



Welcome to the NSW CSH ITAB Newsletter April edition

About us

Welcome to the April e-news for NSW Community Services and Health ITAB stakeholders. This edition is packed with the most recent industry news, insights and updates impacting the sector. NSW CSH ITAB is an independent resource hub providing advocacy, advice, support and leadership. We support training and skills development to ensure a qualified and professional workforce that meet community, industry and government expectations.

We invite your comment, feedback and contributions to ensure our news is relevant, current and reflects the interests of NSW stakeholders. Keep an eye on the website as it is regularly updated with News, Events, Resources and Careers.

NSW matters

Apprenticeship and Traineeship Roadmap project

The Minister for Skills, TAFE and Tertiary Education, The Hon. Steven Whan, MP released the Apprenticeship and Traineeship (A&T) Roadmap 2024-2026 in early April. The roadmap, led by NSW Department of Education, was developed in consultation with employers, industry providers, learners, the Commonwealth and other state agencies following. It reinforces A&Ts as providing critical pathways to addressing skills needs through employment-based training. The roadmap will strengthen the A&T model to be more focused and flexible to meet future needs and more effectively drive commencements and completions. It outlines the strategic objectives for A&Ts over the next three years underpinned by 5 strategic pillars to ensure;

- Effective and efficient delivery and pathways that respond to learner and industry needs and future demand
- Maximum learner uptake
- Optimal allocation of resources and learner supports to increase completion rates
- The training system has the capacity to meet current and projected demand
- Internal NSW training system processes support delivery.

[Click here](#) for more information and to download the roadmap.

NSW VET Review interim report

The independent panel of experts led by Michelle Bruniges AM, has released its first set of recommendations across 2 immediate identified priority areas:

Priority 1. *TAFE at the centre* recommendations include a charter to define its role and purpose, revised operating model aligned to the charter, piloting targeted self-accreditation processes for selected AQF qualifications and revised funding directions such as removal from the contestable funding market, streamlined funding, increased funding commitment to embed reforms, and establish guidance and processes to commercialise TAFE assets.



Priority 2 VET delivery in NSW, across 3 themes; 1. Review strategic governance of the TAFE Commission Advisory Board, the NSW Skills Board and the Industry Training Advisory Bodies (ITABs) to align with JSCs and support targeted objectives of strategic governing bodies led by Department of Education and TAFE NSW. 2. VET teaching workforce - prioritise expansion and conversion of permanent roles for VET teachers in the NSW Department of Education and TAFE NSW workforce. 3. Infrastructure and facilities asset audit including TAFE NSW, public schools and government owned or funded VET assets, and possible alignment between tertiary education infrastructure announcements such as the Regional Universities Study Hubs program and VET needs.

Directions for further exploration include:

- Delivering VET in NSW, looking at funding, industry engagement and partnerships, VET teaching workforce and infrastructure and facilities
- Boosting student success by engaging directly with students to ensure their voice is heard to inform student outcomes, equity and access, VET for secondary students and apprenticeships and traineeships.
- Future VET success by exploring perceptions of VET, tertiary system integration, skills needs and emerging technologies and future trends.

[Click here](#) for the Interim Report. The final report is due for release mid 2024.

Smart and Skilled

As announced late 2023, the extension to NSW Fee Free training will deliver 147,400 places from January 2024 to December 2026, an increase from the previous 120,000 places. From January to June 2024 there are 102 qualifications listed on the updated NSW Skills List (V14.2) available for Smart and Skilled eligible students commencing by 30 June 2024. Many are also suitable for delivery as a School Based Traineeship (SBT).

According to the TDA newsletter of 12 April 2024 more students enrolled in fee-free TAFE in NSW last year than was initially forecast for the entire country according to the latest figures ... with 182,124 NSW enrolments surpassing the national target of 180,000. Of these, 34,630 enrolments were in the care sector. Improved data collection will ensure better tracking of student progress, completions and industry employment.

The NSW Skills Lists broadly reflect the national skills priorities and includes the Community Services and Health qualifications listed below.

