



Skills and Workforce  
Ministerial Council

# VET Workforce Blueprint at a glance

October 2024

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# Skills and Workforce Ministerial Council foreword

The vocational education and training (VET) sector plays an essential role in providing pathways to secure, well-paid jobs and ensures communities and employers have the skills they need. VET is critical to ensuring the Australian labour market has the depth and breadth of skilled individuals to meet the needs of the changing economy.

A capable and well-supported VET workforce is key to a strong and vibrant VET sector. It is the shared ambition of all Skills Ministers that our VET workforce is dynamic and inclusive and can help learners gain the skills they need for the challenges and opportunities that lie ahead. This includes the move to renewables and net zero carbon emissions, an ageing population, growth in the care and support sector, technological transformation and broader global and economic shifts.

Through the VET Workforce Blueprint, we acknowledge the excellent work of this unique workforce and the commitment to ensuring high-quality learner experiences across a large, diverse and complex sector. A career in VET is valuable and rewarding, allowing experienced individuals to pass on their knowledge to learners. VET professionals display significant passion and commitment each and every day, changing lives by opening up learning and career pathways for millions of Australians. The job isn't easy, but it is worthwhile. This workforce deserves recognition and acknowledgement, and to see meaningful action.

TAFEs are at the heart of the VET sector. These valued and trusted public institutions support local communities and industries, as well as assist governments to meet Australia's social and economic goals. Our National TAFE Network and TAFE Centres of Excellence will drive innovation. They will be empowered to identify and take the lead on solutions for their own workforce challenges. They will also enhance the focus on teaching and learning by sharing best practice across the nation.

Governments and key stakeholders will need to continue focusing on building the VET workforce over the coming years to respond to the challenges faced, including in regional and remote areas. Ongoing collaboration between governments, industry and the VET sector is vital to harness opportunities that strengthen the VET workforce and ensure success.

A spirit of cooperation has underpinned the development of this Blueprint. Stakeholders have committed their time to help understand the challenges, opportunities and actions that affect the VET workforce. We thank everyone who contributed to this process, including a range of TAFE and other registered training organisation (RTO) staff, VET and industry sector peak organisations, unions and employers. We would also like to thank the members of the VET Workforce Blueprint Steering Group for their expertise, engagement and contributions.

This Blueprint is a down payment and a strong commitment from governments to ensure those working in the sector are seen, heard and valued. It will be reviewed regularly so it remains responsive to the changes in the VET sector and the Australian economy. It signifies the beginning of further conversations about how to ensure the VET workforce is strong, the VET sector is the best it can be and the Australian workforce has the skilled individuals it needs.

*Skills and Workforce Ministerial Council, October 2024*

# Blueprint opportunities and actions

The VET Workforce Blueprint identifies 8 opportunities and 14 associated actions to support and grow a sustainable VET workforce in Australia. These are outlined in the table below.

All stakeholders, including governments, RTOs, industry, peak organisations, unions and employers, have a role to play in taking action to support meaningful and long-term change. It is expected that there will be responses to the actions in the Blueprint at the national, local, industry or training provider level, in line with local and regional contexts and priorities.

The Blueprint will support a continuous improvement approach that ensures actions remain responsive to changes in the VET sector and the Australian economy more broadly. This continuous improvement approach will operate as part of a 5-year cycle and be subject to monitoring and evaluation through Skills Ministers.

Opportunities	Actions
<p><b>1. Building a better understanding of the VET workforce</b></p>	<p><b>Action 1:</b> Undertake comprehensive occupational mapping for the VET workforce to identify and inform broader actions to strengthen pathways into, and through, the VET workforce.</p> <p><b>Action 2:</b> Develop a VET workforce data strategy to enable the collection of VET workforce data to support and enable informed policy and workforce strategies, and inform ongoing research.</p> <p><b>Action 3:</b> Establish an ongoing research program to develop a robust evidence base for key workforce issues.</p> <p><b>Other supporting actions: 7 and 8</b></p>
<p><b>2. Attracting people into the VET workforce, particularly teachers, trainers and assessors</b></p>	<p><b>Action 4:</b> Develop targeted, coordinated and sequenced promotion strategies and activities to boost the profile of VET workforce careers and attract more people into the sector.</p> <p><b>Action 5:</b> Increase industry involvement in employer and RTO led responses, and encourage and facilitate industry led responses, to VET workforce challenges.</p> <p><b>Action 6:</b> Develop localised and bespoke First Nations strategies to build the First Nations VET workforce. These will be developed from the ground up in partnership with First Nations peoples.</p> <p><b>Action 7:</b> Through the development of a 10-year National Foundation Skills Strategy to identify critical actions to strengthen the foundation skills sector, consider opportunities to grow and support the foundation skills workforce.</p> <p><b>Action 8:</b> Through the development of a National VET for Secondary Students Strategy, explore opportunities to grow and support the teacher, trainer and assessor workforce delivering VET.</p> <p><b>Other supporting actions: 9, 10 and 11</b></p>



