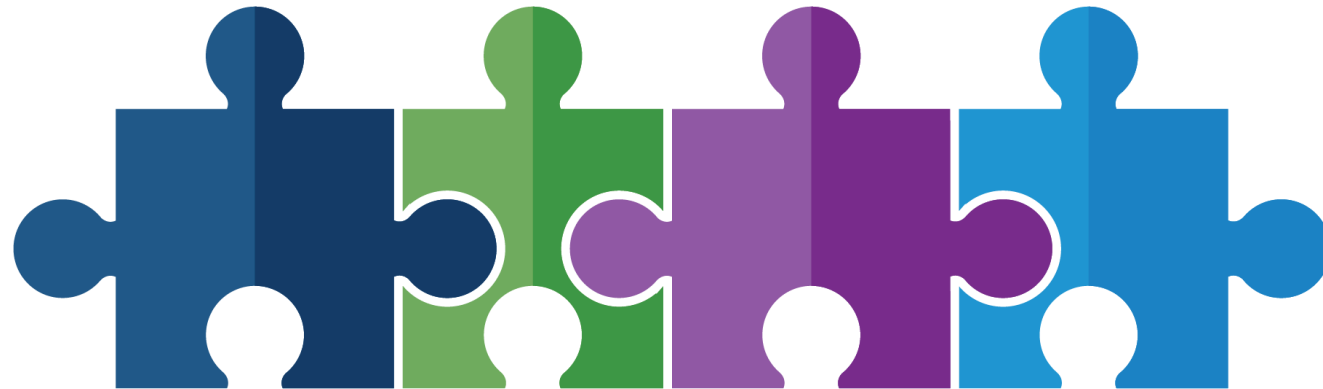


Rationalising VET qualifications: lessons from overseas



Presenters



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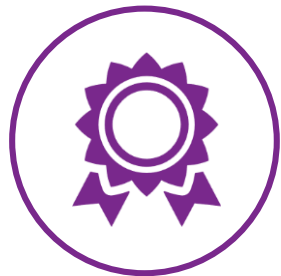
Rationalising VET qualifications: lessons from overseas



Why rationalise qualifications?

