

Australia's biannual VET eZine

NOVEMBER 2024

Volume 23 | Free



STAYING CONNECTED IN VET

Pathways to Stronger VET
Outcomes

Thats a Wrap on the 2024
National VET Conference!

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FOUNDER/CEO, ELEVATED
COACHING & CONSULTING
GLOBAL, INTERNATIONAL
SPEAKER, BESTSELLING
AUTHOR**

Empowering Culturally
Responsive Practice in
VET

Stay Connected in VET!

the team at Velg Training can't
wait to hear from you!



9 Froude St, Banyo QLD 4014



(07) 3866 0888



news@velgtraining.com

WELCOME



LETTER FROM THE CEO

Michelle Weaver

This is our 23rd edition of the bi-annual eZine publication: Staying Connected in VET, designed for the Vocational Education and Training (VET) community. We are proud to feature content that **educates**, **inspires**, and **empowers** with much thanks to our article contributors and advertisers.

One of the biggest talking points in our industry right now was the much-anticipated release of the **revised Standards for RTOs**. The revised Standards for RTOs is a significant body of work that was shaped over four years, and I think there was a collective sigh of relief in October when the sector was able to see the results. Whenever there are changes to the standards it can create a bit of uncertainty, but I am encouraged by the information and resources already shared by the Department of Employment and Workplace Relations (DEWR) and the Australian Skills Quality Authority (ASQA) to date. This is not the first set of changes to our regulatory environment – I have witnessed multiple versions of Standards over the years and this time is no different. Registered Training Organisations (RTOs) have until July 2025 to transition and in the meantime, if you haven't already, now is a good time to read the three elements: **Outcome Standards**, **Compliance Requirements** and **Credential Policy**, to familiarise yourself with their structure and purpose.

We have had quite a number of enquiries from our members about when Velg Training will release professional development about the revised standards. Rest assured we absolutely will. However, we've been very conscious of the fact that the revised Standards are still in policy version and not yet Legislative Instruments. We are taking a planned and

“We are proud to feature content that educates, inspires, and empowers with much thanks to our article contributors and advertisers.”

intentional approach to supporting our members and the sector and are ready to prepare webinars and supportive resources to assist during the transition process in the coming months.

I must take this opportunity to put out a huge thank you to my small family team at Velg Training, for all their dedication and hard work in the lead up to, and during, the 2024 National VET Conference (held in Brisbane on 31st October and 1st November). A conference wrap up can be found on page 10 of this edition. Every component of our favourite event is coordinated internally by Velg Training staff: phone enquiries, Live

Chat, registration, communication, design, marketing, exhibitor management, program and presenter selection, satchel packing, the welcome function and more. It was an absolute privilege to see 12 months of work come together as a result of their passion and commitment to creating a quality event.

I hope you enjoy this edition and on behalf of Velg Training, I wish everyone a safe and happy lead up to the holiday season and a prosperous start to 2025.



Michelle Weaver
CEO and Founder of Velg Training



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Velg Training

“The aim of education should be to teach us rather how to think, than what to think – rather to improve our minds, so as to enable us to think for ourselves, than to load the memory with thoughts of other men.”

- James Beattie -

EDUCATE



Australian Government
Australian Skills Quality Authority

ASQA

ASQA UPDATE

Saxon Rice, Chief Executive Officer, Australian Skills Quality Authority

The release of the policy versions of the revised Standards for Registered Training Organisations (RTOs) by the Department of Employment and Workplace Relations (DEWR) on October 1 represents a step change in our shared ambition to lift quality and integrity across the entire sector, through enabling a more flexible and quality-driven approach to regulation.

Quality and integrity are intertwined, and, as ASQA's dual mandate, they both must be the focus for all providers.

Standards are a key element of our regulatory framework - essential to promote a strong and trust-ed VET sector with a diverse range of high-quality RTOs.

The revised Standards provide a clearer and more direct link between the requirements RTOs are expected to meet and the outcomes they are expected to deliver. The move away from prescription is designed to better enable flexibility and innovation in the delivery of quality VET to better meet the needs of students and industry.

In terms of what this means for providers – the revised Standards present an opportunity for providers to not just comply, but to strive for quality, innovation and best practice in VET.

