

2022

**THE LEGISLATIVE ASSEMBLY FOR THE
AUSTRALIAN CAPITAL TERRITORY**

TENTH ASSEMBLY

**Skilled to Succeed
Skills and Workforce agenda for the ACT
April 2022**

**Presented by
Chris Steel MLA
Minister for Skills
4 May 2022**



ACT
Government

Skilled to Succeed

Skills and workforce agenda for the ACT





Acknowledgement of Country

We acknowledge the traditional custodians of this beautiful country we have the privilege to call home, the Ngunnawal people.

We pay our respects to their elders, past and present, and the contribution they make to the life of this city and to its success.

We recognise the land known as the Australian Capital Territory has been occupied, used and enjoyed since time

immemorial by Aboriginal peoples in accordance with their traditions.

Country is of spiritual, social, historical, cultural and economic importance to Aboriginal peoples and Torres Strait Islanders.

Aboriginal and Torres Strait Islander peoples are one with their country.

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Minister's foreword

The ACT Government is ambitious for Canberra: for the growth of our economy, the capability of our workforce and the great jobs our thriving local industries can offer.

This ambition is reflected in our target to grow the Territory's workforce to 250,000 by 2025. It can be seen in our own billion-dollar investments in local infrastructure, services and innovation, where we are leading by example in strengthening the economy and delivering quality jobs.

As we emerge from the challenging years of the COVID-19 pandemic, we are also optimistic about the ACT's potential. Since 2016, our population has grown by 29,200 people and our economy by 20 per cent. Unemployment is 0.6 percentage points lower and 22,900 jobs have been created.

This gives us a strong foundation to launch into the next phase of Canberra's growth.

Canberra Switched On set out the ACT Government's economic development priorities, and highlighted the importance of developing talent locally to match the best and brightest globally. To capitalise on our opportunities for knowledge-based economic growth, we need to ensure our workforce has the right skills for in-demand jobs – now and in the future.

Skilled to Succeed supports this agenda by outlining our priorities and plans for harnessing the ambition that thrives in our community. Among students and workers who are ambitious for their futures. Employers who are ambitious for their businesses. Training providers who are ambitious about the quality, diversity and accessibility of their offerings.

Skills shortages, and accelerated change in the world of work, have put a spotlight on skills and workforce development like never before. We want to turn that spotlight into a beacon for attracting new students to the ACT's training system and encouraging skilled workers to apply their talents in Canberra.

In 2022, the ACT Government is investing more than ever before, both in training and strengthening our skills system for the future. We call on business and industry to partner with us in creating even more opportunities for training, to support the ongoing development and attraction of a highly-skilled workforce.

Skilled to Succeed maps out the key priorities which will be the focus of these efforts.

With ambition and optimism driving our approach, we are working to ensure every Canberran is skilled to succeed – for a great job today and a rewarding lifetime in work as our economy changes and grows.



Chris Steel MLA
Minister for Skills



ACT skills snapshot

The ACT skills system comprises 96 public and private registered training organisations. The Canberra Institute of Technology is the ACT's public provider and sits at the centre of our training system.

Over **48,000** people a year participate in vocational education and training with one of the ACT's registered training organisations. Around **half are supported by government funding** – undertaking free or subsidised training.

With a record **\$126.3 million invested in training** in 2022 alone, skills and workforce development is a key priority within the ACT Government's economic development strategy.

Quick facts

In 2020-21...



33,400

young Canberrans transitioning from school to study and work



65.4%

Canberrans aged 15-74 with a Certificate III qualification or higher



7,086

apprentices and trainees in training across 22 industries



1,433

skilled migration nominations supported by the ACT Government



Nearly **23,000**

students studying at the Canberra Institute of Technology



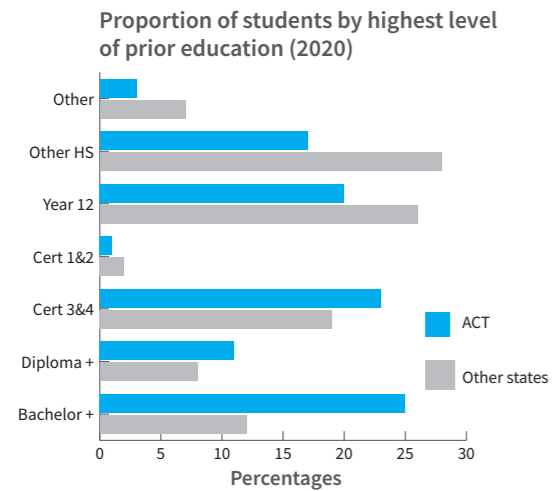
20,000

people moving to Canberra from interstate to join our community and skilled workforce