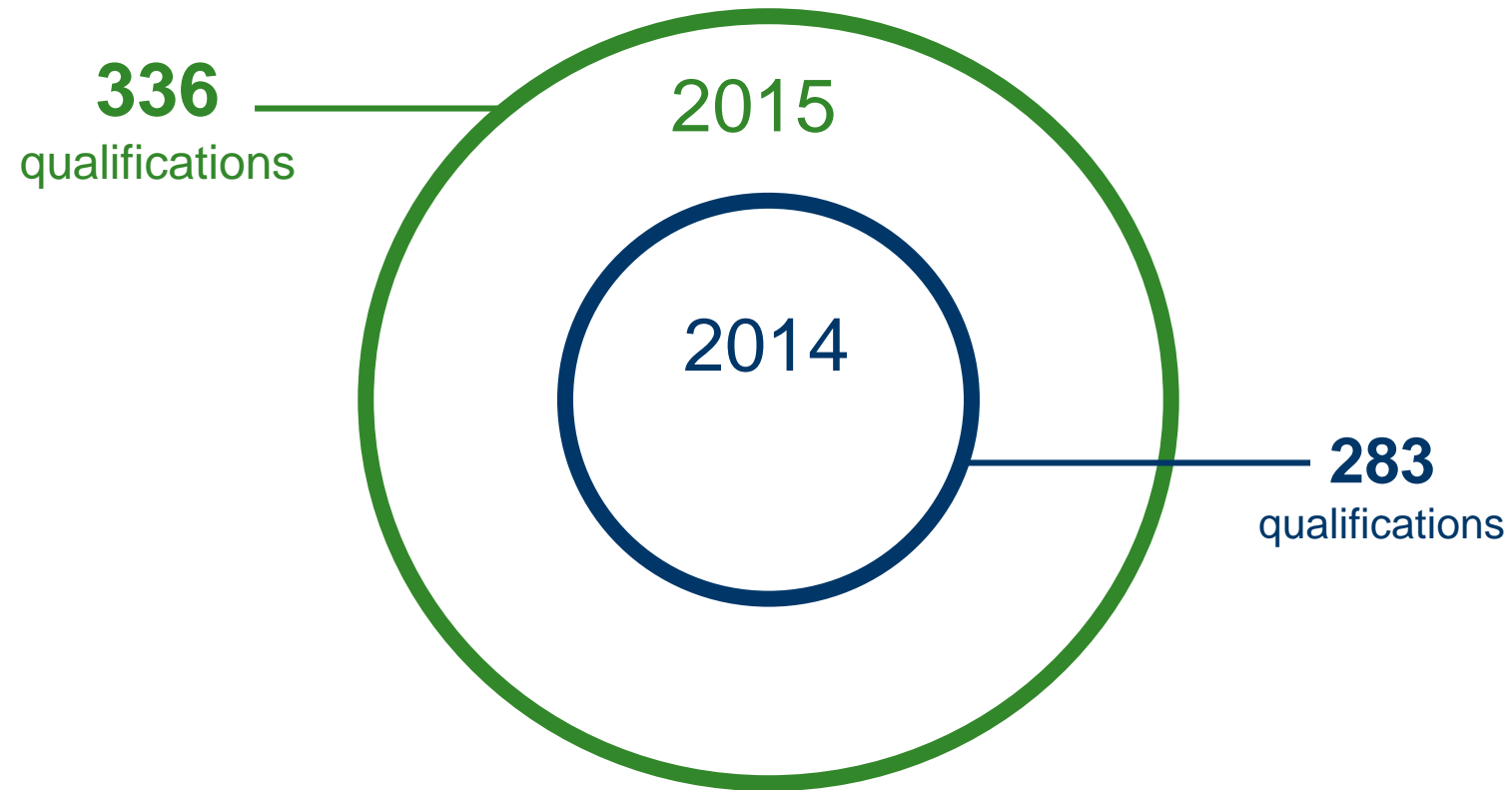


1 600 'in use' qualifications



85% of enrolments are in **200** qualifications

Why rationalise qualifications?



Why rationalise qualifications?



Occupational clustering



Grouping **similar occupations** together:

- common capabilities
- train for a number of occupations

Occupational clustering



Benefits include:

- qualifications ↔ jobs connection
- improving career mobility
- better informed career decisions
- adaptive workers

Finland



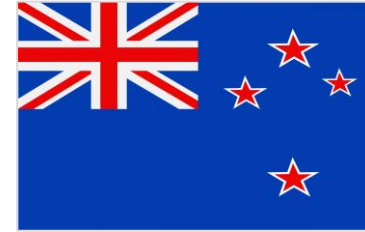
All vocational qualifications, includes vocational qualifications, further vocational qualifications and specialist qualifications.

Jobs are **more diverse** and career paths **more individualised** than previously.

