TasTAFE to:
 - work closely with relevant Government agencies and stakeholders to develop a broad range of partnership strategies, in Tasmania and internationally, and be an exemplary industry partner
 - develop specific industry-focussed and informed delivery models for apprentices that may include accelerated apprenticeships particularly in priority industries with significant skills shortages
 - provide qualifications and skill sets closely aligned to industry skill needs and that meet the needs of employers
 - develop skills in rural and remote areas and provide access to training for disadvantaged Tasmanians
 - provide foundation skills training that creates a pathway to employment
 - increase completions of VET qualifications and provide support services that enrich the student experience
 - work collaboratively with the University of Tasmania to enable the outcomes of the Making the Future partnership between UTAS and the Tasmanian Government to be achieved to demonstrate the qualities of an Employer of Choice organisation.

5. Encouraging high-quality training providers

Support Tasmanian industries and enterprises to participate effectively in a growing economy through quality training and workforce development delivered by registered training organisations (RTOs). Ensure that the training provided to Tasmanian learners is of high-quality and supports local jobs and real work opportunities. Encourage a more efficient and competitive training system that creates jobs and improves skills.

Actions to meet this priority:

- Set clear expectations for all RTOs seeking subsidies from the Tasmanian Government through the Tasmanian Endorsed RTO program, ensuring that training investment is targeting quality training.
- Provide focussed professional development activities to support RTOs and their staff to be effective and dynamic providers of training and workforce development.
- Support RTOs to work with industry groups, local employers and community organisations to provide unique and innovative training opportunities that assist more Tasmanians into the workforce and provide genuine skills.





6. Responding to emerging skills needs

Coordinate workforce development activities and training investment in response to industry advice and intelligence on emerging skill needs. Proactively increase the quality of training and address skills gaps to meet the specific needs of Tasmanian industries and regions. This includes improving workforce planning and development activity to support growth in the agricultural sector and improve employment and career opportunities for youth in rural and regional Tasmania.

Actions to meet this priority:

- Strengthen the process by which strategic industry advice is sought, validated and utilised
- Develop new partnerships with community sector partners, as well as with additional industry sectors
- Co-design programs with strategic partners to support quality and responsive training and workforce development and the development of new initiatives that will enable industry to validate training outcomes
- Further streamline procurement processes to ensure timely responses to industry advice and fulfil business demand for skills.

7. Addressing inequality, taking advantage of opportunity

Support each Tasmanian to have the best possible opportunity to acquire skills they will need for work and overcome barriers to engaging effectively in work. Connect all Tasmanians, including young people and transitioning workers, to a working future by building their vocational, employability and adaptability skills. Implement a range of initiatives that support young people in getting the right skills to enter the workforce and support adults with core skill barriers through foundation and customised engagement programs. Ensure that those who need new or additional skills to get back into work can access the right training.

Actions to meet this priority:

- A new approach will be implemented that will provide pathways for jobseekers with barriers (*Training and Work Pathway Programs*). It will enable disadvantaged Tasmanians to re-engage with learning and work, beginning with foundation skills and literacy support, and reduce barriers to effective engagement in VET, including:
 - more flexible learning and assessment approaches
 - enhanced employment opportunities and work experience in areas of identified industry need
 - identified and supported pathways into higher level qualifications
 - a focus on local job opportunities
 - increased engagement of 'second chance learners' into VET
- integration, where possible, of training provision with other Government initiatives including *Safe Homes, Safe Families*
- collaboration among training providers, community support organisations and industry to support participation for all Tasmanians, regardless of their circumstances.



8. Supporting Tasmanians and Tasmanian businesses to adapt and grow

Invest in skills for growth and support workplaces and industries to plan effectively for workforce change and support workers into new employment opportunities through relevant training. Encourage communities and individuals to understand the changing world of work, and adapt to new opportunities available in industries with growth potential.

Actions to meet this priority:

- Work collaboratively with industry and training providers to develop employee support programs including retraining and reskilling to ensure individuals are able to engage productively in the Tasmanian economy and society.
- Ensure collaboration across all parts of Government to design and implement both short- and long-term programs that support industries in transition and support affected workers to find new opportunities.
- Ensure an agile system that can promptly recognise specific skills sets, which are endorsed by local industry, as eligible for Government-subsidised training as needed at times of industry growth and transition.
- Provide training opportunities that support Tasmanian employers to adapt their business to changing demand and grow successfully.





Department of State Growth
Skills Tasmania

26 Bathurst Street
Hobart, TAS 7000

GPO Box 536
Hobart TAS 7001 Australia

Phone: 1800 655 846

Email: enquiries@skills.tas.gov.au

Web: www.skills.tas.gov.au

© State of Tasmania May 2016