An Introduction to Vocational Education and Training (VET) & The Australian Apprenticeships and Traineeships Information Service
This session will cover...

• A quick history of VET
• Key organisations
• Training Packages
• The Australian Apprenticeships & Traineeships Information Service (AATInfo Service)
• Discussion and Questions
History of VET in Australia

Mid-late 1800’s

- Vocational Education & Training began
History of VET in Australia

During the 1960s and 1970s

- Traditional industries declined
- New communications and finance industries emerged
- More women received an education and entered the workforce
- Increase in preparatory and pre-vocational training
- Reduced growth in trade and technical training
History of VET in Australia

In the 1980s

• Service industries continued to expand
• Networks of private training providers emerged
• Traineeships came into being
History of VET in Australia

In the 1990s

• All States, Territories and the Australian Government established the Australian National Training Authority (ANTA) and a cooperative VET system

• Before this, Australia had eight separate training systems and there was no recognition of qualifications between each State and Territory
History of VET in Australia

The late 1990s saw the introduction of...

- New Apprenticeships (now Australian Apprenticeships)
- The establishment of the National Training Framework (NTF), now the National Skills Framework (NSF)
- VET in schools and the development of Training Packages
History of VET in Australia

2000 and beyond

- ANTA functions were moved to the Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)

- The Australian Quality Training Framework (AQTF) came into effect July 2007 with its key features being: Outcome focused; Streamlined; and Transparent
Summary of Key Organisations

• Commonwealth, State and Territory Governments

• Peak level bodies such as:
  – Industry Skills Councils (ISCs); and
  – Employer and employee associations

• Major organisations involved in the implementation of Australian Apprenticeships:
  – Registered Training Organisations (RTOs);
  – Australian Apprenticeship Centres (AACs);
  – Group Training Organisations (GTOs); and
  – Employment Services Providers (ESPs)
Summary of Key Organisations

- Industry and community based organisations (including schools and career networks) that may offer a service under a specific government initiative (for example apprentice mentoring or Australian School-based Apprenticeships (ASbAs).
Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)

- Responsible for Australian Apprenticeships development and implementation
- Oversees, manages and contracts out services such as:
  - ISC s;
  - AAC s; and
  - The delivery of many VET related initiatives
Funds the National Skills Standards Council (NSSC) that is responsible, along with ISCs, for managing the endorsement and review of Training Packages

Provides access to Australian Apprenticeships information through several key websites including:
- Australian Apprenticeships www.australianapprenticeships.gov.au; and
- The AAT Information website www.aatinfo.com.au
State and Territory Training Authorities

• Register nationally endorsed Training Package qualifications

• Establish public funding levels for the qualifications they register (‘User Choice’ funding)

• Register and audit RTOs

(Most states and territories are now in the process of handing over registration and auditing of training organisations to the Australian Skills Quality Authority (ASQA))
State and Territory Training Authorities

• Approve registration of Australian Apprentices and any changes to the Training Agreement (e.g. Cancellations and Suspensions etc.)

• May resolve issues between Australian Apprentices and their employers or training providers

• Usually issue Australian Apprentices with a certificate or acknowledgement at the end of the apprenticeship/traineeship
Industry Skills Councils (ISCs)

- Peak industry bodies involved in the development of Training Package qualifications
- Consult with employers and industry stakeholders
- Develop qualification outcomes ranging from Certificate level I to Vocational Graduate Diploma or in some industries to higher level post-graduate qualifications.
Industry Skills Councils (ISCs)

• Provide advice to Government and others on their industries

• There are eleven ISCs covering over 60 non-enterprise industry Training Packages
Registered Training Organisations (RTOs)

- May be a public organisation (for example a TAFE), a private organisation or an employer
- Must adhere to nationally consistent standards and have their performance audited
- May also deliver training outside of Australian Apprenticeships
Registered Training Organisations (RTOs)

- Participate in the development of an individual Training Plan for an Australian Apprentice, along with the employer and apprentice/trainee

- Conduct Recognition of Prior Learning (RPL) assessments

- Provide ‘off-the-job’ training for Australian Apprentices

- Deliver training in a range of ways
Registered Training Organisations (RTOs)

- Keep in contact with employers to make sure the training integrates with the Australian Apprentice’s duties in the workplace
- Are responsible for assessing or validating that the Australian Apprentice is competent and issuing a certificate to Australian Apprentices who successfully complete the requirements of the qualification
Australian Apprenticeships Centres (AACs)

• Contracted by the Australian Government to provide one-stop shops for those seeking to hire Australian Apprentices or to take up an Australian Apprenticeship as a career path

• Provide information, administration services and support to employers, Australian Apprentices and RTO’s

• Assist with the signing of training contracts
Australian Apprenticeships Centres (AACs)

- Assess, approve and process the payment of Australian Government incentives
- Market and promote Australian Apprenticeships
- Work with the State and Territory Training Authorities, and other organisations that support and implement Australian Apprenticeships
Group Training Organisations (GTOs)

- Employ Australian Apprentices and hire them out to different businesses on a short or long-term basis
- Organises the ‘off-the-job’ training and handles recruitment and payroll
- Often deliver ‘pre-apprenticeships’ skills development training
Employment Services Providers (ESPs)