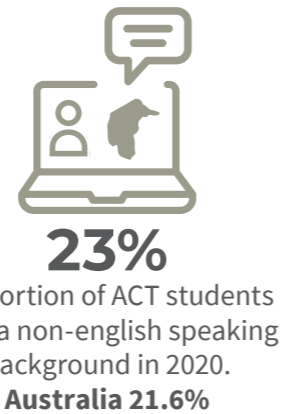
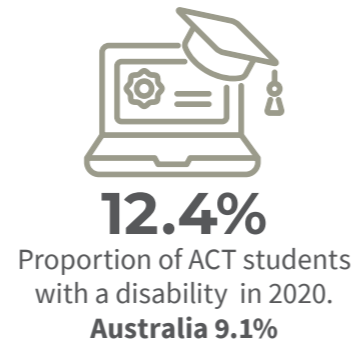
ACT skills snapshot



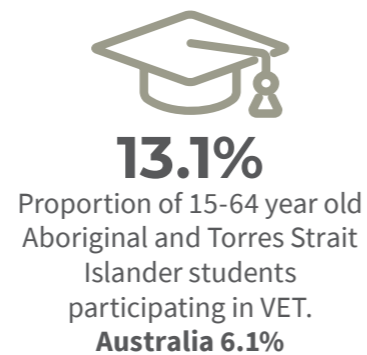
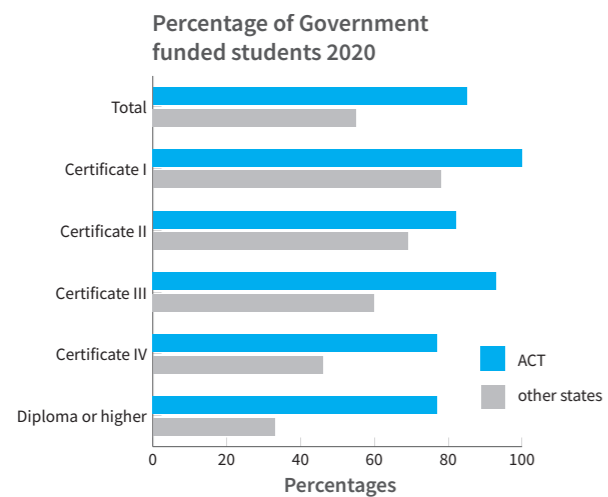
One in four ACT skills and training students **already have a university degree** – demonstrating the sector’s role in lifelong learning



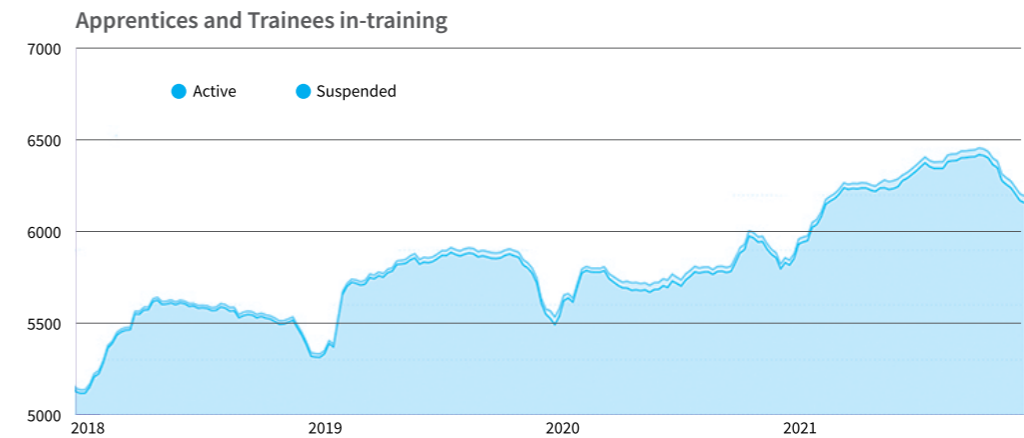
The ACT skills sector is highly inclusive, with significantly **more diverse students** than the Australian average