351 qualifications

164 qualifications

New Zealand



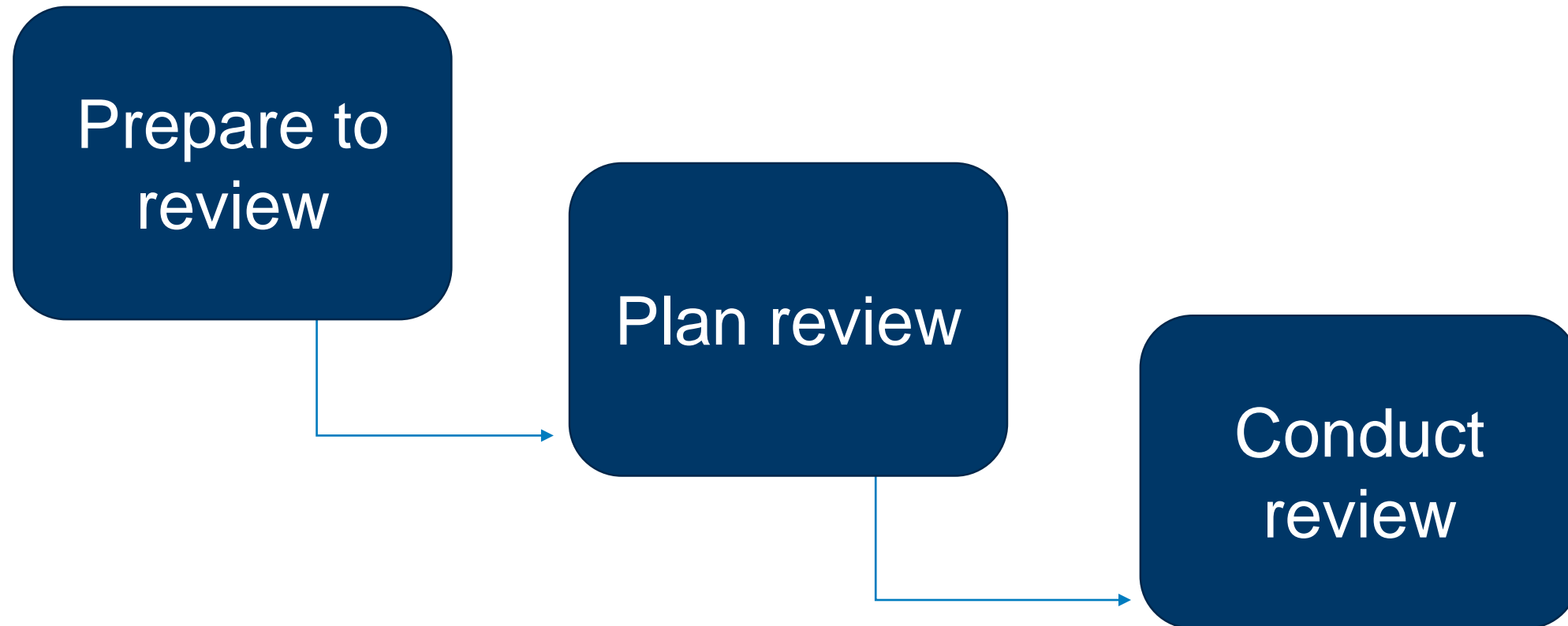
All VET qualifications (levels 1 to 6).

Industry had concerns about the **clarity** and **relevance** of qualifications.
There was a **lack of user friendliness** in the system.
Remove **duplication** of qualifications.