Click below to see the four key focus areas:

Time to take a fresh look

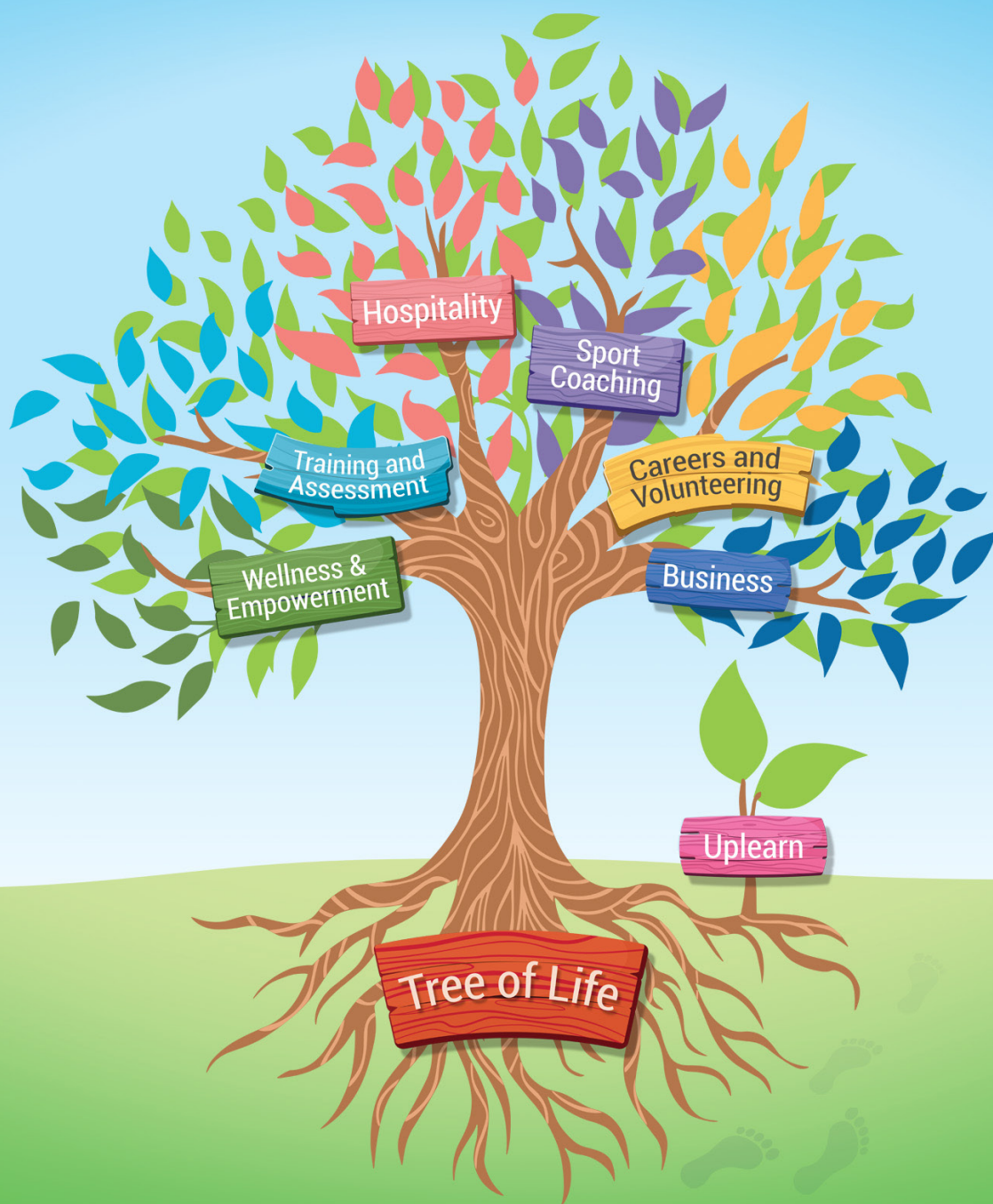
During this transition phase to the revised Standards, all providers should take a fresh look at their systems, policy and practices - to step back and review their operations holistically in the context of the revised Standards.

This is also an opportunity for ASQA to build on the work begun over recent years to build the sector's capacity for managing risks and embedding continuous improvement as a way to achieve excellence in training outcomes.

Over the coming months, ASQA will progressively release guidance to support providers to transition to the revised Standards. The draft *Preparing for the revised Standards* is now available on the ASQA website [Preparing for the revised Standards | Australian Skills Quality Authority \(ASQA\)](#). This outlines areas for providers to consider when assessing and self-assuring operations against the revised Standards and will be refined over coming months as part of a suite of educative materials to meet the diverse needs of providers.



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PATHWAYS TO STRONGER VET OUTCOMES

Jobs and Skills Councils

Jobs and Skills Councils (JSCs) were established to drive responses to the country's current, emerging and future skills and workforce challenges and since their inception, they have hit the ground running.

Since 2023, JSCs have made substantial progress in standing up their organisations, settling governance arrangements, building internal capability, engaging with stakeholders across Australia, while delivering their workforce plans, strategic plans and commencing a range of activity projects.

