

Advancing skills for the future

A strategy for vocational
education and training
in Queensland

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Queensland
Government

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A message for Queensland



Advancing skills for the future

The Queensland Government is committed to growing the economy, creating jobs and reinvigorating our regional communities. *Jobs Now, Jobs*

for the future outlines the Queensland Government's plan for a more prosperous state.

This government recognises the critical role vocational education and training (VET) plays in individuals' lives and the state's economy. Training is needed for existing jobs, as well as those yet to be created. It supports Queenslanders to upskill and gain new skills that are industry-relevant and in demand. Training improves job outcomes, contributes to increased productivity, lowers unemployment and makes our state an even better place to live and work.

Already, we have provided \$810.7 million in funding for skills through the *2016–17 Annual VET Investment Plan*, an increase of more than \$56.1 million compared with the previous year. We have reinstated the *Skilling Queenslanders for Work* initiative to give a helping hand to people needing extra support to complete training and get a job.

We are working to once again make TAFE Queensland a premium provider of VET. We established Jobs Queensland to give a strong voice for industry and regions on skills priorities and long term workforce planning. And we have introduced the Queensland Training Ombudsman to help consumers navigate the VET system, resolve disputes and recommend systemic improvements.

VET in Queensland is performing well, with high levels of participation. But more can be done. We need an innovative, responsive and robust VET sector that delivers relevant, quality training and produces a highly skilled and sought-after workforce. Apprentices and trainees are critical to the future success of industry. We must ensure that trades continue to be supported to adapt to the changing demands of technology and new opportunities as they unfold.

To begin the conversation on the direction Queensland's VET system should be heading, we have developed *Advancing skills for the future: a strategy for vocational education and training in Queensland*.

This draft strategy proposes priority actions under three action areas designed to further strengthen Queensland's VET sector: industry and innovation, a quality system, and access and participation.

Now we want to hear from you.

With your feedback, ideas, hopes and aspirations, we will work together to grow a strong VET sector advancing skills that meet the needs of Queenslanders and our state now and well into the future.

The Honourable Yvette D'Ath MP
Minister for Training and Skills

Vocational education and training – providing students with the **skills for the future** in a changing world.

VET graduates

earn

16%
more an hour

than those without a VET qualification ¹



81%

of those who have completed a VET qualification

are employed ²

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Approximately

40%

of jobs in the next 10–15 years are likely to be

automated ³

2 OUT OF 3

new jobs in the next five years will be in

five industries ⁴



construction



accommodation and food



health



professional services



education and training

¹ OECD, *Education at a Glance 2015, Difference in hourly earnings, by educational attainment and literacy proficiency* (2012) Table A9.2.

² OECD, *Education at a Glance 2015, Employment rates, by educational attainment* (2014), Table A5.1a.

³ CEDA, 2015. *Australia's future workforce?* Available at: http://adminpanel.ceda.com.au/FOLDERS/Service/Files/Documents/26792~Futureworkforce_June2015.pdf

⁴ The Australia Institute, *Jobs Growth in Queensland: Trends and Prospects*. April 2016, p 4.

Introduction

Training and skills are essential to fostering innovation, building the economy and ensuring Queensland will prosper into the future.

Skilled workers are more productive, and they are able to upskill in existing work areas and transition into new industries and different jobs more easily. A skilled and educated workforce will enable Queensland to attract high value, innovative and knowledge-based businesses. It will also enable Queensland to adapt more readily to the changing economic environment.¹

Across the state, VET is delivered by more than 1430 public and private providers. Training can be government subsidised or fee-for-service, with individuals and employers contributing towards the cost of training.²

In the *2016–17 Annual VET Investment Plan*, \$810.7 million in public funding is to be delivered by a network of over 600 pre-qualified suppliers that meet stringent quality benchmarks. In 2015–16, Queensland was the only Australian state to see growth in student numbers, with about 270,000 people undertaking publicly-funded VET compared with around 256,000 in 2014–15.³

We want Queenslanders to have the training and skills that will unleash their potential to be the workers, entrepreneurs and innovators of tomorrow.

Your feedback will help shape the changes to Queensland's VET system and help achieve even better training and employment outcomes for Queensland.

1 Queensland Budget Paper 2 2016–17 p. 20.

2 Figure as at July 2016 sourced from Training Systems Information and includes all RTOs registered to deliver training in Queensland.

3 (NCVER), Total VET Activity 2015.



The changing nature of work

Advances in technology are changing the nature of work and the skills needed to support our economy. Research tells us that our education and training systems will increasingly need to develop innovative, entrepreneurial and flexible mindsets in their graduates.⁴ Science, technology, engineering and mathematics (STEM) skills are growing in importance, with 70 per cent of employers indicating that they view employees with STEM skills as the most innovative.⁵

New ways of thinking about priorities for VET investment will be needed. Investment in STEM should be targeted to meet the needs of growth industries. Graduates need these new skills because research shows that 71 per cent of VET students aged 25 years or under are studying in fields that will be affected by automation.⁶ Recent research also shows that demand is growing for VET graduates who are competent in computer use, mathematics, engineering and technology design, and who have critical thinking and communication skills.⁷

