



March 2024

## Welcome to the first NSW CSH ITAB Newsletter for 2024

### About us

Welcome to the NSW Community Services and Health (CSH) ITAB 2024 e-news. This bi-monthly newsletter will provide the latest industry news, insights and updates impacting the sector.

NSW CSH ITAB is an independent resource hub providing advocacy, advice and leadership to the Community Services and Health sectors. We support training and skills development to ensure a qualified and professional workforce that meets community, industry and government expectations.

We invite your comment, feedback and contributions to ensure the news is relevant, current and reflects the interests of our varied stakeholders across NSW. The website is also being updated with News and Events and Resources and Careers.

### National matters

#### **Jobs and Skills Australia (JSA) - Early Childhood Education and Care Capacity study**

JSA, in partnership with HumanAbility, is completing its capacity study on the workforce needs of the Early Childhood Education and Care (ECEC) sector. The Final Report is due to the Australian Government in May. The Study will identify and analyse the range of occupations, supply and demand factors and geographic considerations to understand the issues impacting training, attraction and retention of ECEC workers. To support this work, JSA and HumanAbility have just announced 3 deep dive roundtable discussion sessions to explore three main topic areas;

- \* ECEC career structure that supports intrinsic and extrinsic motivations
- \* Making ECEC a competitive and attractive career choice
- \* Ensuring work-based learning works for the ECEC workforce.

Participation is through [EOI](#) only with limited places available. [Click here](#) for more information.

- **The Labour Market Update (LMU)** for February 2024 has just been released. Highlights include;
  - \* Continued softening of the labour market with supporting data from the ABS and JSA data.
  - \* Long-term growth of Health Care and Social Assistance and Community and Personal Service
  - \* Ongoing shift from full-time employment towards part time jobs growth.

Health Care and Social Assistance, Construction and Manufacturing made the largest contributions to employment growth for the year with the addition of 127400 (6.1%), 67800 and 49400 jobs respectively. Health Care and Social Assistance experienced the highest employment growth of any sector at 31.3% over 5 years. The long-term trend of sustained employment in this industry as seen employment grow by 1,281,500 jobs or 137.9% over 20 years to November 2023. This far out paces all other industries and moves it from third to first place as the largest employing industry.

[Click here](#) to view the full report or to subscribe to LMU updates.



## National matters

### National Skills Passport

The Australian Government has closed public submissions on the proposed National Skills Passport. Feedback from learners, employees, job seekers, businesses, unions, and state and territory governments was sought to inform the scope, outcomes and benefits of a National Skills Passport. The intention of the passport is to help learners, workers and employers with education and employment decisions. It could help workers promote their qualifications, skills, upskill and reskill and help businesses find workers with the right skills. It hopes to compile and categorise academic and non-academic credentials and across different education sectors and include skills to provide a unified data standard and validation process for qualifications and skills. The project is led jointly by Department of Education and Department of Employment and Workplace Relations. [Click here](#) for more information.

**ASQA's tip-off line** is in full swing with the government encouraging anyone aware of practices or behaviours that threaten the integrity of the VET sector make a report. Launched in October 2023, by December it had more than 400 reports leading to about 70 compliance actions, investigations or enforcement activities. Together with the newly established Integrity Unit, ASQA will enhance its compliance, investigative and enforcement capabilities to address current threats to the integrity of the VET sector.

For VET tip-offs call:

**1300 644 844**

Within Australia

**+61 2 5933 2022**

From outside of Australia

### Early changes to the Standards for RTOs

Late 2023, Skills Ministers agreed to implement early changes to the Standards for RTOs to address workforce pressures on the skills training sector.

The early amendments include:

- Reflecting new and updated products in the TAE training package by listing the new Certificate IV in Training and Assessment and Diploma of Vocational Education and Training and enabling those who hold a range of new and updated skill sets to deliver training under supervision. Trainers and assessors who currently meet the requirements of the Standards will not be required to update their qualification.
- Enabling those with an education degree (suitable for registration as a secondary school teacher) will be able to deliver training in any VET context under supervision, and those who additionally hold the Assessor Skill Set or the VET Delivered to Schools Students Teacher Enhancement Skill Set will be able to train and assess in any VET context under supervision.
- Enabling those who are actively working towards the TAE Certificate IV or Diploma to deliver training and contribute to assessment under supervision.
- Enabling broader use of industry experts to deliver training alongside a trainer and/or assessor
- Aligning to recent changes to Fit and Proper Person requirements for RTOs.

[Click here](#) for more information on the early changes.