4610 qualifications

909 qualifications

New Zealand – review process



England

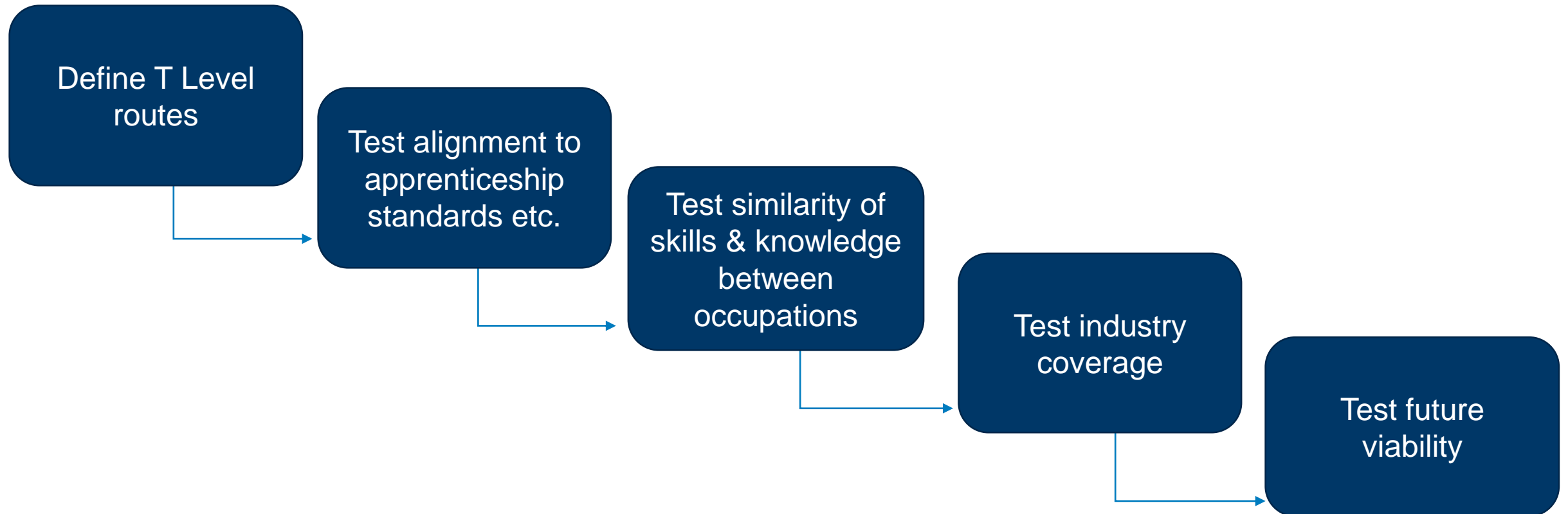


Post-16 vocational qualifications (aimed at 16 to 18-year-olds).

There were **too many** qualifications which held little value to employers or individuals.

Developed 15 T level routes.

England – development of T level routes



The Netherlands



Upper secondary vocational education qualifications.

Desire to create better **transparency** and **functionality** of qualifications.

Reduced VET qualifications by about **30%**.

Now have **179 qualifications**, **491 profiles** and **1000 optional modules**.

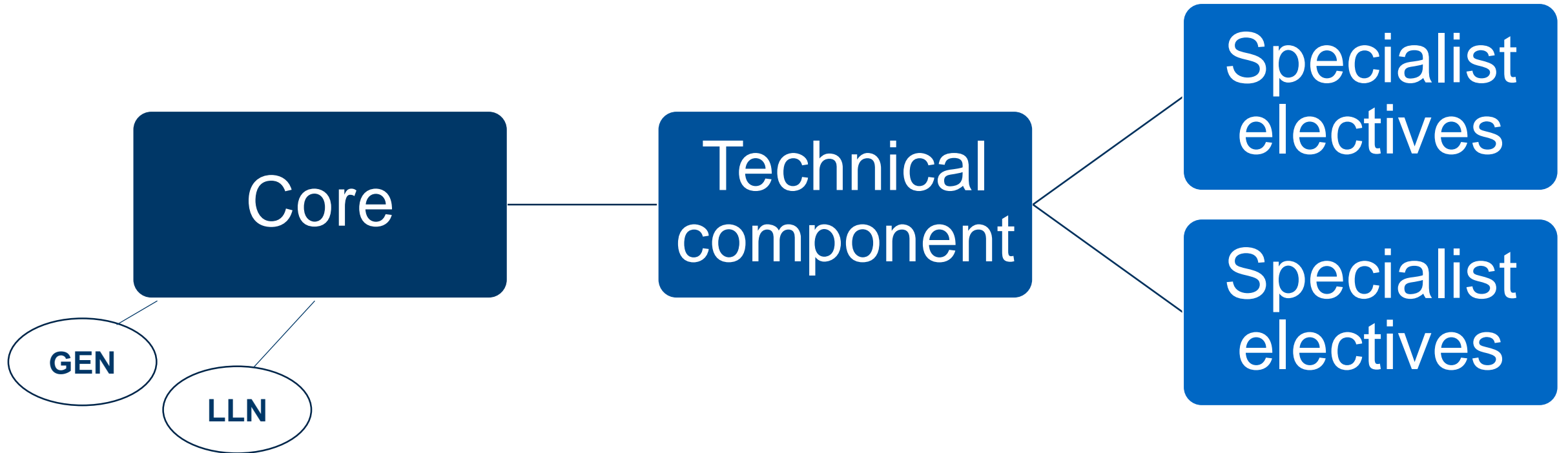
What is it telling us?