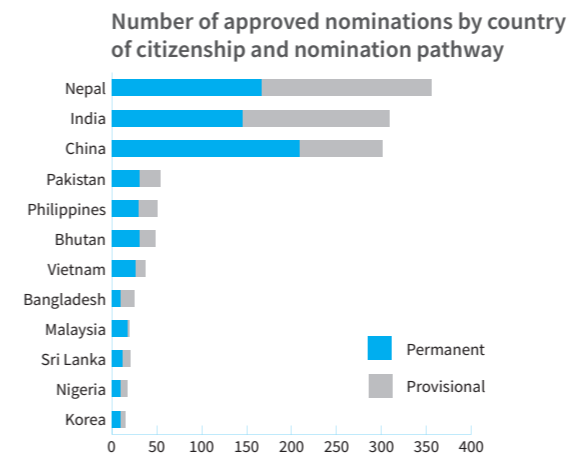
The ACT has the **highest share of government-funded students** undertaking training in Australia



In 2021 there were a **record number** of apprentices in training across the ACT



In 2020-21 the ACT welcomed skilled **migrants from 43 countries**



Wellbeing through education and lifelong learning

Canberra is a place with iconic national attractions and cultural institutions, spectacular natural landscapes, and a healthy environment and lifestyle that is second-to-none. Canberra's liveability means it is easy to navigate, network and connect.



Our [Wellbeing Framework](#), the first of its kind in Australia, highlights the things that matter to our community: good health, opportunities for all Canberrans to achieve their goals and aspirations, and quality of life.

The framework guides policy design, decision-making and investment across 12 key domains. The *education and life-long learning domain* focuses on ensuring Canberrans have inclusive and equitable access to education and learning opportunities, through all ages and stages of life, to develop and gain the skills they need to thrive.

The ACT's world class universities and vocational education and training providers are at the forefront of our ambition to support community wellbeing, and drive inclusive growth and prosperity. This creates an ecosystem where the best minds come together to create, solve problems and innovate.



Our priorities

The COVID-19 pandemic has brought our skills system and the importance of attracting a talented workforce into sharp focus. To continue to grow our economy in inclusive ways, we need to ensure Canberrans have the right skills to get a great job, and businesses can find the talent they need.

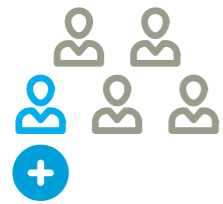
Our work must address skills shortages today and build capability to support the growth of emerging industries that will create tomorrow's bright opportunities.

To work towards these goals, the ACT Government is focused on delivering a skills and workforce agenda which is:

- inclusive and provides Canberrans with a foundation for lifelong learning
- responsive, flexible and future-focused
- proactive in helping employers build, attract and retain the right workforce
- built on strong and sustainable skills sector foundations.



We recognise Canberrans have a range of needs when it comes to skills and workforce. These guide the ACT Government's investments and the partnerships we seek to deliver on these priorities.



I am a young Canberran and I want:

- a strong base of knowledge, skills and capabilities that will support my personal and professional development
- to understand the range of career and education and training pathways
- a good, rewarding job that pays well enough to support me and my family
- to know that I'll have government support to undertake my initial training.



I am a current worker and I want:

- to progress through my career and learn new things along the way
- to understand my skills development needs throughout my career and connect with the right training
- support from my employer and the government to engage in continual professional development
- contemporary education and training opportunities to meet my needs, those of my employer and the changing economy.



I am an employer and I want:

- skilled workers who can help me grow my business
- education and training opportunities that meet my needs and those of my workforce
- information about how I can attract skilled workers from other parts of the country and other parts of the world
- to understand how I can support skills development in my workforce and where I can access the right training
- opportunities to co-invest in training and upskilling my workforce.



I am a skilled migrant and I want:

- recognition from employers of my diverse knowledge, skills and capabilities, including my wealth of overseas experience in my nominated occupation
- employment opportunities that are not restricted to 'Australian or local' experience only
- a good, engaging job that pays well enough to help me and the my family settle and grow in Canberra.



I am an education and training provider and I want:

- to understand what employers and students need, so I can deliver tailored and up-to-date offerings
- the flexibility to adapt my offerings in line with changing workforce need
- secure and reliable funding so I can invest in my own business and workforce, and deliver high-quality and relevant training.



Priority 1:

Delivering skills inclusively to provide all Canberrans a foundation for lifelong learning

Inclusive skills development is critical to maximising workforce participation, and supporting all Canberrans to engage in lifelong learning to share in our prosperity.

Our skills system must provide accessible, relevant and high-quality training so people entering the labour market for the first time, looking to upskill or seeking a new career, can achieve their learning goals and career aspirations.

An inclusive approach to skills and training spans:

- **foundation skills** training in literacy, numeracy and digital fluency, to develop the essential skills and capabilities required to engage in lifelong learning and work
- **occupation-specific skilling** opportunities to support entry into the labour market and job mobility
- **higher-level training** to drive innovation, entrepreneurship and growth in knowledge-intensive sectors.