Opportunities	Actions
<b>3. Making it easier for high-quality teachers, trainers and assessors to enter and stay in the VET workforce</b>	<b>Action 9:</b> Invest in innovative VET workforce pathways through scaling up existing initiatives and/or piloting new models which contribute to an uplift in workforce capacity or capability. <b>Action 10:</b> Develop initiatives to attract people into, and support and retain people in, VET workforce careers. <b>Other supporting actions: 5 and 12</b>
<b>4. Supporting professional learning, career progression and industry currency</b>	<b>Action 11:</b> Implement targeted professional learning to address key industry and pedagogical priorities, including embedding best practice in inclusivity, respect and gender issues into training delivery and VET workforce culture. <b>Other supporting actions: 9, 10 and 14</b>
<b>5. Providing more support for early career teachers, trainers and assessors</b>	<b>Action 12:</b> Monitor and evaluate the impact of the Training and Education (TAE) Training Package to ensure it supports teachers, trainers and assessors in the VET workforce, and promote the undertaking of higher-level qualifications to provide opportunities for ongoing practitioner development. <b>Other supporting actions: 9, 10 and 11</b>
<b>6. Developing and resourcing staff to support learners with diverse and complex needs</b>	This opportunity will be realised through a collection of actions that will support the VET workforce to better support different learner cohorts through targeted, context-specific actions. <b>Supporting actions: 2, 6, 7, 8, 11 and 12</b>
<b>7. Reducing administrative and compliance burden</b>	<b>Action 13:</b> Undertake work to map and analyse compliance and administrative burden and implement strategies to reduce this burden, where appropriate, for the VET workforce. <b>Other supporting actions: 1</b>
<b>8. Supporting TAFEs at the heart of the VET sector</b>	<b>Action 14:</b> Embed TAFE workforce leadership as a key activity of the National TAFE Network. <b>Other supporting actions: 1, 4, 9 and 11</b>

# A blueprint for the VET workforce

The Blueprint will support a continuous improvement cycle that ensures actions remain responsive to changes in the VET sector and the Australian economy more broadly. It identifies a suite of actions that align with a range of opportunities to grow and support the VET workforce.

## Opportunities

**1. Building a better understanding of the VET workforce**

**2. Attracting people into the VET workforce, particularly teachers, trainers and assessors**

**3. Making it easier for high-quality teachers, trainers and assessors to enter and stay in the VET workforce**

**4. Supporting professional learning, career progression and industry currency**

**5. Providing more support for early career teachers, trainers and assessors**

**6. Developing and resourcing staff to support learners with diverse and complex needs**

**7. Reducing administrative and compliance burden**

**8. Supporting TAFEs at the heart of the VET sector**

## KEY

**A1** Primary action to realise opportunity

**1** Other opportunity supported by the action

These are colour-coded to the opportunities.

## Foundational actions

These actions are required to build our understanding of the VET workforce.

**A1** Comprehensive occupational mapping

7 8

**A2** A VET workforce data strategy

7 8

**A3** An ongoing research program on key workforce issues

**A13** Compliance and administrative burden mapping and analysis

1

'Knowing more' will contribute to our understanding of what works, so we can continue to develop and scale up what is already happening across the sector.



## Know more

Continue to build our understanding of the VET workforce as an essential precondition for more targeted and effective action.



## Practise what works

Take a practical, evidence-based approach to addressing workforce challenges and realising opportunities, informed by what is already working in different contexts.

## Broader actions

These actions support workforce needs across the VET sector that connect to wider reforms.

**A7** National Foundation Skills Strategy

**A8** National VET for Secondary Students Strategy

1

**A14** TAFE workforce leadership as part of the National TAFE Network

4

## Targeted and tailored actions

These actions can commence at the national, state, territory and local level to put into practice what we already know works.

**A4** Targeted, coordinated and sequenced promotion strategies

8

**A5** Encourage and facilitate increased industry involvement to respond to challenges

3 6

**A6** Localised and bespoke First Nations strategies

1

**A9** Scaling up and piloting innovative VET workforce pathways to support workforce capacity or capability

2 4 5 8

**A10** Workforce attraction, support and retention initiatives

2 4 5

**A11** Professional learning for industry and pedagogical priorities

5 6 8

**A12** Consider the impact of the TAE Training Package and other relevant qualifications

3 6



## Connect to wider reforms

Leverage and complement reforms occurring across the VET sector to understand more about specific parts of the workforce and respond to those challenges.



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