



## Training and skilling

# Our performance outcomes

Queenslanders prepared with the knowledge, skills and confidence to participate successfully in the community and the economy.

Early years

Schooling

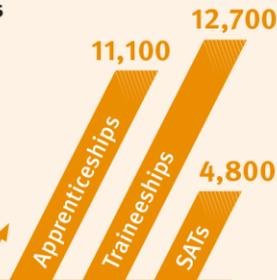
## Training and skilling

✓ **STRONG** growth

**17,000**  
Apprenticeship  
commencements  
2015–2016 (PRELIMINARY)



Completions



7.0% growth  
in the last 12 months

✓ **Delivery profile**

strong growth  
in Certificate IV  
and above:  
**7.9%**

✓ **OVER 2 million**  
competencies  
successfully completed



# Our key performance indicators

Service standards	Notes	2015–16 Target/Est.	2015–16 Actual
<i>Effectiveness measures</i>			
Proportion of all attempted competencies successfully completed		90%	93%
Proportion of Queenslanders with higher qualifications	1,2	60%	59.2%
Proportion of graduates in employment or further study	1,3	87%	82.4%
Number of completions:	4		
Apprenticeships		11,500	11,100
Traineeships		20,000	12,700
School-based Apprenticeships and Traineeships (SATs)		5,500	4,800
Proportion of graduates satisfied with the overall quality of their training	1,3	89%	86.6%
Proportion of employers satisfied with graduates of:	1,5		
Nationally accredited training		85%	84.9%
Apprenticeships and traineeships		83%	82.7%
<i>Efficiency measure</i>			
Average cost per competency successfully completed		\$560	\$525

Notes:

- Confidence intervals for estimates derived from sample survey responses need to be considered when interpreting relative performance.
- Sourced from the *ABS Survey of Education and Work, Australia, May 2015* data cube: Table 1.11, Proportion of Persons with a Non-school qualification at Certificate III level or above (person aged 25-64 years) 2015.
- Sourced from the annual *National Centre for Vocational Education Research (NCVER) Student Outcomes Survey*. The last survey was conducted in 2015 and relates to students who graduated in 2014.
- Apprenticeship and traineeship measures include school-based apprenticeships and traineeships (SATs).
- Employer satisfaction estimates are obtained from the biennial national survey *Employers' Use and Views of the VET System*, which was last conducted by NCVER in 2015.



## Queenslanders skilled to participate successfully in the economy and broader community

The Queensland Government is committed to aligning education and training systems with the state's employment, skills and economic priorities.

In 2015, a focus on training and skilling saw the reinstatement of *Skilling Queenslanders for Work*, an initiative that committed funding of approximately \$60 million for 384 projects and 260 full-time traineeship opportunities to support approximately 14,000 disadvantaged Queenslanders in obtaining training and skills to increase their job opportunities.

The annual *Vocational Education and Training (VET) Investment Plan* outlines funding programs available to support participation in training and skills. This participation is focused on disadvantaged Queenslanders and priority skills areas, to support the economic growth and prosperity of the State. Funding programs include the *Skilling Queenslanders for Work* initiative, the *Certificate 3 Guarantee*, *Higher Level Skills* and *User Choice* programs and the *VET in Schools* program. Part of the success of training investment also involves working with employers and industry to support apprenticeship commencements and to improve student and employer choice through better information about training and careers.

For more information about our Training and Skilling performance indicators, please refer to Appendix C.

### A strong economy through prioritisation of skills and training funding increases

VET investment in priority qualifications is based on industry skill needs, delivered through demand-driven funding arrangements.

Key achievements in 2015–16:

- implementing the *2015–16 VET Investment Plan*; \$754.6 million was made available to invest in training opportunities to support employment outcomes
- establishing new controls on pre-qualified suppliers, including increased rigour in relation to contract management and a strong focus on quality of training provision
- delivering *Rescuing TAFE* funding to support TAFE Queensland as the premier public provider of training in Queensland, through initiatives such as increased student support services, foundation skills learning opportunities, expansion and improvement of regional support services, and delivery of second-chance training opportunities
- establishing the Jobs Queensland interim reference group and the secretariat, located at Ipswich, to provide the foundation for independent industry advice on the skills demand and future workforce planning needed to support economic growth and increased job opportunities across the State
- expanding the *Queensland Government Building and Construction Training Policy* to include projects procured by eligible Government Owned Corporations and Public Private Partnerships from 1 July 2015.

## Queenslanders supported to enter the workforce through targeted skills programs

*Skilling Queenslanders for Work (SQW)* is a \$240 million initiative over four years to support up to 32,000 Queenslanders. SQW provides training to people who are under-utilised or under-employed in the labour market, as well as building the skills of young people, Aboriginal and Torres Strait Islander peoples, people with disability, mature-age job seekers, women re-entering the workforce and people from culturally and linguistically diverse backgrounds.

Targeted programs focused on skills development are delivered by community-based organisations and local councils. Local community ownership of projects is a cornerstone of the initiative's past success and helps to ensure future projects meet local skills needs, and deliver positive skills development and employment outcomes for participants.

Training and qualifications provided under the SQW initiative are nationally recognised.