Two main ways to reduce qualifications:

1. Review existing qualifications to remove those duplicated or not in use
2. Re-organise qualifications into occupational clusters or similar.

What is it telling us?

Clustered qualifications structure



What is it telling us?



Ongoing qualification review process

- qualifications remain relevant
- respond better to changing needs

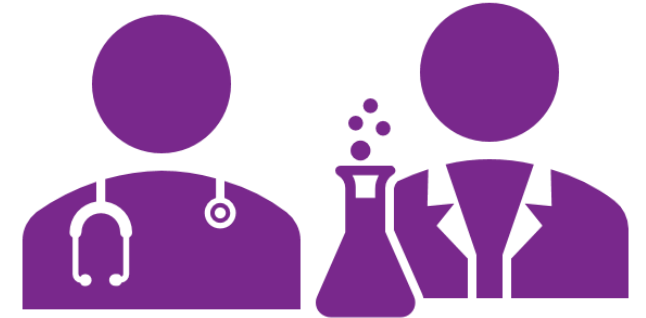
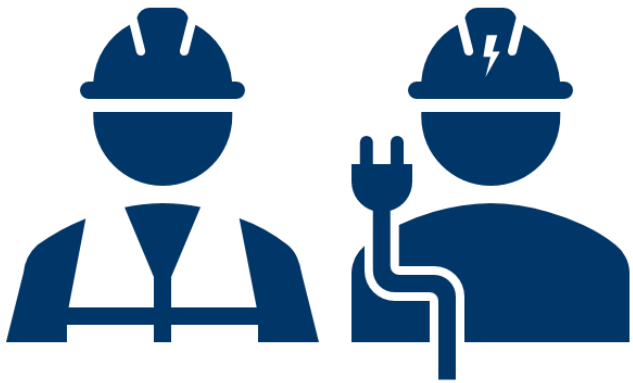
Lessons for Australia



Occupational clustering **preferred**

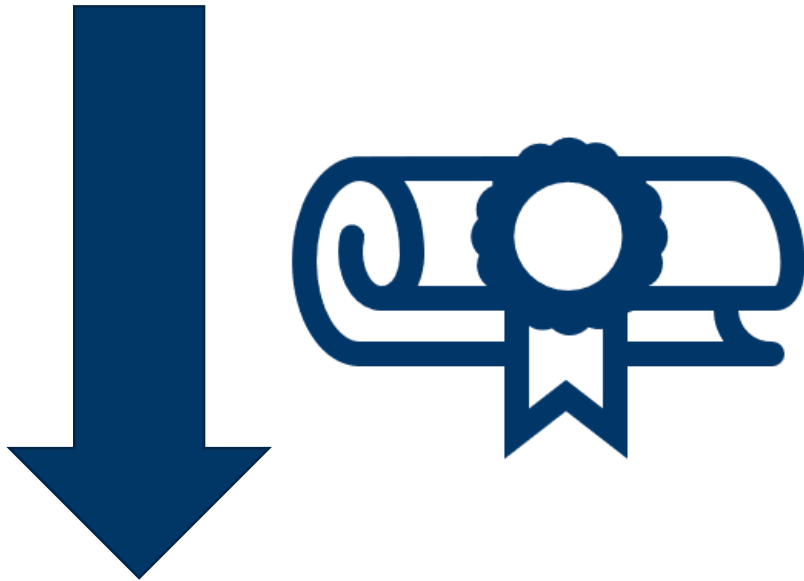
- more **career mobility**
- satisfies industry demand for labour

