

Training Priorities Plan

2024-25



Queensland
Government

Training Priorities Plan 2024-25



Big priorities

Booming care sector



Construction



Housing



Decarbonisation



Delivering for Queenslanders

Our annual Training Priorities Plan ensures our significant investment in skills, worth \$1.5 billion in 2024-25, remains responsive to skills needs while realising the collective vision of the five-year Queensland Skills Strategy and National Skills Agreement.

This plan outlines Queensland's skilling priorities and how they inform investment decisions, including training subsidies and the programs and initiatives developed to maximise outcomes for Queensland and for Queenslanders.

How do we prioritise?

Changing lives

Supporting Queenslanders to access the lifelong benefits of training for good jobs.

Opening doors at all career stages



Career Ready

Skills and support to choose a career and get your first job

SCHOOL STUDENTS



Career Start

Skills and support to start your career

JOB SEEKERS



Career Boost

Skills to take your career to the next level

WORKERS

Subsidised training programs

- Vocational Education and Training (VET) in Schools (DESBT funding)
- User Choice (school-based apprenticeships and traineeships)

- Free TAFE
- Certificate 3 Guarantee
- User Choice (apprenticeships and traineeships)

- Free TAFE
- Higher Level Skills
- User Choice (apprenticeships and traineeships)

Supported pathway programs and initiatives

- Gateway to Industry Schools Program
- School to Work Transitions
- TAFE career tasters

- Skilling Queenslanders for Work
- Back to Work
- Recognition of prior learning
- Trade Skills Assessment and Gap Training Program
- GTO Pre-apprenticeship Program

- Micro-credentialing Program
- Higher Level Apprenticeship Pilot
- Recognition of prior learning
- Trade Skills Assessment and Gap Training Program

Support for apprentices and trainees, including the Apprenticeships Info service, travel and accommodation allowance, Free Tools for First Years, Train and Retain initiatives, and the Women in Trade Apprenticeships Mentoring Program.

Support for diverse learners, including access to foundation skills training, Skills Disability Support, the Diverse Queensland Workforce program, overseas qualification recognition and First Nations Training Strategy initiatives.

For Queensland

\$1.5 billion

annual investment in skills for Queensland



Access and equity

Providing supported training pathways for diverse and disadvantaged Queenslanders, including:

- First Nations people
- multicultural communities
- people with disability
- young people
- mature-age Queenslanders
- long-term unemployed
- underemployed
- gender equity.

Skilling workforces

Investing in priority skills, where they are needed.

Subsidised training

Quality free and reduced-fee training for Queensland jobs in demand, funded by the Queensland Government.

Queensland subsidised training lists

Skills Assure Supplier framework

(subsidised training programs and providers)



Training that is subsidised by the Queensland Government is delivered by TAFE providers and a quality-assured network of Skills Assure Suppliers.

PRIORITY SETTINGS



Ombudsman

Free and confidential support through the Queensland Training Ombudsman.

For industry and employers

Industry-based programs and initiatives

- Industry Skills Solutions (extending VET Emerging Industries initiative)
- Micro-credentialing Program
- Higher Level Apprenticeship Pilot
- Industry Skills Advisors
- Industry Workforce Advisors
- Gateway to Industry Schools Program
- Back to Work

For regions and communities

Place-based programs and initiatives

- Local Skills Solutions
- Regional Jobs Committees
- Rural and Remote Pilot
- Regional Planning Pilot

Community-based programs and initiatives

- Skilling Queenslanders for Work
- First Nations Training Strategy
- Indigenous Workforce and Skills Development Grants
- Diverse Queensland Workforce
- Social Enterprise Grants

Minister's message

With a strong economy and the many opportunities it offers Queenslanders, I am pleased to publish the first annual Training Priorities Plan outlining how the Queensland Government is supporting skills development across the state.

With \$1.5 billion for training under the 2024-25 State Budget, the Queensland Government is committed to skilling Queenslanders and backing them into good jobs – people-powering our economy into the future.

Queenslanders who have trained through TAFE and vocational education are the heart and soul of our economy – our builders, our carers, our retail workers – they keep the state running.

At a level never seen before, the state's strong economy and big priorities are delivering opportunities for Queenslanders across our industries and regions. From Queensland's Big Build – our biggest decade of infrastructure delivery – to the Homes for Queenslanders plan and the SuperGrid and clean energy transition under our Queensland Energy and Jobs Plan, critical workforce need is combining with many exciting opportunities to fuel demand for skilled workers throughout our economy. More than ever, Queensland workforces need to be skilled and ready to respond and seize these opportunities, and share the prosperity across our communities.

The *Good Jobs, Great Training: Queensland Skills Strategy 2024 – 2028* is Queensland's five-year strategy to forge an even stronger, more responsive and accessible TAFE and training system. We're delivering quality, priority skills at all career stages – putting good, local jobs within reach of every Queenslanders. Through opportunities like Free TAFE and subsidised training, we're delivering life-changing cost-of-living relief while equipping Queenslanders with the skills that our businesses, industries and economy need to thrive.

Each financial year, we will set-out our training priorities and activities for the year ahead in our Training Priorities Plan, delivering on actions outlined in the Queensland Skills Strategy and maximising opportunities and outcomes for Queensland under the National Skills Agreement. This annual approach provides greater agility to align investment priorities with the most pressing skills and workforce needs – ensuring we grow the right skills, when and where they are needed, and keep doing what matters for Queensland.