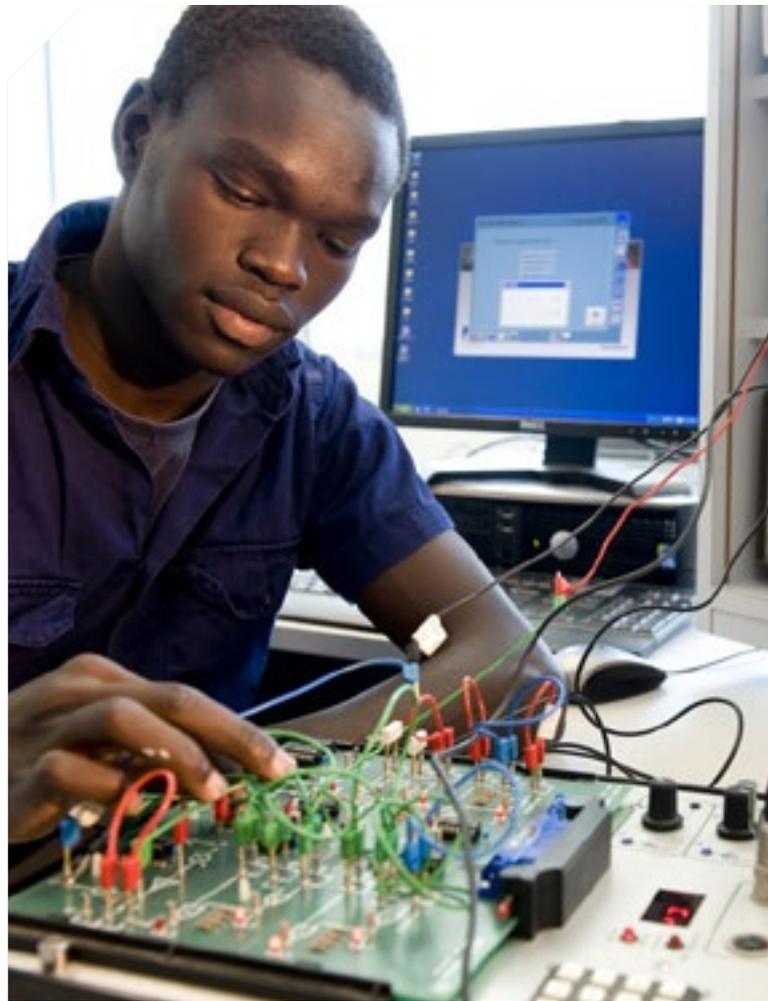
Technological changes are expected to create an increasing demand for workplace learning that complements formal skills training. Mobile technologies, flexible and digital delivery of training will become increasingly important and Queensland's training infrastructure will need to respond to evolving expectations of students, industry and the community. VET providers will need to prepare for the future by building closer ties with employers and industry, investing in up to date learning materials, and attracting teachers, trainers and assessors who can prepare students for the future.

To meet these challenges, Queensland needs to maintain a robust and flexible training system to develop and upskill workers to operate in a rapidly changing environment and build the workforce of tomorrow.

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4 Commonwealth Science and Industrial Research Organisation, 2016, *Tomorrow's Digitally Enabled Workforce*, p. 87.
5 Commonwealth Science and Industrial Research Organisation, 2016, *Tomorrow's Digitally Enabled Workforce*, p. 50.
6 Foundation for Young Australian The New Work Order (2015) report p.7.
7 TAFE Queensland 2016, The VET ERA equipping Australia's workforce for the digital economy