Lessons for Australia



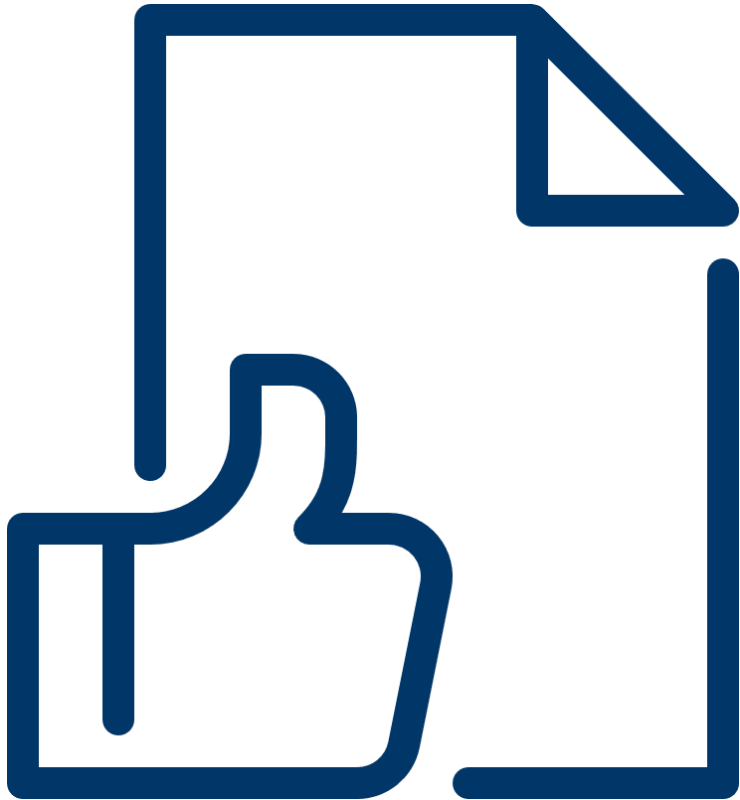
Use occupational classifications (ANZSCO) to **group similar occupations** together.

Lessons for Australia



With fewer qualifications, units of competency, skill sets and micro-credentials become **important**.

Lessons for Australia



Training package content updates demand:

- reliable up-to-date industry insight regarding labour demand
- workforce trends.

Lessons for Australia



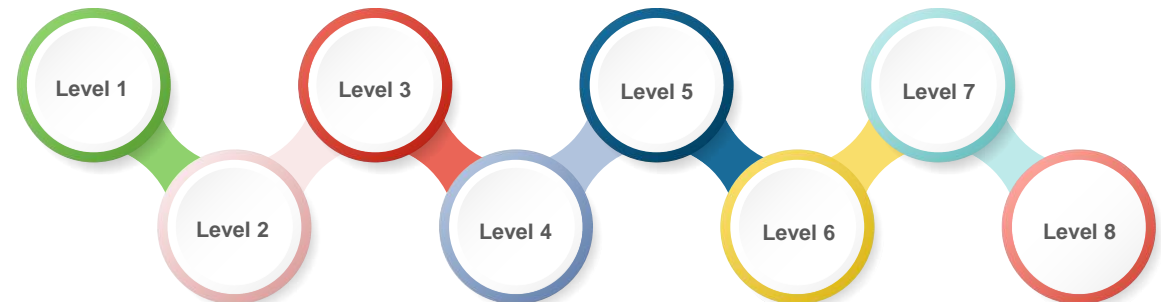
Consideration needed for learners requiring **additional support**.

Lessons for Australia

The levels in the Australian Qualifications Framework (AQF)



VS



Lessons for Australia



Qualifications embedded in
industrial awards.