The Honourable Lance McCallum MP

Minister for Employment and Small Business and
Minister for Training and Skills Development



Acknowledgement of First Nations peoples

The Queensland Government respectfully acknowledges the First Nations peoples in the state of Queensland, and acknowledges the cultural and spiritual connection that Aboriginal and Torres Strait Islander peoples have with the land and sea.

We respectfully acknowledge Aboriginal people and Torres Strait Islander people as two unique and diverse peoples, with their own rich and distinct cultures, resilience and strengths.

We specifically acknowledge the unique history and cultural heritage of Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia. We pay our respects to Elders past and present.

We are dedicated to the inclusion of cultural knowledge and values as critical factors in the development, implementation and evaluation of strategies and actions to support First Nations peoples.



Our annual plan

Across five years and five focus areas, the *Good Jobs, Great Training: Queensland Skills Strategy 2024 – 2028* sets out to strengthen the state's TAFE and training system – ensuring it can deliver skills to power our economy and provide access to good jobs with better pay for Queenslanders.

The strategy is also Queensland's roadmap to deliver on the National Skills Agreement, unlocking billions in government investment to address local and national training and skills needs, and is a key action under the *Queensland Workforce Strategy 2022 – 2032*.

The Queensland Government – through the Department of Employment, Small Business and Training – delivers a range of subsidised and supported training pathways that open doors to good jobs for Queenslanders at all career stages.

This annual Training Priorities Plan is a key action of the Queensland Skills Strategy, released in May 2024. It provides important information about Queensland Government priorities, subsidised and supported training pathways, and the programs and initiatives that support access and outcomes from training to deliver a skilled workforce.

The Queensland Skills Strategy sets the vision for the next five years, while this plan's annual approach enables government to be responsive and focus funding where and when it is needed.

The continuing strength of the Queensland economy and the need for skilled workers is a key priority. We also need to consider the impacts of an ageing workforce and labour shortages emerging across industries and regions. Focus is required on diverse and under-represented workers, and flexible pathways to priority occupations that are crucial to the state's economic growth.

Delivering skills for Queensland and Queenslanders, our Training Priorities Plans will ensure we remain focused on our vision for a highly skilled and ready workforce that powers Queensland into the future.

Our economy and workforce

Queensland's strong economy has surpassed growth projections for 2023-24, with the state recording a total workforce of 2,951,000 people in July 2024.

Jobs Queensland's *Anticipating Future Skills (Series 4)* predictions for 2025-26 are:

- Employment is projected to increase by 7.6%, or 206,983 people, between 2021-22 and 2025-26.
- Health care and social assistance will remain an employment powerhouse, growing 17% to employ more than 30% of all new workers by 2025-26.
- Queensland will be more educated than ever, with 82,000 more bachelor degree-qualified workers and almost 44,000 more workers with certificate III and IV qualifications by 2025-26.
- Employment growth will be shared across most industries in Queensland.
- More than 70% of all new jobs will be in five industries – health care and social assistance; professional, scientific and technical services; education and training; accommodation and food services, and; construction.





A strong economy driven by skilled Queenslanders

To keep our economy strong, Queensland relies on workers with the skills industries need to grow, adapt and thrive. This is why government-subsidised training is focused on delivering the priority skills our industries and employers need now and in the future.

It is also important that the courses we fund support access to skills development for people requiring additional wrap-around services and foundation skills training, such as language, literacy and numeracy.

Queensland Government funding for training focuses on accredited courses aligned with the Australian Qualifications Framework (AQF). The AQF is the national policy for regulated qualifications in the Australian education and training system. The AQF defines the essential characteristics, including the required learning outcomes, of the different types of qualifications issued across senior secondary education, vocational education and training (VET) and higher education systems in Australia.

VET qualifications are delivered through employment-based training pathways (apprenticeships and traineeships) and courses delivered in classrooms, online or through a mix of both.

Queensland's 5 largest employing industries



487,597 employed

Health care and social assistance

Registered nurses, aged and disability carers, child carers



275,465 employed

Retail trade

Sales assistants (general), retail managers, checkout operators and office cashiers, shelf fillers



263,727 employed

Construction

Electricians, carpenters and joiners, construction managers, plumbers



257,052 employed

Education and training

Primary school teachers, secondary school teachers, education aides, university lecturers and tutors

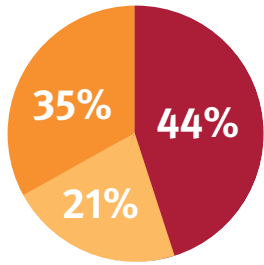


231,108 employed

Professional, scientific and technical services

Software and applications programmers, accountants, solicitors, civil engineering professionals

Projected workforce sizes in Queensland by 2025-26. Source: Jobs Queensland (2023), *Anticipating Future Skills (AFS) Series 4*.



Students of subsidised training

- Certificate 3 Guarantee*** – first post-school qualification
- User Choice** – apprenticeships and traineeships
- Higher Level Skills** – certificate IV and above qualifications, and skill sets

2023-24 Queensland Government funded training students by subsidy program. Percentages are used as students can participate in more than one training place. *Certificate 3 Guarantee includes DESBT-funded VET in Schools. Source: DESBT internal database.

