



Plenary 1: Key Labour Market and Skills Challenges facing rural areas

Training and Job Matching

Answers from Australia
to the skill challenges of rural areas

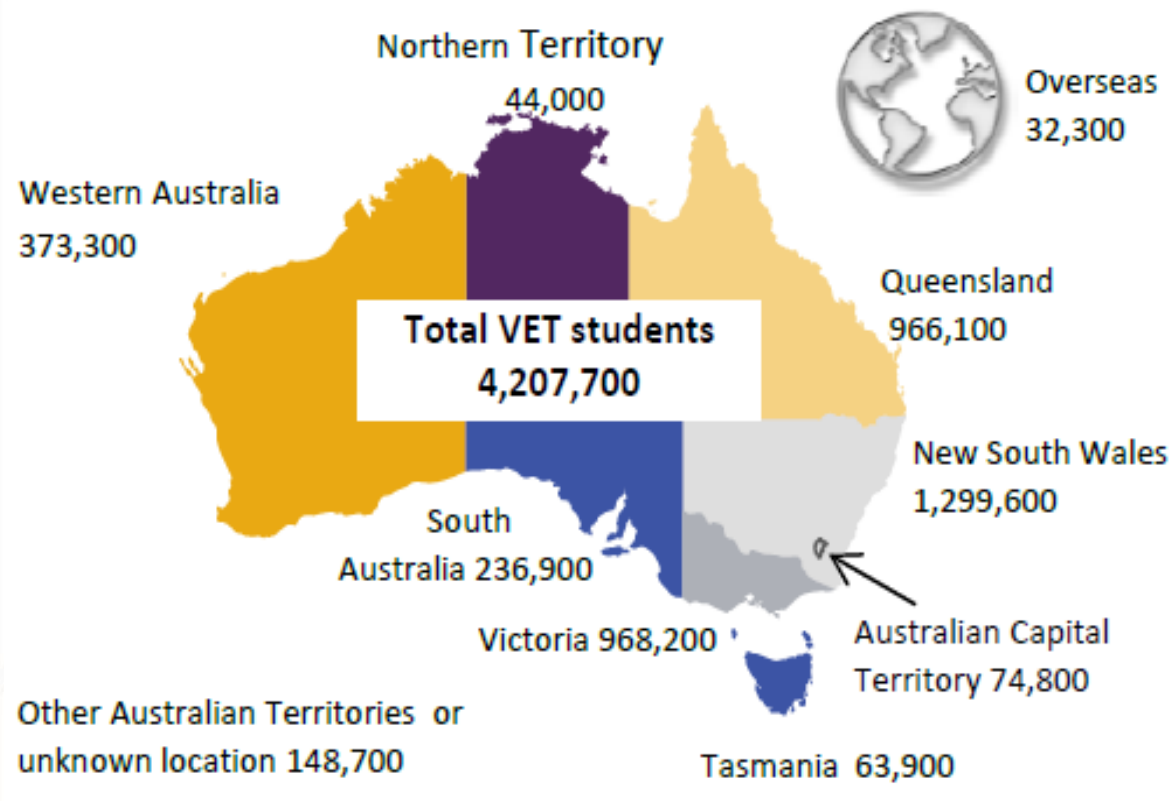
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Counsellor (Education & Science), Malaysia