Photo: Phil Hargreaves

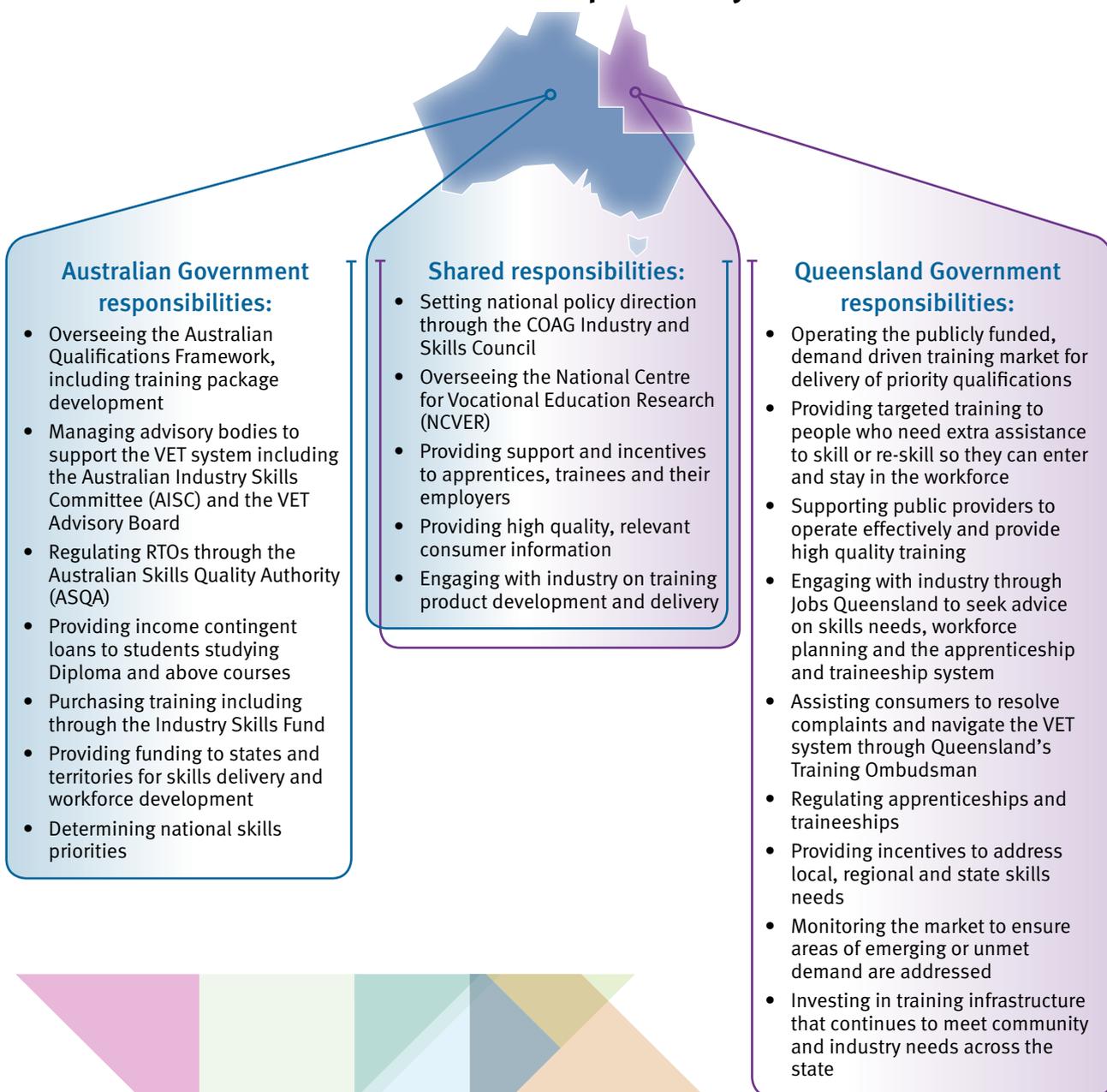


System responsibilities

VET in Queensland is part of a national system. Quality assurance of training providers and training products occurs through the Australian Skills Quality Authority and the Australian Qualifications Framework. State and territory governments and the Australian Government share responsibility for funding industry-relevant training that delivers a productive and highly skilled workforce

and enables Australians to participate in the labour market and contribute to Australia’s economic future. States and territories are responsible for apprenticeship and traineeship regulation, government-subsidised training market arrangements and the effective operation of public providers.

Vocational Education and Training – a shared responsibility



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Our performance

Queensland has a strong and flexible training and skills system with high levels of participation, completion, and equity.

While only 20 per cent of Australia's working age population lived in Queensland in 2015, 26.1 per cent of national VET qualifications were awarded to Queenslanders.

Nearly 270,000 Queensland students undertook publicly-funded VET during 2015–16, representing a 4.8 per cent increase compared to 2014–15. Of these, 50.1 per cent were enrolled at TAFE Queensland or other government providers.

Around 125,100 publicly-funded qualifications were awarded in 2015–16, representing a 7 per cent increase in qualifications awarded in 2014–15.

In 2015, there were 94,200 school students undertaking VET. Currently, about a third (36.7 per cent) of all school-based VET and more than half (55.4 per cent) of all Australian school-based apprentices and trainees are Queenslanders.

Participation and qualification completions by publicly-funded Aboriginal and Torres Strait Islander students have increased year on year (up 6 per cent and 22.6 per cent respectively in 2015–16).

Participation and qualification completions for publicly-funded students with disability grew in 2015–16 (up 6.4 per cent and 8.9 per cent respectively).

In 2015, 86.6 per cent of Queensland graduates reported that they were satisfied with the overall quality of the government-funded training they received, and approximately nine out of ten graduates were satisfied with the teaching and assessment they received.

Queensland has above-average levels of participation and attainment for VET qualifications compared to other Australian states and territories.⁸

Despite these successes, we must continue to improve to ensure Queensland's VET sector meets our future needs.

Queensland's economy is diversifying and its population is aging. Investment in training will improve productivity and create a more skilled and innovative workforce. Research shows that increasing levels of educational attainment is one of the key ways to increase employment participation and labour productivity for current and future generations, and to boost future Gross State Product (GSP).⁹

While overall participation in VET is rising, it is not consistent across Queensland. Where a person lives impacts on whether they access training and on the qualifications they complete.¹⁰

Queensland has maintained a high level of apprentice and trainee commencements despite a declining trend nationally.

Aboriginal and Torres Strait Islander students are obtaining VET qualifications up to Certificate III level in increasing numbers. This provides greater opportunity for students to progress to higher level qualifications which offer improved education and employment outcomes.



⁸ Australian Bureau of Statistics, Australia S/T Data by Region. [Online] Available at: <http://stat.abs.gov.au>.

⁹ 2015 Intergenerational Report: Australia in 2055, Commonwealth of Australia: Canberra.

¹⁰ Unpublished Training Systems Information data (QTS Region 1156 03) Department of Education and Training, 2016.

