

SKILLS FIRST

A VISION FOR TAFE



TAFE: A NEW VISION

From January 2017, Victoria's training and TAFE system will be overhauled. A new approach to training will be implemented, setting a high benchmark for training quality, and supporting the courses that are most likely to lead to employment.

Through *Skills First*, the Andrews Labor Government's vision is for a stable, trusted training and TAFE system built on quality and integrity, with TAFEs at the centre as the engine room for jobs: partnering with industry to deliver apprenticeships and traineeships, and retraining workers with new skills for the jobs of today – and tomorrow.

Trades in the future will involve more technology-based skills and workers will need training to be competitive in the job market. New trades and professions will emerge and require quality training programs and upskilling courses.

Strong TAFEs can provide Victorians with access to quality training across the state.

SKILLS FIRST: THE DISTINCT ROLE OF TAFE

The Government recognises the distinct role TAFEs have, as public providers who partner with industry and Government on key economic priorities, lead the training system in excellence and innovation, provide essential life skills and support services, and help disadvantaged students and communities.

TAFEs have unrivalled course offerings and are located across Victoria.

They deliver benefits to students and industry in a way other training providers can't, in terms of access and breadth.

Skills First requires TAFEs and dual sector universities to work collaboratively to meet the increased expectations of Government, industry and students.

There will be funding each year to recognise their distinct role as public providers, setting quality benchmarks, fostering the skills students need to be job-ready, and driving productivity improvements across Victoria.

TAFEs maintain over \$2 billion of state-owned assets, have experienced teachers, are quality training providers and have established relationships with industry and their local communities.

TAFEs deliver about 70 per cent of all apprenticeships in Victoria.

Under our vision, TAFEs will be:

A benchmark for quality and a trusted adviser to Government: delivering the training needed to drive key Victorian priorities.

Centres of Excellence: competing on a global stage by partnering with industry to ensure productivity, innovation and the skills students need to get a job. A number of TAFEs already host Centres of Excellence, which provide leadership, best practices, research, support and training. The Government will continue to support industry-specific Centres of Excellence.

Providing more than just training: addressing the training and support needs of students to ensure they are work-ready graduates, providing a campus experience with support and other essential services, and helping disadvantaged and high needs students who might otherwise slip through the cracks.

Pivotal in regional communities: continuing their links with local businesses, and knowing what skills employers seek. Last year, almost half of all regional students went to TAFE for their training. Students benefit from being able to study close to home, while TAFEs help boost local economies by providing a steady flow of trained graduates.

Leaders in international education: working collaboratively, Government will enhance TAFEs' global reach and support an expansion in international education. Global demand for training is expected to grow significantly, especially the delivery of training offshore. An increased profile in international education will assist in improving the revenue base for TAFEs.

Focusing on these areas will see TAFEs:

- Lead the training and TAFE system in excellence.
- Partner with more enterprises to lift productivity through higher workforce skills.
- Increase participation of people facing barriers to education.
- Deliver on key Government initiatives such as the response to family violence and the roll out of the NDIS.
- Produce the skilled workers needed to support Government infrastructure projects, including the Metro Rail Tunnel and the Level Crossing Removal project.

SKILLS AND JOBS CENTRES: A ONE-STOP-SHOP FOR STUDENTS

Victoria's TAFEs are now home to Skills and Jobs Centres – the first port-of-call for students looking to start training, workers needing to re-skill or retrain, and for employers to meet workforce needs.



Help is at hand: job seekers receive free assistance.

These one-stop-shops offer a range of support services for individuals and businesses including apprenticeship and traineeship advice; referral to providers offering welfare support and financial advice; job search skills and resumé preparation assistance; and help with career and training plans.

I came down to Box Hill Skills and Jobs Centre to see where I could start, what I could do to make changes. Within 10 minutes they had me sorted. The support and encouragement was amazing.

Carmel, mature-age job seeker.

WHAT WE'VE ALREADY DONE

TAFEs are a trusted voice in our training system. It's why the Andrews Labor Government has made a record investment since November 2014:

- ✓ \$320 million TAFE Rescue Fund.
- ✓ TAFE Back to Work Fund, creating almost 10,000 new jobs and more than 7,000 apprenticeships and traineeships.
- ✓ \$16 million for Skills and Jobs Centres to link job seekers with employers.
- ✓ \$50 million to support TAFEs to grow their apprenticeships and traineeships.
- ✓ Restored independence and good governance to Victoria's TAFE boards.