The finalised draft of the revised standards is expected to go to the Skills Ministers early 2024 ahead of full implementation from 1 January 2025. [Click here](#) for more information.



## National matters

### HumanAbility Jobs and Skills Council

HumanAbility has commenced a series of state and territory roadshows leading conversations with industry leaders, specialists, managers and educators in the care and support sectors. Activities include a plenary session, sector specific breakout sessions and a dedicated CEO roundtable. Participants can provide insights on workforce and training challenges and opportunities and to inform workforce planning and training product development. The roadshow commenced 20 February in Adelaide and concludes 25 November in Sydney. [Click here](#) for locations and dates.

### Australian Universities Accord final report

The 408-page final report released by Education Minister Jason Clare, contains 47 recommendations aimed at long term reform of the Higher Education sector to meet Australia's future skills needs. These include ending the divide between VET and HE sectors and improving equity by expanding access to post school education particularly for regional, Indigenous, low SES and students with disability.

The Review has recommended key changes in crucial areas such as:

- Higher education attainment and participation targets
- Relationships between the VET sector and universities
- Types of qualifications offered
- Current university funding model
- Student contributions, repayments and support
- Use of university research by government and industry
- Tertiary education policy making.

Increased participation and successful completion are key drivers to meet future skills needs across VET and HE sectors. The Review also recommends a need-based funding model to improve minority cohort access to higher education and supporting regional tertiary education providers. Other findings include creating flexible pathways that enable more people to achieve success, seamless navigation between VET and higher education (the National Skills Passport would be part of this), developing more modular or stackable skills including microcredentials that are funded and accredited, and increasing the quality of fee free preparatory courses to support under-represented cohorts.

Modernising the HELP system and improved income support would directly benefit increased participation and successful outcomes. The Review recommends that the Australian Government work with higher education providers and employers to introduce payment for unpaid work placements, including financial support for mandatory placements in nursing, care and teaching.

Lastly, the Report recommends that the Government establish an Australian Tertiary Education Commission to manage the staged implementation of the 47 far reaching recommendations including policy initiatives, pricing and funding. [Click here](#) to access the full report.



## National matters

### VET Workforce Blueprint

DEWR has released a Consultation Paper – *Developing a blueprint for the VET workforce* to support a sustainable and high-quality VET workforce. The blueprint will identify actions and strategies to build workforce capability through attraction, retention, development and career progression for VET practitioners. As part of the consultation process, feedback is invited from VET practitioners who have recently left the VET workforce.

The blueprint will identify practical actions to overcome current barriers for the attraction of teachers, trainers and assessors. These include attracting, retaining and developing the current workforce by addressing retention barriers and support for career development, and improving VET workforce data to inform future workforce needs and succession planning. Key barriers include perceptions of the industry and lack of clear pathways, credential and currency requirements (time, cost and complexity), employment conditions and wages and the competition between industry and the VET sector to attract and retain staff. [Click here](#) to access the survey for people who have recently left the VET workforce. Other stakeholders can [click here](#) to make a submission. Survey and submissions close 11pm 26 March.

## NSW matters

### Smart and Skilled Update

**ECEC RPL upgrade initiative.** The latest Smart and Skilled update reports that 13 Smart and Skilled providers have been endorsed to participate in a full qualification Recognition of Prior Learning (RPL) initiative to support educators in the Early Childhood Education and Care sector. This is aimed at supporting existing educators (students) to update their pre-2013 qualification to attain the current CHC30122 Certificate III in Early Childhood Education and Care. This will enable them to meet prerequisite requirements for entry into the CHC50121 Diploma of Early Childhood Education and Care. The initiative has commenced with learners accessing the new online RPL process.

*Please note that all applicants must be enrolled by **15 April 2024**.* Providers and employers who may have candidates interested in upskilling should direct them to contact the ECEC Workforce Team at [tsnsw.ece.workforce.development@det.nsw.edu.au](mailto:tsnsw.ece.workforce.development@det.nsw.edu.au)

**The NSW Skills List** identifies the range of vocational qualifications that are eligible for a government subsidy under Smart and Skilled to support the skills needs of employers. Training Services NSW develops the NSW Skills List in consultation with industry, training providers, other stakeholders and the community. The Skills List enables people to make informed choices about their training, so they can get the skills they need to get a job, advance their career or continue onto further study. It covers Certificate II's through to Advance Diploma qualifications and includes selected Foundation Skills courses and all apprenticeships and selected traineeships.

The current NSW Skills List (v14.2) updated 22 December 2023 is available [here](#).