- CHC30121 Certificate III Early Childhood Education and Care (Child Care Worker), SBT
- CHC30221 Certificate III School Based Education Support (Teachers' Aide), SBT
- CHC33015/CHC33021 Certificate III Individual Support (Personal Care Assist/Aged or Disabled Carer), SBT
- CHC40221 Certificate IV School Based Education Support (Teachers' Aide)
- CHC43015 Certificate IV Ageing Support (Aged or Disabled Carer)
- CHC43115/CHC43121 Certificate IV Disability Support (Disability Services Officer)
- CHC43415 Certificate IV Leisure and Health (Diversional Therapist)
- CHC50121 Diploma of Early Childhood Education and Care (Child Care Worker)
- HLT23215/HLT23221 Certificate II Health Support Services (Nursing Support Worker), SBT
- HLT30113/HLT30121 Certificate III Aboriginal and/or Torres Strait Islander Primary Health Care (Aboriginal and/or Torres Strait Islander Health Care Worker)
- HLT33015/HLT33021 Certificate III Allied Health Assistance (Therapy Aide), SBT
- HLT33115 Certificate III Health Service Assistance (Hospital Orderly), SBT



- HLT40113 Certificate IV Aboriginal and/or Torres Strait Islander Primary Health Care (Aboriginal and/or Torres Strait Islander Health Care Worker)
- HLT40213 Certificate IV Aboriginal and/or Torres Strait Islander Primary Health Care Practice (Aboriginal and/or Torres Strait Islander Health Care Worker)
- HLT43015/HLT43021 Certificate IV Allied Health Assistance (Therapy Aide)
- HLT54115/HLT54121 Diploma of Nursing (Enrolled Nurse)

Other qualifications listed as suitable for School Based Traineeships include;

- CHC32015 Certificate III in Community Services (Welfare Support Workers)
- HLT35021 Certificate III in Dental Assisting (Dental Assistant)
- HLT37121 Certificate III in Hospital or Health Services Pharmacy Support (Pharmacy Technician)

Other fee free qualifications include;

- TAE 40116/40122 Certificate IV in Training and Assessment
- TAE50116/50122 Diploma in Vocational Education and Training and
- TAE50216 Diploma of Training Design and Development

* **Note** that fee free places are limited and once exhausted will no longer be available to students for enrolment.

The [NSW Skills List \(V14.2\)](#) lists superseded qualifications with end dates extended by ASQA.

These include;

- CHC51115 Diploma of Financial Counselling extended to 14/12/2024
- HLT37115 Certificate III in Hospital/Health Services Pharmacy Support extended to 31/07/2024
- HLT54115 Diploma of Nursing extended to 12/03/2024.

Financial Cap Review #2 for the 2023-24 Activity Period has been completed. The review reinforced the need to manage Financial Caps allocations carefully and in consideration of the available budget. Requests for additional Financial Caps were assessed against assessment criteria and government priorities including NSW Fee Free tranche 2 qualifications, regional access, skills shortages and thin markets. Additionally Financial Cap use and student outcomes and indicators were also considered.

Skills Delivery and Management Policy 2023-24 is currently being updated to inform training providers about the process to add qualifications, transfer, and/or increase Financial Caps. An update will be provided on STS Online. Regional Provider Support Managers and Strategic Relationship Managers will continue to assist providers with operational matters.

The ECEC RPL Upgrade initiative application period expired as of 15/04/2024. The initiative supported existing educators update their pre-2013 qualification to the current CHC30121 Certificate III in Early Childhood and Care and to meet prerequisite requirements for entry to the updated CHC50121 Diploma in Early Childhood and Care.

The Premier's Vocational Education in Schools Scholarship is taking applications until Friday 3 May. VET accredited teachers or teachers in a VET coordination role in NSW secondary schools are eligible to apply for the \$15,000 scholarship. It will provide for a 5-week study tour to research current issues in VET that impact students in school and may be undertaken internationally or within Australia between January and June 2025. The scholarship is one of 12 Teacher Scholarships which also includes one for Early Childhood Education. [Click here](#) for more information.



National matters

The Commonwealth Strategic Review of the Australian Apprenticeship Incentive Scheme

The Department of Employment and Workplace Relations is conducting the review to investigate the support available to help people access and complete apprenticeships and traineeships. The Incentive Scheme provides financial support in priority industries to encourage the take up and completion of apprenticeships and traineeships to ensure industry has the skilled workforce it needs and workers have secure, well-paid work and opportunities for career advancement.