Key achievements in 2015–16:

- investing approximately \$57 million for 384 community-driven projects to develop skills, and provide training and job opportunities, to approximately 14,000 disadvantaged Queenslanders; and approximately \$3.25 million for 260 full-time traineeship opportunities and 12 months of employment with 57 local councils
- providing training to communities including:
  - providing \$640,000 to enable 40 community members to refurbish and upgrade local community facilities in Logan
  - aged care and disability training services valued at over \$376,000 to 135 mature-aged people in Caloundra, Hervey Bay and Maryborough

- awarding \$45,000 for community services work for 15 local women in a Longreach project
- funding of more than \$215,000 to rural, digital, business and safety skills for 100 people in Cardwell, Innisfail and Tully
- awarding \$353,500 to an organisation to employ 20 local Aboriginal and Torres Strait Islander peoples for six months to undertake land management, market garden and nursery works, in the Ayr and Home Hill area
- awarding more than \$212,000 to a Toowoomba and Dalby project for 60 young disengaged people aged 15-19 years to develop business, hospitality, construction, retail and communication skills
- providing funding of more than \$156,000 to employ 10 migrant and refugee job seekers, and supporting them to gain a business qualification to assist with a Brisbane multicultural event.

## TAFE Queensland providing sustainable and responsive training services

Providing Queenslanders with the skills needed to live and work in a modern economy is a key priority.

Key achievements in 2015–16:

- abolishing the Queensland Training Assets Management Authority to return state-owned training assets back to the department
- developing a draft 10-year plan with stakeholder input to provide TAFE Queensland (as the premier public provider of vocational education and training in Queensland) with priority access to facilities while ensuring the

infrastructure best supports training outcomes and community needs

- implementing actions and initiatives of the Queensland Government's *Rescuing TAFE* policy (as part of a \$34 million investment over three years), to restore TAFE Queensland's status as Queensland's premier provider of VET, including:
  - funding subsidised foundation skills courses, such as literacy and numeracy, for disadvantaged learners
  - increasing the number of courses available through VET in Schools
  - expanding and improving regional support programs
  - subsidising second-chance training
  - providing training in emerging innovative industries.

### Informed students making successful skilling and training choices through expanded pathway options

Investing in skills that align with real job opportunities both now and into the future boosts the skills of our existing workforce and creates more opportunities for those needing additional skills to compete for employment.

Key achievements in 2015–16:

- piloting the *Registered Trade Skills Pathway* (RTSP) program with 295 placements across the construction, hospitality and manufacturing industries, including dedicated placements for Aboriginal and Torres Strait Islander peoples in the Cape York region. This alternative pathway into trade assists non-qualified employees in selected trades to build their skills, knowledge and experience to gain a trade equivalent qualification.
- funding \$1 million per annum until 2017–18 under *Indigenous VET Partnerships* (IVP), an initiative of the *2015–16 Annual*

*VET Investment Plan*, and a joint partnership with the Queensland Department of Aboriginal and Torres Strait Islander Partnerships. This funding will support the training and employment outcomes for Aboriginal and Torres Strait Islander Queenslanders. Projects will meet a local industry need and directly align to a skilling gap and employment opportunities.



### Warehousing and logistics training in Logan

Funding of \$116,000 was awarded to an organisation in Logan under the first round of the reinstated *Skilling Queenslanders for Work* supporting 50 disadvantaged people with barriers to training and employment. The project assists participants to enter the warehousing sector workforce through either a Certificate II in Warehousing Operations or Certificate III in Logistics.

Participants gain skills in warehouse ordering, receiving goods, managing stock, working safely, using technology and operating warehousing equipment such as forklifts.

The project commenced in October 2015, with 60 per cent of participants from migrant or refugee backgrounds. Twenty-eight participants have completed their training and gained employment, with 79 per cent employment outcomes achieved so far.

### Industry partnerships to identify skilling needs and prioritise training

We are committed to working with a range of key partners across diverse industry groups to identify and meet critical skill demands.

Key achievements in 2015–16:

- consulting with the Housing Industry Association to progress more flexible career pathways for young people wanting to work in the home building industry
- continuing to progress work with the Master Plumbers' Association of Queensland to develop innovative training modules and training methods

- providing opportunities for industry and employers to partner with government through the *Industry Partnerships Strategy*, to support the development of their existing or future workforce. The program aims to address specific skills priorities that are not effectively delivered through the broader demand-driven training market
- developing the *Queensland Group Training* program to support group training organisations (GTOs) in Queensland following the Australian Government's decision to cease the *Joint Group Training* program in 2014–15
- providing more than \$3 million to 26 GTOs to increase employment opportunities for apprentices, including in regional and remote locations.

### Quality training supporting entry into the workforce through effective monitoring of Registered Training Organisations

Providing effective and efficient oversight of training providers is critical to maintaining high standards and improving quality outcomes.

Key achievements in 2015–16:

- establishing a fully independent Training Ombudsman under the *Rescuing TAFE* initiative, with powers to investigate complaints about the quality of training, including scope of work, training standards, facilities and supervision. The Training Ombudsman also monitors and reviews Queensland-based arrangements to strengthen the quality of training and assessment provided by registered training organisations (RTOs)
- jointly convening the Training and Employment Interagency Group with the Australian Government Department of Employment. This group comprises representation from Queensland Treasury; the Queensland Departments of Agriculture and Fisheries, Aboriginal and Torres Strait Islander Partnerships, Communities, Child Safety and Disability

Services; and the Australian Departments of Employment, Social Services, Prime Minister and Cabinet, and Education and Training.



#### South Burnett organisation delivers successful training and skills

A not-for-profit organisation in the South Burnett region was awarded \$180,000 under the first funding round of the reinstated *Skilling Queenslanders for Work* to deliver a project across Kingaroy, Murgon, Wondai and Nanango. Ten local job seekers were employed for 18 weeks and achieved a Certificate I in Construction while performing related work in the region.

Work activities included walking track construction on timber boardwalk sections, track clearing, and constructing directional signage, natural seating and shelters. Training also included short courses such as general safety induction and related workplace licenses. Six out of the 10 trainees have gained employment.