Government-subsidised training is delivered by TAFE and quality-assured registered training organisations (RTOs) known as Skills Assure Suppliers, which are providers approved to deliver funded training and assessment services in Queensland.

Training funded through our subsidy programs focuses on providing Queenslanders with formal post-school qualifications that lead to jobs, address skills shortages, and support economic productivity and prosperity.

This Training Priorities Plan outlines Queensland’s priorities and how qualifications on our subsidised training lists align to occupations that have good employment outcomes and are needed by the economy.

QUEENSLAND CONTEXT

A dynamic economy requiring more and higher skilled workers

March 2020 (COVID-19) to July 2024



A strong economic recovery

- 15.5%** larger state domestic economy
- 390,200** more people employed – up **15.2%**
- 67.1%** labour force participation – up from **65.5%**



... driving tight labour market conditions

- Job vacancies still high – up **74.5%**
- High labour demand in many regions and industries, across skilled and unskilled occupations
- Additional complexity from:
 - increasing demand for housing
 - changing economic conditions.



... placing pressure on meeting needs and opportunities

- 9 in 10** new jobs need a post-school qualification
- Workforce pressures include:
 - degree-qualified and experienced health, social and education workforce
 - entry-level and VET-qualified workforce in health care and social assistance
 - VET and degree-qualified engineering, technical and digital workforce
 - entry-level workers in consumer-facing service roles
 - VET-qualified workforce in skilled trades, traditional industries and utilities.

Data sources: ABS 5206.0 Australian National Accounts; ABS 6202.0 Labour Force, Australia; ABS 6354.0 Job Vacancies.

Queensland priorities and commitments

The Queensland Skills Strategy is committed to priority skills pathways that give people access to their first qualification – maximising the social and economic benefits of training for individuals and for Queensland.

Qualification and place-based investment priorities are informed by the voices of students and industry, with the Queensland Skills Strategy committed to increased student input and an expanded skills advisory network.

The Australian and Queensland Governments are committed to TAFE at the heart of the training system, supported by a high-quality Skills Assure Supplier network, and achieving quality outcomes from government investment in training. TAFE and Skills Assure Suppliers support the Queensland Skills Strategy's focus on equity, access and meeting industry needs.

In addition, the Queensland Government supports the long-term strength and sustainability of the training sector, working with national and state counterparts as stewards of the system. This includes increasing access to training through subsidised and fee-free courses that assist with cost-of-living relief.

Having a strong training sector opens doors for Queenslanders to access local, inclusive and quality training and skilling opportunities.

Key drivers include:

- supporting economic growth through the supply of **skilled workers** aligned to employment opportunities
- more people with **higher skills** required for future jobs
- **growth in apprenticeship and traineeship** participation
- addressing skills needs in **rural and remote communities and economies**
- enabling **workforce participation** for diverse Queenslanders
- **skills needs in priority and emerging industries** – care and support, clean energy transition, manufacturing, agriculture, construction, digital and technology, and more
- opportunities and commitments under the five-year **National Skills Agreement**, which started on 1 January 2024.



INDUSTRY-LED SOLUTIONS

Electric vehicles showcase the power of industry-led training solutions

The power of industry-led solutions to skills needs in emerging industries is being showcased by new electric vehicle safety micro-credentials for automotive technicians.

The Motor Trades Association of Queensland (MTAQ) created the short, affordable and immediate micro-credential series to explore the potential dangers and mitigations of repairing and performing maintenance on electric vehicles.

Bryan Foster, the Service Manager at Andersons Auto City in Gladstone, has completely embraced the training solution. Having completed the training himself, Foster (pictured above, right) is keen to get his 11 tradespeople and 10 apprentices on board too. He says the course is easy to fit into a packed schedule and is spot-on for gearing up his team as electric vehicles become a regular sight in their workshop.

MTAQ received \$500,000 for the project and have committed to maintaining and offering the micro-credentials into the future, resulting in long-term industry benefits from the investment.

By investing in industry-led solutions like this one, the \$15 million VET Emerging Industries initiative is fostering an environment of industry growth and placing Queensland at the forefront of new technology and workforce development.

To support Queensland Government commitments and skills priorities in 2024-25, the Department of Employment, Small Business and Training will provide Queenslanders access to:

- **Free TAFE programs** – helping to ease cost-of-living pressures while providing opportunities to upskill, reskill or start a career, including Free TAFE, Free Apprenticeships for Under 25s, Free Construction Apprenticeships for Over 25s and Free Nursing
- **User Choice** – providing public funding for the delivery of accredited, entry-level training to apprentices and trainees
- **Certificate 3 Guarantee** – providing eligible Queenslanders the opportunity to obtain their first post-school certificate III qualification
- **Higher Level Skills** – providing eligible Queenslanders the opportunity to gain the higher-level skills and qualifications required to secure employment or career advancement in a priority industry
- **VET in Schools (VETiS)** – funding which supports school students to complete fee-free qualifications that give them skills and knowledge required for employment in specific industries
- **Skilling Queenslanders for Work** – assisting eligible long-term unemployed Queenslanders to gain the skills, qualifications and experience to enter and stay in the workforce
- **Trade Skills Assessment and Gap Training** – giving eligible Queenslanders with substantial industry experience the opportunity to complete a priority trade qualification
- **GTO Pre-apprenticeship Program** – giving Queenslanders interested in an apprenticeship in hospitality, construction, engineering and automotive industries a taste of their chosen career with a certificate I traineeship through a group training organisation (GTO).