Skills development starts in our schools. Our curriculum must support children and young people to develop foundation skills

and capabilities, deep knowledge and a love of learning. Post-school, we need to ensure our school leavers are informed and supported to navigate a range of attractive learning pathways to prepare for the jobs of today and tomorrow. As people move through their careers and the world of work continues to change, we must also provide access to relevant, flexible and accessible opportunities for reskilling and upskilling.

The ACT's inclusive skills system leverages our diversity and workforce capacity. We want to ensure that people with disabilities and diverse backgrounds, women and carers, older Canberrans and those who have been disconnected from employment, have the opportunity to participate in work to their full potential. Making skills and training affordable, accessible and supportive, will ensure all Canberrans have the tools to join, re-enter or stay connected to the workforce.

The Canberra Institute of Technology (CIT) is deeply embedded in our ACT community and is the cornerstone of our local skills and training system. At the heart of its mission is a commitment to inclusion for all members of our community. CIT delivers high-quality training with a focus on empowering people to realise their potential and supporting Canberrans who are facing disadvantage.



How we are delivering

- We will continue to subsidise training aligned with local skills needs to provide access for people from all backgrounds. Since 2020, this has included over 3,700 free training places delivered through the JobTrainer initiative, together with the Australian Government.
- We are committed to providing CIT with at least 75 per cent of government funding for vocational education and training. This enables CIT to provide a range of accessible training options and wraparound services for Canberrans who otherwise experience barriers to education, training and employment.
- We will continue to support young people to combine training with their core education, through vocational education and training programs in ACT high schools and colleges, and Australian School-based Apprenticeships.
- We will work with the National Careers Institute to enhance access to careers information and streamline engagement with the skills system, including Australian Apprenticeships.
- We will work with employment services providers to design accessible and tailored training programs to support jobseekers into employment.
- We will continue to invest in foundation skills and other training programs to re-connect people with work, through initiatives like the Adult Community Education Grants program.
- We will review our funding model to ensure training subsidies, loadings, additional support funding and fee concessions enable participation for people experiencing financial hardship and support learners to complete their qualification.

ACT Government infrastructure projects supporting inclusive apprenticeships

The ACT Government is delivering a \$6.6 billion infrastructure pipeline of major projects to meet our city's needs today and in the future.

We set dedicated targets for apprentice employment on each major infrastructure project.

- Raising London Circuit and light rail Stage 2A will work towards a minimum 10 per cent of labour spend on employing and supporting apprentices and trainees, with a particular focus on supporting women in trades and Aboriginal and Torres Strait Islander apprentices.
- The Canberra Hospital Expansion project is working towards a 30 per cent ratio of apprentices, trainees and cadets across its total workforce. It is also targeting a spend of 10 per cent of total subcontracted trades budget on the employment of Aboriginal and Torres Strait Islander people.
- The construction of CIT Woden will have minimum requirements for the employment of women in construction roles, as well as targets for engaging and employing apprentices and trainees, specifically from CIT. This includes ensuring a minimum of 10 per cent of work on the project is undertaken by apprentices and trainees.



Local success story

Taylor Williams is a Wiradjuri woman who completed a Diploma of Government in 2019 through the Canberra Institute of Technology.

On completion, she was employed by the Department of Defence, where she works in a team that is instrumental in fostering cultural and behavioural change.

Taylor won both the 2019 ACT and Australian Aboriginal and Torres Strait Islander training awards.

Taylor has continued her story by starting a psychology degree. Her training journey highlights the important blended role vocational and other forms of education can play in skilling the ACT's future workforce.

“Be brave, back yourself and who knows which doors may open for you.”



Priority 2:

Building a more responsive, flexible and future-focused skills system

As we emerge from COVID-19, our resilience and future prosperity depends on our capacity to skill our workforce for the jobs of the future. We must strengthen both technical skills and broader capabilities to ensure an agile and adaptive workforce, and drive entrepreneurship, innovation and future growth.

The ACT Government is committed to working with industry experts, education and training providers and employers to ensure we have the right strategies in place and fit-for-purpose training products.

As the nation's capital, the ACT's employment profile and economy have traditionally been dominated by the government sector. However, over the last decade, we have seen strong growth in knowledge-intensive sectors such as professional, scientific and technical services, healthcare and social assistance, research and information systems.

While we can't predict with certainty what will power our economy in the future, there are strong signs that certain key sectors will play a leading role.

