

Completions webinar

29 October 2024

0:15

My name is Alix Winter.

0:17

I'm the Executive Director for the Queensland Skills Strategy.

0:22

I'd like to start this session by acknowledging the Traditional Owners of the land on which I'm on today, which is Turrbal and Yuggera people, and also acknowledge the lands of the people, the First Nations people, that you are on today as well.

0:36

And I would like to pay my respects to Elders past, present and emerging.

0:41

I also want to recognise any First Nations people who are present for this session for this session.

0:48

So on the screen there, we've got a little bit of an agenda in housekeeping for today.

0:52

And our goal really is to provide some background on the opportunity that's been provided to us to support student completions and outcomes under the National Skills Agreement or in partnership with the Commonwealth Government.

1:04

I'm going to be providing you with an overview of what we're currently doing in Queensland and to talk to you about some opportunities to explore options for future consideration.

1:15

And we're going to have an interactive component for that section given the volume of people on the call.

1:25

So we are recording this session for distribution to people who could not attend today.

1:31

And so I guess in terms of privacy and protecting your identity, we're not mentioning names in this recording.

1:38

If you still don't wish to be recorded, this recording will be provided post-webinar if you preferred not to participate.

1:47

So before I begin with some of the background and context to the completions work, I'm going to hand you over to my colleague and Jobs and Skills Activations Manager, Ken Schworer, to kind of brief you on how we're going to run this interactive component, which is going to be exciting.

2:01

Ken.

2:02

Thank you, Alix.

2:03

So, given the given the large number of attendees and today, you'll notice that it's actually a muted session.

2:10

However, to facilitate an interactive discussion and gather valuable insights from all of you, we will be running some live polling sessions a few times throughout the throughout the presentation.

2:20

These questions are designed to capture your perspectives on our proposed synergies for improving student completion to embed outcomes and how industry groups can contribute and inform this.

2:30

First, the first poll, there will be a question where we'll remind where we'll remind you of some of the current and existing programs the department has to support students to completion and then ask you to place them in order of your perceived impact from highest to lowest.

2:44

Secondly, we'll introduce you to a proposed new and elevated proposed measures and ask you to place them in order of impact, also the highest to lowest.

2:53

And thirdly, we'll have a multiple-choice selection to see if your organisation does any of the options listed to support VET students in completions, and you can also have the option of selecting all that apply.

3:05

Lastly, we'll ask you to provide any short responses if there are any themes or treatments missing from what you see here today.

3:11

That would be as simple as just typing your brief answers and it will collate a word map.

3:17

Initially and importantly, we will be sending out a survey feedback form early next week for those who

wish to provide more detailed feedback or who may need more time to reflect on the strategies we've discussed here today.

3:28

A link of this recording will also be recorded as Alix mentioned. A link to the recording will be provided post-webinar, outside of this chat you're open to leave comments if you wish for us to review later.

3:42

You'll find the chat at the top ribbon of your Teams site there.

3:48

And I will talk you through each step for each question and be clear around your time frames to respond.

3:54

But it's just about giving you an early heads up that it will be an interactive session.

3:59

I'll get you back to Alix.

4:01

Thank you, Ken.

4:01

So lots of ways for your voices to be heard here today and longer term.

4:08

So here's a kind of a context slide.

4:12

It's around that.

4:13

It's around the National Skills Agreement, which I know a number of you are familiar with, but I would find provide a brief overview for those it may be new for before jumping into the focus of today's discussion.

4:25

So the National Skills Agreement, or NSA, was signed by all states and territories in 2023.

4:31

It is the funding agreement that the state and territories have with the Commonwealth Government and enables contingent access to funding the Queensland skills and training system from 2024 to 2028.

4:44

And this includes some flexible funding for national and state priorities.

4:50

And you can sort of see some of them listed on the righthand side there.

4:53

So this NSA funding envelope includes some money for specific policy initiatives.

4:59

States can choose to opt in and access matched funding for Closing the Gap foundation skills training, support for TAFE and the training sector.

5:08

And that kind of covers the TAFE centres of excellence, the national TAFE network and strengthening the training workforce.

5:15

There's also enhanced training data from evidence and improve completions, especially for priority groups, which is our focus for today.