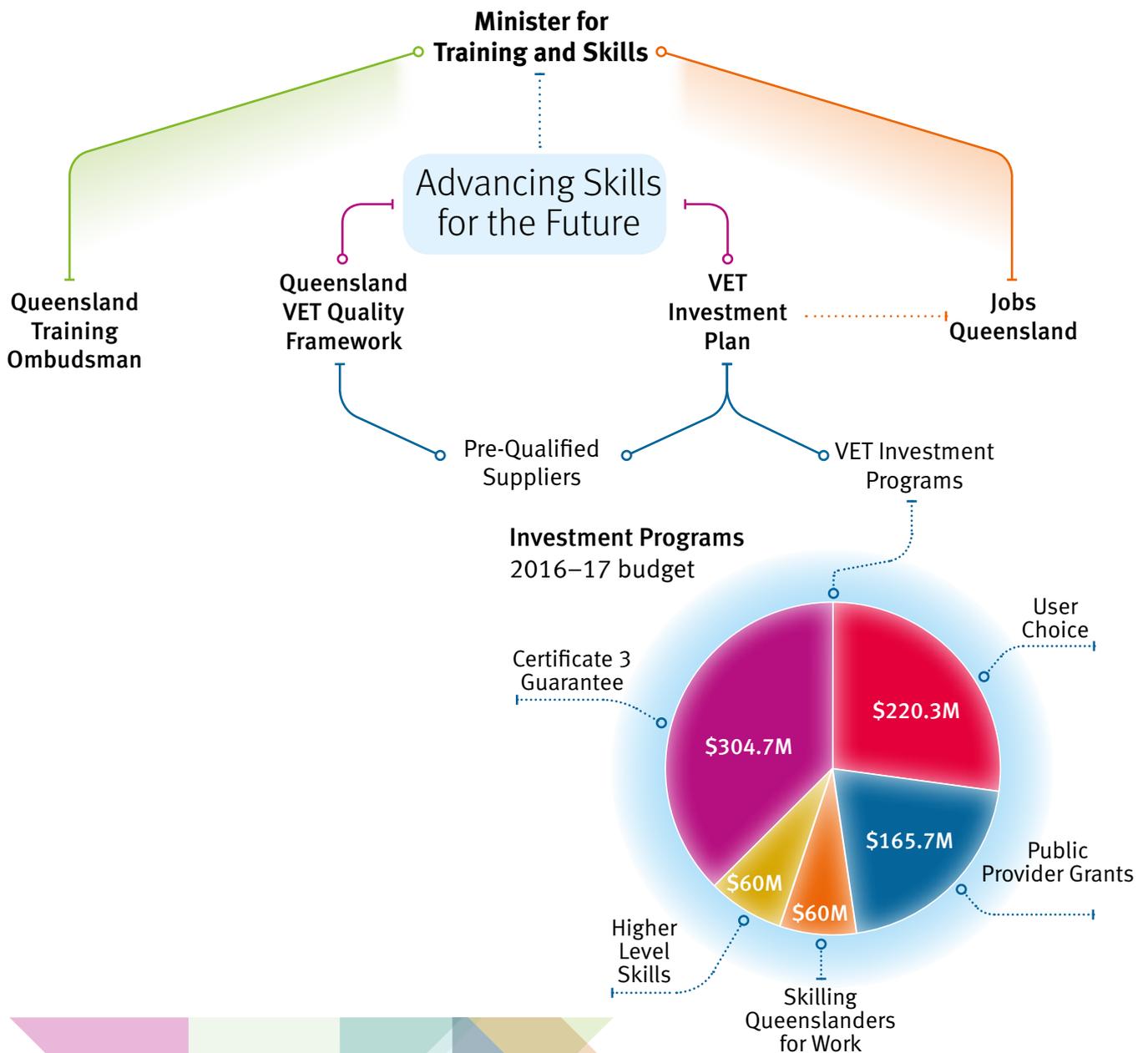
Employers continue to highlight the need for foundation skills training that creates more work-ready employees.

Although students report high levels of overall satisfaction with publicly-funded training, lower proportions of students reported improved employment status after training (62.1 per cent) and

satisfaction with the generic skills and learning received (78.9 per cent).¹¹

The VET sector needs to be prepared to adjust and adapt to the future needs of industry through the delivery of training that is responsive to new industries and new technologies.

¹¹ NCVET, *Student Outcomes, Australia Vocational Education and Training 2014*. "Table 7: Key Findings for graduates and modules completers by state/territory, 2014."



Our vision

In a changing world, all Queenslanders are able to access – at any stage in their lifetime and career – high quality training that improves their life prospects and supports industry development and economic growth.

Key action areas

To reach our vision, we have established goals and actions under the following three areas:

Industry and innovation

- Ongoing strategic collaboration between industry, employers and government to support new industries and business practices and advance the growth of priority industries.

A quality system

- World-class VET that underpins economic growth and meets the needs of industry, employers and students.

