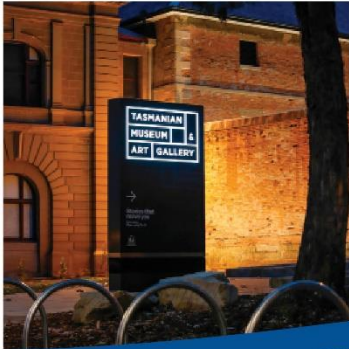
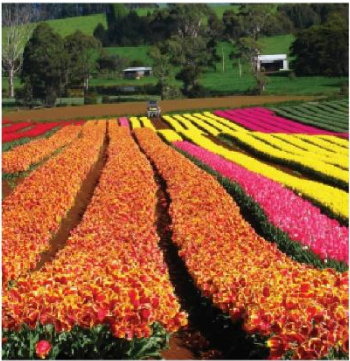
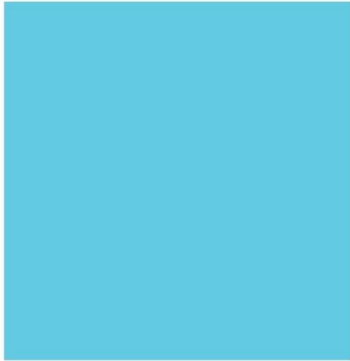
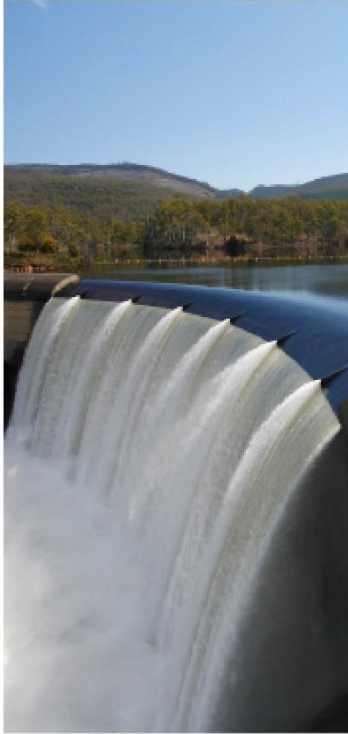
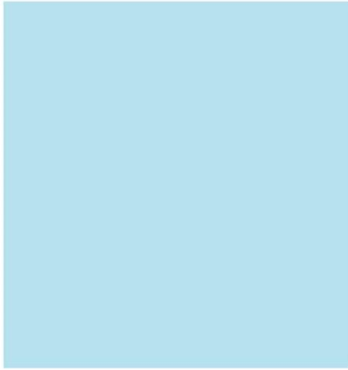


2021 Performance Report



Training and Workforce Development System: Performance Report 2021

This report provides an overview of the performance of the government subsidised *Tasmanian Training and Workforce Development System* for the calendar year 2021. It is a statutory requirement under the *Training and Workforce Development Act 2013*.

The report is predominantly based on data reported by registered training organisations (RTOs) to Skills Tasmania in accordance with the Australian Vocational Education and Training Management Information Statistical Standard ([AVETMISS](#)).

Data in this report is correct to April 2022. The report may not reflect data from the National Centre for Vocational Education Research (NCVER) for the 2021 calendar year which is released in June 2022.

Overview: The Tasmanian training and workforce development system

Vocational Education and Training (VET) in Australia is both privately funded by individuals and employers and subsidised by the Australian and State and Territory Governments. The Australian Government manages and partially funds a nationally recognised system of accreditation for qualifications, courses, skill sets, and units of training to achieve national goals for workforce development.

The Tasmanian training and workforce development system is established under the *Training and Workforce Development Act 2013*. It is a shared system in which all partners – government, industry, employers, RTOs and learners – work together to achieve the best outcomes for Tasmania.

VET is largely utilised in response to demand from students and employers. Demand varies according to economic conditions, regionally specific demography, and the cyclical nature of industry or employer training needs. As such, specific enrolment patterns tend to fluctuate over the short term, while longer term trends in training delivery can reflect broader changes in the Australian or Tasmanian economies.

Government funding and priorities

The Tasmanian Government contributes the majority of government funding for the training and workforce development system and has the key responsibility for supporting the direction of government-subsidised VET in Tasmania. In the 2020-21 financial year the total government budget for VET in Tasmania was \$132.7 million with Tasmanian Government contributing 59 per cent and the Australian Government funding 41 per cent.

The State Government also plays a key role in policy advocacy and negotiation with the Australian Government to ensure that the specific characteristics and needs of the Tasmanian industry and population are considered in national policy settings.

From 2017, the Tasmanian Government established a target of increasing the number of apprenticeship and traineeship commencements in the private sector by 40 per cent by 2025.

In 2018, Tasmania signed the Australian Government's National Partnership agreement on the Skilling Australians Fund. This agreement is worth up to \$23.7 million to Tasmania over four years to 2021-22 and requires ambitious targets for new apprenticeship and traineeship commencements to be met.

These two targets informed funding priorities for 2021, in alignment with the Tasmanian Government's [Ministerial Priorities for Training and Workforce Development 2018-2021](#).

As was experienced in all areas of economic and social activity in Australia, the COVID-19 pandemic significantly impacted both the Tasmanian training and workforce development system and re-focussed Tasmanian Government priorities.

The Tasmanian Government established the Premier's Economic and Social Recovery Advisory Council (PESRAC) to consider the best way to support Tasmania's recovery from the impacts of the pandemic.

PESRAC's [interim report](#) established a preliminary direction in July 2020 and the Tasmanian training and workforce development system partners worked to support the identified steps forward. PESRAC released its [final report](#) in March 2021 and the Tasmanian Government has committed to deliver on all recommendations.

Ministerial Priority 1: Invest in training and workforce development activities in priority industries to drive economic growth and employment

Industry input into the training and workforce development system is crucial to ensuring that government subsidised training delivery matches the current and future needs of employers, and to direct training delivery to the best employment opportunities for Tasmanians.

The Tasmanian Government engages with industry through a range of forums, and directly with employers, to ensure that current and future workforce and training needs of each sector are met. Skills Tasmania works with peak bodies and other stakeholders on emerging skills needs and issues.

The COVID-19 pandemic highlighted that the training and workforce development system needs to be able to adapt to rapidly changing priorities, both in terms of training activity as well as workforce development strategy and policy.

In 2021, PESRAC emphasised the need for industry organisations to increase their engagement with Government in order to support more responsive and relevant outcomes in the training and workforce development system.