5:24

So acknowledging that Queensland is in caretaker mode, this consultation is a scoping exercise and it's informing our research, analysis and ultimately options for government to consider as part of how Queensland may wish to take this policy priority forward.

5:43

So, as just flagged, completions is one of those policy focus areas for the NSA and Queensland does have that opportunity to seek the match funding from the Australian government to implement strategies in agreement with the Commonwealth to improve completions.

5:58

The initiative really focused on helping more vocational education and training students complete their qualifications and that's particularly First Nation students, people with disability, women, through innovative and scalable support programs.

6:12

So, key activities that are underway through the NSA, including supporting and scaling initiatives that benefit students or enhance their voice in VET policy, as well as evaluating an evaluation of the effectiveness of existing initiatives.

6:26

Also happening as a refreshed national code to emphasise good practice or best practice so apprentices and employers can foster positive working relationships, and these are really recognised, are really crucial for improving retention and completion rates.

6:41

Consultations on this National code and best practice policy guidance are being led by the Australian government and will involve key stakeholders such as apprentices, employers, unions, TAFE's and training providers.

6:51

Some of you may have been involved in this work already.

6:55

So states that are seeking to seeking match funding for a bilateral implementation plan, need to negotiate that with the Australian Government and that should cover the four years of implementation, and these are due to be finalised by June 2025.

7:12

As you can imagine, there are quite a few steps ahead of us to, you know, potentially get to that point if that's what the government chooses to do.

7:19

So, as previously displayed, we're at the research and consultation phase and in the future, our future stages would involve various negotiation points between the state and the Australian Government's formal state government consideration and then implementation and evaluation.

7:36

Again, just highlighting that the consultation is scoping, it's providing us with industry intelligence that informs possible options for government to consider as how Queensland may want to take this policy priority forward in the future.

7:51

So, we thought it would be helpful to give you a little bit of an overview of what the current state in Queensland is and what the data is telling us.

7:58

So, around about 50 per cent of students are completing their training.

8:01

And this is based on NCVER data.

8:03

And we know there's multiple ways to kind of cut and review that data, but that's what we're getting from NCVR.

8:10

And so potentially this sounds low to some of you.

8:15

And while that that might be the case, it is comparable to higher education and Queensland's completion rate is actually relatively strong compared with other jurisdictions.

8:25

So NCVET data shows in 2023, 20 per cent of all apprentices and trainees are registered in Queensland.

8:33

The good news is that Queensland accounts for apprentices and trainees over a quarter of completions.

8:39

So, the most recent apprentices and trainee individual completion rate was 57 per cent for Queensland and that's slightly one percentage point higher than the national completion rate.

8:48

And this is for 2018 commencements.

8:54

So what we're doing is exploring where there's more we can do, particularly when we consider variations in completion rates for different student cohorts, which you can see on screen there.

9:07

But many of you are attending are representing a particular industry sector.

9:11

So, we're sharing here what completions look like by field of study, which can then be mapped to industries.

9:16

And as you can see, there is a significant degree of variation across sectors, looking at under 40 per cent in mixed field programs and architecture and building to higher than average completion rates for things like creative arts, information technology and natural and physical sciences.

9:35

So, Queensland is already doing quite a lot in the space to support completions and key programs include Skilling Queenslanders for Work, and I know this is an initiative that a lot of you are also familiar with, but it assists disadvantaged Queenslanders to gain skills, qualifications and experience to enter and stay in the workforce.

9:56

There's been the train and retain campaigns focusing on apprentices and trainees over recent years and this includes the Let's Protect, Respect social change campaign.

10:05

It really is looking to support apprentice and traineeship outcomes, particularly for female apprentices and women in male dominated occupations.

10:14

We also ran the Apprenticeships Work for Everyone campaign from March to June this year and that promotes the broader benefits of apprenticeships and traineeships to Queenslanders.

10:26

We've got a Women in Trades mentoring program which provides free mentoring and support to first- and second-year female apprentices in automotive, construction, electrical and manufacturing.

10:37

There is also an Out of Trade register that provides free job matching service for out of trade Queensland apprentices whose trading contract has been cancelled.

10:44

And there's also a travel and accommodation allowance that covers travel and accommodation costs when an apprentice lives some distance away from their closest training organisation.

10:56

And then there's a number of initiatives and programs that have been announced or underway since the release of the skills strategy in May 2024.