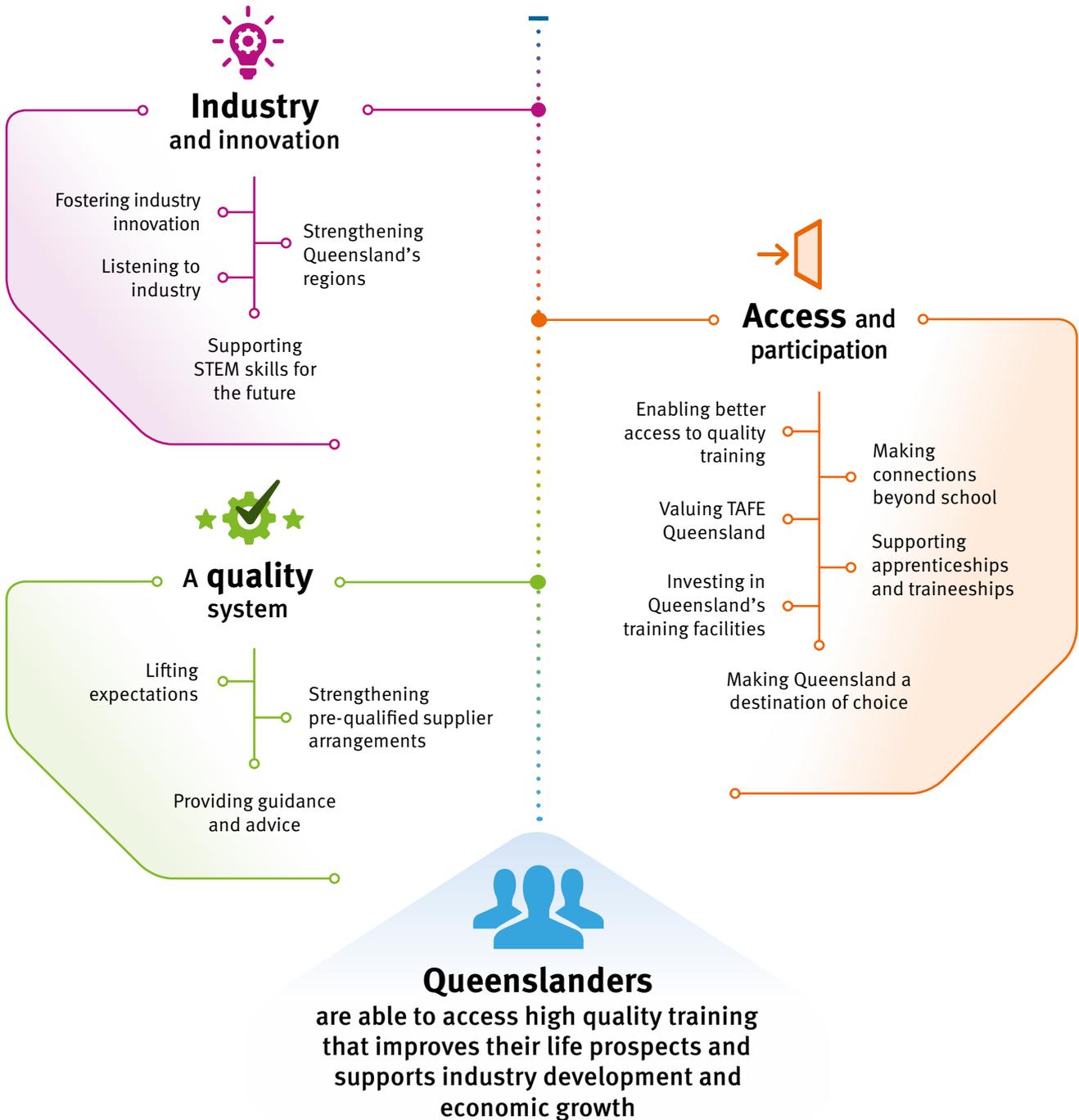
Access and participation

- All Queenslanders have access to skilling pathways that enhance employability and social wellbeing.



Photo: Jason Henry

Advancing skills for the future



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INDUSTRY AND INNOVATION

Our goal: Ongoing strategic collaboration between industry, employers and government to support new industries and business practices and advance the growth of priority industries.

The world is changing, and our economy, industries and work practices are changing with it. Innovation is at the heart of a strong knowledge-based Queensland economy and is critical to the future success of our state.

Disruptive technology means that Queenslanders in some industries will need to re-skill as new jobs and industries emerge.

To remain ahead of the game, Queensland needs a VET system that anticipates what is over the horizon, addresses emerging challenges, and capitalises on opportunities coming our way.

Maintaining fundamental skills for service industries is also critical. In the next five years, two-thirds of all new jobs are projected to come from just five industries. The biggest rise in jobs growth will be in service industries:

- health care and social assistance
- professional, scientific and technical services
- education and training
- tourism and hospitality
- construction.

Health care and social assistance is already the largest employer in Queensland, employing more than 300,000 people. It is projected to add around 57,000 new jobs by November 2019, an increase of 10.9 per cent — or one in five new jobs.¹²

The needs of industry are constantly evolving. The recently reformed national process for training product development needs to be responsive to rapid changes in industry and employment.

Work is underway

The Queensland Government's \$405 million *Advance Queensland* innovation agenda is already contributing to building the new economy, creating sustainable jobs and delivering better outcomes for communities.

Building on the *Jobs Now, Jobs for the Future* employment plan, more than \$1 billion in training and skills is being invested to grow a skilled Queensland workforce.

We have established Jobs Queensland to provide sector leadership and advice to government on skills demand and the performance of the apprenticeship and traineeship sector. Jobs Queensland is also advising on workforce planning and development for the *Advance Queensland Tourism Strategy*, National Disability Insurance Scheme (NDIS), 2018 Commonwealth Games, Queen's Wharf Development and *Advance Queensland Roadmaps*.

The Department of Education and Training's VET Investment Plan focuses on creating incentives for training that meet current and future skills needs.

The department's annual \$1 million Education Horizon research grant scheme supports high quality research aligned with the Queensland Government's education and training priorities.

Through *Advancing Education: An action plan for education in Queensland*, students are ready for the jobs that tomorrow will offer, including a focus on science, technology, engineering and maths (STEM) skills.

¹² The Australia Institute, *Jobs Growth in Queensland: Trends and Prospects*. April 2016, p 4.

Where to next?

Fostering industry innovation

We will support industry innovation and growth by:

- promoting the Queensland Government's *Advance Queensland* initiatives to innovative training providers and employers
- Jobs Queensland overseeing the \$4 million Emerging and Innovative Industries Fund from 2016–2018, which will support training in emerging and innovative industries to address future skills needs and to foster innovation in the economy
- implementing a new training management system including a self-service portal for training providers that will streamline reporting and reduce administration and compliance costs
- publishing regular Jobs Queensland market innovation scans that identify future skills needs and emerging industries
- prioritising funding under the VET Investment Plan to address strategic industry training needs and emerging skills gaps.

Listening to industry

We will give industry a strong voice by:

- evaluating proposals from employers and industry on alternative ways of developing and delivering training for emerging skills priorities
- seeking input on the development and refinement of departmental funding programs and training incentive prioritisation
- Jobs Queensland hosting a biennial Ministerial roundtable with key industry leaders and experts on emerging industries, anticipated skills needs and business practices to inform development of future strategies.



Strengthening Queensland's regions

We will strengthen regional training arrangements and recognise the importance of regional input on local issues by:

- using regional intelligence on local matters like employment shifts, areas of unmet demand, and emerging local job opportunities to inform training priorities and programs
- working with training providers and employers to achieve high quality training outcomes that meet local needs
- Jobs Queensland working with industry and key stakeholders to develop new ways to examine skills needs in particular industries and regions, with an emphasis on creating a strong regional place-based model for anticipating skills needs.

The number of people employed in STEM occupations grew

14%

between
2006 and
2011¹³



70%
of Australian employers

view employees with STEM skills
as the most innovative¹⁴

¹³ Committee for Economic Development of Australia, 2015, Australia's Future Workforce?, p. 162.