Workforce development and training investment and activity in 2021 was aligned closely with industries identified by PESRAC's Interim Report of 2020 and the 2021 Final Report, that is: Community Services, Building and Construction, and Energy and Infrastructure.

- **Community Services:** the Tasmanian Council of Social Service (TasCOSS), peak bodies, community service providers and education and training providers worked with the Tasmanian Government to establish and support the implementation of the *Community Services Industry Plan 2021-2031*. Program enrolments in 2021 in Health Care and Social Assistance (ANZSIC) increased by over 19.6 per cent from 2020.
- **Building and Construction:** On 16 June 2021, the Premier, the Hon Peter Gutwein, convened the *Building and Construction Industry Skills Roundtable*. The Roundtable brought together the key industry peak organisations and identified clear direction to manage the increased demand for a skilled workforce.

The *Building the Workforce to Build Tasmania* ('High-Vis Army') Memorandum of Understanding was signed between the Tasmanian Government, the Civil Contractors Federation (CCF), the Housing Industry Association (HIA), the Master Builders Tasmania (MBT), and Keystone. In 2021 program enrolments in the sector increased by 29.8 per cent from 2020.

- **Energy and Infrastructure:** In 2021 the Tasmanian Government continued to develop and invest through workforce planning, promotion and projects. This included the Energy and Infrastructure Training Market Fund, Training Market Development Fund, and Workforce Development funds – all of which work together to meet the Workforce Development Plan for the Tasmanian Energy Sector that was finalised in 2020. 12 workforce development and training market development projects commenced in 2021, with 326 places under the Energising Tasmania Training Program.

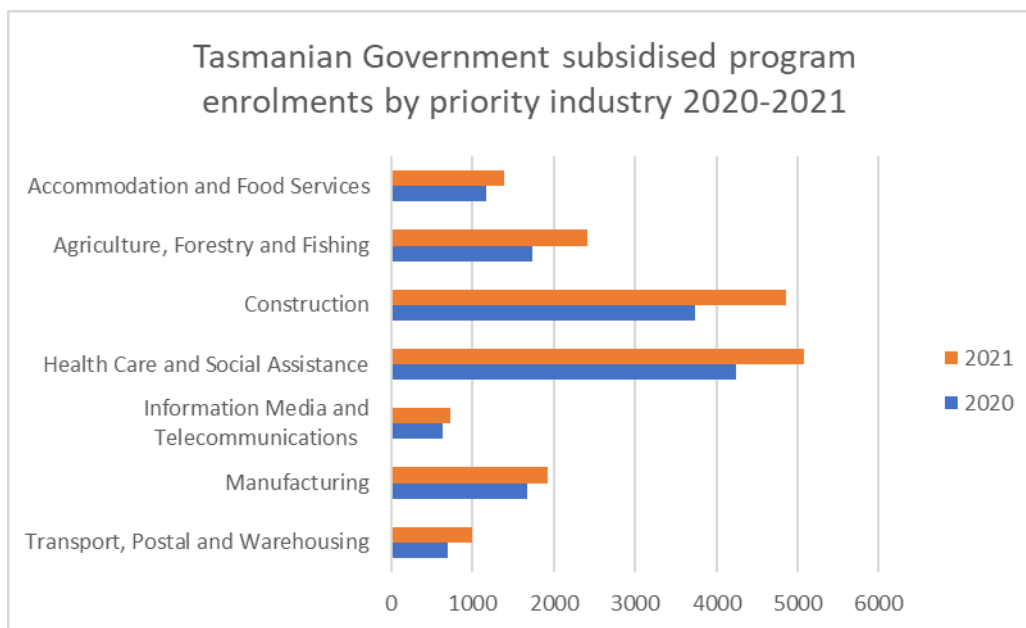
Investment and Training

The Government's investment in workforce development activity has been spread between a range of industry sectors as identified in the *Ministerial Priorities for Training and Workforce Development 2018-2021*. These industry sectors were identified in 2018 as having a high level of demand for skilled labour or making a significant contribution to economic activity.

In 2021 investment in training and workforce development activities was targeted to those industries identified by PESRAC as key to Tasmania's recovery, but other industries continued to be supported. Investment included:

- \$3.265 million over three years to ensure the community services workforce has the right skills to deliver quality support for Tasmanians, through TasCOSS *Local people into Local Jobs* project.
- \$9 million over four years to support the new *Building the Workforce to Build Tasmania* ('High-Vis Army') project were provided through targeted grants to industry peak organisations to support a 25% growth in the building and construction workforce and the accelerated growth during Tasmania's recovery from COVID-19 including the \$3.1 billion 'Construction Blitz'.
- \$6.7 million from the \$16.1 million Energising Tasmania initiative (2020) was made available in a range of projects under the Energy and Infrastructure Workforce Development Plan, including projects that increased training capacity of RTOs, fee-free training to attract entrants to the energy and infrastructure sector, and targeted workforce development projects.
- \$793,000 to Agriculture, Forestry and Fishing, including wool harvesting, rural cadetships, next generation forestry career pathways, and reskilling and upskilling workers in aquaculture and fisheries.
- \$372,000 to build career awareness of manufacturing, supply chain awareness with the potential of the hydrogen industry, and manufacturing industry preparation program.
- \$100,000 was invested in the Information and Communications Technology Workforce Development Plan and Springboard Pilot to build the ICT workforce and, for three key businesses, to mentor training of existing employees or jobseekers to achieve the business' specific ICT workforce goals.
- Over \$1.5 million to deliver projects outlined in the Tasmanian Hospitality Industry Strategic Plan 2018-2022, including projects on visitor experience training, pathway programs, agri-tourism, and increasing migrant's access to the hospitality sector.

In 2021 all priority areas experienced significant growth in program enrolments. Compared to 2020, the smallest increase in enrolments was in Information, Media and Telecommunications (87 more enrolments) with the largest increase in Construction (1,117 more enrolments).



Government subsidised program enrolments by ANZSIC: internal data, Skills Tasmania, Tasmanian Government (April 2022)

Training delivered in the priority industry areas accounted for 52 per cent of all Tasmanian Government subsidised enrolments. The remaining investment in training was allocated to other industries that support the domestic service economy and that act as enablers or are part of the supply chains to priority industries, and to grow the pipeline of learners through the improvement of foundation skills.

Ministerial Priority 2: Facilitate a high quality, responsive and flexible training system

In 2021 the training and workforce development system was fundamental in supporting Tasmania's response to the COVID-19 pandemic. All partners in the system looked at innovative responses to build new futures for Tasmanians as well as to support the stability of the economy.