We seek to strengthen local skills and training capability in these areas to ensure tomorrow's workers have the right skills to take advantage of expected jobs growth.

- **Technology industries** – building on our knowledge capabilities in areas like space, cyber security, renewables and digital technologies. The ACT has significant advantages as the home of some of Australia's leading research and scientific institutions. Tomorrow's technology jobs will call for a mix of skills, which draws from the best of the university and vocational education sectors.
- **Building and construction industries** – supporting the ACT Government's record investment in infrastructure and our commitment to achieve net zero emissions by 2045. Tackling long-running industry skills shortages, while training workers for emerging priorities like sustainable building and the circular economy, will ensure workers benefit from our city's ongoing growth and development.
- **Caring industries** – enabling the significant expansion of workforces necessary to improve wellbeing, quality of life and care for the most vulnerable in our community. Significant Commonwealth and ACT Government commitments in aged care, early childhood education and care, disability services and health care more broadly, will drive increased investment in these sectors in years to come. Meeting the ambition of these commitments means skilling many more workers to build and sustain rewarding careers in these critical sectors.
- **Experience industries** – re-building vibrant and innovative tourism, hospitality and arts businesses after the major upheavals of COVID-19. The pandemic has brought about a fundamental shift in many business models. Building resilience across the experience industries depends on establishing a strong local skills pipeline to develop and retain workers with a range of flexible and adaptive skills.

In partnership with industry and local training providers, the ACT Government will promote the rewarding career opportunities in these sectors to school students, school leavers and workers looking to reskill or upskill.



How we are delivering

- We will review the range and types of courses delivered through government funding to ensure public investment is keeping pace with rapidly-changing local, national and global business needs. We have embarked on a significant renewal of CIT's course mix and offerings to ensure best-fit with industry and student needs today, and the skills needs of new and emerging industries.
- We are delivering the CIT Woden campus to support flexible learning and thousands of learners into the jobs of the future. The campus will feature state-of-the-art learning facilities and flexible learning options, with smart classrooms to support e-learning, simulated learning environments, commercial kitchens and hands-on training spaces.
- We will continue to support Australian Apprenticeships and, in partnership with the ACT Building and Construction Training Fund Authority, programs to improve completion rates and increase women's participation.
- We will develop future-focussed skills pathways—for new and existing workers—which recognise the changing nature of work in knowledge-intensive sectors. Options may include degree apprenticeships, which combine employment with university study, and dual-sector micro-credentials, which provide a unique mix of vocational training and higher education to allow workers to keep up-to-date with cutting-edge technology and the latest industry trends.
- We will work with industry on post-trade pathways, including short courses in new technologies and materials that support upskilling for sustainable construction and our city's renewable energy transition.
- We will work with the Australian Government, state and territory governments, and other key stakeholders, to design an approach to micro-credentials that harnesses potential for lifelong learning as jobs change, without displacing or undermining full accredited qualifications.



Local success story

Banda Ramadan completed a Certificate IV in Cyber Security at the Canberra Institute of Technology. Previously, she taught computer science and software engineering courses at universities in Jordan and Saudi Arabia.

Since moving to Australia, Banda has embraced the cyber security industry and is passionate about addressing skills shortages in the technology sector. Banda chose vocational training for its balance of theoretical concepts and practical hands-on experience.

Banda secured a role as a cyber defence specialist in a local telecommunications company.

“This experience was a chance to learn new skills and become more resilient.”





CIT Woden Youth Foyer

The Woden campus will house a dedicated Youth Foyer to support young people who are at risk of, or are experiencing homelessness, by providing accommodation and support services co-located with the Woden campus. By combining housing with opportunities to pursue education and training in the one location, the Youth Foyer will help young people overcome challenges to fulfil their potential.

The Youth Foyer will provide housing for up to 20 young people between the ages of 16-24. The aspiration for the design is to build a welcoming, comfortable, secure place for residents they can be proud to call home. Linking youth foyers to educational institutions is considered best practice in wrap-around service delivery. Locating a youth foyer directly into an educational institution will showcase this world-leading integrated model right here in Canberra.



Investing in modern training facilities: CIT Woden

The ACT Government is investing up to \$300 million in a state-of-the-art CIT campus and Youth Foyer for Woden, stimulating the local economy and supporting the revitalisation of the Woden Town Centre.

We are delivering these new educational and community facilities in a central, well-connected part of Woden, complemented by a new public transport interchange. The 22,500m² new campus will be home to around 6,500 students.