¹⁴ Commonwealth Science and Industrial Research Organisation, 2016, Tomorrow's Digitally Enabled Workforce, p. 50.

Supporting STEM skills for the future

We will increase engagement, participation and achievement of students in STEM by:

- publishing on the [Queensland Skills Gateway](#) a list of qualifications from the priority list that are focused on in-demand STEM skills.
- prioritising funding for in-demand STEM skills and aligned qualifications
- providing career and study guidance to people wanting to gain skills, upskill and re-skill for STEM-related employment and VET pathways to higher education STEM qualifications.



Photo: Jason Henry

A QUALITY SYSTEM

Our goal: World-class VET that underpins economic growth and meets the needs of industry, employers and students.

Quality is a shared responsibility of governments, industry, employers and training providers. While student satisfaction with training remains high, there is an opportunity to improve post-study employment outcomes, ongoing training relevance, and the kinds of information that VET consumers can access.

Industry and employers need to be confident that graduates, trainees and apprentices have the right mix of skills at the appropriate standard to work productively.

Students need to make informed choices before they start training, based on reliable, relevant information, to ensure they are on track for the right training with a quality provider that will lead to their preferred career.

Providers need to be clear on government and consumer expectations, and confident in the expertise of their teaching and other staff.

Quality training requires VET teachers, trainers and assessors who develop and maintain their expertise to provide the best education to VET students. Expertise is a product of relevant industry experience and a continuing commitment to professional development, supported by RTOs or employers who recognise the value of high-quality VET professionals.

The key building blocks of a quality VET system include national program design, training packages and accredited courses, regulation of RTOs and consumer information and protection.



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Work is underway

The recently established Queensland Training Ombudsman provides a free, confidential and independent service to review and resolve enquiries and complaints from apprentices, trainees, students, employers and other VET stakeholders.

The draft *Queensland VET Quality Framework* details our requirements for training program design, pre-qualified supplier entry, information and support, market performance and oversight, and compliance.

Pre-qualified supplier arrangements have been improved so that only high-quality providers are able to deliver government-subsidised training. This includes an increase of the evaluation and assessment of pre-qualified suppliers to ensure investment on behalf of tax payers represents value for money with high quality outcomes for students, employers and the economy.

School students and schools are benefiting from improved information about training that will link them to post-school training, higher education and employment.

The Queensland Skills Gateway provides a portal for Queensland consumers to search for course, occupation, eligibility, provider and subsidy information.

Where to next?

Lifting expectations

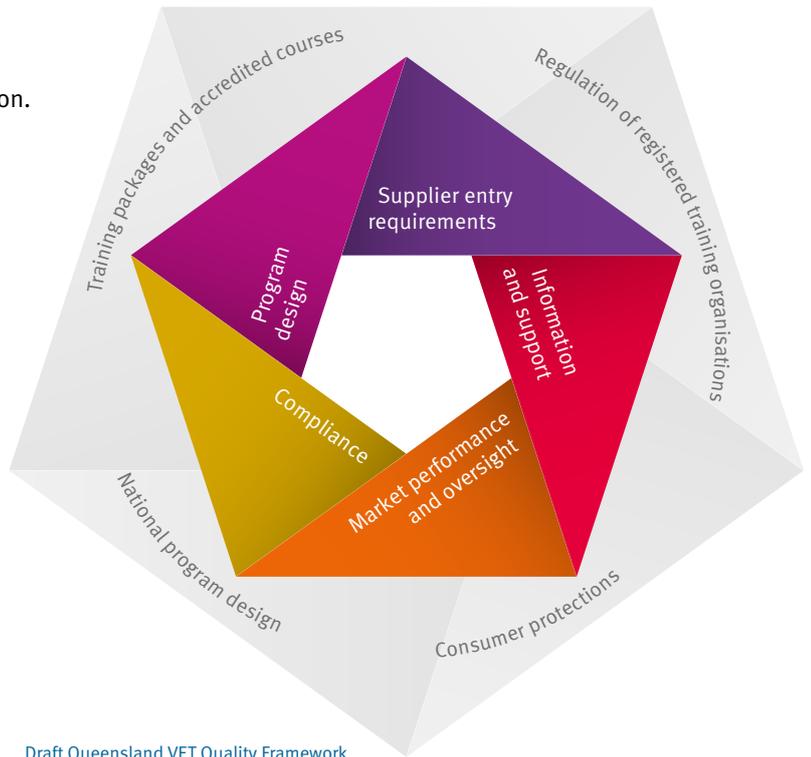
We will improve the quality of VET delivered to Queenslanders by:

- implementing the final Queensland VET Quality Framework, to underpin the government's commitment to embedding quality in all aspects of the VET system in Queensland
- supporting the professional development of training providers and VET practitioners
- investigating pricing and subsidy mechanisms and their effect on provider quality and fees.

Strengthening pre-qualified supplier arrangements

We will ensure pre-qualified suppliers are high quality by:

- implementing changes such as:
 - tightening entry standards and contracting provisions
 - only renewing contracts with proven high quality providers
 - enhancing pre-qualified supplier risk profiling
 - actively managing risks that emerge
- improving provider understanding and compliance with pre-qualified supplier requirements through proactive, quality improvement focused visits
- increasing transparency of provider compliance with quality arrangements by positively promoting providers who consistently meet pre-qualified supplier audit standards
- improving information sharing on RTO behaviour with regulatory bodies in other jurisdictions and within Queensland.



Draft Queensland VET Quality Framework

Providing guidance and advice

We will ensure consumers and stakeholders are better informed by:

- upgrading the Queensland Skills Gateway to make it more accessible, searchable and relevant for consumers including students, schools, employers and Queensland Government departments
- regularly providing clear, concise and relevant data and information on the [Queensland Skills Gateway](#) about the performance of Queensland's VET system so that consumers can make informed choices and providers can respond to market trends
- gathering evidence on how consumers prefer to access information about VET, increasing the availability of different types of information, and expanding different methods of access
- clarifying VET in Schools opportunities and arrangements by developing resources for students and parents to inform their decision making
- working with schools to map pathways and help students make good decisions about school subjects, VET in Schools options, and access to higher education.