The focus will be on increasing uptake and lifting declining completion rates and improving alignment to the priorities in the 2023 Employment White Paper and the Government's broader economic objectives. The review will be led by Justice Iain Ross AO (former President of the Australian Fair Work Commission) and Ms Lisa Paul AO PSM (former co-chair of the 2023 Independent Review Panel for the NDIS) with the report due to the Minister for Skills and Training in late 2024. The review will look at:

- How the Incentive System and complementary services are performing in helping the take up and completion of apprenticeships and traineeships.
- The effect that cost-of-living pressures is having on apprentices and trainees.
- How the Apprenticeship System can best support high quality apprenticeships and traineeships, including the roles of government support, workplace conditions and culture, and employers.
- If the current system is creating a training environment encouraging women, First Nations people, people with disability and people in regional, rural and remote communities into apprenticeships and traineeships.
- How the Incentive System can be aligned with the priorities in the 2023 Employment White Paper and the Australian Government's broader economic objectives.

To provide your feedback, review the Terms of Reference [here](#).

Submissions to ApprenticeshipsReview@dewr.gov.au close 15 May 2024.

Department of Health and Aged Care

Unleashing the Potential of our Healthcare Workforce – Scope of Practice Review Issues Paper 2 was released 16 April. The review is funded by the Australian Government and led by Professor Mark Cormack (ANU College of Health and Medicine and the ANU National Centre for Health Workforce Studies) with research support provided by The University of Queensland and KPMG. Issues Paper 1 released in January 2024, focused on health professionals who currently provide or have the potential to provide primary care; benefits, risks, barriers and enablers to health practitioners to work to their full health scope. [Click here](#) to read Paper 1. It identified 5 themes;

- Legislation and regulation, identifying inconsistencies in regulatory approaches and jurisdictional barriers
- Employer practices and settings, identifying limitations of role design and employment models.
- Education and training, identifying opportunities for the development of common interprofessional competencies.
- Funding policy, with opportunities for better connected and multidisciplinary care across professions and alternatives to the fee-for-service model.
- Technology, and barriers to health information sharing and digital infrastructure.

The current Phase 3 of the review will involve consultations from April to June based on Paper 2 which proposes policy reform options for consideration and development. Issues Paper 2 Public submissions on the proposed reform options can be made up to 26 May through the online survey accessed [here](#).

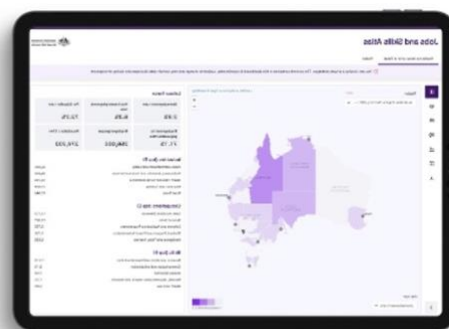


JSA Jobs and Skills Australia

ECEC Capacity Study. Early Childhood Education and Care (ECEC) stakeholders are invited to participate in a final feedback session on the ECEC Capacity Study now that consultations conducted jointly with Jobs and Skills Australia (JSA) and HumanAbility have concluded. JSA will share findings from the consultations and sense check their understanding of the key issues ahead of the final report. The ITABs Executive Director, Susan Scowcroft, contributed to the consultations representing NSW ECEC stakeholders. To register for the feedback session email events@humanability.com.au with 'RSVP: JSA 2 May' the subject line, for the Thursday 2 May 1.30-3pm AEST event.

HumanAbility also provides general advice on the interpretation and implementation requirements of training package products across its area of scope including; Aged and Disability Services, Children's Education and Care, Health, Human Services, Human and Community Services, and Sport, Fitness and Recreation. Contact: trainingproductadvice@humanability.com.au or call 1800 486 262.

Jobs and Skills Atlas is the new one stop shop for labour market data available at regional, state and national levels and across industries, occupations and skills. While the Atlas continues to be built with new data sets and tools being added, users can now access national earnings and wages data, an occupation group filter, and more. Find data on median earnings and age at a national level by occupation or industry and select occupation groups using drop-down filters.



