



Improving Australia's vocational education and training system

Skills Organisation Pilots Q&A

Background

A Skills Organisation is a collaboration of industry leaders who work together to lead and own the outcomes from the vocational education and training (VET) system.

The Australian Government established Skills Organisation Pilots to test and trial new and innovative ways to strengthen the VET system.

Three Skills Organisation Pilots in Digital Technology, Human Services Care and Mining are focused on finding ways to improve the VET system, so graduates have the right skills and training to support business and help the nation's economy recover from the COVID-19 crisis.

The Skills Organisation Pilots are collaborating with wider VET reform projects including the work of the Australian Industry and Skills Committee (AISC), the National Skills Commission (NSC) and the National Careers Institute (NCI).



Q&As



What is a Skills Organisation?

A Skills Organisation is a collaboration of industry leaders who work together to lead and own the outcomes from the VET system.

Skills Organisations are collaborating to drive innovative training solutions and enhance the role of industry leadership in the national training system. They are working together with other bodies within the VET system to ensure that Registered Training Organisations deliver high-quality, industry-relevant VET activities to meet the Australian labour market's skills needs.

The Joyce Review proposed Skills Organisations be established to take a leadership role to support the VET system so that it better meets the needs of employers, employees, students and the economy.



What are Skills Organisation Pilots?

Skills Organisation Pilots are examining the key workforce and skilling needs of their sectors and trialling new approaches to improve the VET system in response—from identifying skills needs to developing qualifications and improving the quality of training delivery and assessment.

The pilots have been established in three key priority industries:

- Human services care
- Digital technology
- Mining

Each pilot is led by a small steering group comprised of industry leaders from across the targeted sectors. Lessons from these pilots will help inform broader improvements to the national training system.



Why has the Government established Skills Organisation Pilots?

The Delivering Skills for Today and Tomorrow package included establishing Skills Organisation Pilots to enhance the leadership role of industry across the entire VET system.

Industry understands the rapid pace of change impacting businesses in Australia and around the world, particularly in the wake of the COVID-19 crisis. It is best placed to recognise the current and future skills needs of employers, employees and students. Industry already plays an important role in assessing skills needs for its sectors and developing qualifications. Through Skills Organisation Pilots, the targeted sectors will have an expanded role in shaping the VET training system to be more responsive and adaptable to future needs as well as help with Australia's economic recovery.

The first pilots are in the key future job markets of human services care, digital technology and mining.

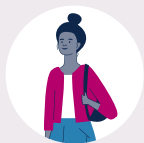
Through the Skills Organisation Pilots, these three industries will have the opportunity to shape the VET training system to be more responsive to their current and future skills needs. The pilots are looking closely at the breadth and depth of skills needs for those industries—from identifying future skills needs to developing qualifications and improving the quality of training delivery and assessment.

The Skills Organisation Pilots are working with the wider improvements to Australia's VET sector, including work currently being undertaken by the AISC, NCI and NSC.



Why has the Government chosen human services care, digital technology and the mining industry as the first Skills Organisation Pilots?

The Skills Organisation Pilots cover three key priority areas critical to supporting Australia's economic recovery from the COVID-19 pandemic and future workforce demands.



Human Services Care

The human services care sector will support an increasing number of Australians in the future, with demand for care-related occupations expected to increase by more than 100,000 jobs in the next five years alone.



Digital Technology

Digital technologies are essential to Australia's economy. The demand for information communications technology (ICT) professionals and telecommunications technicians is projected to increase by an additional 71,000 workers by 2024, with significant increases also needed in the cyber sector to meet its full potential.



Mining

Mining continues to be one of the largest areas of GDP growth for Australia. The mining industry employs more than 255,000 people across the country. The mining industry is at the forefront of industries undergoing large-scale skills shifts as a result of changing technologies.



What will the Skills Organisation Pilots do?

Skills Organisation Pilots are trialling new approaches to ensure the vocational education and training system is able to meet the needs of employers and the economy by:

Area	Improvement
1. Improving quality and responsiveness of nationally recognised training for their industries	<p>Skills Organisation Pilots will undertake scalable, value-for-money activities aligned to the Skills Pipeline¹ to ensure VET is fit for purpose, including:</p> <ul style="list-style-type: none"> • developing nationally recognised training • designing new methods of assessment • supporting quality industry-relevant training.
2. Embedding employers within VET sector architecture and functions	<p>Skills Organisation Pilots will operate as employer-led organisations with genuine, transparent and broad representation and support across their industries.</p> <p>Skills Organisation Pilots will also lead industry engagement in the VET sector, including establishing and improving sector networks and feedback loops to ensure the perspectives of key stakeholders are identified and considered.</p>
3. Supporting design and implementation of the broader national VET reform	<p>Skills Organisation Pilots will work with key players in the national VET governance structures to advise on and obtain agreement to changes that improve the quality and extent of training for their sectors.</p> <p>Skills Organisation Pilots will also provide advice, input and feedback to guide and inform the Australian Government's consideration of national reforms.</p>



What are the governance arrangements for the Skills Organisation Pilots?

Each pilot will be responsible for developing its own program design which will include:

- governance arrangements
- a forward work program of focus projects
- an implementation plan.

Each pilot is led by a Steering Group comprised of industry leaders from across the sector who are responsible for leading the first stage of the pilot's evolution. Each Steering Group will:

- determine focus projects for a Skills Organisation and a proposed forward work program
- lead development of a model for how a Skills Organisation will operate in the relevant sector
- inform the improvements to national arrangements for skilling the workforce as well as the longer term arrangements for a system of Skills Organisations based on the model proposed.

To assist it in achieving these objectives each Steering Group will:

- establish a Skills Organisation Pilot Working Group
- develop consultation arrangements to ensure that the perspectives of other employers, broader industry and other key stakeholders in the sector are identified and considered.

¹ Australia's VET system can be conceptualised as a Skills Pipeline, providing skills that are current, responsive and relevant. The Skills Pipeline encompasses five elements: (1) skills forecasting and identification; (2) skills standards development; (3) resources development; (4) training delivery; and (5) skilled workers



How will the Government measure the success of the pilots?

Pilots will be regularly evaluated against key performance indicators as set out in respective implementation plans and forward work programs.

Each pilot will develop an engagement and communications plan to keep the sector informed of progress and opportunities to provide feedback.



How is the Government involving other stakeholders in improving the VET system?

The Government is currently engaging with other key stakeholders on opportunities to improve long-term outcomes of Australia's VET system.

Workshops were held in 13 locations across the country between October and December 2019 as part of the first phase of consultations on the Skills Organisations model. Two SME employer roundtables were also held. Continuing consultation and two-way industry engagement will be a key feature of Skills Organisations.

Each Skills Organisation Pilot is committed to broad sector engagement. Representatives from all parts of the training system—including industry, unions, VET providers, students and government at all levels—are encouraged to provide feedback directly to the pilots.



How can I find out more?

More information on the Skills Organisation program and pilots can be found at:

www.employment.gov.au/SO