SKILLING QUEENSLANDERS FOR WORK

Project helps Lachlan build a career

Joining a Skilling Queenslanders for Work project was an important first step for Lachlan Dorrell (pictured right) to secure an apprenticeship and start a career in construction.

Lachlan signed up to complete a Certificate I in Construction traineeship through The Youth Development Foundation (YDF) and Major Training. With YDF, his mentor Wayne and others supporting him, Lachlan overcame transport barriers, improved his self-confidence and secured a carpentry apprenticeship.

Lachlan's efforts were recognised in the 2023 Queensland Training Awards, where he won a North Coast award and shared his story – inspiring others to overcome barriers and succeed through training.



MICRO-CREDENTIALING PROGRAM

Grace Loves Lace manufactured in Queensland

Grace Loves Lace, a Queensland bridal brand with international reach, has scaled up and bolstered local apparel production through a VET Emerging Industries (VEI) funded program to support the state's clothing manufacturers.

Tactile Learning received \$190,000 in VEI funding to create the program, plug training gaps and formally recognise the prior learning of 40 Queensland clothing production workers. Forty per cent of program participants were based in regional locations, including Townsville, Maryborough, Cairns and Bundaberg.

Tactile Learning has since graduated 22 Grace Loves Lace workers through their Clothing Manufacturing Training Capability program. Graduates now have formal recognition for prior experiences, are prepared for supervisory roles, and are ready to nurture apprentices through the MST31022 Certificate III in Apparel, Fashion and Textiles.

Program graduate, Grace Loves Lace's Head Machinist Shalome Bown, said she now confidently shares her expertise with younger machinists, keeping her feeling valued in the workforce. For Shalome, programs like this are important safeguards for the future of Queensland clothing manufacturing.

"This will preserve internal expertise, prevent overseas outsourcing and encourage businesses to develop the workforce they already have available," said Shalome.

Implementing the Queensland Skills Strategy

Our focus areas



Skills for good jobs

Get more Queenslanders into highly skilled jobs quicker.



Training that has the power to change lives

Support Queenslanders to access the lifelong benefits of training for good, highly skilled jobs.



TAFE for all Queenslanders

Deliver training across Queensland and skills for local economies by putting TAFE at the heart of the training system.



A training system backing Queenslanders

Build on the strengths of our world-class training system by working with our partners, promoting opportunities offered by training and standing up for Queenslanders.



Quality and results driven

Focus on economic priorities, local needs and student outcomes so our training system delivers for Queensland.



Queensland Training Awards

– shining a spotlight on excellence in training and the transformative power of skills since 1962.

Pictured: Brisbane City Council arborist Harry Roberts was named Queensland's 2024 Harry Hauenschield Apprentice of the Year at the state final gala event on 7 September 2024.



Cairns to host Queensland's first TAFE Centre of Excellence

Australian and Queensland Governments are jointly establishing the nation's first TAFE Centre of Excellence – Health Care and Support at TAFE Queensland's Cairns campus – backed by \$35 million under the National Skills Agreement.

2024-25 activity includes:

- Enhancing access to **Certificate IV and above VET qualifications** by funding more qualifications through User Choice and Higher Level Skills programs, and expanding student eligibility where it is supported by industry advice.
- Providing additional **foundation skills training** for apprentices and trainees who need support to complete their training.
- Increasing access to **Free TAFE** opportunities by funding more training places and maintaining open eligibility criteria.
- A new \$2 million funding round to **boost completion outcomes for students** of government-subsidised training.
- Delivering the **rural and remote training delivery pilot** program in Central and North Queensland to support future access to face-to-face training in regional Queensland.
- Enhancing industry input on workforce skills needs and the courses we fund through an **expanded industry engagement model**.
- A new \$8 million **Industry Skills Solutions** program to provide for more immediate, customised and innovative training responses to bridge skills gaps and provide employers with the ability to address workforce issues.
- Delivering **Local Skills Solutions** with \$3 million to support place-based solutions that deliver flexible training responses that meet the immediate skills priorities of local employers and communities.
- Another round of the **Micro-credentialing Program** to support flexible skills delivery to keep pace with changing workplaces and industries.
- Reviewing **qualification subsidy pricing**, including the loadings paid in regional and remote areas, and the Travel and Accommodation Allowance paid to eligible apprentices and trainees.
- Developing a new **Skills Assure Supplier framework** that supports the skills strategy priorities, including:
 - new inclusive practices and professional development for Skills Assure Suppliers
 - a new application process for all eligible RTOs to express their interest in delivering government-subsidised training in Queensland under the new framework (from 1 July 2025 for new Career Start and Career Boost programs and 1 January 2026 for a new Career Ready VET in Schools program).
- **Supporting gender equality** with targeted programs for women in non-traditional industries and implementing the Equal by 30 Campaign for the clean energy sector.
- Working with First Nations communities to **Close the Gap on training outcomes** by continuing to implement the First Nations Training Strategy and working in partnership with First Nations stakeholders to identify, co-design and implement future programs and reforms.
- **Partnering with the Australian Government** as a joint steward of the national training system and delivering on national actions, including the National TAFE Network and the VET Workforce Blueprint.