11:05

And this includes the \$2,000,000 Set for Success grants for our skills assure suppliers to support completions and outcomes for Queenslanders.

11:13

And that funding ran has been finalised and the outcomes are published on the websites so you can find projects that are being supported there.

11:21

We're also looking at how we support more face-to-face training in Central and North Queensland through our 12-month rural and remote pilot, which is also underway.

11:31

Committed to more work skills traineeships through the Skilling Queenslanders for Work program.

11:36

Also committed to a new career ready VET in schools program, which includes more trade or career tasters to help with that early stage decision-making.

11:45

Sometimes knowing what you don't want to do is as important as knowing what you do want to do.

11:52

Also understand that, you know, the VET system is very complicated so, we're looking at how we can support learners to understand and navigate their way through that system, understand their options.

12:02

Also committed to increasing access to foundation skills, but particularly for apprentices and trainees.

12:08

So again, that supports some of that ability to study and complete.

12:14

Also developing a new inclusive practice course to support our skills, assure suppliers to deliver to diverse students and also implement a new student survey so we can really start to hear the voice of students and what they have to say about their experience.

12:32

One of the key opportunities under the National Skills Agreement guidelines is scaling up and evaluating existing successful programs.

12:40

So, we're interested to get your perspective on current programs that may be working well.

12:45

This is our kind of first interactive session.

12:48

I'm hoping all the technology works.

12:51

I'm going to hand you over to Ken, who's going to take you through how we do a polling process. Over to you, Ken.

12:59

OK, thank you, Alix.

13:01

You'll now notice that a poll should appear on your screen there.

13:08

If you could please move the programs around and place them in the order of perceived impact from your perspective or industry knowledge and place them with the one with the greatest impact on top and the least at the bottom.

13:21

So the choices as you can see, there are Skilling Queenslanders for Work program.

13:26

There's the Train to Retain campaigns, Women in Trades Mentoring, the Out-of-Trade Register and the Travel and Accommodation Allowance.

13:33

If you guys could submit your responses there, that would be amazing and we can look at the results.

13:37

That should have popped up on you.

14:07

And, if you can vote in any case, I see somebody said in the chat, if we don't have strong knowledge of the programs, we're happy for you to put it in the chat.

14:14

We can monitor the chat, yeah.

14:22

Your IT systems could very well be blocking it, you could very well be right, actually.

14:26

And in the instance where they are getting blocked from your IT systems, we will be sending out after the session, with the webinar, a survey that has these questions in it and some others to get a more fulsome response from everybody.

14:41

And you can also still just put it in the chat, and we'll collate it later.

14:44

Yes, we can go old school and just write it in the chat if your poll is not working.

14:46

There might be some firewall issues for some of you.

15:01

We currently have 62 responses, which is really good.

15:21

If you don't have sufficient knowledge, that's fine. We will draw on your broader expertise in the coming questions.

15:26

This is just almost a little bit of a warmup, a little bit of a test to see, you know, a that our IT is, is kind of functioning.

15:34

But just so you get the into the swing of it and that's helpful in itself.

15:39

And people aren't familiar with some of the programs for us to have that understanding as well.

15:44

I think that's right.

15:46

All right, a thumbs up from someone there.

15:47

Thank you.

15:48

So we'll actually share though that we do have 66 responses that have come through and it actually does look like Skilling Queenslanders for Work is quite a popular program.

15:58

I can see from that.

15:59

Yeah, thank you.

16:03

I think this gives us a good feel maybe for a where some of the familiarity lies.

16:10

So SQW or Skilling Queenslanders for Work is obviously a well-known program and it's been out there for some time.

16:16

So, I'm sort of certainly reading a high degree of familiarity there and also acknowledging, that it does have significant success in the kind of support it does provide.

16:25

Second, we've got Mentoring Support for Women in Trades coming through, then the Train and Retain campaigns, in particular, rounding out the top three there.

16:34

So, we might move on to some of the local opportunities and challenges.

16:41

So where we've talked about possibly what we currently do, this is starting to focus on what we might want to focus on in the future.

16:49

I want to acknowledge here that completions is a complex topic. I think completion of a course is not necessarily an end in itself, but a pathway to further, and future, opportunity.