NEXT STEPS

TAFEs will be backed by the Andrews Labor Government in their distinct role through:

- ✓ An initial \$114 million in 2017 to TAFEs for the additional costs they face as public providers.
- ✓ An initial \$50 million in 2017 for TAFEs and dual sector universities for vital community service obligations that support students to thrive.
- ✓ An initial \$10 million in 2017 for TAFEs to build their organisational capabilities.

Under *Skills First* TAFEs will also be able to apply for additional funding, including:

- ✓ An initial \$20 million in 2017 to support high needs learners through an expansion of the Reconnect program.
- ✓ An initial \$40 million in 2017 for the Workforce Training Innovation Fund for training in new, emerging and priority sectors.
- ✓ An initial \$30 million in 2017 for the Regional and Specialist Training Fund for training in regional and rural communities.

This funding investment will help TAFEs to:

- Support Victoria's ongoing economic growth.
- Become more dynamic and financially sustainable.
- Lead the system in driving excellence, quality and innovation outcomes.
- Support students across Victoria to maximise their opportunities to participate in training and get jobs.

It's an investment in our future. These targeted funding streams will be progressively opened for applications from late 2016 in preparation for the 2017 training year.



Retrained: Kylie O'Toole will enter the Surf Coast tourism or travel industry.

RETURNING TO THE WORKFORCE

When Torquay resident Kylie O'Toole decided to retrain for a new family-friendly career after several years at home with her young children, she chose to study tourism

and travel – the lifeblood of the Surf Coast.

"I really went into the course thinking I'd become a travel agent but the tourism part of it has just blown me away," she says.

Tourism is a key contributor to the Surf Coast's economy which is worth almost \$1 billion annually. "If I don't get a job as a travel agent I'd be more than happy to go into tourism."



"I was determined to be even better now than the men and the awards I have won have proven that I can be", says Danielle Kazi-Shedden.

QUALITY APPRENTICESHIPS

Being a young woman in the male-dominated industry of shopfitting could have set Danielle Kazi-Shedden's career back; instead the 24-year-old apprentice has only been inspired to push herself further.

"I was determined to be even better now than the men and the awards I have won have proven that I can be," she says.

"My advice to anyone who is second guessing themselves about joining a non-traditional industry is to just do it. Try it out and work hard; get qualified."

Apprenticed to Whytehall Shopfitters in Clayton, Ms Kazi-Shedden last year won the Master Builders Association Joiner of the Year, Metropolitan Apprentice of the Year and Victorian Apprentice of the Year. She's completed a Certificate III at Chisholm Institute of TAFE: "It's a trade that combines a lot of trades into one. I get to do a bit of everything – carpentry, joinery, metals, electrical." The jobs vary widely "because shops come in all different sizes and clients have varying needs" and it is this variety that is prompting Ms Kazi-Shedden to continue with her training. "I will do a Certificate IV in Project Management Practice where I will work on one big project, designing and building a learning space for a big disability service provider. After that, I would like to get my diploma."

STRENGTHENING REGIONAL COMMUNITIES

One of the TAFE sector's greatest strengths is its links with regional communities. Rural and regional industries benefit from locally trained workers, who are less expensive to recruit and more likely to stay in the area, increasing staff retention. Locals often regard their TAFE as a significant community asset that can play a role much broader than simply that of a training provider. TAFE facilities are often used by local communities, often free or at low cost.

To better enable students in rural and regional communities to access local training that meets their needs, we will introduce targeted funding for training providers. In 2017, an initial **\$30 million** in funds will be available for regional and specialist training.

Training in niche occupations, particularly in regional and emerging markets, will be funded through the **Regional and Specialist Training Fund**, ensuring the training and TAFE system is responding to the Victorian economy's current and future needs.

AN INNOVATIVE TAFE NETWORK

TAFEs can deliver the skills needed to drive state priorities. This will ensure Victoria can provide the skilled workers needed for the six sectors primed for major job growth: medical technology and pharmaceuticals, new energy technology, food and fibre, transport, defence and construction technology, international education and professional services.

The **Workforce Training Innovation Fund** will foster partnerships between industry, TAFEs and other training providers to work together to drive innovative collaboration through new qualifications, approaches to the delivery of training and curriculum development. Initial funding of **\$40 million** will be provided for 2017.

SETTING UP FOR SUCCESS

A new TAFE Performance and Accountability Framework and public compact will ensure that Government support of TAFEs' distinct role will lead to better student and employer outcomes and a more efficient network.

To find out more about TAFEs and their role in Skills First, visit www.skillsfirst.vic.gov.au