Skills for all career stages

Government-subsidised training ensures Queenslanders can access skills for jobs in demand at all career stages.

- To get career ready and gain work skills and experience valued by employers, **Queensland secondary school students** have access to career taster programs and subsidised training, including school-based apprenticeships and traineeships (certificates II and III), and certificate I and II qualifications.
- **Every Queenslander** can access Free TAFE or subsidised training to achieve their first post-school certificate III qualification and a good career start – even if they completed qualifications at school.
- For a career boost, **eligible Queenslanders** can upskill and reskill for jobs in high demand, with Free TAFE and subsidised training available for higher level qualifications (certificate IV and above) as well as priority skill sets.

Career Ready
Skills and support
to choose a career
and get your
first job

New TAFE-led Career Ready VET in Schools program, phased in from the 2026 school year

- Funding subsidies for certificate I and II qualifications identified as pathways to priority area occupations.
- Increasing awareness of school-based apprenticeships and traineeships.
- Expanding access to career taster programs for students in Year 10 to provide immersive industry experiences designed to showcase opportunities and training pathways.
- Supporting secondary students who have career aspirations aligned to priority VET pathways.

Career Start
Skills and support
to start your
career

New Career Start program available from 1 July 2025

- Funding subsidies for certificate III qualifications, including apprenticeships, traineeships and Free TAFE.
- Supporting expanded access to foundation skills.
- Increasing access for training delivered in regional and remote areas, including reviewing loadings paid to providers delivering face-to-face training in these areas.
- Providing additional support to diverse and vulnerable job seekers, including pre-apprenticeship opportunities.
- Supporting women to find training pathways and shape successful careers.
- Funding free and low-fee apprenticeships and traineeships in priority and emerging industries for Queenslanders.

Career Boost
Skills to take your
career to the next
level

New Career Boost program available from 1 July 2025

- Funding subsidies for certificate IV and above qualifications, including Free TAFE.
- Funding additional higher-level skills qualifications, including those that provide pathways to university, and expanded eligibility for priority industries.
- Providing more opportunities and expanding access for workers to upskill and reskill.
- Supporting skilled workers to become a trainer and assessor, and share their expertise to build future workforces.

CAREER READY

Career-ready skills in schools drive success

Mount Isa's Sophie Thomson is on the road to becoming a qualified mechanic after gaining a taste of the trade at high school.

"My journey began with a work experience stint, followed by a school-based traineeship in mechanics," Sophie said.

"I was drawn to this field because of the dynamic nature of the work, which led me to pursue a full-time apprenticeship."

Sophie is completing a Certificate III in Engineering – Fixed and Mobile Plant Mechanic with TAFE Queensland, fully subsidised through the Free TAFE initiative.



CAREER START

Tyler's apprenticeship starts a great career

Tyler Gscheidle, from Boyne Island near Gladstone, is proof that apprenticeships and traineeships are great ways to start careers.

A passion for building and construction led Tyler into his carpentry apprenticeship with employer Werry Building and training provider Blue Dog Training.

Gaining hands-on experience as part of a small team worked for Tyler, who grew to take on a lead role in the business, and now helps guide and mentor new generations of apprentices.



CAREER BOOST

Jessica's qualified to inspire and aim high

From Year 10 school leaver to university student, Jessica Addo is aiming high and changing lives through education.

Getting involved in her young daughter's learning, Jessica was inspired to pursue a career in education – having already completed a business traineeship.

Jessica enrolled in a Certificate IV and Diploma in Aboriginal and Torres Strait Islander Education through TAFE Queensland's Remote Area Teacher Education Program.

"I'm a living, breathing example of what vocational education and training can achieve," said Jessica, who went on to secure a management role with her local PCYC and start a Bachelor of Education, after being awarded a 2023 Pearl Duncan Teaching Scholarship.

Jessica was named the Australian and Queensland Vocational Student of the Year in 2023.





TAFE FOR ALL QUEENSLANDERS

State-of-the-art clean energy and manufacturing TAFE facilities

Queensland's next generation of energy and manufacturing workers now have \$18.29 million future-ready facilities in Townsville where they can learn their trades.

Officially opened in July 2024, TAFE Queensland's Townsville Trade Training Centre at Bohle is home to a state-of-the-art new Hydrogen and Renewable Energy Training Facility and the Advanced Manufacturing Skills Lab.

Tomorrow's renewable energy workforce is refining their expertise in a mixed reality studio, with workshops for hand tools and instrumentation, and electric vehicle training for hydrogen-powered heavy vehicles.

In the Advanced Manufacturing Skills Lab, training is being delivered for high-end manufacturing in emerging industries such as augmented reality, automation, cyber security and robotics.

All of this is designed to prepare our workforce not just for good, local jobs today but for careers of the future – funded as part of the Queensland Government's \$100 million Equipping TAFE for our Future initiative.