17:01

We're really, through this work, grappling with the questions about who benefits most from completions? Where should effort be focused from the Queensland Government?

17:12

Not all students need to complete, some obtain an employment benefit with a part qualification or units of competency.

17:18

So, we're trying to also understand do completions have, you know, what was the benefit of completion short term, long term and over the lifespan or career cycle of an individual.

17:30

So, research and consultation is certainly suggesting that there are ways we can support or improve, or make interventions along the student journey.

17:39

We've just kind of listed a few high-level themes there so we can focus on geographic barriers.

17:45

And one of the things we heard through the consultation process and the recent parliamentary inquiry that was undertaken, is that Queensland's very large geography and dispersed population does present significant challenges for students in rural and remote areas, and where access to VET programs can be really limited.

18:03

And students in these regions often face difficulties related to travel or lack of local training facilities, limited Internet connectivity, which kind of has implications for ability to complete qualifications.

18:15

We know from the previous slide that some industries have higher attrition rates than others.

18:21

Some industries in Queensland experience higher than average attrition rates within VET programs.

18:27

And you know, this is kind of driven by a number of factors, but we've got possible seasonal work patterns, fluctuating demand, the physically demanding nature of some jobs, which can lead to students not completing.

18:42

So, workplace alignment, the relevance, the conditions.

18:45

So industry has told us through again through that consultation, that training packages sometimes struggle to keep pace with rapidly changing skills needs.

18:53

And we heard that flexible training options are really kind of critical in that space or to address that.

18:58

These are being addressed through some initiatives like the Industry Skills Solutions and the Local Skills Solutions under the Queensland Skills Strategy.

19:07

Student cohorts.

19:09

A key feature of the National Skills Agreement is support for students from First Nations backgrounds, people with disability, women and other vulnerable groups who may face additional barriers to completing their programs.

19:22

And, these are the challenges also include socio and economic factors, limited access to culturally appropriate support services, the high likelihood of facing discrimination or exclusion within the within the education system more broadly.

19:36

And I think it's they think it's really important to understand or explore the nuances of non-completions.

19:42

And as I've just mentioned, we know that not all instances of non-completion in VET are problematic.

19:48

So in some cases students may leave a program because they have got the skills they wanted and needed for immediate employment.

19:55

There may be a licencing requirement, a whole range of reasons that might sit behind that.

20:00

So, we're sort of thinking, is there a need to evaluate whether the kind of current data and inputs are sufficient to identify, you know, where additional support is needed.

20:08

That's really where a student wanted to complete and didn't, or where we might think that a student has evidence to suggest that completion has longer life benefits for an individual.

20:24

Are we focusing resources on students who are leaving for very legitimate and good reasons?

20:31

Or, are we kind of missing those that would that would benefit from some more support?

20:37

Understanding some of the nuanced reasons behind non completion, such as transition employment or switching career paths is really important to ensure that any interventions are effectively targeted.

20:47

And this does require pretty robust data collection analysis to kind of make those distinctions.

20:54

Then finally that kind of knowledge sharing continuous improvement for an overall benefit to Queensland.

20:59

At the end of all these potential new activities, what is the benefit to the system?

21:04

What is the end kind of practice or products that we could conceive of, and do we need to better evaluate activities that are underway individually, and collectively, across the NSA completions initiative and strategy?

21:19

How do we share those insights and best practices, and how do we work with partners, including yourself to co-design and co-deliver some of these activities?

21:31

Before I move on to some of the possible policy solutions that we want to test with you, I just want to give you a little bit more context around some of the completions work that has informed this thinking.

21:44

And it was a national vet completions task force and South Australia led a national vet completions project to consider approaches to improve completion rates that could be implemented in the context of this national skills reform agenda.

22:00

The project, which was undertaken in 2023, really started to look at some of those factors impacting on completion rates and opportunities to improve the proportion of students that complete that training.

22:13

And then, to provide comprehensive advice, the project was overseen by the VET Completions Task

force with key system stakeholders, which included industry and unions and whole range of other students, a whole range of other voices.

22:25

This is important context as part of what's required under the National Skills Agreement is that we need to demonstrate how any activities that are on our implementation plan are aligned with the Task Force findings.

22:36

That's so you are aware of some of the context that we're working within and the scope that we're working in.