Australian Government Department of Education and Training

Australia has a well establish VET system

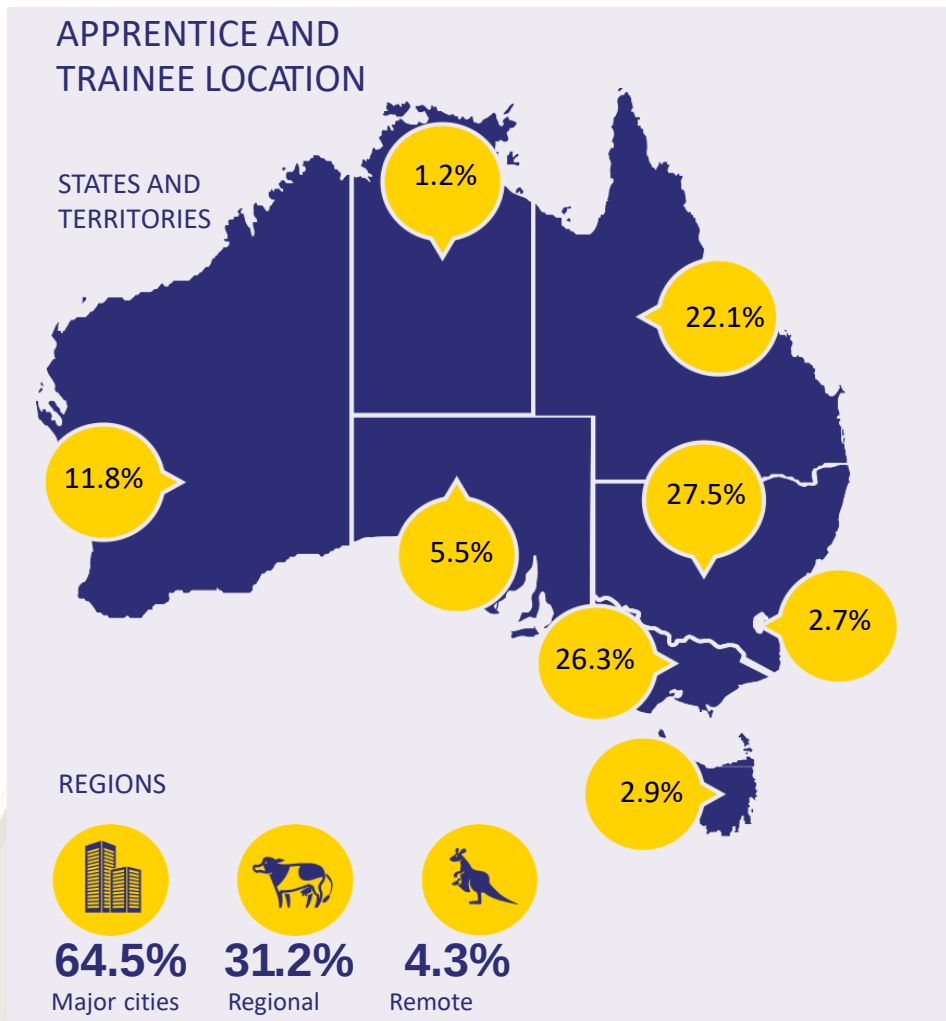
Number of students by location of training delivery



Features

- Strong industry engagement
- Nationally agreed and consistent standards for training providers
- Nationally agreed competency based qualifications defined by industry
- Strong pathways between School, VET, Higher Education and the workplace

Australian Apprenticeships



- Over a quarter of a million people undertaking an apprenticeship in 2017
- Excellent employment outcomes: 81.2% employed after completing training
- Government makes significant investments in Apprenticeships:
 - \$190 million annually to Australian Apprenticeship Support Network
 - \$400 million annually to incentive programs

Initiatives Supporting rural training

- Language, literacy and numeracy assessment and training for the workforce of further education
- Distance Provider delivers training to clients unable to access face-to-face training
- Since 1 July 2017, 13,000 regional and 1,143 remote clients have been assisted in the SEE program
- 15 Regional Register Training Providers
- 5 Remote Register Training Providers



Initiatives Supporting rural training

- Australian Apprentice Wage Subsidy support apprenticeships in skills need occupations in rural and regional areas
- Provides support in the first three years of an Australian Apprenticeship
 - 75 per cent of the first year award wage
 - 50 per cent of the second year award wage
 - 25 per cent of the third year award wage





Initiatives Supporting rural training

- Language tuition to migrants to enable them to participate socially and economically in Australian society.
- Pre-employment English stream to focus on foundations skills
- 307 locations across Australia in major cities as well as rural and regional areas
- Physical providers and a provider who specializes in distance delivery
 - supported by regular telephone or internet teacher contact for distance
 - self-paced e-learning using an online package
- Part time options available



Initiatives Supporting rural training

The Community Development Programme

- remote employment and community development service
- supports remote job seekers in more than 1,000 communities
- designed around the unique social and labour market conditions found in remote Australia