In alignment with the Queensland Skills Strategy, the Queensland Government will continue to upgrade and deliver new TAFE facilities across the state. Major projects include:

- continued delivery of the \$40 million Eagle Farm Robotics and Advanced Manufacturing Centre project, as part of the Equipping TAFE for our Future program
- delivery of the \$16 million Great Barrier Reef International Marine College expansion project
- a new \$4.5 million visual arts training precinct at TAFE Queensland's Pimlico campus*
- a new \$3.8 million clinical skills lab at TAFE Queensland's Loganlea campus*
- a new \$3.5 million health training hub at TAFE Queensland's Thursday Island campus*
- \$4.5 million refurbishment to deliver new gas fitting training facilities at TAFE Queensland's Toowoomba campus.

*Part funded by the Australian Government's TAFE Technology Fund.



Moving to a new Skills Assure Supplier framework

What is the SAS framework?

This is Queensland’s framework for contracting and quality-assuring RTOs that deliver subsidised training, known as Skills Assure Suppliers (SAS). It gives students, parents and employers confidence that their funded training providers can deliver high-quality, industry-standard training that best meets learner needs and supports employment opportunities.

The Queensland Skills Strategy commits to developing a new Skills Assure Supplier (SAS) framework that delivers quality, priority skills aligned to economic needs. TAFE will anchor priority delivery, with quality SAS contracted to ensure optimal coverage and outcomes.

Providing a stable transition for students and training providers to deliver on this commitment is a priority. The chart below shows how we will transition to the framework’s new subsidy programs over the coming years.

To begin with, eligible SAS contracts have been renewed for subsidised training delivery this financial year (2024-25) and, for VETiS providers, will be to end of the 2025 school year. Discontinuing program arrangements will also be grandfathered, so students are not disadvantaged.

Priorities outlined in this Training Priorities Plan will inform new contracting arrangements for subsidised training delivery. In addition to TAFE provider capacity, consideration will be given to occupational demand and supply, regional skills profiles as well as quantitative and qualitative measures, and employer and community links.

A new expression of interest process will open from late September 2024, with all eligible RTOs (including public providers and current SAS) required to express interest in delivering subsidised training in identified qualifications and locations.

Streamlining subsidy programs

2024	2025	2026	2027
QVI* and User Choice** programs end 30 June 2025	QVI* phased out User Choice** phased out		
	Career Start and Career Boost		
	VETiS program ends 31 December 2025	VETiS phased out	
		Career Ready VETiS	
2024-25	2025-26	2026-27	2027-28

*Queensland VET Investment (QVI) programs include Certificate 3 Guarantee and Higher Level Skills. **User Choice funds apprenticeships and traineeships.

Complementing the new SAS contracting framework are new subsidy programs aligned to career stages – streamlining programs so Queenslanders can clearly see how subsidised courses can help them step into work and advance in their careers.

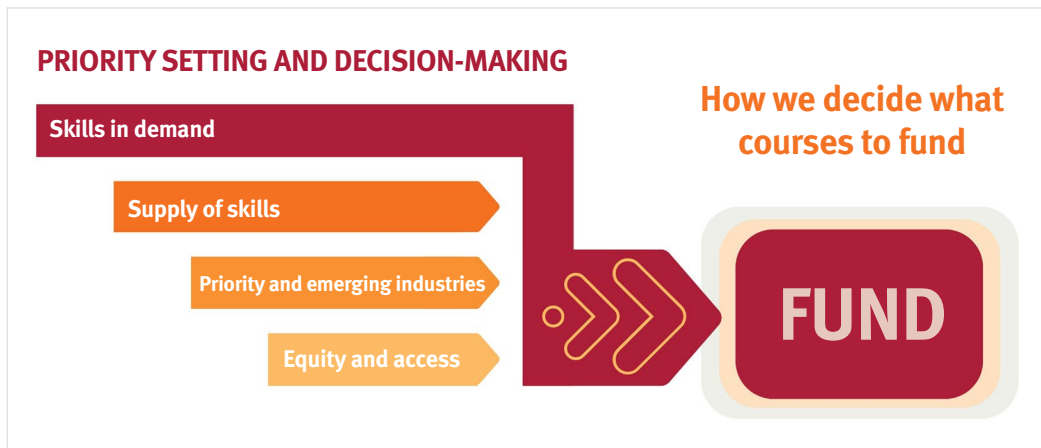
Subsidy levels (or prices) represent the level of government contribution for a qualification which takes into consideration estimated hours of delivery, the nature and complexity of training delivery, and overhead costs.

Under the current pricing model, subsidies are calculated as a proportion of an indicative course value or estimated full qualification delivery cost, which is determined by applying set factors. These factors include maximum and minimum payable hours for the qualification (derived from nominal hours for each unit of competency within the training package determined in Victoria and published through the Victorian Training Package Purchasing Guides), multiplied by a course rate that considers the nature and complexity of the training delivered, and other costs such as teacher or trainer costs, overheads and extraordinary materials.

Subsidies can be adjusted by the department based on certain factors, including market evidence that they are too high or low, to support an effective training response.

The current pricing model used by the department to inform training subsidies has remained relatively unchanged since its introduction in 2013.

Supporting the new SAS framework, a subsidy review will commence in 2024-25, and will consider subsidies paid for the range of training delivery, location loadings and to eligible apprentices and trainees required to travel to attend training.