Use it to identify regional skills shortages by industry or occupation, as a wage comparison tool or to gather demographic data including gender, age and median weekly or hourly earnings. The Atlas showcases JSA and ABS data in one easy to navigate dashboard. [Click here](#) to access the dashboard.

Skill Shortage Driver tool. Jobs and Skills Australia has also released its Skill Shortage Driver tool into the Skills Priority List (SPL). It helps identify and classify the primary driver of shortages under 4 categories; Long or Short Training Gap, Suitability Gap and Retention Gap. Understanding the potential reasons for shortages is key to developing targeted policies and strategies, and may assist employers, training providers and industry bodies to identify opportunities and tailor pathways to employment.

Definitions of the skills shortage classifications are as follows:

- **Long Training gap;** few qualified applicants per vacancy and a long training pathway (at Certificate III and above), suggesting a need to increase the number of skilled workers but with significant time lag involved in the training process. Early Childhood is a training gap occupation.
- **Short training gap;** few applicants per vacancy, low Certificate III qualifications required, suggests a need to increase the number of skilled workers with shorter lag in training process.
- **Suitability gap;** although there are enough qualified applicants, they may lack employability skills or experience, suggesting a need to enhance their attributes by investing in skills and experience.
- **Retention gap;** below average rates of retention and low number of applicants per vacancy, suggesting enhancing the attractiveness of the occupation by improving, for example, wages, conditions, profession development and pathways. Child carers, Aged and Disability Carers are identified as retention gap occupations.

[Click here](#) to for more information on Skills Shortage analysis and drivers.



NCVER announces new Managing Director

Data analytics expert, John King has been appointed as the new Managing Director, replacing Simon Walker who steps down in July. John King has held senior roles in the Victorian Department of Health and the Department of Families, Fairness and Housing.

NCVER Apprenticeship and Traineeship outcomes 2023 – completions

According to the latest NCVER report, 89.7% of non-trade apprentices and trainees were employed after completing their training in 2023. Non-trade completers reported high levels of satisfaction with the skills learnt on the job (88.9%) compared to non-completers (67.9%) and off the job training was 88.3% and 59.7% respectively. Of those who withdrew or cancelled, 68.3% cited an employment related reason as the contributing factor with reasons including low pay, unhappy with workplace or conditions and they were offered a better job after training. The survey responses are based on 10,322 non-trade apprentices and trainees who completed their training in 2023 and 1,769 to cancelled or withdrew.



Of non-trade completers employed at the end of May 2023, in the Community and Personal Services worker category, 42.2% were employed in the same occupation, 34.4% were employed in a different occupation where the training was relevant and 8.8% were employed in a different occupation where the training was not relevant. [Click here](#) to view the report in full.

Non-trade apprenticeship and traineeship commencements in the 2023 September quarter increased by 25.7% to 20,325 compared to the 2022 September quarter. This was driven by a 43.1% increase in Community and Personal Services Workers totalling 9,000. Of note, was the Health Care and Social Assistance industry increase of 50.6% and the 30.3% increase in child carer commencements. Comparison to 2022 figures may be skewed due to the impact of the Federal Governments *Boosting Apprenticeship Commencements (BAC)* support initiative. However, in-training numbers are 33.1% higher than the September 2019 pre-pandemic quarter. [Click here](#) to view the full report.

National Training Register Enhancement Project (NTR)

The Department of Employment and Work Relations (DEWR) will be rolling out changes under NTR enhancement project to strengthen the training system and ensure the NTR remains the VET sectors source of truth. The enhanced TGA website will be more intuitive and accessible delivering improved usability, a streamlined interface, with more robust research features and improved reporting functions. To support the transition, DEWR will provide opportunities for the VET sector to feedback, as well as training and user testing ahead of final delivery mid-2025.

The project is underpinned by 4 components:



- Enhance the www.training.gov.au website (TGA), to have user friendly navigation pathways, improved search and reporting capabilities and upgraded support and maintenance technology,
- improve the Training Package development process,
- build the Training Package Content Management System to improve the process for development and consultation of training package products to be more streamlined, transparent and integrated, and
- modernise web services to improve technical connections to be secure, responsive and compatible with external systems.



