

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Supplementary Budget Estimates 2016 - 2017

Outcome 1 - Employment

Department of Employment Question No. EMSQ16-000937

Senator Marshall asked on 19 October 2016 on proof Hansard page 41

Question

Employability skills training consultation paper

Senator MARSHALL: You talked about the first key stakeholder consultation. Where did that land? Did you end up with an issues paper—the issues identified and what the response and actions were as a result of that consultation process?

Mr Manning: We are going to get the people who did the consultation to come up.

Senator MARSHALL: Good. If you have ended up with a paper about that—

Senator Cash: What information we have, that we could provide, we will get to you..

Senator MARSHALL: You can just table that.

Answer

The Department of Employment has been consulting with a wide range of organisations to inform the design of the Youth Jobs PaTH, and is considering all views. The Department has consulted with over 50 organisations to date, including industry peak bodies, industry associations, employment services peak bodies, unions, employers, and state government departments.

The Department also released the Employability Skills Training consultation paper on 19 August 2016, seeking stakeholders' views about the proposed training package. Submissions closed on 31 August 2016 and the Department received more than 70 submissions from a range of organisations and individuals.

The Department's complete response to stakeholder feedback was published on 11 October 2016 and is at [Attachment A](#).

Employability Skills Training - Response to stakeholder feedback

Published on 11 October 2016 at <https://docs.employment.gov.au/node/37101>

The Department of Employment received more than 70 submissions in response to the Employability Skills Training Consultation Paper from a range of organisations and individuals. Overall the feedback was positive and supported the general approach outlined in the paper.

The most common feedback was that the program design needs to be flexible to allow for different models of delivery to meet the entry-level requirements of particular industries, and that the training fee needs to be increased to ensure the training is of high quality. The department supports these views and is responding by adjusting the design of the program as outlined below.

Entry-level requirements of particular industries

The design of the program allows for the training to deliver practical skills while covering employability skills at the same time. Training organisations can also deliver accredited units from existing training packages.

The content of Block 1 (employability skills training) will be limited only by an expectation that it will cover the 10 Core Skills for Work. Since all accredited units of competency already list the employability skills which are essential to performance, Registered Training Organisations can determine which employability skills are covered by each unit, in accordance with the requirements of their particular industry. For example, the Tourism, Travel and Hospitality training package includes a unit on Responsible Service of Alcohol. This unit covers the following employability skills:

- communication skills – to provide complex information on responsible service of alcohol laws in a way that is easily understandable for customers, and to speak firmly and clearly with intoxicated customers in a manner that de-escalates conflict
- teamwork skills - to share customer information with team members to ensure proper responsible service of alcohol practices within the organisation
- self-management skills - to deal with hostile and uncooperative customers in a professional manner and in line with organisational procedures

Training providers will also have the scope to deliver additional industry specific training that goes beyond the above basic requirements.

Flexibility will also be increased by allowing training providers to tender to deliver training only in particular locations and not across an entire Employment Region. Training providers will also be able to tender to deliver only Block 1 (employability skills) or Block 2 (advanced job search), instead of being required to deliver both blocks of training.

All elements of the Youth Jobs PaTH can be delivered flexibly. For example, job seekers can undertake Employability Skills Training Block 1 followed by an internship and then Block 2, or can do both blocks of training in succession, or can move straight to an internship and then a job with a Youth Bonus wage subsidy. This will depend on the work readiness and needs of the job seeker.

Increase in training fee

The department is increasing the maximum amount payable for delivering the training. For Block 1, the maximum fee is now \$1009.25 in non-regional areas and \$1260.90 in regional areas. For Block 2, the maximum fee is \$807.40 in non-regional areas and \$1008.70 in regional areas.

Prospective training providers may offer to deliver the training for a lower price, thereby increasing their competitiveness.

Next steps

The department will soon release a Request for Proposal which will invite organisations to apply to be appointed to a panel to deliver the employability skills training.

The department also welcomes feedback on the other elements of Youth Jobs PaTH. These comments can be emailed to [voluntary internships](#) or [Youth Bonus Wage Subsidy](#).