The Australian and Tasmanian Governments continued to respond to the impact of COVID-19 through a shared \$21 million investment in fee-free training through the JobTrainer program. This program was targeted to support industry areas of strategic importance and where there are strong future job prospects in Tasmania's recovery.

The Tasmanian Government funded 100 Endorsed Registered Training Organisations (ERTOs) in 2021 and in addition to managing their existing training delivery, 22 ERTOs (including TasTAFE) increased their capacity to quickly respond to immediate areas of need.

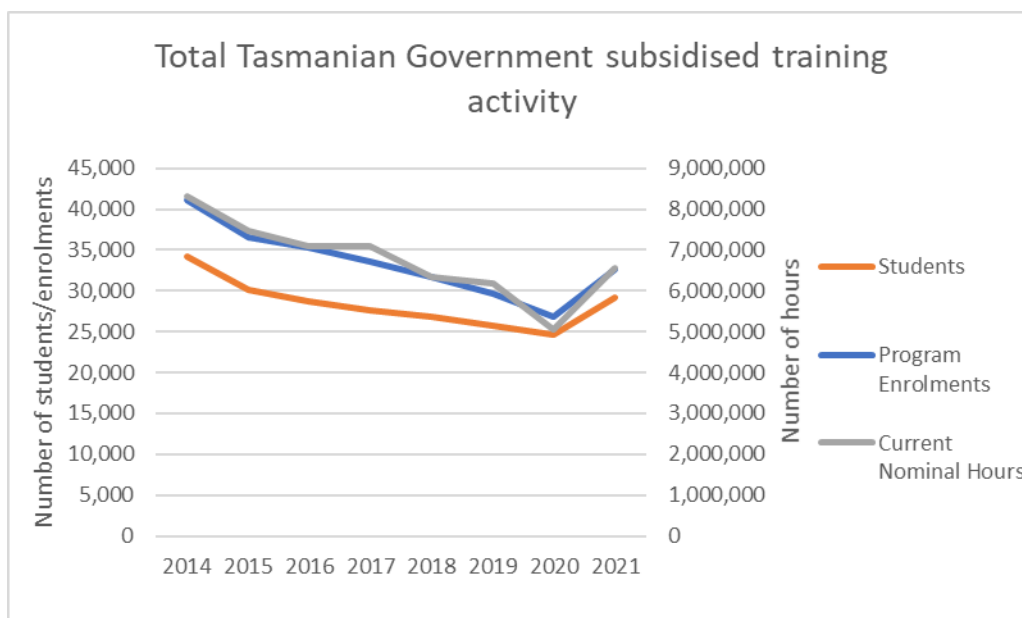
In further recognition of the acute levels of demand for workforce development in aged and disability care, amplified by the ongoing pandemic in 2021, the Tasmanian Government supplemented this investment with an additional \$3 million for the *Rapid Response – Careers in Aged Care and Disability Support*. The program provided 573 new learners fee-free training in the Certificate III in Individual Support.

With VET trainers and assessors already in short supply nationally, the increased demand generated by the recovery plan also spread to the RTO sector itself. In response, the Tasmanian Government increased the subsidy rate for the Certificate IV in Training and Assessment to lower the contribution cost to learners and industry and stimulate greater numbers of qualified trainers and assessors. This resulted in an additional 48 program enrolments in the Certificate IV, an increase of 67.6 per cent from 2020.

Investment and training

Total government investment into the training and workforce development system in 2020-21 was \$132.7 million, an increase of 12 per cent (from 2019-20).

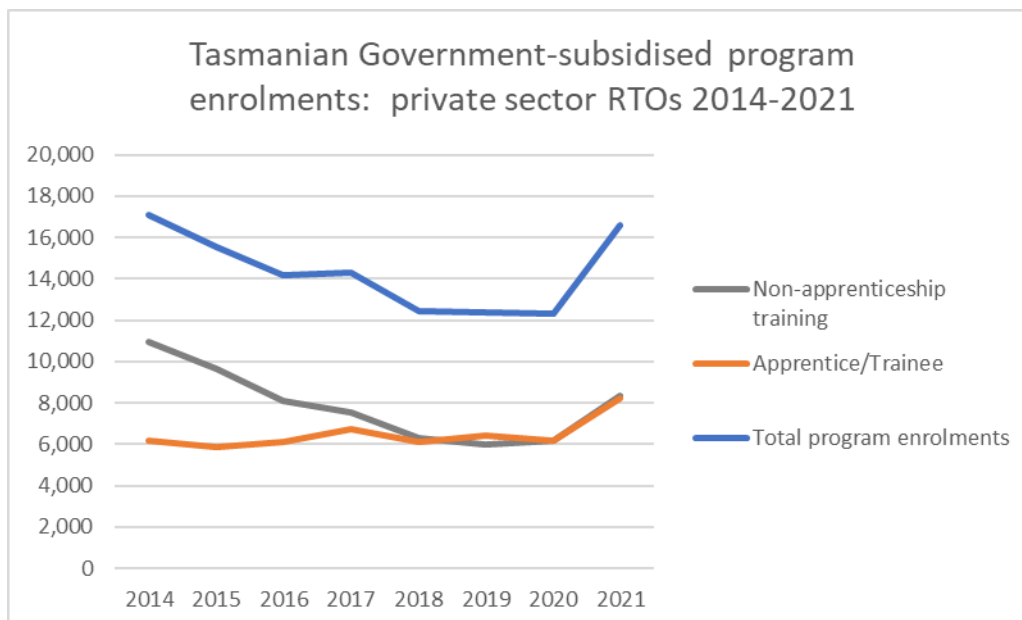
This resulted in significant increases in student numbers, program enrolments, and number of training hours (current nominal hours) and represents a major upturn from long term trend declines that have been experienced nationally since 2014.



Total government subsidised training activity: internal data, Skills Tasmania, Tasmanian Government (April 2022)

Competitive training funding to RTOs in the private sector (not including TasTAFE) amounted to \$48.7 million in 2021, with \$11.4 million being allocated from the JobTrainer program.

JobTrainer investment enabled a turn around in the long-term trend decline in non-contract training. The Tasmanian Government's continued commitment to prioritising apprenticeship and traineeships and significant investment by the Australian Government in wage subsidies, resulted in a substantial 33.6 per cent increase (from 2020) in apprenticeship and traineeship program enrolments.