Aligning subsidised training to jobs

The Queensland Skills Strategy is about investing where it counts – aligning Queenslanders’ skills with good jobs that match the needs of a thriving economy.

This annual Training Priorities Plan outlines how the Queensland Government targets investment in qualifications to deliver high-quality job outcomes – drawing on data, analysis and industry advice.

VET is one part of the post-school education and training landscape and, alongside higher education supports, Queenslanders gain the skills they need to access employment. Attraction, retention and industry leadership in workforce planning and development are also critical to meeting workforce needs. The Queensland Skills Strategy works alongside the Queensland Workforce Strategy to connect Queenslanders with the work they want, supporting employers to develop inclusive work practices and growing a stronger and more diverse workforce.

As at 1 July 2024, there were 435 qualifications (including skills sets) subsidised by the Queensland Government. Funded qualifications are identified by bringing together extensive skills needs analysis, analysis of training data, engagement with industry, and alignment with broader government objectives and student outcomes.

To help provide a pipeline of potential employees – with the right skills, at the right time – this plan considers both the role of apprenticeships and traineeships, and the undertaking of qualifications directly with a TAFE provider or other SAS.

Priority settings

1. Skills in demand

The Queensland Skills Strategy supports the diverse range of skills needed by the Queensland economy and provides a wide choice to students of all ages and backgrounds to find their best path to a good job. These core skills support growth in existing industry sectors, as well as replacement skills as existing workers retire or change jobs.

Funding priorities will take into account industry advice, student outcomes, statewide and regional economic needs, and the needs of industry, employers and small businesses.

Investment in qualifications is also influenced by employment requirements for qualifications (including professional, industrial and regulatory requirements), the type of training pathway required for an occupation, and the recruitment and hiring requirements of industry and employers. Some industries have a stronger reliance on VET pathways for their workforce than others.

2. Supply of skills

The department utilises employment projection data from Jobs Queensland’s *Anticipating Future Skills* series, labour market indicators and qualification completions to model occupation demand and qualification supply. This allows for the identification of qualifications where a student supply imbalance may be improved by a change to funding settings. This modelling includes projected turnover in existing staff in addition to new job creation.

To reinforce data findings, in 2024-25 the department will seek advice from stakeholders, including an expanded industry advisory network, regarding qualifications that may benefit from further promotion and/or changes to subsidised training.

Consideration is given to addressing both long and short training gaps, acknowledging that many occupations require apprenticeships or training options which can take up to four years.

The department will continue to work closely with the industry advisory network and Jobs and Skills Councils to identify and resolve any student suitability gaps which may be addressed through updates to training programs.



3. Priority and emerging industries

In addition to the core skills supported, the department continues to collaborate with Queensland stakeholders in identified priority and emerging industries, including health, community services, construction, manufacturing, resources and energy sectors, to explore opportunities to enhance workforce capacity and capability.

This includes enabling new and existing workers to access training opportunities within the training sector, providing a clear pathway to industry, and working with stakeholders such as Construction Skills Queensland and Manufacturing Skills Queensland to ensure industry skills needs are met.

4. Equity and access

Providing equitable and accessible training is embedded in the heart of the training system. Eligibility settings support access to qualifications aligned with occupations in demand – removing cost and other barriers to skilling opportunities.

Access to foundation skills or pre-apprenticeship pathways provide the core capabilities that enable students (including apprentices and trainees) to enrol in and complete a qualification at a certificate III or higher level. The Queensland Skills Strategy will expand access to foundation skills for apprentices and trainees.

To support increased access to face-to-face training in locations where access to subsidised training is limited, the department is conducting a pilot in the Central and North Queensland regions. This pilot is designed to assist with future price settings and to identify what levels of support may be required to improve access in regional and remote areas.

A new inclusive practices micro-credential is also under development to provide a supported experience for learners who are undertaking subsidised courses.

2024-25 investment in training delivery

Investment of more than \$1 billion directly supports training delivery through Skills Assure Suppliers, public providers and community organisations:

- \$87 million for Free TAFE, including Free Nursing
- \$251 million for Certificate 3 Guarantee, including VET in Schools
- \$90 million for Higher Level Skills
- \$262 million for User Choice
- \$293 million in grants for TAFE Queensland and other public providers
- \$93 million for Skilling Queenslanders for Work.

2024-25 Queensland Skills Strategy initial actions include:

- \$8 million for Industry Skills Solutions
- \$3 million for Local Skills Solutions
- \$2 million for the Set for Success pilot
- \$2 million to expand the Micro-credentialing Program
- \$6 million for more pre-apprenticeships and Work Skills Traineeships.

Driving action on skills

Our Training Priorities Plan puts strategy into action each year. It shows how our investment model, which is at the heart of our skills strategy, is designed to be responsive and accessible, while outlining key activities for the year ahead.

These activities deliver on commitments under the National Skills Agreement (NSA) and our five-year Queensland Skills Strategy. Our Training Priorities Plan is part of Queensland's annual Jurisdictional Action Plan under the NSA.

In this way, our first plan maps important first steps towards achieving a shared vision for skills in Queensland and the nation.

National Skills Agreement

Agreed initial priorities

Supporting critical and emerging industries delivered through investment in training priorities and skills strategy programs.