Perceptions of VET

The House of Representatives Standing Committee of Employment, Education and Tertiary Education and Training has presented its report on the perceptions and status of VET.

Its 34 recommendations are broadly categorised as follows:

- Access to career information and improved advice by overhauling the functions of the National Careers Institute, developing a national careers strategy for secondary schools, improving VET delivery in schools, promote VET in schools' programs, improve school career advice and reduce the reliance on ATAR as the primary measure of success,
- promoting VET careers through a range of channels to a diverse audience, addressing systemic barriers to women's participation in VET,
- enhancing apprenticeships, exploring new apprenticeship pathways and lifting pay and conditions, and
- rationalising the development and implementation of VET qualifications, creating a framework for the development, implementation and funding of microcredentials, and defining a clear roadmap to a genuinely integrated tertiary education system.

[Click here](#) to view the Final Report.

Qualification Reform

The Qualifications Reform Design Group (QRDG), led by Chair, Craig Robertson, has made initial recommendations to improve the relevance and transferability of VET qualifications (*Unlocking the potential of VET*). Central to this is moving from the one-size-fits-all approach to designing qualifications based on one of three purposes;

Purpose 1 for qualifications that lead to specific occupational outcomes such as licensed trades,

Purpose 2 for qualifications that prepare learners for multiple occupations within an industry,

Purpose 3 for qualifications that develop broad cross-sectoral or foundation skills and knowledge which may be applied across industries or lead to tertiary education and training pathways.

Trialling of the new model will be done in partnership with the Jobs and Skills Councils with a view to develop new qualification models as exemplars. The Design Group will provide a further report to the Skills Ministers by year end with an implementation plan from 2025, new policy settings and any changes to operating arrangements. [Click here](#) to view the initial advice.



Release of the AN-ACC funding Guide

March 2024 saw the Australian Government's Department of Health and Aged Care release *The Australian National Aged Care Classification (AN-ACC) Funding Guide (Version 1.9)*. The Guide provides information for approved providers on the AN-ACC funding model, how to receive subsidies and relevant compliance requirements.

The Guide included updates to Section 4 clarify palliative entry processes and section 11.4 on 24/7 Registered Nurse (RN) and care minutes responsibilities and reporting. Of note from 1 October 2024, is the increase in mandatory care minutes targets from 200 to 215 minutes including 44 minutes of RN time up from the current specified 40 minutes per day per resident.

[Click here](#) to view the *AN-ACC Funding Guide*.

[Click here](#) for the *Care minutes and 24/7 registered nurse responsibility guide* released 18/03/24.

Upcoming activities and events

Australian Training Awards

CELEBRATING 30 YEARS OF TRAINING EXCELLENCE

#ATA2024

Nominations for the 2024 Australian Training Awards are open until Friday 31 May. Winners from state and territory training awards compete at the national awards. However, the following 5 award categories allow for direct entry;



- **Outstanding Achievement in the VET and Skills Sector** recognising an individual's outstanding leadership and contribution to the VET and skills sector with over 15 years of service and leadership in the VET and skills sector with long-lasting impact.
- **Innovation in VET** demonstrating creativity, innovation and outstanding practice in meeting emerging or unmet industry need, resulting in new or improved opportunities or career pathways that benefit participants, the community and the broader VET system.
- **Australian Apprenticeships or Traineeships Employer** - demonstrating innovative training delivery to apprentices or trainees, with links to training organisations and the community, demonstrating positive outcomes for the apprentices or trainees and the business.
- **Schools Pathway to VET** recognising organisations including schools, training providers, group training organisations, industry bodies and employers that have collaboratively delivered excellent VET programs to secondary school students.
- **Excellence in Language, Literacy and Numeracy Practice** recognising innovation and excellence by an individual involved in improving Language, Literacy and Numeracy in an educational, community or workplace context.

These finalists will join with State and Territory Training Award finalists to compete for the national title at the Australian Training Awards gala event to be held later this year. Award winners and runners up will be recognised nationally as leaders in their field, and in some categories, winners will receive \$5,000 prize money and runners-up receive \$2,500. [Click here](#) for more information.



Carers NSW Australia is holding an international panel discussion on *embedding carer recognition and support through legislation* on Tuesday 30 April, 8am to 9am AEDT via Zoom.