## NSW matters

### Fee Free TAFE

Back in November, NSW Minister for Skills, TAFE and Tertiary Education, The Hon. Steven Whan, announced a 3-year extension of the NSW Fee Free TAFE initiative (NFF) to 30 December 2026. This is expected to deliver an additional 147,400 TAFE places for eligible courses aligned to national and state skills priorities. TAFE NSW Semester 1 2024 fee free courses include:

- \* Diploma of Early Childhood Education and Care (CHC50121)
- \* Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care (HLT30121)
- \* Certificate III in Health Services Assistance (HLT33115 – Assisting in nursing work in acute care)
- \* Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice (HLT40221)
- \* Certificate IV in Ageing Support (CHC43015)
- \* Certificate IV in Allied Health Assistance (HLT43021)
- \* Certificate IV in Disability Support (CHC43121)
- \* Diploma of Nursing (HLT54121)

### NSW Training Awards

Applications are now open for the 2024 NSW Training Awards.

The awards recognize and celebrate the achievements of students, teachers, training organisations and employers. They are an important event on the training calendar, and we encourage the Community Services and Health industry to get behind it and celebrate our student ambassadors and industry champions.

Individual Award categories close Sunday 17 March and Organisation Award categories close 31 March.



### NSW VET Review

The Department of Education's comprehensive examination of the VET sector is well underway with the Interim Report provided to the Minister in December 2023 and the final report due mid-2024. The review is tasked with looking at the current state of the VET system and advising NSW Government on what can be done to improve skills development and training to support learners and the workforce. The review is underpinned by 4 themes:

- Placing TAFE NSW at the heart
- Boosting student success by examining the challenges faced by disadvantaged students and promoting equity and access across regional and remote areas
- Delivering VET in NSW and restoring confidence in a high-quality VET system, and
- Addressing current and future skills needs and preparing VET for the future.

[Click here](#) for more information and to subscribe to NSW VET Review updates.



## Local employment events

**Employment Accelerator** - *Jump start your career* events for home care, disability and health opportunities. The Sydney Greater West CaLD and Migrant Working Group are conducting local jobs events to support employers looking for job seekers from diverse backgrounds. Local employers with jobs in home care, health and disability can register via EOI to <https://forms.office.com/r/XCN337D8wN>

- Thursday 14 March 10.30am - 12.30pm Parramatta  
[Click here](#) for more information or to register.
- Tuesday 26 March 10am – 12pm Blacktown  
[Click here](#) for more information or to register.
- Tuesday 26 March 1pm – 3pm Blacktown  
[Click here](#) for more information or to register.

**First Steps to Success** - supporting individuals connected with AtWork Australia. Jobs and skills events bringing local employers to connect with clients looking for sustainable employment.

Contact Nita to register your business [nshah@atworkaustralia.com.au](mailto:nshah@atworkaustralia.com.au) .

- Wednesday 6 March Penrith

**Employment Market Place** - supporting individuals connected with AMES Australia, across Parramatta, Blacktown and Liverpool. Contact [BedfordG@ames.net.au](mailto:BedfordG@ames.net.au) to register your business.

- Friday 5 April Penrith

**KARI Foundation** - Aboriginal Education & Employment Expo for employers seeking diverse talent and individuals keen to explore new career paths.

Local employers can register here; <https://form.jotform.com/233177034738863>

**Ask That** – recruitment in the care sector, linking local people to local disability and aged care service providers with care industry vacancies in the Sydney City and North Sydney region.

Contact [anne.blackman@sydneynorthwestfacilitator.com.au](mailto:anne.blackman@sydneynorthwestfacilitator.com.au) for more information.

- Thursday 21 March 9.30am – 2pm Chatswood.  
[Click here](#) to register.

These initiatives are supported by Workforce Australia through the Local Jobs Program, connecting employers with individuals looking for new skills and employment opportunities.





## Industrial matters

### Fair Work Commission – Work and Care Modern Awards Review

Following the Senate Inquiry into Work and Care, the Fair Work Commission is conducting research and consultations on work and care for the Modern Awards 2023-24. Submissions to the discussion paper close 12 March 2024 and consultations will be conducted in April.



[Click here](#) for information on making a submission to the Fair Work Commission Modern Awards Review 2023-24. Submissions on the discussion paper are due 12pm Thursday 12 March 2024.

## Contact

- To promote events, career activities or share news and resources with NSW Community Services and Health stakeholders, please send to [itab@csh-itab.com.au](mailto:itab@csh-itab.com.au)
- Visit the website for news, events and resources; <https://csh-itab.com.au>
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