Private sector RTOs government subsidised training activity: internal data, Skills Tasmania, Tasmanian Government (April 2022)

Private sector RTOs Student Outcomes

The NCVER Student Outcomes Survey was released in December 2021, with Tasmania again performing strongly.

Private sector RTOs had strong results for government subsidised graduates:

- 92.7 per cent of Tasmanian learners said the training achieved the main reason they commenced training, compared with 85.2 per cent for Australia
- 80.0 per cent of learners said their employment status improved as a result of their training, compared with 65.3 per cent nationally, and
- 66.1 per cent of learners who before their training were not in employment, achieved an employment outcome after their training: this is compared with 50.5 per cent nationally.

52.7 per cent of learners in private sector RTOs improved their writing skills close to the national average of 53 per cent, however improvement in numerical skills was notably lower (39.5 per cent compared with Australian average 48.3 per cent).

Ministerial Priority 3: Support TasTAFE to be a high quality, contemporary and responsive public provider

As the largest provider of training in Tasmania TasTAFE is of fundamental importance to the effective operation of the training and workforce development system in Tasmania.

In response to recommendations made by the Premier's Economic and Social Recovery Advisory Council, as well as feedback provided to State Growth through various industry engagement forums over the past few years, the Government committed in 2021 to a new business model for TasTAFE.

The Government delivered on that commitment in passing the *TasTAFE (Skills and Training Business) Act 2021* (the TasTAFE Act) in December 2021. The TasTAFE Act will commence on 1 July 2022.

The TasTAFE Act establishes a bespoke not-for-profit government business model for TasTAFE that is tailored to the role and function of TasTAFE as modern vocational education and training (VET) provider.

The Government's broader policy with respect to TasTAFE is set out in *TasTAFE transition to a better training future* implementation plan which was released on 24 August 2021. The Government's vision is for TasTAFE to be a future-focused and market-aligned training provider that is responsive to the needs and expectations of Tasmanian learners, employers and industries.

Investment

In 2021 Tasmanian Government increased its commitment to funding for TasTAFE through additional transition funding of \$98.5 million and committed that TasTAFE will receive no less than 80 per cent of Government's recurrent skills training investment.

During 2021 two key projects to support the transition commenced:

- On 30 October 2021, tenders opened for a review of TasTAFE's physical and digital infrastructure to guide future investment.
- In November 2021, the first round of TasTAFE trainer recruitment occurred as part of the commitment to employ 100 extra teachers.

Significant headway was also made on Tasmanian Government's existing capital investment projects at TasTAFE:

- The Drysdale Northern Suburbs Hub (\$2 million) opened in June 2021
- The Alanvale Campus redevelopment (\$4 million) allowed TasTAFE to increase nursing training by 25 per cent in 2021, with an additional 90 nursing places now being offered state-wide.
- Construction design was completed on the Water and Energy Trades Centre of Excellence which will house TasTAFE's southern-based plumbing, gas, refrigeration, air conditioning and electrotechnology training in a fit-for purpose building.

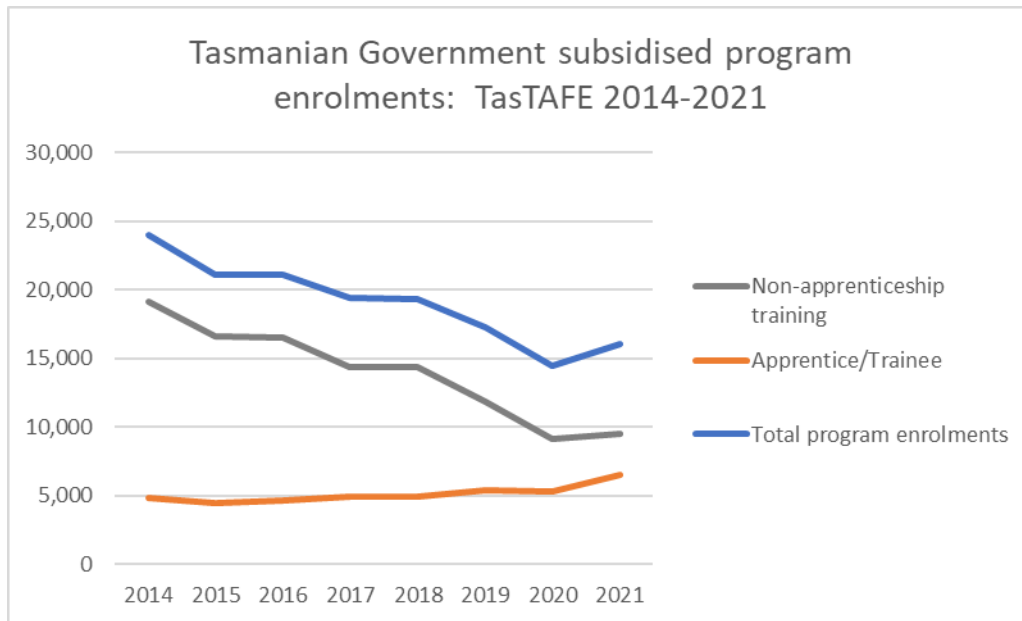
In 2021 TasTAFE received approximately 85 per cent of Tasmanian Government recurrent expenditure for skills and training through the training and workforce development system. TasTAFE also received an additional \$9.1 million through JobTrainer, as part of the Tasmanian and Australian Governments' COVID-19 recovery program.

Training delivery

In 2021 TasTAFE delivered training to 48 per cent of all government-subsidised VET learners, with 49 per cent of enrolments, and 56 per cent of total nominal hours of government-subsidised training in Tasmania. Training delivery to TasTAFE learners closely reflected Tasmania's population distribution.

Overall program enrolments increased by 11 per cent from 2020, but declined by 7 per cent from 2019. Ongoing declines in non-apprenticeship training is the primary reason for the continuing trend decline in overall program enrolments at TasTAFE.

However training to apprentices and trainees at TasTAFE increased by 22 per cent over the same period. This positive result now confirms a trend increase for apprenticeship and traineeship training, aligning with the goals of the *Ministerial Priorities for Training and Workforce Development 2018-2021*.



TasTAFE program enrolments: internal data, Skills Tasmania, Tasmanian Government (April 2022)

Student Outcomes

TasTAFE had strong results in the NCVET Student Outcomes Survey for government subsidised graduates, particularly:

- 86.6 per cent of TasTAFE graduates achieved the main reason for their training, compared with 83.7 per cent across Australia
- 68.2 per cent of graduates had improved employment status, compared with 59.3 per cent nationally, and
- 47.5 per cent of TasTAFE graduates who were not in employment prior to training achieved employment outcomes after training, compared with 41.5 per cent nationally.