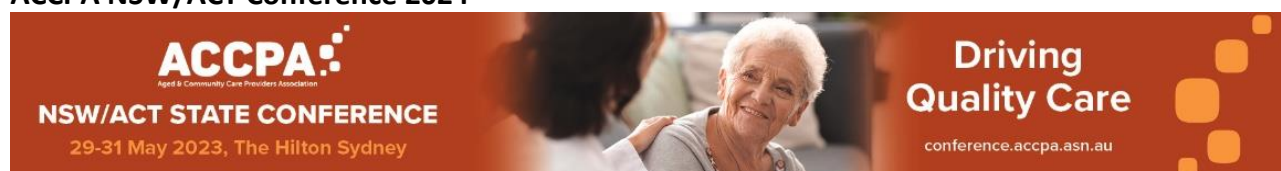
This follows the recent inquiry into the effectiveness of Australian carer recognition legislation and the current development of new laws to support the future design and delivery of aged care and disability services.



How do we ensure legislation improves outcomes for family and friend carers? Join in to hear the panel of experts discuss the challenges and opportunities of legislative reform. Carers NSW CEO Elena Katrakis will lead discussion with a panel of international experts including Prof. Luke Clements University of Leeds, Allison Applebaum PhD from Memorial Sloan Kettering Cancer Centre New York and Kate Hogarth from Share Care Scotland as they share their learnings on establishing carer rights, relating to assessment, support, access to information and training and workplace entitlements. [Click here](#) to register.

DEWR is conducting a recruitment series called *Hiring outside the Box* supporting employers to build a diverse workforce. The next webinar is *Building a culturally diverse workforce*. Participants will have the opportunity to hear from industry experts and employer guest speakers as they share practical recruitment strategies and the benefits of building a multicultural team. Previous webinars are also available and include; facilitating an inclusive workplace with neurodivergent talent, effective job ads and finding great staff, apprenticeships and traineeships attracting and developing talent and mature age workforce investing in experience are available [here](#). [Click here](#) to register for the next webinar to be held Wednesday 12 June 1pm – 1.30pm.

ACCPA NSW/ACT Conference 2024



Registrations are open for the ACCPA NSW/ACT Conference to be held at the Hilton, Sydney 19-21 June. The theme for this year's conference is *From Vision to Reality: Aged Care's Journey Forward*. The program is designed for Aged Care Board Directors, Executives and Management professions in Residential Aged Care, Home Care, Retirement Living and Seniors Housing Providers. Sessions will focus on navigating ongoing reforms and sustaining excellence in aged care delivery and will include panel sessions on workforce, innovation, governance and risk, industry updates, residential care, home care and retirement living and much more.

The Hon. Ryan Park MP, Minister for Health and Minister for Regional Health will provide the NSW State Government Address. Thea Connolly, First Assistant Secretary, Home and Residential Division, Department of Health and Aging will provide an update on Government Reform.

There will also be concurrent sessions for Residential Care and for Home Care.

[Click here](#) to view the program and to register. Early bird closes 22 May 2024.



2024 Skills Conference (Apprenticeship Employment Network NSW & ACT)

Registrations are open for the 2024 NSW Skills Conference to be held at Dockside Darling Harbour on Wednesday 12 June. The theme for this year's conference is Empowerment and Connection. The Hon. Steve Whan Minister for Skills, TAFE and Tertiary Education will provide the NSW Ministerial Keynote address and Dr Michelle Bruniges AM will provide the NSW VET Review update.



Other sessions include an update from Jobs and Skills Australia, panel discussions on the value of career expos and promoting careers and pathways to school leavers, the impact of AI in the VET industry and how to use AI to support apprentices and trainees to achieve higher completion rates, and empowerment and connection – the journey and pathway to success for current and future apprentices and trainees. [Click here](#) to view the program and to register.

Contact your NSW CSH ITAB

- To promote events, career activities, news and resources contact itab@cshitab.com.au or [Susan Scowcroft](#), phone 0418 478 012, or [Sarah Rosen](#), phone 0402 016 028
- Visit the website for news, events and resources; <https://csh-itab.com.au>

[Click here](#) to subscribe [Click here](#) to unsubscribe.