Case Study: Indigenous Australians



Closing the Gap 2007-2018

	Target	Status
1	Halve the gap in mortality rates for Indigenous children under five by 2018	On track
2	95 per cent of all Indigenous four year-olds enrolled in early childhood education by 2025	On track
3	Close the gap between Indigenous and non-Indigenous school attendance by 2018	Not on track
4	Halve the gap for Indigenous children in reading and numeracy by 2018	Not on track
5	Halve the gap for Indigenous Australians aged 20-24 in Year 12 or equivalent attainment by 2020	On track
6	Halve the gap in employment outcomes between Indigenous and non-Indigenous Australians by 2018	Not on track
7	Close the gap in life expectancy by 2031	Not on track

- Funding **prioritised** to meet targets
- **Evidence-based** programs and policies
- Genuine **collaboration** between governments and communities
- Programs and services **tailored** for communities
- **Shared** decision-making
- Clear **roles**, responsibilities and accountability

Solutions need to involve the whole community



- Holistic approach
- Active involvement of Indigenous communities
- Collaborative working relationships across all service provision
- Valuing cultural identity
- Clear leadership and governance
- Employing Indigenous staff in all aspects of policy and program
- Strengths based approach
- Research and evaluation

ASEAN-Australia Infrastructure Skills Dialogue

			
APEC LOGISTICS PROJECT • China • Philippines • Vietnam • Indonesia	IORA PORTS PROJECT • India • Sri Lanka • Malaysia • Indonesia • Australia	PACIFIC ALLIANCE LOGISTICS PROJECT • Mexico • Colombia • Peru • Chile	ASEAN CAPACITY BUILDING - CIVIL CONSTRUCTION • Philippines • Vietnam

- Development of Occupational Standards Framework
- Development of agreed job roles identifying core and elective occupational standards for each
- Development of associated occupational standards
- Benchmarking of qualifications across participating countries

Role of Government in Employment and Education

Dept. of Jobs and Small Business

- Employment
- Job Services
- Labour Markets
- Workplace Relations
- Small Business

Dept. of Education and Training

- Early childhood education
- School education
- Higher education
- Vocational education and training
- International education
- Academic research



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Better Linking Job Seekers with Employers Innovative Job Matching Approaches in Rural Areas

8th Regional Policy Dialogue on TVET
and 10th Annual Expert Meeting of the Initiative on Employment and Skills Strategies in Southeast Asia
20-22 November 2018

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Australian Employment Services

Centrelink



Job Seeker
Payments and
Compliance

Employment
Services
Gateway



jobactive



Disability Employment Services



AN AUSTRALIAN GOVERNMENT INITIATIVE

**Community Development
Programme - Remote**



**Complementary
Programs**

Mature Age

Indigenous
Employment Projects

Skills For Education &
Employment (SEE)

Australian
Apprenticeships

Vocational Education
and Training

Transition to Work

ParentsNext

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Australian Employment Services

- Job Seeker Classification Instrument – a streaming tool designed to assess a job seeker's level of required assistance
- Multiple providers across Australia ranging in size and profile
- Contract arrangements and performance framework (KPIs) are designed to drive employment solutions at a local level in particular assisting disadvantaged job seekers
- Star ratings use regression model to compare provider performance, informing user choice and business reallocation
- Increasing focus on employment outcomes and mutual obligation
- Some differences in approach between programme areas
- All providers connected to the Employment Services System (ESS) - inputs info on skills gaps, employment outcomes and payment points. Increased use of mobile technology