Areas to work on include improvement of numerical skills (46.8 per cent to 53.8 per cent nationally) and writing skills (50.5 per cent to 55.3 per cent nationally). In both of these categories, TasTAFE performed lower than other national TAFE institutes (53.8 and 55.3 per cent respectively).¹

¹ Source: NCVET 2021, Government-funded student outcomes 2021: DataBuilder, Outcome by Group, State/territory

Ministerial Priority 4: Support more apprenticeships and traineeships

Apprenticeships and traineeships are a fundamental part of the Tasmanian training and workforce development system. They offer employers the opportunity to structure and support training *and* secure a committed, valued, and 'tailored' employee; and learners benefit from paid employment and the opportunity to receive specialist, tailored input into their training.

Increasing apprentice and trainee commencements has been a key goal for the Tasmanian Government and a focus of the *Ministerial Priorities for Training and Workforce Development 2018-2021*. In 2021 the Tasmanian Government committed to over \$9.48 million in project investment to support its goals for increasing apprentice and trainee numbers, in addition to prioritising training funding of \$20 million towards the *Apprentice and Trainee Training Fund (User Choice)* program.

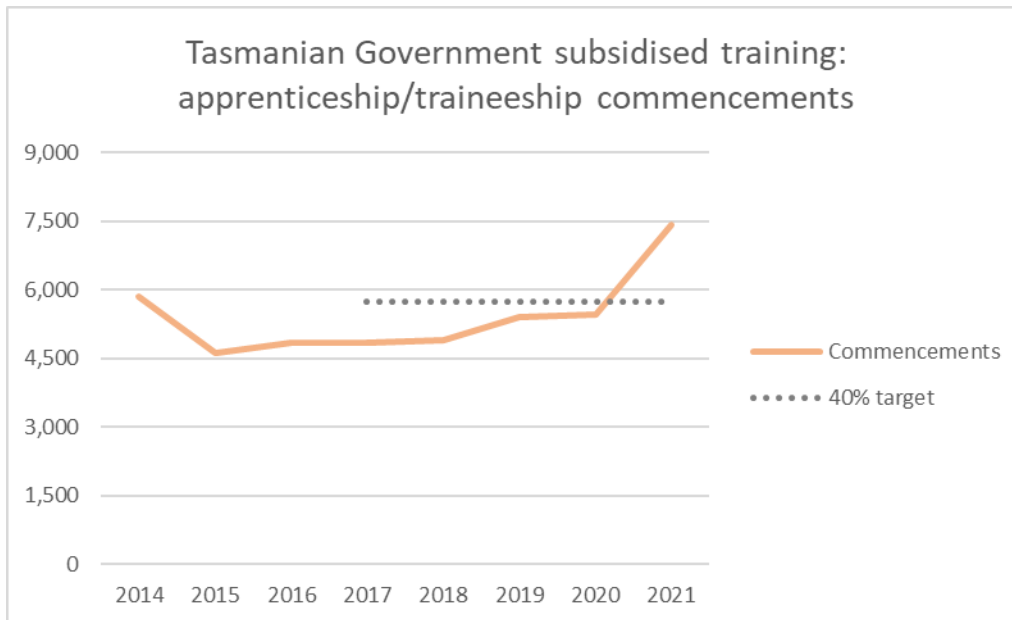
This was designed to boost both supply and demand in the apprenticeship system. The suite of projects included support for pathways to apprenticeships across industry sectors, such as the Rural Cadetship Project, or took a regional focus, such as the Launceston Apprenticeships Pipeline Program. Apprentices and trainees who were required to undertake training outside of their local area continued to be supported by travel and accommodation allowances.

Programs designed to stimulate employer demand included the *Apprentice and Trainee Grant for Small Business* Program. Payroll relief to businesses who took on apprentices or trainees was also available through the Department of Treasury and Finance.

Apprenticeship and Traineeship commencements

Despite the challenges that the apprenticeship and traineeship system experienced during the COVID-19 pandemic, the extensive investment into the system by the Tasmanian Government and the Australian Government's generous wage subsidy incentives have resulted in strong outcomes.

In 2021, there was a 36.3 per cent increase in apprentice and trainee commencements from 2020, which represents a total 53.6 per cent increase from 2017. The number of apprenticeship and traineeship commencements in the private sector increased by 53.0 per cent in 2021; 13 percentage points above the Tasmanian Government's target increase set for 2025.



Apprenticeship/traineeship commencements: internal data, Skills Tasmania, Tasmanian Government (April 2022)

In 2021 the top three industries employing apprentices and trainees (Construction, Manufacturing and Health Care and Social Assistance) comprised nearly half of all training contracts in-training in Tasmania, and increased by 26 per cent in Construction and 10 per cent in Manufacturing and 9 per cent in Health Care and Social Assistance (as at 31 December 2021). 16 out of 19 industry sectors saw significant increases in apprentice and trainee numbers in 2021 compared to the previous twelve months.

Apprenticeship and Traineeship completions

Tasmania has consistently held the highest apprentice and trainee completion rates in Australia. This continued in 2021 with an overall completion rate of 63 per cent, compared with the Australian average of 57.6 per cent.

Although completion rates for apprentices and trainees are comparably high, the variability of retention rates across Tasmania's industry sectors² suggests that completion rates could improve further. Tasmania's retention rates (the rate of apprentices completing a contract with the same employer) were also the highest in Australia, at 55.9 per cent (compared to 48.3 per cent nationally).

GTOs manage a large number of apprenticeships and traineeships across very small, small and medium businesses. Smaller employers need greater support in managing the apprenticeship process, so improving wrap-around services was a key goal of the Tasmanian Government's \$1.5 million GTOs *Mentoring for Success* program in 2021. 85 applicants were supported in this program in 2021.

² For graduates starting in 2016, industry sector contract retention rates ranged from 46 per cent to 83 per cent by 2021 (most complete starting year). *Internal data 2021 calendar year, Skills Tasmania, Tasmanian Government.*

Ministerial Priority 5: Support all Tasmanians to access training and gain skills to participate in the economy and community

The training and workforce development system contributes to the Tasmanian Government's Adult Learning Strategy through pathway programs to training, including development of literacy, numeracy, digital and employability skills, and delivering training for upskilling and reskilling.

In August 2021 PESRAC's final report emphasised that government's focus should be on supporting unemployed and underemployed people into work and that place based recovery was key to achieving this goal.

