

November 2024

# Tasmanian Jurisdictional

# Action Plan

A requirement under the National Skills Agreement

# Background

The National Skills Agreement (NSA) is a five-year agreement between the Australian Government and states and territories. The NSA embeds national cooperation and strategic investment in the vocational education and training (VET) sector. The NSA supports delivery of skills needed in national priority areas, as well as providing states and territories with flexibility to meet local industry skills needs.

The National Skills Plan, released in September 2024, is a long-term national plan to meet agreed national targets and deliver on national priorities. The National Skills Plan outlines Skills Ministers' vision for the national VET system and the approach to achieving the shared goals of the NSA.

The Tasmanian Skills Plan sets out the strategic direction for Tasmania's training and workforce development system and informs the Tasmanian Government's funding priorities over the next five years. The plan is the culmination of extensive collaboration with industry, business, learners and training providers. It outlines how the Tasmanian Government will grow Tasmania's future workforce through investment in VET and complementary activities to meet skills and workforce needs.

# Purpose

This document, the Jurisdictional Action Plan, outlines how the Tasmanian Skills Plan is delivering on shared priorities of the NSA through local contexts. Tasmania's actions contributing to the national plan and priorities are outlined in Table 1.

Tasmania's bilateral implementation plans for specific policy initiatives under the NSA will be released progressively.

Implementation will be informed by Tasmanian legislative requirements under the *Training and Workforce Development Act 2013*; the *TasTAFE (Skills and Training Business) Act 2021*; the *Financial Management Act 2016* and other requirements under the Tasmanian Treasurer's Instructions.

# Outcomes Framework

The Tasmanian Training and Workforce Development System Performance Report (the Performance Report) forms part of the Jurisdictional Action Plan as the framework for reporting measures and outcomes at the jurisdictional level. The Performance Report is published in April each year, for the previous calendar year.

Future releases of the Performance Report will demonstrate Tasmania's contribution towards national outcomes (system and population outcomes) and outcomes aligned with the Tasmanian Skills Plan strategic priorities. An initial set of measures for the 2025 Performance Report is set out below. These will be reviewed as the national outcomes framework develops.

<b>System outcomes</b>	<b>Tasmanian measures (as they relate to Government funded VET)</b>	
Industry needs	Satisfaction rate for employers with vocational qualifications as a job requirement	
Student needs	Graduates satisfied with training quality	
Quality delivery	Graduates with improved employment status after training	Graduates/employers satisfaction
Responsive courses	Employers engaged with apprenticeships	Employers engaged with VET
Collaborative and sustainable system	Engagement through Industry Skills Compacts initiatives	Engagement of Registered training providers

Population outcomes	Tasmanian measures (as they relate to Government funded VET)	
Productivity	Graduates employed after training (who weren't employed before training)	
Labour supply	Training activity (VET program enrolments and apprentices and trainees in training)	Employment outcomes
Wellbeing and inclusion	Diversity in VET (including by Indigenous status, gender and disability)	Completions

## Co-investment

Shared investment from the Tasmanian Government and the Australian Government supports Tasmania's actions in accordance with the NSA.

Australian Government funding comprises of flexible funding to support state training systems and deliver national priorities, funding to support implementation of the NSA and funding to deliver policy initiatives under the NSA. Tasmania's matched funding for NSA policy initiatives will be outlined in bilateral implementation plans.

## Evaluation

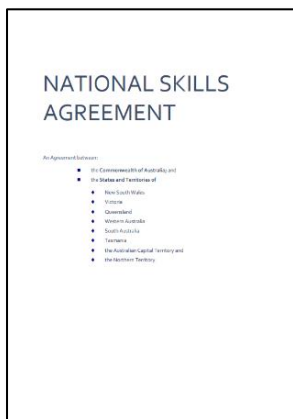
The National Skills Plan, Jurisdictional Action Plan and national priorities are subject to annual review.

The Tasmanian Government will continue to engage with relevant stakeholders, particularly across 2024-25, to shape the bilateral implementation plans for specific policy initiatives.

We are committed to working alongside Aboriginal organisations in Tasmania to identify and respond to emerging priorities, and to support increased capacity and capability within Aboriginal Community Controlled organisations to support improved training outcomes.

Tasmania's efforts will be staged and prioritised over the duration of the NSA. The annual review cycle allows activity to evolve over time and to adjust actions, as necessary, to respond to new evidence or emerging priorities.