22:44

There is a range of information on the slide there, which talks about where interventions on the student journey could occur, and you can kind of look that up online.

23:01

So, I guess this brings us to read the crux of why we're here today, which is some possible policy responses to support completions in Queensland.

23:12

To provide a framework for this work, we've looked at the student journey and broken it up to six sections along that journey where we might support the student.

23:23

Starting from that kind of research bit where the student is trying to think about "what should I study, why, where am I going?"

23:32

Then a student enrolls, they undertake their study, they may leave, potentially, not all of them.

23:40

Then there's that transition to work and further study, as potential outcomes there.

23:46

So, the treatments that are kind of summarised underneath each of those stages take a thematic approach and they've been informed by research; the consultation that was undertaken as part of the development skills strategy, the South Australian work, the National Skills Agreement parameters, and some questions and surveys and face-to-face consultations that we have undertaken.

24:09

And completions were a specific topic that we did ask every single forum through the Queensland Skills Strategy development, as well.

24:19

So, we've got a number of things along the top line there that are being explored internally.

24:23

And these include a focus on improving information on the skilled careers that are in demand, the support available to undertake training, as well as improving the data available on student outcomes to inform evidence-based decision-making that speak to the data, the student voice, the longitudinal outcomes.

24:41

So, we really understand where and how completions are being supported or where and how they may not be and where and how student outcomes are being achieved.

24:53

But today we want to focus on the initiatives that we cannot do without partnering with our industry advisor, that industry support.

24:58

And we wanted to seek your feedback from you with your knowledge of the VET sector and your deep industry experience.

25:05

And these are the boxes in that yellowy-orange colour underneath the life cycle journey there.

25:12

So, we will take your perspective on where along the student journey you think would make the most impact in supporting students to complete their training and transition to a job.

25:21

So some of our thinking to date is there, and its along thematic lines.

25:24

So, one is that first, you know, I'm sort of going from left to right here, top to bottom.

25:29

But that career exploration and immersion is really about ensuring students are selecting the right course for them.

25:35

As I mentioned before, knowing what you don't want to do is as important as knowing what you do want to do.

25:41

We are looking at industry immersion.

25:44

How do students get that feel and taste of what an industry involves before they sign up?

25:51

Because presumably, if you're signing up to something you like and that you're interested in, you're more likely to complete.

25:59

We're looking at not just the formalised opportunities like work experience, but some of those more informal or alternative approaches, and not just for school leavers either.

26:10

So, we're looking at things like the role that's being played by the regional school partnerships under the establishment of the Queensland Workforce Strategy, to support those connections with the industry, to help school students select the right course for them as well, for that kind of intermediary role that can also assist with that kind of consideration.

26:28

Supporting students is there under that enrolment space.

26:32

So, it's really how can we support a system where a student who's facing challenges and they may be financial, they may be health, they may be mental health, they may be academic, to actually go and get some of that support.

26:45

We did hear there's a lot of challenges out there for people who are facing financial or mental health issues.

26:51

We heard that through the consultation process.

26:56

And then we could also look at targeting particular groups of students, so supporting women, particularly women in non-traditional industries, for example.

27:07

Then we're looking at apprentices and traineeships as a as a particular group in here as well.

27:13

You know, incentives are something that come up in terms of supporting apprentices or employers to complete a student, and some of that targeted support for first year apprentices who have been identified at risk of non-completion.

27:28

And you know, ways we can scale up initiatives such as the Out-of-Trade Register to really support

that retention and all that kind of re-entering or employment if an apprenticeship or traineeship contract is cancelled.

27:38

Some work we potentially do to target some of those high attrition rate industries, we can have an industry focused approach to supporting those completion rates that will contribute to supporting some of the workforce skills needs in those industries by having the qualified student coming out at the end.

28:01

And that can kind of also focus on First Nations students, women and other priority groups.

28:09

Re-engaging part completers. So, I think we spoke earlier about understanding the reasons for non-completion and perhaps looking at opportunities to re-engage someone that didn't complete but actually wanted to.

28:20

So, how might we reach out and talk to those students and provide them with information and options?

28:30

Work placement support. We know that sometimes there's compulsory requirements in in training packages that require work placement.

28:39

Sometimes students find it challenging to actually find those work placements.

