

# Supporting high quality training



## Improved opportunities for qualification design

The new purpose-led, principles-based approach enables VET qualification developers to design adaptable training package products, supported by updated and new templates, to meet the diverse needs of industries.

At its heart, the new approach supports the development of high-quality qualifications that equip graduates with adaptable skills for evolving job roles, respond to industry changes and brings in educational perspectives.

This reform is an evolution, not a complete overhaul. It builds on the strengths of the VET system, preserving what works, while providing greater flexibility in the design of qualifications that make it easier for industries to shape training package products to meet their needs – enabling more relevant, flexible training.



## What is VET Qualification Reform?

We're modernising the way qualifications are designed to meet the diverse needs of Australia's VET sector, by ensuring training package products are high quality, fit-for-purpose and more adaptable.

### 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 focused on functions and tasks.
- **New unit of competency templates** give developers greater choice – they can describe the functions and tasks of a job, or the broader knowledge and skills outcomes learners gain from training.
- Consistently **embedding foundational skills** as a holistic outcome of a qualification and skill set, rather than as a narrow component of every individual unit of competency.
- Development will be guided by strengthened quality principles, including:
  - **Removing training package duplication** and unnecessary prescription, where possible.
  - **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.

**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)

Jobs and Skills Councils funded by the Australian Government Department of Employment and Workplace Relations.

# Why are these changes happening?

The way we learn, work, and move through careers is changing, and VET needs to keep pace.

Many training package products 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, more 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 revised qualification design keeps what already works and improves areas that need greater adaptability. This approach recognises that industries move at different speeds depending on the needs and priorities of their sector and stakeholders. Some will adopt new approaches; others will retain structures that work.

# How did we get here?

It began with a shared commitment in 2020, when Commonwealth and state and territory governments signed the Heads of Agreement on Skills Reform.

Between 2020-2023, national stakeholder engagement demonstrated a need for reform, with agreement that a one-size-fits-all approach is not in the best interest of learners or industry. This engagement highlighted that care must be taken to protect the structural elements of the VET system that are highly valued, work well, and meet high risk occupations and licensing requirements.

In response, Skills Ministers established a time-limited Qualification Reform Design Group in June 2023 to provide advice on the design of a reform process for VET qualifications.

Building on these insights, Skills Ministers agreed to the new purpose-led, principles based approach in December 2024, paving the way for national implementation and marking a major milestone in the journey.

# When are these changes happening?

Through a phased approach to implementation, Jobs and Skills Councils (JSCs) will lead the reform via training package development activities, set out in their annual training product development plans.

From July 2025, JSCs will begin to apply the revised Training Package Organising Framework, which embeds the new purpose-led, principles-based approach.

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.

# What's next?

To understand what's changing:

→ **RTOs**

Continue engaging with JSCs through the training package product development process, and planning for future updates.

→ **Industry**

Engage with your JSC to identify opportunities to revise or develop new qualifications to meet your industry needs.

→ **Learners**

If you're studying now, nothing changes for you. And if you're planning to study in the future, you may have access to new or updated qualifications.



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