- Are contracted by the Australian Government to help employers recruit staff and job seekers to find jobs
- Are made up of private and community based organisations
- Help develop a job seeker’s ‘job readiness’ and assist in their job hunting activities
Training Packages

• Are sets of nationally endorsed standards and qualifications used to recognise and assess the skills and knowledge people need to perform effectively in the workplace

• Have qualifications that contain ‘core’ and ‘elective’ competency units

• Have units of competency which define the skills and knowledge to operate effectively in employment. Such as ‘Handle mail’ or ‘Weld using gas metal arc welding process’
Training Packages

- Are flexible so that employers may choose different combinations of elective competencies to focus on the needs of their specific workplace.
- Include qualifications that (once completed) are recognised across industry and Australia.
- Are developed and approved by ISCs and the National Skills Standards Council (NSSC).
Training Packages
(technical detail)

- Training Packages are part of the Australian Qualifications Framework (AQF)
- An Australian Apprenticeships ‘entry point’, or where an employee usually starts in the industry varies but is most often at a Certificate level II or III qualification
- Training Package qualifications must go through a national endorsement process AND a State or Territory (or ASQA) registration process
Training Packages
(technical detail)

- Qualifications that may be available in Training Packages are listed in the centre column this table:

<table>
<thead>
<tr>
<th>AQF Qualification by Sector of Accreditation</th>
<th>Vocational Education and Training Sector Accreditation</th>
<th>Higher Education Sector Accreditation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Schools Sector Accreditation</strong></td>
<td>Vocational Graduate Diploma</td>
<td>Doctoral Degree</td>
</tr>
<tr>
<td></td>
<td>Vocational Graduate Certificate</td>
<td>Masters Degree</td>
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<tr>
<td></td>
<td>Advanced Diploma</td>
<td>Graduate Diploma</td>
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<tr>
<td><strong>Senior Secondary Certificate of Education</strong></td>
<td>Diploma</td>
<td>Graduate Certificate</td>
</tr>
<tr>
<td></td>
<td>Certificate IV</td>
<td>Bachelor Degree</td>
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<td></td>
<td>Certificate III</td>
<td>Associate Degree, Advanced Diploma</td>
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<tr>
<td></td>
<td>Certificate II</td>
<td>Diploma</td>
</tr>
<tr>
<td></td>
<td>Certificate I</td>
<td></td>
</tr>
</tbody>
</table>
Training Packages  
(technical detail)

• The endorsed components of a Training Package consist of three parts: Competency Standards, National Qualifications, and Assessment Guidelines:

1. Competency Standards provide an industry benchmark for training and assessment. They specify the scope of knowledge and skills to be covered in the Training Package.
Training Packages
(technical detail)

2. National Qualifications are awarded when a learner (who might be an employee or Australian Apprentice) has been assessed as ‘Competent’ in a combination of units of competency required to make up that qualification

3. Assessment Guidelines provide a framework for accurate, reliable and valid assessment of the applicable Competency Standards
Training Packages

Qualifications

• Qualifications are delivered by Registered Training Organisations (RTOs)

• Some qualifications may be delivered as Australian Apprenticeships, and if funded, the cost of training delivery is covered by the State or Territory Government

• Some qualifications may also be delivered by RTOs as a course outside of the scope of Australian Apprenticeships. In most cases, the student has to pay for the training
Training Packages

Qualifications

- In some States and Territories an Australian Apprentice may be charged a student or enrolment fee by a RTO for undertaking training in a qualification
Training Packages
Qualifications

- Each qualification has a unique code in the format BSB30107 where:
  - “BSB” represents the Industry title (Business Services in this example);
  - “3” represents a Certificate level 3 qualification (in this example);
  - “01” represents a sequential numbering of Certificate level 3 qualifications in this Training Package (that is: 01, 02, 03 etc);
  - “07” represents the year of endorsement.
Training Packages

Qualifications

• Each qualification also has a title, such as Certificate III in Business

• In some cases the qualification title is more specific. An example is the Certificate IV in Aeroskills (Mechanical) – MEA40711
Training Packages

Employability Skills

• Employability Skills are also sometimes referred to as generic skills, capabilities or Key Competencies

• Every qualification includes an emphasis on “Employability Skills”

• Employability skills are non-technical skills
Training Packages
Employability Skills

Key Employability Skills are:

• Communication skills;
• Teamwork skills;
• Problem-solving skills;
• Initiative and enterprise skills;
• Planning and organising skills;
• Self-management skills;
• Learning skills; and
• Technology skills
How are Training Package Implemented on the ground?

• When an Australian Apprentice is recruited the employer and Australian Apprentice enter into a formal ‘Training Agreement’. The AAC is a party to this.

• The employer, Australian Apprentice and RTO decide on the exact elective competency units so that a formal ‘Training Plan’ can be created.

• The method in which the training is to be delivered should be agreed upon by the employer, Australian Apprentice and RTO. (For example, on the job, on campus, e-learning, etc)
How are Training Package Implemented on the ground?

- Recognition of Prior Learning (RPL) assessment or Recognition of Current Competency (RCC) assessment can be offered by the RTO
Conclusion of VET Induction

We have covered...

• The history of VET
• The key organisations and what their roles are
• Training Packages and how they work

Questions?