28:44

And even if they can find them, there is that acknowledging there's that kind of placement poverty if students have to give up other work in order to participate in a placement.

28:57

And then we've kind of looking at, at the sort of the end of the completions is that transition piece is also really critical.

29:04

We don't want to lose sight of that as an outcome.

29:06

So how do we support that transition from the course into employment?

29:13

And then finally, how do we embed best practice, you know, how do we actually build on and learn from and use some of this work and thinking to really build a stronger, stronger VET system in QLD.

29:28

So I know that's a lot of information on a page.

29:31

We have tried to keep it reasonably simple, but we are now going to provide you with an opportunity, another poll to kind of provide some feedback on that, acknowledging that not all of you might be able to access this poll.

29:49

And as I said before, we will also have an opportunity for you to complete the survey down the track to provide more feedback on exactly these, so Ken, over to you.

29:59

So, just highlighting what Alix said, by all means, please use the chat and to highlight your preferences and your order of order of importance.

30:07

So, you'll for some of for some of you, you will see that a poll will once again come up on the screen.

30:15

And if you could move the themes around and place them in the order of perceived impact from your perspective or industry knowledge.

30:23

The one with the greatest impact on top and the least at the bottom.

30:27

So the choices again are career exploration and immersive experiences.

30:32

Student support network for personal and academic issues, including flexible support models.

30:38

Grants for improving transitions to employment, work placement support, incentivising completions for apprentices and trainees.

30:45

Research and analysis through the use of surveys, information access and campaign improvements, which is around maximising participation, re-engaging part completers, and/or supporting apprentices at risk.

30:58

And so, yeah, so that if you could start filling in that in order of highest to lowest and we absolutely welcome you to put those preferences in your chat as well.

31:10

And if you think there's anything that we've missed, you can include that in your chat as well.

31:27

A few responses coming through there, apprentices and trainees, incentivising completions of apprentices and trainees coming out on top at the moment.

31:45

We heard very, very strongly through the consultation since last year again as part of the skill strategy about that really, importance of that work kind of placement experience exposure piece. I think that's probably one of the strongest things that came through across the state.

32:00

Question there from there from Peter, I think, or comment is measuring completion the right overall measure as opposed to measuring employment outcomes in the aligned industry.

32:33

And Peter, I think it's probably, agree, probably a bit of both.

32:37

So, is completions what, what does completions lead to?

32:40

It's kind of one of the things that we really want to explore through some of the data and the research and the analysis to understand who benefits, where's the benefit?

32:50

And if it is the part completion leading to long term employment, then we want to understand that.

32:54

I think what we know is perhaps the, the data nationally isn't great on, on some of this.

33:00

So this is something we definitely want to dig into.

33:12

Mandatory employer induction.

33:13

So that's one we don't have.

33:14

That's an interesting one, that's from you, Craig.

33:20

And I think certainly that's where the Train and Retain work has not so much mandatory employer inductions, but certainly looked at some of that employer relationships.

33:28

So hearing there may be some additional kind of thinking and work can be done there.

33:35

And do you think people have finished with the poll?

33:38

We've got 61 responses.

33:39

61 responses.

33:40

Yeah, I can close that poll now.

33:41

We might maybe a couple more people.

33:50

I think that's about what we got last time, given people are having a few issues.

33:55

Yeah, issues with the poll, 65, some more people managed to get in this one.

34:02

Thank you, Matthew for typing that out.

34:08

It's like support featuring quite high.

34:10

So emphasis and support.

34:12

So Lyle was talking about emphasis and support on RTOs, ASSNs, some trades not delivered by technically that's around private RTOS.

34:18

So I guess you know that quality RTO delivery and support, you know, obviously the delivery from an RTO, it's absolutely critical and is in part what that success set for success funding round aimed to

look at was, you know, RTOs do know their students, they kind of had the opportunity to come to us with the issues and a proposed solution.

34:40

So that's a bit of a pilot for us that we'll be learning from as well.

34:46

OK, I'll officially close that with 67.

34:49

So very tight work placement support has come out at the very top.

34:56

No.

34:57

Well, it looks like it's actually on my bar graph equal with incentivising completions for apprentices and trainees.

35:03

So interesting, very interesting.

35:08

So that work placement support also featuring strongly here.

