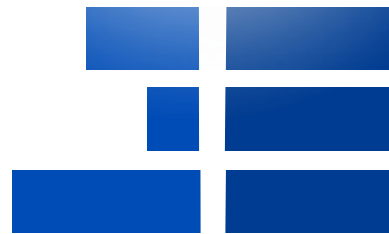


INTRODUCING AUSTRALIAN CADETSHIPS

FOR THE



SURVEYING & SPATIAL INFORMATION SECTOR

Understanding the
VET system and more...
a short guide for employers

VOCATIONAL EDUCATION & TRAINING (or VET)

is one of the nation's three education sectors along with schools and universities.

It has a special role to play in the skilling of the nation's workforce.

A key feature of the VET system is that industry, both employers and employees, play a major role in driving the development of the training & assessment that is delivered.

VET is about ensuring people are ready to take on a productive role in the

workplace. VET is about 'doing' not just 'knowing'. While theory and the understanding of basic principles are important the VET system is focussed on having the theory backed up by the practical ability to apply this knowledge in real work situations.

How does the VET system work?

The VET system is coordinated and has a national approach (unlike higher education where each university is autonomous). This means that Training Packages which contain a suite of qualifications for each industry are developed nationally by and for industry with the process being coordinated by independent bodies called Industry Skills Councils. The Training Packages are recognised across the nation by both employers and by the Registered Training Organisations (RTOs) who are responsible for training and assessing all candidates.

Australia is, however, a federation and this means that the eight States and Territories also have an important role to play together with the Commonwealth. They each fill different but interlinked roles:

- National qualifications are delivered and assessed by RTOs that are registered by the State or Territory
- States and Territories make decisions about the qualifications that will be 'recognised' as Australian Cadetships
- The Commonwealth makes available incentives for employers of Australian Cadetships
- A range of other State or Territory incentives can also apply
- Through 'mutual recognition' all RTOs, across the nation, recognise the qualifications awarded by any other RTO making the qualifications transportable.



Understanding how we move from a national approach to the development of Training Packages to State-based delivery is important to ensure you know where to go to receive the assistance you need – and to discovering how the pieces in the jigsaw fit together.

Industry competency needs

interpreted, developed and managed by the Industry Skills Council (CPSISC)

Qualifications and Units of Competency are used to skill and recognise the workforce.

National strategy meets State and Territory implementation.

The States register RTOs and oversee delivery. RTOs may be public (TAFE) or private sector organisations.

RTOs are responsible for designing the methods (sometimes called curriculum) and the tools for delivery and assessment.

The Commonwealth funds employer incentives for Cadetships (these are also called traineeships or apprenticeships in many States & Territories)

National Industry Training Packages

A national 'language' and specification of the skill outcomes needed for the industry

made up of nationally endorsed qualifications, skill sets and units of competency

Pathways towards Qualifications

	Recognise existing workers' skills	Train new entrants	Recognise existing workers' skills
PURPOSE			
HOW	Workplace based assessment (recognition of prior learning) using an RTO assessor	School-based apprenticeships Cadetships in the workplace RTO delivery (TAFE or private providers) of national qualifications	RTO delivery of national qualifications or units of competency

Implementation

State or Territory Managed Training & Assessment

NSW | VIC | QLD | WA | SA | TAS | ACT | NT



COMPETENCY?

You will hear a lot of discussion about 'competency' in the VET world. One commonly used definition of competency is that it is the:

“specification of knowledge and skill and the application of that knowledge and skill to the standard of performance required in the workplace”

Competencies are the building blocks of Training Packages and the fundamental 'specification' of what will be achieved through VET training and assessment. You will also notice that this definition reinforces the practical nature of VET and the fact that it is about achieving effective performance in the workplace.

Another important fact to remember is that in a competency-based education & training system it is the 'destination and not the journey' that matters. This means that it is the outcomes - the ability of people to demonstrate competency and perform in the workplace - that are important and not the route that they have taken to build that competency.

Existing workers and potential new entrants to industry can be assessed against the same units of competency. They can be assessed as being competent irrespective of whether they have developed their competency over time and while on the job or as part of a structured learning experience.

FLEXIBILITY

Many people remember, from their own educational experience, a time when education only occurred in a classroom during three or four terms or two semesters a year. In the VET system there is now the opportunity for greater flexibility. While many people may still find the structured and campus-based experience is the best for them there are other ways for people to develop and have their competency assessed.

Given that it is 'the destination and not the journey' that really counts learning and assessment can also be offered 'on the job' while working or 'off the job' (for example in a classroom) or through a combination of the two learning pathways.

Employers can also select the RTO that will deliver the training and assessment and negotiate the model of delivery that will best suit their needs and those of their employees. This also means that employers can play a direct role in the skill development of their employees. This model, which has stood the test of time with traditional apprenticeships, can also be applied to all forms of training for both Australian Cadetships in new and emerging industries and for the upskilling of experienced existing workers.

While greater levels of control also bring greater levels of involvement and responsibility the national VET system offers industry the chance to drive the building of a skilled workforce that will meet its needs into the future.

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FURTHER INFORMATION

Construction & Property Services
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