Poll results

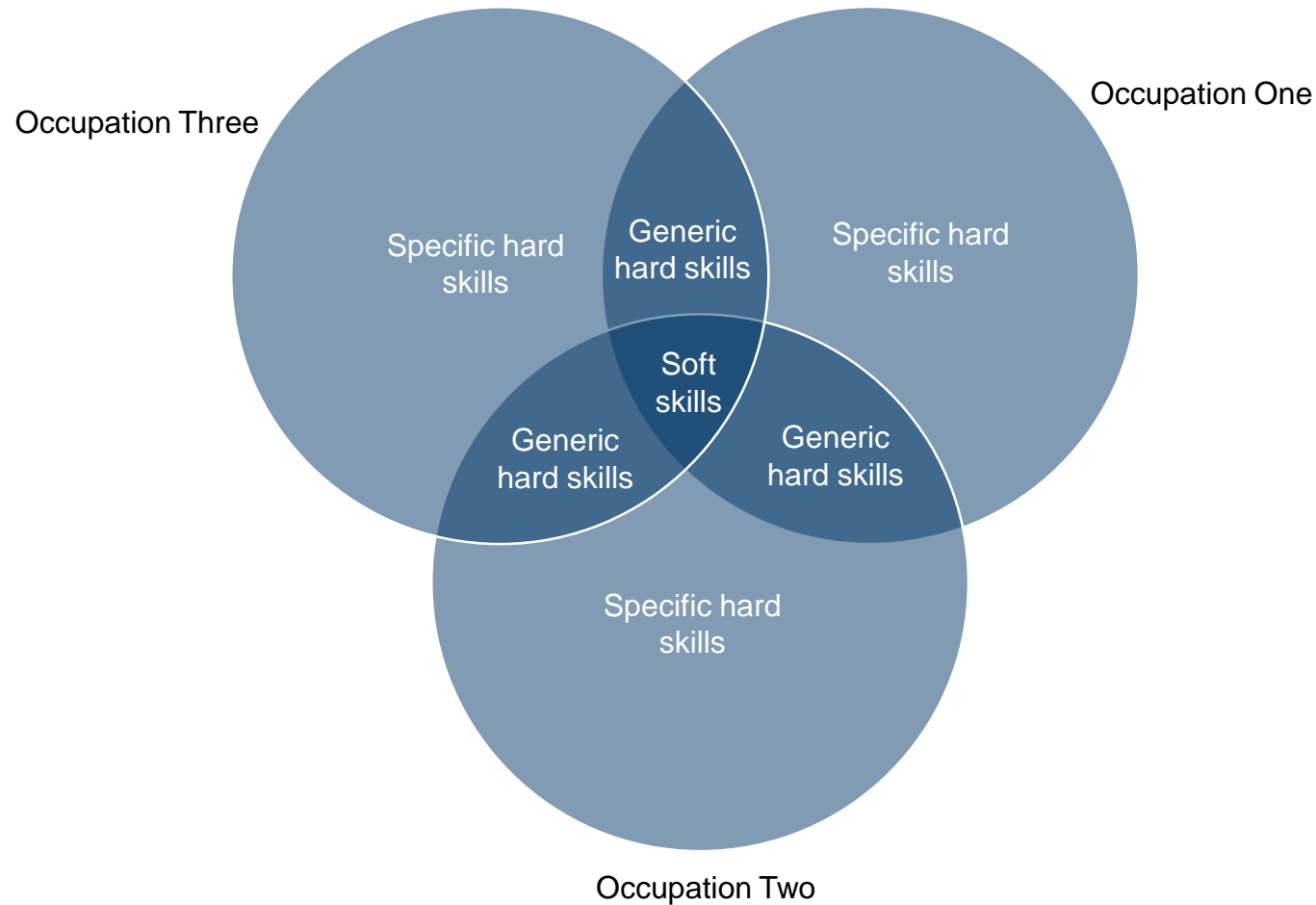


Discussant



Dr Darryn Snell
RMIT University

Connections Between Skills & Occupations



Why designing qualifications for occupational mobility is an important consideration: The case of an auto worker

