

# Ready for whatever comes next



The way we learn, work, and move through careers is changing, and vocational education and training (VET) needs to keep pace. Many training packages work well, but some lack flexibility or don't fully reflect the skills and knowledge industries need. Some employers are looking for graduates with broader, transferable skills to help them adapt to workforce changes, while learners want qualifications that give them a clearer and greater choice of career pathways.

Rather than applying a blanket approach, the change to the way qualifications are designed keeps what works while improving areas that need greater adaptability. Building on the strengths of the VET system, while providing greater flexibility in the design of qualifications will make it easier for industries to shape training package products to reflect their needs — enabling more relevant, flexible training.

The new approach recognises that industries will move at different speeds depending on the nature of their sector and the needs and priorities of their stakeholders. This means that industries will adopt new approaches where needed while retaining existing structures where they still work.

## Skills to help you succeed

This reform will help ensure your workforce has the right mix of skills — now and into the future.

- Training may be more aligned with contemporary job roles and industry practices, ensuring learners develop relevant, up-to-date skills for a broader range of occupations.
- Some qualifications may look different, with some becoming more adaptable and focused on skills and knowledge.
- Transferable skills and foundational capabilities will be built in at the qualification level.
- The new approach supports workforce mobility, so employees can build on their skills as industries evolve.



# How the new approach may improve skills and workforce outcomes

The new purpose-led, principles-based approach provides an opportunity to improve skills and workforce through changes to how qualifications are designed.

While current VET qualifications work well in industries with well-defined occupations, some industries require a different design approach to balance occupation-specific tasks with transferable and knowledge-based skills.

# How this affects awards, accreditation, and regulation

In highly regulated sectors, existing qualification structures will remain unchanged. The reform is designed to work with your sector, not disrupt it.

Jobs and Skills Councils (JSCs) will continue to engage with industry when developing qualifications to consider any impact to awards, accreditation and regulation.

# How you can stay engaged

Industry will continue to drive and inform updates to existing or development of new training package products to suit your workforce needs.

JSCs will engage directly with you to ensure the qualifications reflect the latest skills and capabilities needed on the ground.

# Better connecting skills and employment pathways

## What's changing?

- A qualification-first approach is replacing the traditional unit-first approach. Some qualifications will now be built around knowledge and skills progression, rather than units focused on functions and tasks.
- Foundation skills will be consistently presented as a qualification and skill set outcome, and become optional for units of competency, making them more meaningful and transferable.
- Using industry data and evidence to guide the skills and knowledge required in training package products.
- Engaging with educators and industry experts to ensure qualifications are high-quality and relevant for labour market needs.

## What this means for employers

You'll have opportunities to influence the design of qualifications that reflect workforce needs.



**Jobs and Skills Councils**

An Australian Government Initiative

There's support to help you understand what's changing and what's next. Engage with JSCs or visit [dewr.gov.au/vet-qualification-reform](https://dewr.gov.au/vet-qualification-reform)

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