- Gender equality
- Closing the Gap
- Supporting the Net Zero transformation
- Sustaining essential care services
- Developing Australia's sovereign capability and food security
- Ensuring Australia's digital and technology capability
- Delivering housing supply
- Delivering reforms to improve the regulation of VET qualifications and quality

Specific policy initiatives

Co-funding opportunities in areas of national reform aligned with skills strategy objectives.

- Closing the Gap
- Ensuring access to foundational skills
- TAFE Centres of Excellence
- National TAFE Network
- Measures to strengthen the VET workforce
- Enhanced VET data and evidence
- Improved completions, especially for priority groups

The 2024-25 Queensland State Budget outlines investment of \$1.5 billion to support skills and training in Queensland in 2024-25, including \$450 million through the National Skills Agreement.



Queensland's 2024-25 action plan

Activity to be progressed in 2024-25 is mapped below across the five focus areas of the Queensland Skills Strategy (QSS).

Skills for good jobs



Deliver free and subsidised training for jobs in demand, including those in critical and emerging industries. Target: Train 1 million Queenslanders over four years from 2024-25. **(QSS Action 1.1)**

Provide additional foundation skills training for apprentices and trainees who need support to complete their training. **(QSS Action 1.2)**

Deliver the Rural and Remote Pilot in Central and North Queensland to support future access to face-to-face training in regional Queensland. **(QSS Action 1.4)**

Enhance access to certificate IV and above VET qualifications through User Choice and Higher Level Skills programs, and expand student eligibility where it is supported by industry advice. **(QSS Action 1.3)**

Deliver an Industry Skills Solutions initiative to support industry to address critical skills gaps, starting with an initial commitment of \$8 million. **(QSS Action 1.5)**

Develop a \$3 million Local Skills Solutions program to support place-based, flexible training responses to meet the immediate skills priorities of employers and communities, and also promote engagement among local stakeholders to work collectively to identify and address skills gaps. **(QSS Actions 1.5)**

Deliver a pilot initiative to support the VET workforce, starting with a trainer and assessor program for the electrical industry. **(QSS Action 1.6)**

Contribute to the development of the national VET Workforce Blueprint.

Training that has the power to change lives



Launch a new Career Ready VET in Schools program to support school students to transition to work, led by TAFE and supported by Skills Assure Suppliers. **(QSS Action 2.1)**

Deliver additional Indigenous Workforce and Skills Development Grants that fund training and workforce projects for First Nations peoples. **(Action 2.2)**

Work with First Nations communities to Close the Gap on training outcomes by continuing to implement the First Nations Training Strategy and working in partnership with First Nations stakeholders to identify, co-design and implement future programs and reforms. **(QSS Action 2.3)**

Support gender equity with targeted programs for women in non-traditional industries and implementing the Equal by 30 Campaign for the clean energy sector.

Offer more pre-apprenticeships as pathways to further training and employment. **(QSS Action 2.4)**

Offer more Work Skills Traineeships as pathways to further training and employment. **(QSS Action 2.4)**

TAFE for all Queenslanders



Deliver more Free TAFE with an extra 10,000 training places in 2024-25. **(QSS Action 3.1)**

Support TAFE to deliver skills needed in regional communities, including implementing new community service obligations for TAFE Queensland. **(QSS Action 3.2)**

Continue to deliver upgraded and new TAFE facilities. **(QSS Action 3.3)**

Work with the Australian Government on national TAFE priorities **(QSS Action 3.4)**, including:

- establishing TAFE Centres of Excellence in Queensland, including health care and support, and clean energy (batteries) centres
- contributing to developing the National TAFE Network.

A training system backing Queenslanders



Work with the Australian Government on delivering National Skills Agreement outcomes for Queensland **(QSS Action 4.1)**, including:

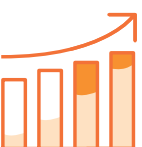
- deliver a new \$2 million Set for Success pilot to boost outcomes for students of government-subsidised training and inform future initiatives
- contribute to the implementation of revised Standards for Registered Training Organisations.

Develop a new one-stop-shop website to make it easier to understand and navigate career and training pathways. **(QSS Action 4.2)**

Promote training pathways to good jobs across Queensland. **(QSS Action 4.3)**

Expand Queensland's industry engagement model. **(QSS Action 4.4)**

Quality and results driven



Develop and publish the first annual Training Priorities Plan (this plan) outlining how the Queensland Government is supporting skills development across the state. **(QSS Action 5.1)**

Partnering with the Australian Government to enhance the national VET data system and improve reporting.

Develop a new SAS framework that supports priorities **(QSS Action 5.2)**, including:

- new inclusive practices and professional development for SAS
- a new application round for existing and new SAS to express their interest in delivering government-subsidised training in Queensland under the new SAS framework from 1 July 2025
- review qualification subsidy pricing, including the loadings paid in regional and remote areas, and the Travel and Accommodation Allowance paid to eligible apprentices and trainees.

Ensure students are heard through a new student journey survey. **(QSS Action 5.3)**

Ensure Queenslanders have access to independent support through the Queensland Training Ombudsman. **(QSS Action 5.4)**

Do you need an interpreter?

To talk to someone about this plan in your preferred language, call the Translating and Interpreting Service (TIS National) on **131 450** and request to speak with the Department of Employment, Small Business and Training on **1300 369 935**.



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