| Skills Profile: Auto Production Worker | Transferable skills relevant to many different occupations: | Auto production skills & healthcare jobs: |
|--|--|--|
| <p>Duties and responsibilities:</p> <ul style="list-style-type: none"> ° Assemble products - able to competently operate several phases of assembly line process ° Complete tasks according to specifications and production targets ° Load and unload machinery ° Use hand tools, power tools, welding, painting and finishing equipment including robots ° Check and troubleshoot machinery and equipment including evaluating their accuracy ° Keep work area clean and organised following work safety guidelines ° Monitor, document and report problems – verbal and written ° Check manufactured items for quality control ° Participate in/or facilitate group meetings to share job-related information ° Make suggestions for continuous improvement of work processes ° Use electronic information systems and keep accurate log of products produced during shift ° Prepare and label products for storage and distribution ° Train new employees ° Possess intricate knowledge and understanding of work systems ° Use correct disposal measures for waste including hazardous materials and recyclables <p>Skills and attributes:</p> <ul style="list-style-type: none"> ° Dexterity – well-developed hand/eye coordination ° Ability to follow instructions ° Time management skills ° Reliability and strong work ethic ° Ability to work in teams ° Flexibility in work role ° Communication (verbal and written) ° Attention to detail and ability to solve problems ° Ability to work to high standards under time pressure ° Ability to think ahead, anticipate and plan needs of self and work team ° Ability to stand for long periods – accustomed to demanding physical work ° Relevant technical knowledge of specialised equipment <p>Common qualifications:</p> <p>Certificate II/III Auto Manufacturing Certificate III Competitive Systems and Practices</p> | <p>Communication</p> <ul style="list-style-type: none"> -Uses verbal & written communication skills related to work procedures, OH&S, team dissemination -Ability to interact with diverse workforce <p>Teamwork</p> <ul style="list-style-type: none"> -Can work effectively in teams -Promotes innovation in team environment -Communicates effectively in team <p>Problem-solving</p> <ul style="list-style-type: none"> -Uses structured problem-solving tools e.g. root cause analysis -Continuous improvement of work processes -Problem-solves to improve quality and efficiency, maximise OH&S & improve team cohesion <p>Initiative & enterprise</p> <ul style="list-style-type: none"> -Applies competitive systems & practices: quality standards, 5S system, process improvements, cost factors -Can identify and detect defects and stop production to make improvements. <p>Planning & organising</p> <ul style="list-style-type: none"> -Plans work to optimise productivity -Organises workplace information utilising knowledge management systems -Applies Just in Time, Lean Manufacturing, quick changeover procedures where required <p>Self-management & resilience</p> <ul style="list-style-type: none"> -Adapts to change with resilience -Adheres to work safety practices -Minimises waste to achieve production goals <p>Continuous learning</p> <ul style="list-style-type: none"> -Has knowledge of environmentally friendly work practices -Keeps up to date with OH&S and mandatory training requirements <p>Technological skills</p> <ul style="list-style-type: none"> -Uses information systems and other technologies according to training & skill level -Ability to use a range of hand tools, power tools and complex machinery including robots. | <p>There are a wide variety of jobs in healthcare which you may be able to apply for:</p> <ul style="list-style-type: none"> ° Laboratory or technical assistant ° Personal care assistant (PCA) ° Sterile services personnel (instrument or sterilising technician) ° Hotel services (cleaning, kitchens & maintenance) ° Porter or orderly ° Stores & supplies department <p>Auto production skills and attributes relevant to healthcare jobs:</p> <ul style="list-style-type: none"> ° Ability to learn new processes and tasks quickly and efficiently ° Ability to complete tasks according to standardised processes, procedures and within statutory requirements if appropriate ° Experience of a fast-paced industry working to deadlines and within strict time-frames ° Good written, verbal and interpersonal communication skills ° Ability to follow written and verbal instructions ° Accustomed to paying keen attention to detail ° Commitment to continuous quality improvement ° Able to complete reporting and documentation as per policies and procedures ° Understanding of the principles of waste management ° Awareness of the importance of manual handling regulations and PPE (personal protective equipment) where required ° Understanding of OH&S and work safety principles ° Physically fit to carry out role ° Friendly, helpful and positive attitude ° Able to work as part of a team and with minimal supervision when required ° Reliability ° Flexibility |

Q&A



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