Foundational learning and upskilling

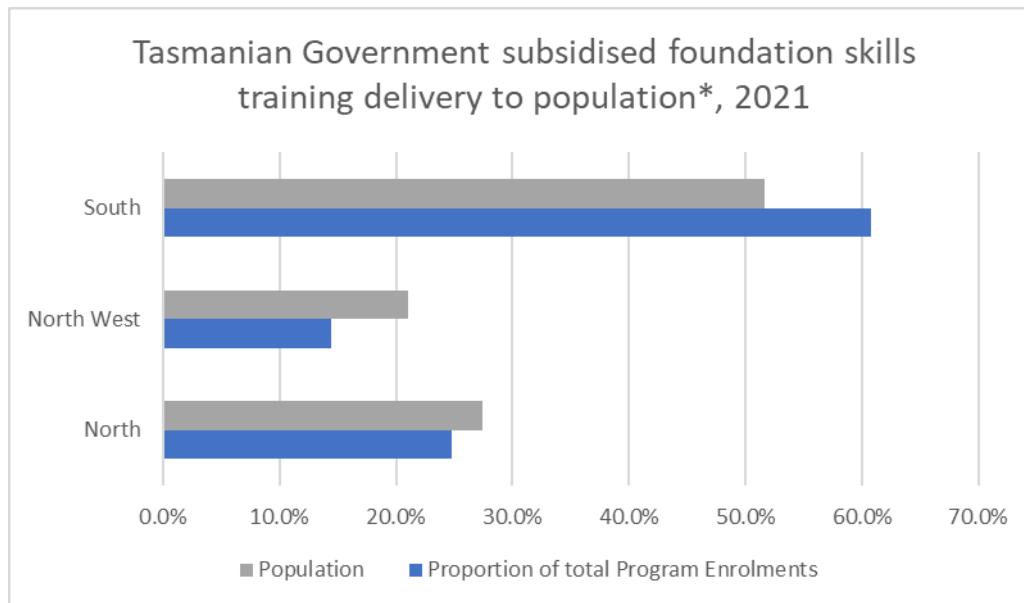
As is reflected in PESRAC's findings, feedback from training and workforce development partners has consistently identified poor foundational skills (language, literacy, numeracy, digital and employability skills) as being a major impediment to successful delivery and achievement of training outcomes, both in the apprentice and trainee sphere and in non-contract training settings.

The Tasmanian Government invested \$4.36 million over four years (from 2020-23) for the Adult Learning Strategy. In 2021 three key projects were delivered to support increased access to foundational learning:

- o expanded the 26TEN model to deliver additional local services to help lift literacy and numeracy levels for more Tasmanians (\$595 000 in 2021-22)
- o provide additional no-cost training places for literacy and numeracy volunteers and deliver introductory workshops in adult literacy tutoring (\$100 000 in 2021-22)
- o establish a support service within Libraries Tasmania to help adult learners identify and access the services they need to re-engage with learning (\$110 000 in 2021-22)

Additional initiatives in 2021 included the introduction of the Certificate II in General Education for Adults at TasTAFE, attracting 57 learners.

Access to formal training in foundation skills is variable across the state.



*ABS Regional population estimates by Statistical Area Level 2, 2020 (latest release 30 March 2021); Program enrolments: internal data, Skills Tasmania, Tasmanian Government (April 2022)

Many people in Tasmania are faced with obstacles that prevent them taking steps to formal training and employment. These include physical barriers, such as access to the internet or living in remote areas, as well as more complex and culturally systemic barriers to inclusion. In 2021, 13 organisations were supported under the *Training and Work Pathways Program* to support 733 people to overcome barriers to engagement in training and employment. This included support for migrants to access English as a second language training through the Migrant Resource Centres based in the regional centres across Tasmania. Migrants were also supported through the \$197 298 “You’re Welcome” pathway program to reduce migrant jobseeker’s barriers to employment in hospitality.

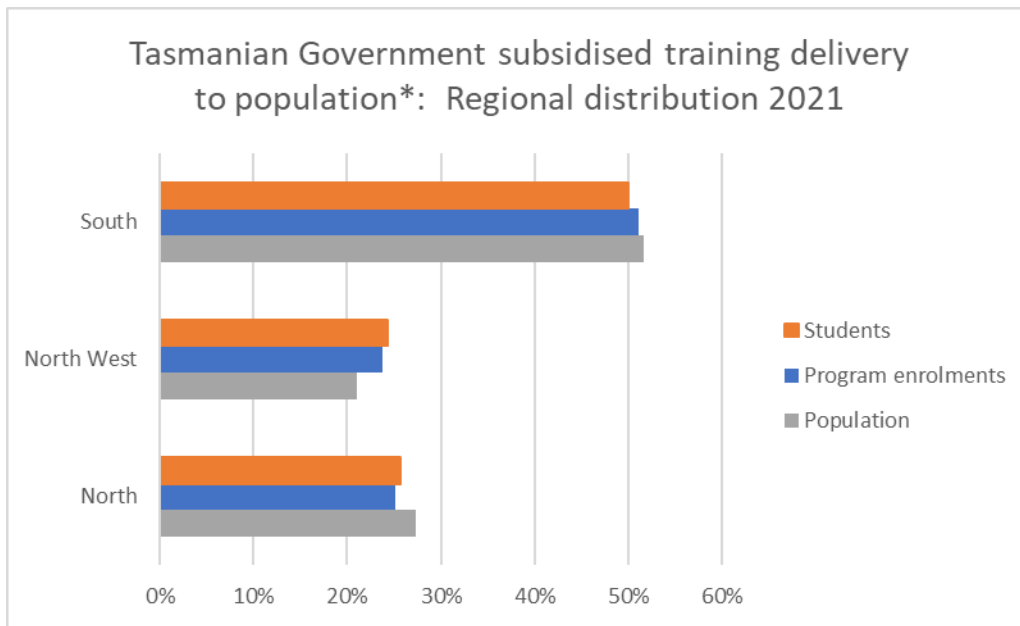
COVID-19 predominantly impacted people who were in casual, part-time, or insecure jobs, many of which are occupied by women. Although training to women has increased as a result of the significant investment in COVID-19 recovery (13.9 per cent), proportional representation of women in the training and workforce development system continues to be in trend decline. In 2021 the proportion of women in government subsidised training declined a further 1.2 percentage points to 43.7 per cent: women comprise 50.5 per cent of the Tasmanian population.