35:11

And then thirdly, that career exploration immersive experience coming in very close, third.

35:20

So already linked about that actual experience and actually getting an apprentice and trainee through his or her contract.

35:29

OK then.

35:32

We are now just doing a final interactive session.

35:35

It's a little bit of supposed to be a little bit of fun word mapping, but this is really one more slide.

35:45

Haven't I missed just about their organisation?

35:49

Oh yes.

35:51

But I think now we're going to jump into looking at some ways that your organisational industry currently supports VET student completions and outcomes.

36:08

And this is going to give us some insight into where there's work already underway, and where there may be opportunities in the future.

36:16

So, I think we've got a list in front of you, which I'll hand over to Ken.

36:22

But I think you can select all that apply to you in terms of what you actually do in your industry or your workplace.

36:32

Alix, you said that extremely well.

36:35

So yeah.

36:36

So, as what Alix was saying, some people got to access the poll and some people if you could drop it in the chat, that would be amazing.

36:45

And so I guess the question is, does your organisation do any of the following, which supports student VET students to complete their qualifications and transition to employment?

36:54

You can select now all of them apply.

36:56

So, you can actually have.

36:58

So, it's not just one, it could be, it could be multiple.

37:00

The options we've got there is provide targeted internship and apprenticeship opportunities, offering mentoring and guidance from industry professionals, collaboration, collaborating, sorry, with VET providers to ensure training package relevance, funding scholarships or supporting financial incentives for completions, facilitating access to industry networks and job placement services, engaging in policy to remove any barriers from vulnerable groups and support for work placement programs.

37:28

And, and if it doesn't, if you don't fall into any of those categories and you can actually add that into the chat for later reference for us to look at.

37:36

So, thank you and I'll open it up and now and it will give us a couple of minutes to be able to do that.

37:42

Some helpful hints from Wayne Lee.

37:45

Thank you, Wayne, who is saying that with the poll, sometimes you might not see all the options, so please scroll down.

37:53

Thank you for picking that up, Wayne.

37:54

Yes, of course.

37:55

Yeah, please Scroll down on your Barb and you'll see all the full range of options there.

37:59

Thanks.

38:00

Thank you for that.

38:02

Shane here.

38:03

See that you are unflagging ensuring that training package relevance is in there.

38:07

Yes, that is something we have heard very strongly and I think continues to be a focus of the national work and the skills strategy, particularly in terms of some of the flexible funding rounds that we've offered in terms of micro-credentials things that we're filling a gap as well as kind of supplementing the training package.

Mentoring and guidance coming through again JSCs, training package relevance.

38:57

I think once you press submit and see the live results that they float through, we're up to about 56 responses.

39:05

I'm expecting 60 something given history.

The mentoring and the that provides and JSC collaboration coming through particularly strongly at the moment.

39:30

So, Steve, you're talking about buying apprenticeship support, particularly Palm Island, so acknowledging some of the regional and remote challenges and support required there.

Targeted internships, mentoring and paid membership to industry associations being offered.

40:18

So looking at those opportunities around think models like traineeships or apprenticeships to really support what that kind of earning while you learn pieces is often very beneficial.

40:28

And we see very strong outcomes, you know through that pathway particularly at that school level as well in terms of that industry immersion.

40:39

Alright.

40:39

So, we're up to about 62 responses thinking that might be it.

Okay, I'll officially close the poll.

Kind of waiting with bated breath while the results are happened through.

41:02

I think while we're waiting for that to come through, this is obviously, we've done this kind of poll process to facilitate a range of voices, you know, in a way that we couldn't necessarily do with we've just sound and kind of things like that.

41:17

So, it's sort of been able to kind of cast a wide net, but apologies for those who haven't been able to access the poll, but certainly happy to hear from you afterwards about how that how this process worked for you at your end.

41:30

And, we've had a few helpful hints from on the receiving end as well.

41:35

Alright.

41:39

What we got back here, yeah.

41:40

So, we've got at 13 per cent, which is the highest is providing targeted internship and apprenticeship opportunities.

41:49

And then running in at 12 per cent, we've got engaging in policy advocacy to move barriers for vulnerable groups, and then we've got offering mentorship and guidance.

41:57

And then we've got collaborating with VET providers, 20 per cent to the JSCs to ensure running back at relevance.