Delivering a contemporary and sustainable CIT campus in the heart of Woden will be a huge boost to the delivery of vocational education and training in the ACT. Smart

classrooms, state-of-the-art simulated learning environments, commercial kitchens and hands-on training spaces will help students achieve their full potential in areas such as IT, cyber security, hospitality and business. Community and commercial facilities will complement activated common areas across the campus.

This new campus will be much more than a building – it will ensure CIT remains a provider of choice and an agile partner to meet industry, business and community needs, by delivering quality vocational education and training for the jobs of the future.

The move to Woden will mark the start of a new era for CIT and the provision of high quality skills and training in the ACT.



Images are conceptual only

Priority 3:

Assisting employers to build, attract and retain the right workforce

Everyone benefits from a highly-skilled workforce. Businesses benefit from access to a diverse pool of quality candidates who can help them grow and innovate. Workers benefit from better quality, more rewarding jobs with higher rates of pay. And our community benefits from a highly productive economy which attracts new businesses and workers.

That's why training and attracting workers with the right skills calls for co-investment by government and business.

The ACT Government plays a central role in supporting the training, reskilling and upskilling of workers. Our demand-driven approach to Australian Apprenticeships ensures industries with skills needs can access significant government financial support.

The ACT Building and Construction Training Fund Authority also provides financial incentives when a business employs an Australian Apprentice from a target cohort or in high-demand trades.

We also help attract skilled workers to Canberra through our suite of economic development initiatives and campaigns. The [Canberra Switched On](#) statement highlighted the unique qualities and progressive values that make our city a great place to live and work, including our focus on inclusion.

The reopening of Australia's borders provides us the opportunity to attract critical talent from overseas to live, work and invest in Canberra. The ACT Government is committed to growing our skilled migration program – including through direct government nomination – where labour market testing shows there are specialist skills needs and job vacancies which cannot be filled through local recruitment.

We encourage employers to partner with us to grow the ACT's skilled workforce. Supporting workers to undertake tailored and relevant



on-the-job training can boost engagement while strengthening the skills and capabilities that make them more productive.

Investing in people to achieve their potential helps business to thrive. As we continue to shift our focus towards knowledge-based economic growth, the ACT Government welcomes industry input on ways our training system can better encourage and enable co-investment in workforce development.

Our direct investments in CIT provide particular opportunities to create new and tailored training programs to meet industry needs as these change.

Skilling workers to build Canberra's future

Construction businesses taking on an apprentice in Canberra can access significant incentives and support.

In the first year of an apprenticeship, an employer can access up to \$8,000 through ACT Building and Construction Training Fund Authority incentive payments.

The Australian Government may also contribute a \$1,500 commencement incentive payment.

The ACT Government also provides ongoing support over the course of an apprenticeship, including:

- a training subsidy
- a \$500 loading if the apprentice identifies as an Aboriginal or Torres Strait Islander
- a \$500 loading if the apprentice identifies as a person with a disability
- up to \$3,000 to provide additional learning support.

Focus initiative

Industry partnerships for responsive skills development

Developing new training to upskill the renewable energy sector workforce is a key priority for CIT.

CIT has worked closely with Tesla to co-develop innovative and cutting-edge electric vehicle training to meet skills needs now and in the future.

In 2021, CIT piloted delivery of two electric vehicle training units with five Tesla apprentices. In 2022, CIT is delivering nine electric vehicle training units to Tesla apprentices from around Australia.

Based on the collaboration with Tesla, CIT launched a Battery-Electric Vehicle Inspection and Servicing micro-credential in December 2021. The micro-credential covers high-voltage systems, and electric vehicle operations and servicing. It is designed to upskill existing automotive technicians, including Transport Canberra diesel mechanics.

CIT is currently planning to commence delivery of a Certificate III in Electric Vehicle Technology apprenticeship in 2023.

How we are delivering

- We are working with the University of Canberra to better understand the nature of skills and workforce shortages in the ACT, and barriers to addressing these in specific sectors. This includes exploring pre-and post-COVID employment dynamics, perceptions of employers and employer groups, migration flows and the diverse range of factors impacting people's decisions about studying and working in Canberra.
- We will enhance our approach to industry consultation and collaboration to develop the ACT Skills Needs List, which guides investment in vocational education and training, and the Critical Occupation List, which informs our skilled migration program. This will ensure the government's investments are more targeted and aligned with areas of genuine skills need.
- We will explore options for establishing an engagement hub, where skills brokers can provide prospective learners with advice on education and training pathways, and assist employers to connect with the right people and organisations in our skills sector. The engagement hub will complement the recently established Canberra Cyber Hub.
- We have developed a Workforce Attraction Digital Toolkit to help ACT employers promote our Canberra lifestyle, and the benefits of living and working here, including our focus on wellbeing and inclusion. The Toolkit will provide employers with resources to sell our city to job candidates, including checklists for job ads and key facts about Canberra. This is designed to assist businesses to attract workers.
- We will seek an increase to the ACT's current allocation of skilled migration places and explore options for expanding our current program through a Designated Area Migration Agreement. These settings will provide additional flexibility for ACT employers to respond to our unique economic and labour market conditions, when skills needs cannot be met locally.





