



Public Skills Australia

Addendum A

<i>Using strategic workforce planning and strong stakeholder engagement to continue building a shared, evidence-based view of the challenges and opportunities for your industries and across JSCs</i>	<i>Addressing Australia’s productivity challenges, including undertaking activity that supports building a skilled, adaptable and inclusive workforce</i>
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Public Skills Australia works collaboratively with its Public Safety and Government industry to support skilled, adaptable and inclusive workforces. It delivers annual Workforce Insights Reports that articulate key workforce, skills and training challenges for Corrections, Defence, Fire and Emergency Services, Local Government/broader Government and Policing. These Workforce Insights Reports provide industry intelligence and identifies work priorities that progress into projects e.g:

- developing Defence youth development pipelines for Army Cadets
- reviewing the *Certificate III in Correctional Practice*
- undertaking research relating to the Fire and Emergency Services youth volunteer drivers for recruitment engagement and retention
- aligning Government investigations qualifications with current legislation, contemporary investigative standards and occupational skills requirements.

<i>Working with my department, First Nations peoples, industry (employers and unions) and other JSCs to progress the priority reforms under the Closing the Gap National Agreement</i>	<i>Addressing system inclusivity in gender-segregated industries including by examining education and training pathway choices, and how these intersect with the gender makeup of occupations and industries</i>
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Public Skills Australia works collaboratively with its Public Safety and Government industry to promote inclusivity amongst both its career and volunteer workforces. Corrections, Defence, Fire and Emergency Services, Local Government/broader Government and Policing already hold and are progressing established



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policy and programs committed to the advancement of the *Closing the Gap* recommendations as well as gender and disability inclusion. Examples include:

- the Defence First Nations Liaison Officers program
- APS Indigenous Graduate Pathway programs
- APS RecruitAbility scheme.

These programs have and continue to drive recruitment pathways for First Nations, disabled, female and gender diverse people within these industry-sectors.

Public Skills Australia continues to demonstrate its commitment to these priorities through supporting consultation groups such as the First Nations Network and Diversity and Inclusion Network. These Networks are consulted on bespoke projects and will in future provide general principle-based guidance to internal Public Skills Australia staff undertaking research or developing Training Packages. Further key projects that give effect to the outcomes sought by these Ministerial priorities include the current review of the AUSLAN and Interpreting qualifications.

Public Skills Australia continuous to work with our State/Territory and Federal Government counterparts to identify future work programs which can support First Nations skills and training pathways, and address the priority reforms set out under the Closing the Gap National Agreement.

Reflecting the possible impacts of Artificial Intelligence (AI) and broader digital transformation

Public Skills Australia works collaboratively with its Public Safety and Government industry to deepen its understanding of the potential impacts or AI and broader digital transformations on Corrections, Defence, Fire and Emergency Services, Local Government/broader Government and Policing. These industry-sectors are dedicated to exploring and adopting, where suitable, new and emerging technological solutions. Public Skills Australia remains ready to support digital skills development, as skills gaps become apparent. At present, Public Skills Australia is working specifically with Defence and Local Government stakeholders to assess new and emerging skills required to build future AI and technology enabled workforces. Examples include the Local Government Skills Audit that will provide a holistic view of the current and emergent skills and training gaps, with early indications signalling that AI, digital and technological skills will likely emerge as a priority. Public



Skills Australia liaises regularly with Future Skills Organisation in support of their remit to explore the AI and broader digital transformation landscape.

Ensuring all updates to training products embed Qualification Reform principles

Public Skills Australia is undertaking a range of training product reviews in support of qualifications reform, including:

- timely updates to the Police Training Package
- a review of the PSP Government Investigations and Procurement and Contracting qualifications
- skills set development for Defence and Local Government.

Public Skills Australia remains committed to the embedding of qualifications reform, and is enacting the reform principles in all reviews undertaken.

Continue to progress actions to consider and address barriers to participation in Auslan, interpreting and translating qualifications

Explore opportunities for the national VET system to better support the skills and training needs of Australian Defence Force veterans transitioning into civilian employment, with consideration to the Royal Commission into Defence and Veteran Suicide recommendation to increase opportunities for members to gain civilian qualifications from Defence training and education

Consider how to improve the sustainability of the local government workforce by determining skill requirements across metro, regional and remote areas and developing solutions to address these requirements, with consideration to relevant recommendations of the Federal Parliamentary Inquiry into Local Government Sustainability

Public Skills Australia works to support the progression of skills and training issues identified as priorities or through the outcomes of reviews and/or inquiries to support the implementation of relevant



recommendations. To date, it has worked with the Public Safety and Government industry to support the outcomes sought by the *Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability*, *Royal Commission into Defence and Veteran Suicide*, *Federal Parliamentary Inquiry into Local Government Sustainability*, and the *VET Workforce Blueprint*.

Public Skills Australia is progressing work to review the Auslan, Interpreting and Translating Qualifications in support of recommendation 6.2 of the *Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability* and recently completed Phase 1 of this project.

Phase 2 of this work will commence shortly to action recommendations from Phase 1 to update the relevant qualifications to:

- Establish clear pathways learners who wish to become Interpreters or for the purposes of community engagement.
- Increase the accessibility of Training Package products to allow Deaf Community members to achieve competence.
- Improve the skills and knowledge requirements within relevant qualifications to align with industry and Deaf Community standards.

These outcomes will streamline the pathway to become an Interpreter, thereby increasing the number operating within Australia over the longer term.

Working closely with Defence and Local Government colleagues to progress capability reviews and skills audits are also current focus areas. This work will inform future actions to support these industries and the recommendations emanating from the relevant Royal Commission and Parliamentary Inquiry

Collaborate with government and industry (employers and unions) to identify opportunities to strengthen capabilities of the public safety and government workforces in preparing for and responding to emergency events, including identification of emerging or revised skill requirements

Public Skills Australia is undertaking several projects to support the Public Safety and Government workforces with emergency preparation, response and recovery. This includes working with Fire and Emergency Services to examine emergency responses to fires occurring within complex infrastructure as well as examining emerging



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technology and its impact on emergency response. Other projects includes working with Police to update qualifications impacting police emergency response and with Local Government to develop skill sets for emergency management in local government areas.

Continue to contribute to strengthening the training of educators, identifying barriers to attracting and retaining trainers and assessors and by working with employers, governments and training providers to implement strategies that address sector-specific challenges

Public Skills Australia has progressed its understanding of the barriers to attracting and retaining trainers and assessors within the Public Safety and Government industry. This includes progressing the VET Workforce Blueprint project and reviewing the delivery of the *Certificate III in Correctional Practice*.