Photo: Jason Henry



ACCESS AND PARTICIPATION

Our goal: All Queenslanders have access to skilling pathways that enhance employability and social wellbeing.

Training provides social and economic benefits and underpins the Queensland Government's goals for cohesive communities and a strong economy. In 2015 Queensland was the only state in Australia with increased government-funded VET participation.

A sustainable level of contestability is required in Queensland so that students and industry can be confident that publicly-funded VET provides accessible, high quality and responsive training. To increase economic participation, the value of VET and the ways VET can provide pathways to employment and further training need promotion. More needs to be done to identify and address any significant areas of unmet demand for training.

Private and public providers play significant but different roles in ensuring that VET is accessible for all Queenslanders. As a premium provider of VET, TAFE Queensland will continue to provide high quality training services to Queenslanders, and have a key role in meeting the training needs of disadvantaged learners, regions and local communities. Private RTOs will continue to play an important role in ensuring that Queenslanders have choice in relation to their training supplier and course.

Work is underway

The Department of Education and Training's *2016–17 Annual VET Investment Plan* outlines how VET can boost the skills of the existing workforce, create opportunities for people to upskill, and offer help to people needing a step up on the pathway to employment.

In recognition of the central role apprentices and trainees have in our VET system as well as our economy, the Department of Education and Training funds a number of programs to support apprentices and trainees, including:

- User Choice which funds the training of eligible apprentices and trainees, including school-based apprentices and trainees

- Industry Pre-apprenticeship Programs, in partnership with industry, to prepare tradespeople in priority trade occupations
- the Trade Skills Assessment and Gap Training program to help eligible Queenslanders in priority trades complete their qualifications.

The Queensland Government's payroll tax incentive scheme offers a 50 per cent payroll tax rebate for Queensland businesses seeking to employ apprentices and trainees.

A number of funded programs aim to help Queenslanders upskill or re-skill, including:

- second chance training opportunities that allow unemployed Queenslanders who already have a VET qualification to re-skill through TAFE Queensland
- the Higher Level Skills program which assists individuals to gain the higher level skills required to secure employment or career advancement in priority industries, or transition to university
- the Registered Trade Skills Pathway which uses apprenticeship elements to help existing workers gain a trade qualification by recognising and building on their existing skills and experience.

Programs to support participation in VET include:

- Foundation Skills Training, under User Choice or the Certificate 3 Guarantee, to assist people enrolled in VET to obtain the skills needed to complete a qualification
- Fee-free Training for Year 12 graduates accessing VET in priority skills areas in the first year after school
- VET in Schools, which gives students the opportunity to gain VET skills and qualifications while still at school
- the Certificate 3 Guarantee to help Queenslanders access their first post-school qualification
- Skilling Queenslanders for Work, which delivers a pathway to employment for many Queenslanders disadvantaged in the labour market.

The Queensland Government is working to increase skills and employment through the \$100 million Back to Work — Regional Employment Package that provides support for:

- employers to build their skills base
- regions doing it tough
- job seekers to build confidence, upskill and retrain for jobs in a more agile Queensland economy.

The package includes a \$10 million Certificate 3 Guarantee Boost which funds eligible jobseekers to undertake the training they need to secure local jobs.

Through its work with the Gold Coast 2018 Commonwealth Games Corporation, the Queensland Government will harness long-lasting training and skilling opportunities to meet the workforce needs of the upcoming Commonwealth Games and beyond.

Where to next?

Enabling better access to quality training

We will provide access to relevant training for Queenslanders by:

- commissioning regular testing of the market through Jobs Queensland to identify gaps and opportunities to address training needs of specific cohorts, industries and/or locations
- developing effective education and training programs for vulnerable young people in contact with the justice system so they can transition to further education, training or work
- exploring options to encourage suppliers to the Queensland Government to undertake workforce planning and training
- improving existing Queensland Government programs to ensure they are being promoted, used and funded effectively
- reviewing the annual grants to public providers to ensure these continue to appropriately support TAFE Queensland, Central Queensland University, Queensland Agricultural Training Colleges, Aviation Australia and the Aboriginal Centre for the Performing Arts

- expanding Skilling Queenslanders for Work by subsidising more traineeships with local councils, and increasing incentive payments for eligible private sector employers in Southeast Queensland and for employers in regional Queensland that are ineligible for the Back to Work support payments
- creating more sustainable, contestable funding arrangements by tailoring funding programs to ensure they meet government priorities for training.



Making connections beyond school

We will strengthen pathways from school and training through to higher education and employment by:

- reinforcing the value of VET as a pathway in senior secondary schooling by enabling VET qualifications to contribute towards new senior assessment and tertiary entrance arrangements from 2019
- providing ongoing education and support for all schools and staff to understand the VET system and assist their students to make better training and career decisions
- connecting local employers, students and providers through regional training and employment forums
- reviewing existing priorities for higher level qualifications and skills funded through the Higher Level Skills program including STEM-related training and training for Aboriginal and Torres Strait Islander Queenslanders
- launching the Indigenous Opportunities Hub which connects Aboriginal and Torres Strait Islander school students and school leavers with work placement and employment opportunities.

Valuing TAFE Queensland

We will return TAFE Queensland to its position as a premium provider of VET by:

- assessing the *TAFE Queensland Act 2013* to ensure it enables the public provider to fulfil its role in meeting government priorities and providing commercial and non-commercial services in a competitive environment
- creating a statement of expectations which confirms TAFE Queensland's role in delivering key government priorities and in areas that cannot be met through market settings.