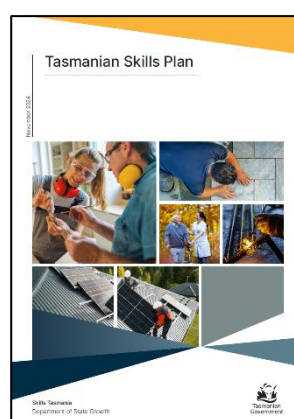
## Resources



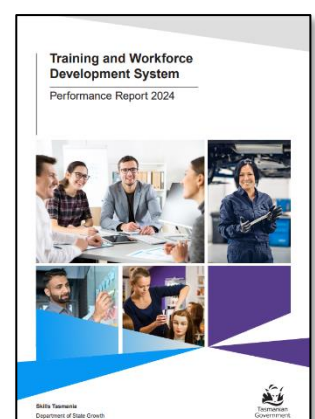
National Skills Agreement



National Skills Plan



Tasmanian Skills Plan



Tasmanian Training and Workforce Development Performance Report

**Table 1 – Tasmanian actions, national priorities and focus areas**

<b>National priority</b> <i>Per the NSA</i>	<b>Key focus areas and targets</b> <i>Per the National Skills Plan</i>	<b>Tasmanian actions</b> <i>Per the Tasmanian Skills Plan</i> <i>(including related resources and projects)</i>
Gender equality	<ul style="list-style-type: none"> <li>• Providing innovative training opportunities to improve the flexibility of VET delivery.</li> <li>• Delivering wraparound support for women undertaking VET (including apprentices) from enrolment through to completion and employment.</li> </ul>	<ul style="list-style-type: none"> <li>• Skills assist (action 2.1)</li> <li>• Supporting employers to build strong workforces (action 2.3)</li> <li>• Supporting participation of women in vocational education and training (action 1.5)</li> <li>• Fee-Free TAFE (Construction) targeted project</li> </ul>
Closing the Gap	<ul style="list-style-type: none"> <li>• Delivering wraparound support for First Nations students from enrolment through to completion and employment.</li> </ul>	<ul style="list-style-type: none"> <li>• Skills assist (action 2.1)</li> <li>• Building capability in Aboriginal Community Controlled RTOs (action 3.4)</li> </ul>
Supporting the Net Zero transformation	<ul style="list-style-type: none"> <li>• Ensuring the availability and accessibility of training for clean energy occupations in regional areas.</li> <li>• Improving the responsiveness of VET delivery through collaboration with industry to identify key skills required for emerging clean energy technology.</li> </ul>	<ul style="list-style-type: none"> <li>• Supporting excellence in our energy workforce (action 1.7)</li> <li>• Fostering shared responsibility and a partnership approach (action 1.2)                             <ul style="list-style-type: none"> <li>◦ Energy Industry Skills Compact</li> </ul> </li> <li>• Energy sector prioritised for contestable training programs (Skills Tasmania Snapshot of Training Needs)</li> </ul>
Sustaining essential care services	<ul style="list-style-type: none"> <li>• Developing and delivering training that supports entry into the sector and clear career pathways and opportunities for ongoing professional development.</li> <li>• Strengthening, diversifying and promoting training pathways from school through to VET and from VET to university.</li> </ul>	<ul style="list-style-type: none"> <li>• Supporting excellence in our health and care workforce (action 1.6)</li> <li>• Strengthening the VET workforce (action 3.1)</li> <li>• Celebrating success and promoting value in VET (action 3.6)</li> <li>• Fostering shared responsibility and a partnership approach (action 1.2)                             <ul style="list-style-type: none"> <li>◦ Early Childhood Education &amp; Care Industry Skills Compact</li> <li>◦ Disability Services Industry Skills Compact</li> </ul> </li> <li>• Health care and social assistance industry prioritised for contestable training programs (Skills Tasmania Snapshot of Training Needs)</li> </ul>

Developing Australia's sovereign capability and food security	<ul style="list-style-type: none"> <li>• Collaborating with industry on the development of new and updated courses to support industrial transformation, new industries and advanced manufacturing.</li> <li>• Expanding RTO integration with government, industry and unions to attract, skill and employ workers and to strengthen career-long pipelines.</li> </ul>	<ul style="list-style-type: none"> <li>• Investing in the skills people need for the jobs of tomorrow (action 1.1)</li> <li>• Fostering shared responsibility and a partnership approach (action 1.2) <ul style="list-style-type: none"> <li>○ Industry Skills Compacts for Advanced Manufacturing, Mining, Transport &amp; Logistics and Agriculture</li> </ul> </li> <li>• Transport and logistics sector prioritised for contestable training programs (Skills Tasmania Snapshot of Training Needs)</li> </ul>
Ensuring Australia's digital and technology capability	<ul style="list-style-type: none"> <li>• Engaging with industry to ensure VET tech graduate suitability and to meet the needs of employers and students, ensuring the right mix of technical and transferrable skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Fostering shared responsibility and a partnership approach (action 1.2) <ul style="list-style-type: none"> <li>○ Technology Industry Skills Compact</li> </ul> </li> <li>• Supporting place-based learning with the right delivery methods (action 2.2)</li> <li>• Innovating VET for the future (action 3.2)</li> <li>• Information, communication and technology sector prioritised for contestable training programs (Skills Tasmania Snapshot of Training Needs)</li> </ul>
Delivering reforms to improve the regulation of VET qualifications and quality	<ul style="list-style-type: none"> <li>• Successfully implementing regulatory reforms such as supporting RTOs through the transition to revised Standards for RTOs and ensuring TAFEs remain leaders in their breadth of VET delivery.</li> </ul>	<ul style="list-style-type: none"> <li>• Building a strong and sustainable training sector (action 3.3)</li> <li>• Enhancing VET data and evidence (action 3.5)</li> </ul>
Delivering housing supply	<ul style="list-style-type: none"> <li>• Increasing the availability and accessibility of training in regional and remote areas.</li> <li>• Embedding advanced and emerging technologies and clean energy skills into construction-related trade qualifications.</li> </ul>	<ul style="list-style-type: none"> <li>• Supporting excellence in our building and construction workforce (action 1.8)</li> <li>• Fostering shared responsibility and a partnership approach (action 1.2) <ul style="list-style-type: none"> <li>○ Building and Construction Industry Skills Compact</li> </ul> </li> <li>• Construction sector prioritised for contestable training programs (Skills Tasmania Snapshot of Training Needs)</li> </ul>



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