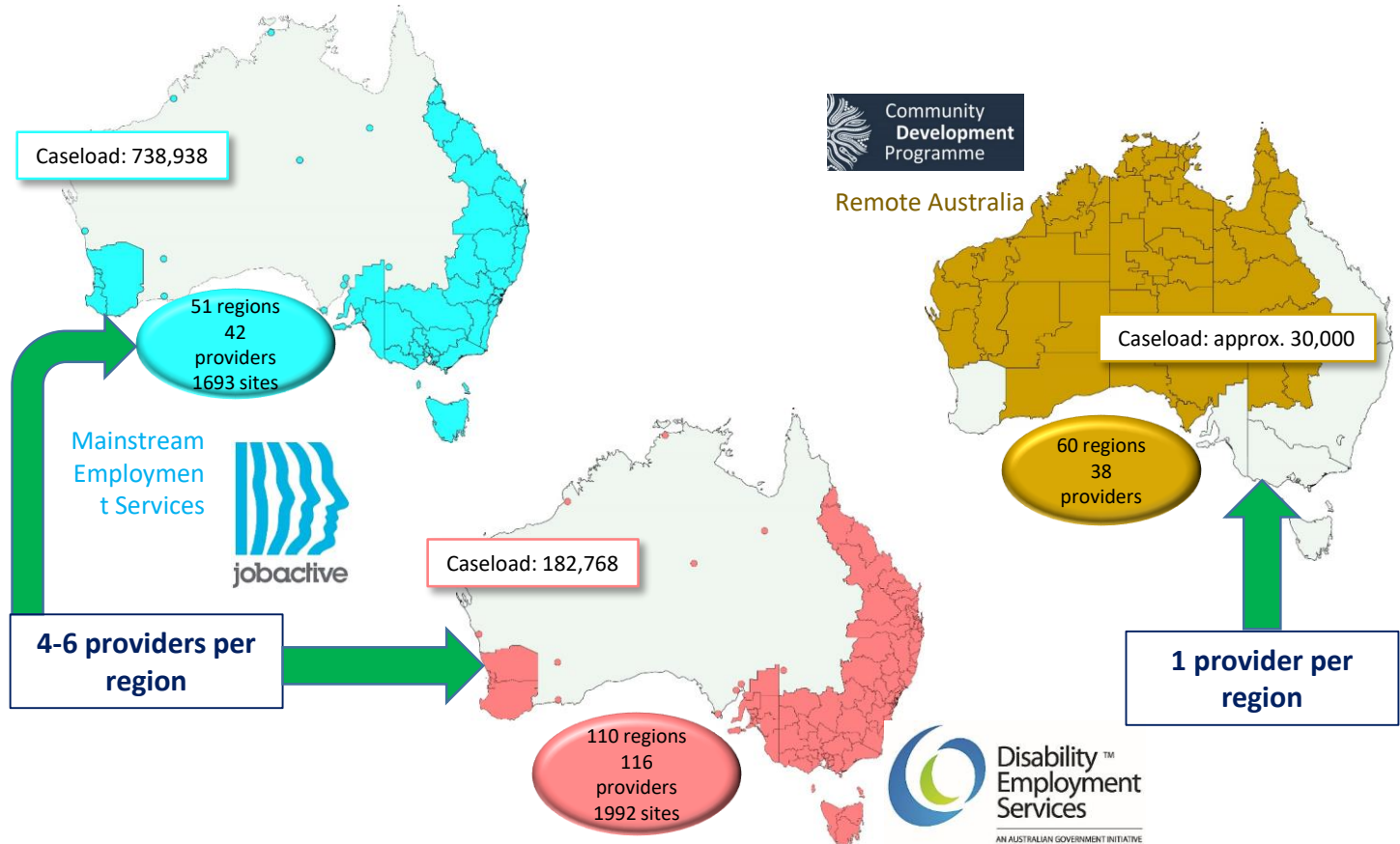
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Major programmes