Leading by example

Across all our directorates, the ACT Government supports Australian Apprenticeships to build our own workforce capability. In October 2021, there were over 500 apprentices and trainees employed as ACT public servants.

- 161 Transport Canberra and City Services employees were undertaking a range of qualifications, including driving operations, leadership and management, parks and gardens and arboriculture.
- 74 ACT Emergency Services employees were studying public safety and automotive-related qualifications.
- 28 ACT Health Directorate employees were undertaking a range of qualifications, including leadership, training and assessment, telecommunications and health services.
- 25 ACT Education Directorate employees were enrolled in education support, with another 5 in early childhood qualifications.

The ACT Public Service Graduate Program attracts and recruits graduates into our public service from a broad range of disciplines. Their expertise is developed and honed to give them the foundation to become future leaders in the Service.

A new graduate learning and development program will be delivered in 2022, which focuses on core public service skills. A range of networking opportunities have also been built into the program to ensure graduates feel a sense of belonging and are supported to build broader professional networks.



Local success story

Khye Bolin completed a Certificate III in Electronics and Communications with CIT.

Before starting his apprenticeship, Khye was busy managing both university studies and full-time work. He applied for an apprenticeship with Honeywell as it combined his passion for IT with his desire for continuous education and hands-on experience.

Khye's training journey highlights the broad range of future-focused careers that an apprenticeship can lead to, building in-demand skills for Canberra's knowledge economy.

“Working for an industry leader has not only allowed me to further my skills and knowledge in the field, but also gain invaluable skills in professional communication, relationship building and project management.”

Priority 4:

Strengthening skills sector foundations

The Australian skills sector has undergone huge structural and policy change over the past decade. ACT skills and training providers have needed to change and adapt as major shifts in investment, progressive waves of reform and new skills priorities have impacted the sector. As we rebuild from the COVID-19 pandemic, the challenge is to bed down good reform and ensure all parts of our system are working with the right incentives and objectives.

Our local skills providers are strong and thriving, but there is more we can do to underpin sector foundations. This includes formalising industry engagement arrangements, and ensuring our regulatory and administrative settings support responsive and high-quality training delivery.

The **Strategic Compass 2025 – CIT Futures** outlines how Canberra's cornerstone public provider is strengthening foundations for the future. In partnership with the ACT Government, CIT is working towards comprehensive renewal of its programs and offerings, and a significant



transformation of its service design and delivery. This renewal program seeks to build on CIT's strengths, and harness emerging opportunities, as the institute prepares for transition to the new purpose-built Woden campus.

The next National Skills Agreement between the Commonwealth and states and territories provides an opportunity to strengthen national and local skills sector foundations through a positive funding partnership. The ACT Government is open to pursuing significant reforms, like activity-based funding, in a phased and measured way. However, rapid transitions that force change on the sector before it is ready would run counter to governments' shared ownership of the national training system and quality improvement goals.

By strengthening skills sector foundations, we seek to ensure the ACT's public and private training providers have the right incentives, capabilities and frameworks to effectively skill our workforce now and in the years to come.

How we are delivering

- We are advocating in the strongest terms for a good deal for the ACT under the new National Skills Agreement. We will not sign up to any new agreement which undermines the role of CIT as the cornerstone of our training system, or sees student fees rise for vulnerable learners, or in core areas of current and future skills need.
- We will work with local industry to strengthen and formalise engagement, to ensure our training system and skilled migration settings are responsive to ongoing and emerging skills needs.
- We will support initiatives to improve the quality and capability of our education and training workforce. This includes exploring pathways for tradespeople into professional teaching roles and better opportunities for educators to remain connected to industry as practitioners.
- We will encourage the transition to e-learning, including investing in workforce capability. Enhancing our approaches will support lifelong learning and the continuous upskilling of Canberrans.
- We will ensure we have the right metrics and performance indicators to measure what counts, and monitor quality in the delivery of training over time. This will include digging deeper than traditional metrics, like training commencement and completion rates, to gain more insight into how well our system is meeting local needs.
- We will work collaboratively with governments to revise the *Standards for RTOs 2015* and strengthen the focus on quality, not just compliance.
- We will review the *ACT Quality Framework* and ACT Training Initiative Funding Agreement to remove unnecessary compliance burden, and build training providers' capacity for self-assessment and continuous improvement.
- We will review funding models to ensure alignment with our priorities, and with learners' and employers' needs. We will work with regulatory bodies, stakeholders and other jurisdictions to streamline and simplify complex structures which have evolved over time.

