

**Skills SA**

# South Australian Skills Plan Engagement

Taking immediate action

March 2023



Government  
of South Australia  
Department for Education



# Minister's Foreword

As a nation, we are facing the most acute skills shortages in decades. Only by equipping South Australians with the skills they need will we tackle this issue.

It is my fundamental belief that every South Australian should have access to the best education and training throughout their life.

In recent years, the skills demands in our state have shifted, which provides both great opportunity and challenges.

There is much work to be done to address immediate skills gaps, and to ensure the Vocational Education and Training (VET) system is high quality and inclusive of all South Australians now and into the future.

With the recent AUKUS announcement, there has never been a more crucial time to invest and support our skills system, to ensure we are setting up our state's economy for the long-term future. We are at the precipice of great opportunity for defence for our nation, right here in South Australia, and our skills system will play an integral role.

That is why the South Australian Government is developing a long term, ambitious, South Australian Skills Plan.

I am greatly appreciative for the contributions of those who responded to our call for feedback. From people in regional South Australia to metropolitan Adelaide, we heard your ideas, thoughts and opinions through written submissions, online survey responses and workshops across the state.

Your ideas have laid the foundation for the South Australian Skills Plan and will help tackle current and future skills needs.

Your feedback has also shaped some immediate investments we are making to improve our training system – by improving the wellbeing of learners, providing better information on pathways, and ensuring that training responds to current shortages in our state.

These build upon the measures announced in the 2022-23 Budget to strengthen our TAFE and training system.

We can and must do better to create a training system that works for our economy – and for all South Australians.

I look forward to working together as we shape the final South Australian Skills Plan.



**The Hon. Blair Boyer MP**

Minister for Education, Training and Skills

# Engagement

South Australia faces a range of immediate skills challenges that need to be addressed as a matter of priority including:

<p><b>285 occupations in shortage, up from 149 in 2021</b></p> <p>(National Skills Commission, 2022)</p>	<p><b>190,000 people with VET qualifications needed by 2032</b></p> <p>(SA Government analysis of ABS Labour Force Survey 2023)</p>	<p><b>Completion rates for VET qualifications below 50%</b></p> <p>(National Council for Vocational Education and Research, 2022)</p>	<p><b>1 in 5 young South Australians not fully engaged in study or work</b></p> <p>(Australian Bureau of Statistics, 2023)</p>
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At the same time, there is enormous opportunity to support thousands of South Australians into secure, skilled jobs in the defence industry.

Alongside the comprehensive training and skills election commitments being delivered, the South Australian Government is developing a long-term South Australian Skills Plan to ensure the skills system delivers the skilled workforce needed for the future.

Over the past few months, Skills SA has been engaging with stakeholders on the opportunities and challenges we face. Feedback through this engagement has shaped the immediate investments we are making to improve our training system – by improving the wellbeing of learners, providing better information on pathways, and ensuring that training responds to current shortages in our state.

WHY DID WE ENGAGE?	WHAT DID WE DO?	WHO DID WE HEAR FROM?
<p>Seek feedback on the South Australian Skills Plan concept</p>	<p><b>YourSAy</b> Opportunity for the public to make submissions and propose ideas 18 Submissions</p>	<p><b>Training providers</b> </p> <p><b>Learners</b> </p>
<p>Validate feedback collected during previous engagement stages</p>	<p><b>Skills Plan Workshops</b> Nine workshops held across metropolitan Adelaide, regional South Australia and online 136 participants</p>	<p><b>Employers and businesses</b> </p> <p><b>Industry bodies and unions</b> </p>
<p>Refine and prioritise immediate actions and inform the long-term plan</p>	<p><b>Online Learner Survey</b> Opportunity for learners to share their experiences before, during and after training 348 participants</p>	<p><b>Industry Skills Councils</b> </p> <p><b>Regional stakeholders</b> </p>

The South Australian Skills Plan will be released at the beginning of 2024.

# The immediate actions

## Skilled people

### Feedback themes:

Strengthen **connections** between learners, providers and employers

Improve **information availability** for learners

Increase **support for learners** to enhance their wellbeing and increase completions

### Immediate responses:

➤ **Skills Centres** – grants to trial new hubs that connect learners, training providers and employers and get more local people into local jobs

➤ **Website** – develop an easy to use, one stop shop for VET information providing learners with the information needed to make informed choices about their training pathways

➤ **Learner Support** – expand wellbeing and wrap around support services before and during training, and for graduates transitioning into work

## Skills system

### Feedback themes:

Explore alternative training **delivery models** to enhance the VET system

Develop **products and services** that are responsive to local and emerging needs

### Immediate responses:

➤ **Addressing Skills Shortages** – grants to tackle current and emerging skills shortages in key sectors including defence, cookery, bricklaying, concreting and saw technology

## Successful economy

### Feedback themes:

Develop workforce planning and **success measures** that are timely and connected to needs and outcomes

Strengthen **partnerships** between all stakeholders connected to training to meet local and strategic skill need

### Immediate responses:

➤ **Skills Outlook** - annual release of current and emerging skills needs to South Australia to better target skills investment and ensure it is aligned to the needs of the economy

➤ **More Women in Trades** – grants to attract and retain more women in trades across the state

# Building on the Government's significant investments

These responses build on South Australia's significant investments in skills and training including:

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## **Trades outreach to schools**

\$1m over four years to deliver an outreach program into schools to encourage students to consider taking up a building trade as a future career path.

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## **Automotive trades mentoring program**

Expand 'industry hubs' by utilising existing initiatives to link learners with targeted career advice and employment opportunities.

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## **Fee free TAFE and VET**

\$65m partnership with the Australian Government to address skills shortages and delivery fee-free TAFE and vocational education places in South Australia. 110 courses in priority industry growth sectors for 12,500 students.

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## **New technical colleges**

\$208.8m over four years for five new technical colleges, including two in regional South Australia (Mount Gambier and Port Augusta).

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## **Upgrades to Mount Gambier TAFE SA campus**

\$5m to upgrade facilities and equipment to further increase the enrolment and retention of students in the region.

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## **Adult and community education**

\$4m over four years to support adults to develop foundation skills.

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[skills.sa.gov.au/plan](https://skills.sa.gov.au/plan)