In response to the COVID-19 pandemic, RTOs increased the availability of online courses and offered a range of short skill sets and units to upskill people even while movement was restricted. For learners who have barriers to full time training, this opened up new opportunities for access and the uptake of skill sets and units increased further in 2021, with a 29.3 per cent increase from 2020 in program enrolments in this kind of training.

A regional approach

The physical challenges of Tasmania’s highly dispersed population and the reality that most people want to stay in their communities is reflected in one of the key recommendations by PESRAC: the establishment of Jobs Tasmania, a network of Regional Job Hubs that take a local approach to meeting the employment-related needs of Tasmanian businesses, communities and job seekers.

Training through the government subsidised training and workforce development system is delivered to learners from across the state, with both public and private RTOs largely delivering training in regional centres.



*ABS Regional population estimates by Statistical Area Level 2, 2020 (latest release 30 March 2021); Students and program enrolments: internal data 2021, Skills Tasmania, Tasmanian Government (April 2022)

Ministerial Priority 6: Promote vocational pathways within a modern economy

Promotion of VET as a practical and valuable pathway to employment is a shared responsibility and opportunity for training and workforce development system partners.

Every year a new cohort of school leavers choose from a range of options to start their careers, so the promotion of VET and the opportunities offered by industries is an annual priority. Equally, providing information to mature-age workers about opportunities to build skills and knowledge, provide access to work or skill up for new careers ensures all of Tasmania's workforce has the information it needs to utilise the training system.

Due to the close connection of training with industry and employers, the VET environment can seem more complex than a traditional school/university-to-student relationship. This can make it confusing for potential learners – either school student or adult.

In 2020 the Tasmanian Government conducted research into the perceptions and awareness of VET and found that there was a mixed understanding of what VET was, and its value. Despite a delayed launch due to the COVID-19 pandemic, on 24 November 2020 “The Right Track” campaign was released alongside a new first-stop website vet.tas.gov.au. From July 2021 the campaign introduced “Discover VET” social media and five ambassadors to the campaign: former students of VET with inspirational stories.

The impact of real stories cannot be underestimated and the Right Track campaign reinforced the importance of the longstanding annual [Tasmanian Training Awards](#), which highlight the very best of Tasmania's apprentices, trainees, vocational students, teachers and trainers, as well as training providers and employers. These real examples include 2020 Australian Apprentice of the Year Caitlin Radford who transformed the approach on her family's farm through her studies, and 2020 Australian Trainee of the Year Heetham Hekmat who created a new life after moving to Tasmania from war-torn Syria to train as a Youth Worker so he could help Tasmanians make a difference to their own lives.

These stories all help to bring VET into view for potential new learners, apprentices, trainees, and workers.

The value proposition for learners

RTOs, including TasTAFE, regularly promote their offering at schools, online and through other media campaigns, and offer open days and taster courses as practical real life ways to help potential learners choose their career direction. At the Australian and State Government levels, promotional activity naturally focusses on raising awareness of VET and the Tasmanian training and workforce development system as a whole.

In 2021 PESRAC identified that industry sector organisations not only have a leadership role in promotion for their future workforces, but that they also have a role to play in enhancing the attractiveness of their jobs.

Successful industry organisations, whatever their size, invest in promotion of VET for their sectors and also value-add through targeted activities to ensure a greater impact than a campaign alone or single-stakeholder promotion achieves. In 2021 the Early Childhood Australia Tasmania branch supported their Early Years and School Age Care (EYSAC) Workforce plan with the “Be the Difference” campaign aimed at year 8-12 school students.

Statistical Snapshot – Tasmanian Training and Workforce Development System 2021

Government subsidised training activity

- Based on the most recent data, Tasmanian Government funding supports 61 per cent of all enrolments in nationally recognised training in Tasmania³, with the remainder being funded by students and/or employers.
- In 2021, the Tasmanian Government supported 29,229 students, 32,643 related course enrolments and 6.6 million nominal hours of training delivery to Tasmanians .
 - Of this training activity, TasTAFE accounted for 48 per cent of the students, 49 per cent of course enrolments and 55 per cent of nominal training hours (with private providers accounting for the remainder).
- The majority of government-supported training in Tasmania over the past five years has been to learners who are working: from 2017 to 2021, on average 76 per cent of VET students were employed⁴. In 2021, 79 per cent of government funded VET students in Tasmania were employed.
- The most recent national data shows that 46 per cent of government funded students in Tasmania are in the most disadvantaged socio-economic category based on the ABS SEIFA Index of Relative Socio-economic Disadvantage (IRSD). This rate was more double the national average (22.2 per cent) and approximately double the rate in most states and territories apart from South Australia.⁵

Table 1: 2021 Activity in the training and workforce development system (Students, enrolments and nominal hours)

	2021 Students	% change in no of students from 2020	2021 Enrolments	% change in no of enrolments from 2020	2021 Nominal hours	% change nominal hours from 2020
Private training providers	15,221	27.4%	16,594	34.4%	2,908,021	51.5%
TasTAFE	14,008	9.7%	16,049	11.1%	3,655,403	16.3%
Total	29,229	18.3%	32,643	21.8%	6,698,139	29.7%

Training activity: strong performance for the Tasmanian apprenticeship system and turnaround in non-contract training

- A national downtrend in the number of government-funded students since 2016 began to reverse in many states and territories from 2019 and has reversed in Tasmania in 2021. Much of the historical decline was in non-contract VET training, which in 2021, has seen a substantial increase in Tasmania driven by the JobTrainer Fund. Compared to 2020, in 2021 the number of enrolments

³ NCVET [Total VET Students and Courses](#), 2020 year (most recent available data).

⁴ Four-year average 2018-2021, internal Skills Tasmania data, accessed March 2020.

⁵ NCVET [Government funded students and courses](#), January-September 2021. The rate in Tasmania is over 50% higher than in South Australia.

in non-contract VET are up by 17 per cent (to 17,929), with students up 16 per cent (15,867) and nominal training hours by 16 per cent (3.6 million hours).

- The Tasmanian apprenticeship system has continued to perform strongly following a temporary downturn from COVID-19 in the first half of 2020. There were 7,430 commencements in 2021, an increase of 36.3 per cent on 2020⁶.
- In 2021, non-trade commencements increased by 36.2 per cent from 2020 (to 4,464), while trade apprenticeships commencements increased by 36.5 per cent from 2020 (to 2,966).
- Tasmanian apprentice contract completion rates (the remain the highest in the country at 55.9 per cent (compared to 48.3 percent nationally).