A thriving workforce, skilled to succeed

By building on our strengths, and striding out with ambition in skills and workforce development, the ACT Government is helping to foster a thriving workforce which is skilled to succeed. This is key to delivering inclusive, knowledge-based growth to power our city forward in the years to come.



ACT Government skills and training initiatives

Canberra Institute of Technology

Initiative	Description
Commitment to CIT as the cornerstone of Canberra's training system	CIT is the ACT's public provider of vocational education and training. The ACT Government is committed to delivering at least 75 per cent of total VET funding to CIT as the primary provider of Canberra's vocational education and training. CIT supported over 20,000 students under its profile funding in 2021.
CIT Yurauna Centre	The Yurauna Centre is a community focused, multi-functional centre that brings people together. Aboriginal staff are available to provide advice and assist with a broad range of study and support options.

Grants programs

Initiative	Description
Adult Community Education Grants Program	The ACE Grants Program provides funding for the delivery of accredited and non-accredited foundation skills training. The program, delivered by not-for-profit organisations, aims to provide pathways for further education and training, and employment. Since 2019, the program has funded 18 community education projects to support migrants, refugees, Aboriginal and Torres Strait Islander Canberrans, women seeking to return to the workforce, carers, youth-at-risk and unemployed Canberrans.
Future Skills for Future Jobs Grants Program	The Future Skills for Future Jobs Grants Program provides funding for innovative projects that promote market diversity and aim to increase the number of commencements across pre-apprenticeship, pre-traineeships, Australian Apprentices and higher apprenticeships. Since 2019, the FSFJ Grants program has funded 26 projects across a range of industry areas and occupations, including hospitality, building and construction, civil construction, transport and logistics, electrotechnology, disability support services, digital media, creative industries, project management, early childhood education and care, aged care, allied health, social enterprises and ICT.
Workforce Attraction Cooperative Grants Program	The Workforce Attraction Cooperative Grants Program assists local businesses to attract the workforce they need to recover from the COVID-19 pandemic and grow. Examples include marketing campaigns to attract interstate talent, the development of industry level recruitment strategies or research into understanding skills shortages at an industry level.

Training funding programs

Initiative	Description
Australian Apprenticeships (User Choice)	Australian Apprenticeships combine practical work with structured learning and lead to a nationally recognised qualification. They can be full-time, part-time or school-based and can be undertaken by both new and existing workers. Australian Apprenticeships can start while a student is attending school and form part of a student's Year 12 Certificate. These are called Australian School-based Apprenticeships (ASbAs). In 2021, there were 11,191 training places supported in the ACT through this initiative.
Skilled Capital	Skilled Capital provides funding for Canberrans to access quality training in skills needs areas across a range of industries. In 2021, Skilled Capital supported 423 training places across 25 registered training organisations.
JobTrainer	JobTrainer is a national fund established in 2020, in the wake of the COVID-19 crisis, to provide free training for young people and jobseekers in areas of skill needs. JobTrainer is jointly-funded by the ACT and Australian governments. Since 2020, 2,883 Canberrans have undertaken free training through JobTrainer.
Infection Control Training	In response to the first wave of the pandemic, the Australian Government established a joint Commonwealth-State fund to deliver infection control training, prioritising customer-facing workers.
Head Start Pilot Program	Due to commence in 2022, the Head Start Pilot Program will assist 50 ACT public school students to extend their senior secondary program by one year and commence a recognised qualification or trade through a ASbA.

ACT Building and Construction Training Fund Authority

Initiative	Description
ACT Building and Construction Industry Training Fund	The ACT Building and Construction Industry Training Fund Authority collects a training levy of 0.2 per cent of the cost of building and construction work in the ACT, where the total cost of the work exceeds \$10,000 The Authority invests in projects and training that directly supports the industry's skills-base in accordance with the Authority's annual training plan. In 2021 the Training Fund Authority supported \$4.25 million of training for local construction apprentices and businesses.