42:04

And then we have funding scholarships at 7 per cent.

42:07

And then we've got facilities having access to industry networks and job placement at 15 per cent.

42:13

It sort of goes down from there.

42:14

You've got support for workplace and programs, which is down there at 11 per cent.

42:18

Obviously that that 1 per cent that other which would obviously what's being seen in the chat.

42:22

Yeah, thank you.

42:23

Thanks everyone.

42:23

That's very interesting.

42:25

So, that kind of advocating is a big one that you undertake and a core role and particularly there that mentoring and guidance meeting professionals coming through as the top two.

42:36

So appreciate that.

42:39

OK, so we're done on that one and now we are going to move on to some fun word mapping.

42:52

So, really what we're doing now is the, you know, you let us know and you probably have a little bit in the chat, but are there any kind of key themes or treatments or issues missing from what we've talked about here today?

43:06

Throw in your words, I think you're allowed to type in three to five words, as many themes as you like.

43:12

I'm not sure if you can type in the same three to five words multiple times to get that bigger.

43:17

So, but please put in, put in your themes.

43:19

If you already kind of pop them in the chat and you haven't been able to and you can't access this, then we will pick them up separately.

43:27

And there's our first one, employer incentives coming up very large to begin with, supervisor support coming through, business support, increase regional delivery options, coming through on the chat, some cultural support, and mentoring or incentives remaining the largest there.

44:13

If any of the words that are popping up in front of you resonate, feel free to retype them as well.

44:25

The one there for culturally appropriate training.

44:31

I'll type that in for you.

44:48

Regional support coming through important well-being study support.

44:58

So, it's an academic support as well as kind of the personal support being distinguished between placement support also coming through supervisor support.

45:20

So, that speaks a little bit to the comment made earlier.

45:22

I think that some of the employer support, particularly in the apprentice and traineeship space.

45:34

Placements, training, support for the trainers coming through for incentives remain pretty big, but seems to be a fairly even spread at the moment with the word support the biggest in the middle for obvious reasons.

45:58

94 responses here.

46:00

It seems like a few more of you could access the word cloud than the poll.

46:12

I'd say then we can up to 101

The trainer's industry currency coming through on the chat there and then the industry RTO partnerships.

46:25

So, making sure that that connection between the trainer and the industry that the student will ultimately work in.

47:03

I think then comment there from Lyle, that complexity of the system and small-to-medium enterprises don't have time, feel informed etcetera regarding incentives.

47:12

So, that that complexity of the system and yeah, it is also one that has come through.

47:17

So thank you.

47:19

Alright.

47:19

So I think Ken has closed off the poll.

47:23

Thank you very much.

47:24

We have 130 responses and interestingly there's a lot of ideas there, but none is coming out much bigger than the other.

47:32

It seems to be that there's a number of points probably along that student journey as well as looking at the employer piece there as well as key themes.

47:45

So thank you.

47:46

We really appreciate it and your kind of willingness and participation and time this morning.

47:52

I think that's just about the end of our kind of formal presentation.

47:56

And that's been a hugely valuable exercise from our perspective to start scoping this work, getting your feedback.

48:03

We'll be working through that and it will really shape the thinking and our discussions going forward.

48:14

We will provide you with an opportunity to provide some more in-depth input.

48:18

Following today's session, we're going to send out a survey form.

48:21

That will be good for those of you who people who weren't able to attend, but also if you wanted to provide input and you weren't able to complete the polls.

48:29

You can also then provide input through that survey, provide any other comments or suggestions for programs, initiative and initiatives.

48:35

We will, I guess, loop back to this group to really kind of talk about some of those next steps and where some of this lands just to kind of make sure that you're aware of where this goes.

48:46

But really a huge thank you.

48:48

We've appreciated your time, input and insights today.

48:50

And I see that there's still a lot of kind of comments coming through.

48:55

And thank you for your feedback on the process because we will continue to try and use this, so we can kind of get lots of voices through.

49:03

And our email address is down the bottom there.

49:05

Feel free to contact us as well if there's specific things you want to draw to our attention, or have specific information about programs that work, or other things that you'd like to let us know about.

49:18

So thank you for your time today and we will be in touch via email in the not-too-distant future.

49:34

So thank you all for your time.