Training quality and student outcomes

- In 2021, Tasmania performed well on most measures of employer engagement with VET, with⁷:
 - The highest percentage of employers using accredited training of all states and territories at 61.7 per cent.
 - The second highest percentage of employers using nationally recognised training at 34.1 per cent.
 - The second highest percentage of employers with apprentices and trainees at 31.9 per cent.
- For Tasmanian employers with vocational qualifications as a job requirement in 2021, the satisfaction rate with training as a way of meeting skill needs was 71.1 per cent, an improvement on 2019 (68.6 per cent), though below the national average at 74.3 per cent.
- Restrictions on training as a result of COVID-19, combined with continued high levels of demand for skilled workers, particularly in trades, may have impacted this measure, though the 2021 improvement is encouraging.
- In 2021, Tasmania continues to show above average performance on VET outcome measures for student satisfaction and employment outcomes, despite the impacts of COVID-19⁸:
 - 90.7 per cent of Government-funded VET graduates in Tasmania were satisfied with their training overall, compared to the national average of 89.4 per cent.
 - 88.7 per cent were satisfied with teaching compared to 88.1 per cent nationally.
 - 91.5 per cent were satisfied with assessment compared to 89.7 per cent nationally.

In 2021, of those Government-funded VET graduates not employed before training in Tasmania, 46.5 per cent were employed after training, compared to 43.6 per cent for all Australia, and Tasmania performed well across a range of other VET employment outcome measures:

- 68.2 per cent of Government-funded VET graduates in Tasmania reported improved employment status after training, compared to 60 per cent nationally.
 - Performance was up from 62.6 per cent in 2020 for Tasmania and 54.1 per cent nationally.

⁶ Skills Tasmania internal data as at March 2022. Figures are not final and are subject to change. Excludes re-commencements.

⁷ [NCVER 2021, Survey of Employers' Use and Views of the VET System 2021](#) (conducted Feb-Jun 2021) This Survey is completed biannually.

⁸ NCVER [2021 Student Outcome Survey](#).

- 81.8 per cent of Government-funded VET graduates in Tasmania employed after training found the training undertaken relevant to their current job, compared to 74.8 per cent nationally.
- 85.6 per cent of Government-funded VET graduates in Tasmania received at least one job-related benefit from training, compared to 81.3 per cent nationally.

Delivery at TasTAFE

- Total training activity at TasTAFE increased in 2021 compared to 2020. The number of students was up by 9 per cent on 2020 (to 14,008), while enrolments were up 11 per cent (to 16,049) and nominal training hours increased by 16 per cent (3.6 million hours).
- Both contract and non-contract training activity increased substantially at TasTAFE, though apprentice and trainee enrolment and student number increases were more than double those in non-contract training. Apprentice and trainee commencements at TasTAFE were up by 34.3 per cent compared to 2020 (to 2,785)⁹, driven largely by activity in automotive and engineering trades and construction trades.

Private training providers

- In 2021, there were 100 endorsed private RTOs actively delivering training to Tasmanians, the majority of which were small: 33 delivered training to 30 or less students, 32 delivered to between 30 and 150 students, and 35 RTOs delivered training to 150 or more students.
- In 2021, government-funded VET activity in private providers in Tasmania increased substantially from 2020, with a 34 per cent increase in enrolments (to 16,594), a 27 per cent increase in students (to 15,221) and 52 per cent increase in nominal training hours delivered (2.9 million hours). Increases were evenly spread across contract and non-contract VET. For non-contract training, there was a 35 per cent increase in enrolments and 30 per cent rise in students. Apprentice and trainee enrolments were up 34 per cent and the number of students 28 per cent higher.

Investment in priority industries

- Qualifications related to health care and social assistance (including aged and disability services) and construction industries accounted for the highest shares of 32,643 government-funded VET enrolments in 2021 (each with a 15 per cent share).
- Other industries accounting for relatively higher shares of government-funded enrolments included administrative and support services (12 per cent of enrolments), agriculture, forestry and fishing with 7 per cent of enrolments, and manufacturing (including advanced manufacturing) with 6 per cent of enrolments.

Trends in regional training demand

- TasTAFE holds 52 per cent of program enrolments in the north, 51 per cent in the north west, and 49 per cent in the south. Overall, government-funded VET enrolments in 2021 increased at a faster rate in private RTOs than in TasTAFE across all regions in line with the broader trend, with a 25 per cent increase in the north, 32 per cent increase in the north west and 38 per cent

⁹ Skills Tasmania Internal data, accessed March 2022. Figures are not final and are subject to change. Excludes re-commencements.

increase in the south. This compares to respective increases at TasTAFE of 2 per cent in the north, 8 per cent in the north west and 17 per in the south.

- In 2021, the south saw the highest relative increase in both the number of new training contracts (up by 42 per cent) and the number of employers taking on new apprentice/traineeships (31 per cent). In the north west, commencements increased at a similar rate to the number of employers of apprentices (26 and 28 per cent respectively), while there was a 37 per cent increase in commencements in the north and 25 per cent increase in employers.

Acronyms and glossary

ASQA: The Australian Skills Quality Authority - the regulator for the VET system

SEIFA: The Socio-Economic Indexes for Areas (SEIFA) indicate aspects of disadvantage that relate to income and wealth, living conditions, education and engagement in skilled occupations. Sourced from ABS SEIFA 2016, Index of Relative Socioeconomic Advantage and Disadvantage, Census of Population and Housing.

RTO: Registered Training Organisation. All training providers providing accredited training must be registered by ASQA.

Nominal hours: the number of hours notionally required to achieve the outcomes of units of competency. Nominal hours in Tasmania are based on those developed by Victoria and referred to as Victorian Purchasing Guide.

Skill set: A single unit of competency or a combination of units of competency from a training package which link to a licensing or regulatory requirement, or a defined industry need.

IRSD: The Index of Relative Socioeconomic Disadvantage measures the average level of disadvantage in each geographical area and measures areas from most disadvantaged to least disadvantaged.

Non-contract training: used in this report to mean any training that is not done under an Apprenticeship or Traineeship Training Contract

Contract training: used in this report to mean any training done under an Apprenticeship or Traineeship Training Contract

Trade training: Occupations that are classified as technicians and trade workers. Occupations are classified using the Australian and New Zealand Standard Classification of Occupations (ANZSCO). Technicians and trades workers perform a variety of skilled tasks, applying broad or in-depth technical, trade or industry specific knowledge, often in support of scientific, engineering, building and manufacturing activities.

Non-trade training: Occupations that are not classified as technicians and trade workers. Occupations are classified using the Australian and New Zealand Standard Classification of Occupations (ANZSCO),



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