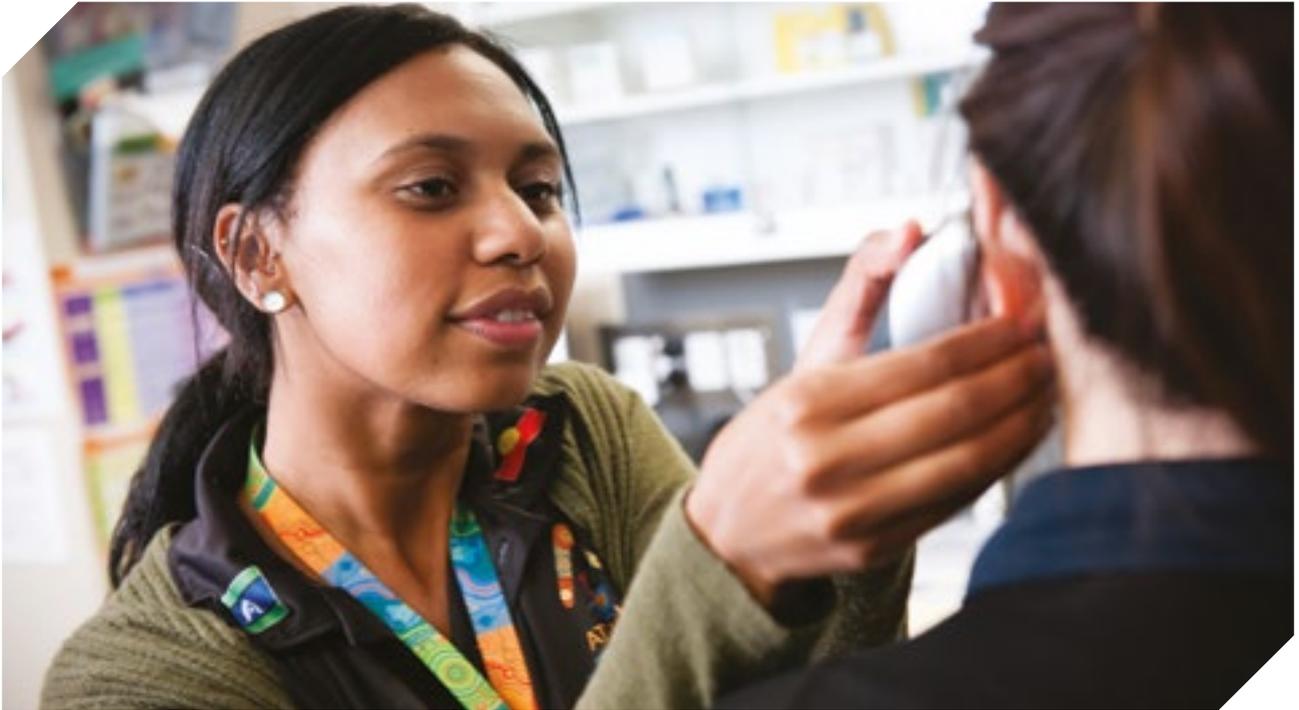


Photo: Tony Phillips

Investing in Queensland's training facilities

We will ensure that Queensland's public training facilities occupied by TAFE Queensland are able to respond to changes in industry and community expectations and evolving teaching and learning styles by:

- investing in up-to-date and fit-for-purpose facilities to support delivery of training by our premium public provider, TAFE Queensland
- managing training infrastructure efficiently, including identifying sites that represent opportunities for delivery of broader government priorities.

Supporting apprenticeships and traineeships

We will help Queenslanders to gain and complete an apprenticeship or traineeship by:

- working with Jobs Queensland to review the government's strategies for attracting and supporting apprentices and trainees
- establishing research partnerships between Jobs Queensland and industry on the pathways into apprenticeships and traineeships across Queensland
- creating an easy-to-use online interface for employers, apprentices and trainees to submit information to the Department of Education and Training
- encouraging more apprentices and trainees to improve their language, literacy and numeracy skills through Foundation Skills Training, informed by an employer-led foundation skills audit
- promoting and reviewing the Registered Trade Skills Pathway so it continues to support existing workers to translate their work experience into a formal qualification
- expanding the support available for apprentices seeking to re-enter the industry through the Queensland Out of Trade Register
- expanding the role of regions in supporting employers, apprentices and trainees to work better together through proactive workplace visits
- strengthening compliance with the Queensland Government Building and Construction Training Policy which requires construction contractors to employ apprentices and trainees and undertake other workforce training on eligible building projects.

Making Queensland a destination of choice

We will encourage more international VET students by:

- promoting the importance of onshore and offshore VET delivery by quality providers, including TAFE Queensland, through Ministerial education and training missions to emerging or growth markets
- strengthening the position of VET in contributing towards Queensland's ambitious growth target for international education and training by promoting pathways from school to VET, and VET to higher education in Queensland
- working with VET providers to create a cohesive brand that takes advantage of collaborative approaches to encourage more international students to choose Queensland as their destination.

Get involved

Join the conversation on the future direction for VET in Queensland

We want to hear from you about how we can work together to make sure that all Queenslanders are able to access – at any stage in their lifetime and career – high quality training that improves their life prospects and supports industry development and economic growth.

Your feedback will help build a shared vision for advancing the future of VET in Queensland.

You can respond to the draft strategy in these ways:

- submit an online response via www.training.qld.gov.au/VETstrategy or at Get involved, Queensland <https://www.getinvolved.qld.gov.au>
- email us at vet.strategy@det.qld.gov.au
- post your submission to PO Box 15033, CITY EAST QLD 4002



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www.training.qld.gov.au/VETstrategy