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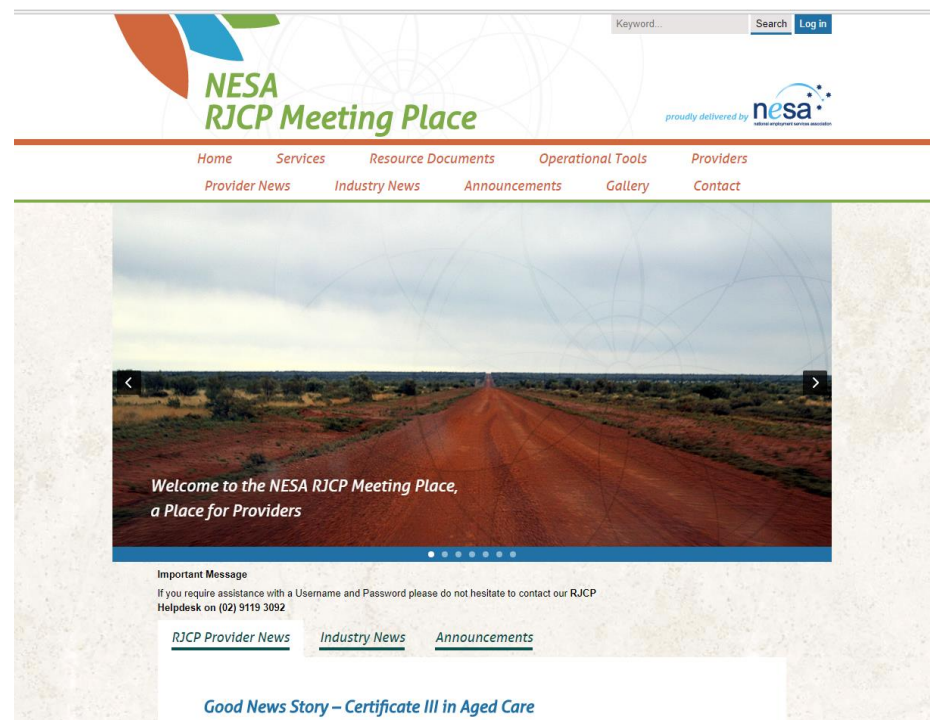


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NESA's Capacity Building Expertise

Services

- Business Process Review
- Organisational Assessment
- Financial Management and Analysis
- Service Delivery Model Review
- Governance Structure and Development
- Risk Management
- Partnership and Sub-contract Management
- Project Management
- Community Engagement
- Quality Assurance



In 4 years:
250 capacity building projects
400 industry forums

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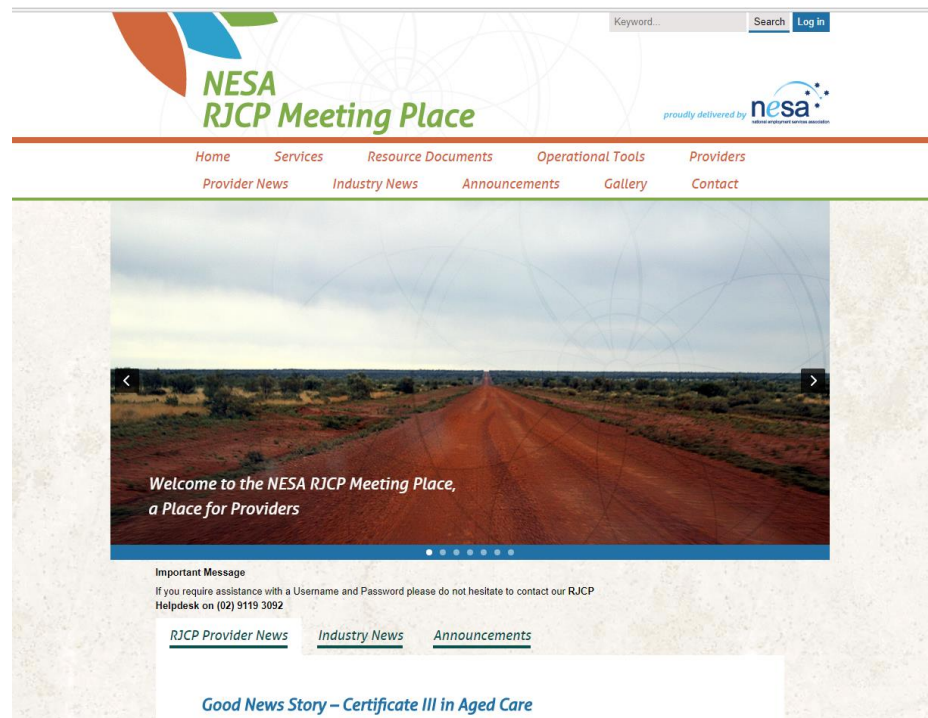
NESA's Capacity Building Expertise

Resource Documents

- Case Management
- Employer Engagement
- Remote Youth Leadership & Developments Corps
- Building Capacity
- Complex Needs
- Governance

Operational Tools

- Series of guides
- Templates
- Plans
- Checklists



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