

Terms of Reference

TasTAFE (Skills and Training Business) Act 2021 – 30-Month Legislative Review

Purpose

Section 47(3) of the *TasTAFE (Skills and Training Business) Act 2021* (the TasTAFE Act) requires that as soon as practicable after the 30-month anniversary of the commencement of the Act, the Minister is to commission an independent review into:

- (a) the operation of the Act, and the scope and potential scope of the Act, since its commencement; and
- (b) the operation of TasTAFE, and its organisational and administrative structure, under the Act.

Section 47(4) requires that the Minister is to ensure a written report on the Review is prepared as soon as practicable after the completion of the Review. Section 47(6) requires that the Minister is to cause a copy of the report to be tabled in each House of Parliament within 10-sitting days after being provided the Report.

The TasTAFE Act commenced on 1 July 2022, triggering the 30-month legislative review to commence as soon as practicable in January 2025.

Context

The Tasmanian Government's objective for TasTAFE is to provide responsive and innovative vocational education and training tailored to the needs of industries and businesses, with learners at the centre of all activity.

*TasTAFE Transition for a better training future*¹ expects the following outcomes:

Training Offering – TasTAFE is valued as being forward-looking and for supporting the Tasmanian economy and community by delivering training in areas where the public provider is best placed to deliver.

Training Delivery – TasTAFE's training delivery meets the needs and expectations of Tasmanian learners, employers and industry.

Workforce – TasTAFE is a future-focused, market-facing organisation, whose staff take great pride in their workplace and are supported to gain industry experience.

Infrastructure – TasTAFE's physical and digital infrastructure supports best practice delivery.

Governance – TasTAFE has the flexibility to adjust its operations to meet customer needs and has clear lines of accountability.

¹https://www.stategrowth.tas.gov.au/_data/assets/pdf_file/0014/304115/TasTAFE_transition_for_a_better_training_future.pdf

Review Scope

The Review will consider and provide an independent view on:

1. The operation, and potential scope, of the TasTAFE Act, including TasTAFE's employment arrangements, administrative requirements (Ministerial Statement of Expectations, Ministerial Directions, Corporate Plan, Child Safe Code of Conduct) and subordinate legislation.
2. The alignment of TasTAFE's operations with the Government's objective for TasTAFE, and its organisational and administrative structure, having specific regard to systems, processes and practices that:
 - a. identify skills demand and shortages and strategies to meet emerging training needs and ensure ongoing alignment. (Training Offering)
 - b. facilitate working with industry to ensure that the training offered is relevant and appropriate. (Training Offering)
 - c. provide for consistent service delivery models and evaluation approaches that put the learner at the centre and meet employer needs. (Training Delivery)
 - d. facilitate working with industry to ensure that the way that training is delivered is relevant, appropriate and maintains industry currency, including opportunities for industry participation in training delivery. (Training Delivery)
 - e. support professional development in contemporary training and assessment methods, including working with industry to offer return to work opportunities. (Workforce)
 - f. build management capability in organisational stewardship and collaboration. (Workforce)
 - g. deliver the Government's investments in facility and equipment upgrades. (Infrastructure)
 - h. support strategic planning for facilities and equipment. (Infrastructure)
3. Progress towards improved transparency and accountability having specific regard to systems, processes and practices that:
 - a. drive alignment of operations with the Government priorities for TasTAFE's as the public provider including delivery against the Statement of Expectations. (Governance)
 - b. drive alignment of operations with the Deed of Purchasing Arrangement. (Governance)
 - c. establish review and evaluation processes to maintain performance and drive improvement and innovation. (Governance)

It is expected that TasTAFE Board and senior executive, Skills Tasmania and industry peak groups will be directly engaged in the Review, with broader engagement with the Review invited through submissions responding to the Terms of Reference.

Roles and Responsibilities

The TasTAFE Act defines an independent review as a review carried out by two or more persons who –

- (a) in in the Minister’s opinion, hold the appropriate qualifications and skills to perform the review; and
- (b) include one or more persons who are not State Service officers or State Service employees; or TasTAFE directors or TasTAFE employees.

The Department of State Growth (Skills Tasmania) will provide administrative support to the Review.

Review Report

TasTAFE and Skills Tasmania will be provided the draft Report with the opportunity to respond to recommendations ahead of finalisation.

It is anticipated that a report on the Review will be provided to the Minister by the end of June 2025.