Over the next 12 – 18 months, JSCs will drive industry actions in response to the VET Workforce Blueprint. Each JSC will identify and respond to VET workforce challenges faced by its industries, including aged and disability care, energy and renewables, and construction and manufacturing.

JSCs will also play a pivotal role in initiatives announced in the 2024–25 Budget including Future Made in Australia and developing the clean energy workforce. Other initiatives, like skilling the housing and construction workforce and the care and support sector, rely on the VET sector and JSCs leading critical actions to understand and address these challenges.

Here is a snapshot of what the JSCs have been doing:

Manufacturing Industry Skills Alliance is considering how best to align the future of technology-based skills in manufacturing, particularly in non-trade areas.

Mining, Automotive and Skills Alliance have undertaken research and released the findings of a project exploring Gen Z (15 to 24-year-olds) perceptions of the mining

industry. It provides insights into young Australians' attitudes and knowledge of the industry.

Future Skills Organisation is developing digital capability training products suitable for roles across finance, technology and business. This will inform the design of training products that allow the system to keep pace with rapid changes in technology, such as AI.

Industry Skills Australia is developing a new Certificate III level supply-chain demonstration qualification focused on maximising mobility and transferability of skills across different transport occupations in road transport, logistics, ports, aviation maritime and rail.

Powering Skills Organisation is reviewing and rationalising the suite of Certificate II Qualifications used in the electrotechnology industry with the intent to create a fit for purpose Certificate II qualification that supports the various industry sectors aligned with the energy sector, including renewable energy industries.

Service and Creative Skills Australia (SaCSA) have identified 54 qualifications to review to support testing the Qualification Reform Design Group's proposed purpose-driven model. SaCSA will review 17 qualifications from Creative Arts and Culture (CUA), Hairdressing and Beauty (SHB), Funeral Services (SIF), Floristry (SFL), Retail Services (SIR) and Hospitality, Tourism and Travel (SIT) Training Packages.

Skills Insight is looking at more flexible and streamlined pathways into, and between, job roles in various industries in rural areas. This project seeks to redesign the Certificate II in Rural

Operations to better support learner and industry needs and open more training pathways, by providing wider and more useful skills and knowledge.

Public Skills Australia have undertaken data analysis for 38 qualifications for the Qualification Reform Stocktake project aligning them to the Qualification Reform Design Group's proposed purpose model classification. The qualifications are from the CSC Correctional Services Training Package, LGA Local Government Training Package and the PSP Public Sector Training Package.

HumanAbility is reviewing Community Services (CHC) Training Package qualifications. This training package supports workers across a range of sectors, including disability support, aged care, children's education and care, mental health, and community services. This project will help to highlight opportunities for reform and create efficiencies by reducing duplication.

BuildSkills Australia is leading a Future Readiness Project to analyse the extent to which built environment training products are producing 'future-proof' workers and aims to evaluate the gaps and opportunities for transferring productivity-enabling knowledge and skills to the built environment workforce.

Visit the [Department of Employment and Workplace Relations' website](#) to find out more and to register for JSConnect, the JSC Program newsletter.



www.dewr.gov.au

EDUCATE



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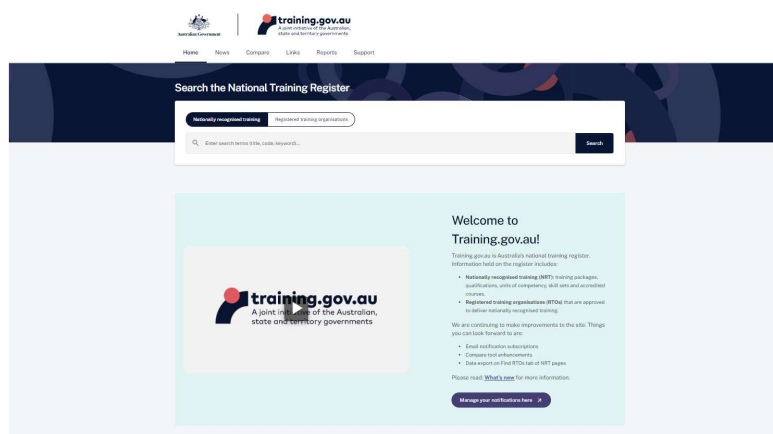
On the morning of October 23rd, 2024, the enhanced [Training.gov.au](https://training.gov.au) went live, generating excitement from users across the VET sector. The new website is the result of three years of collaboration between the Department of Employment and Workplace Relations and the sector to modernise the National Training Register so that it can remain a reliable central source of truth into the future.

The new interface is fully mobile responsive, with improved search and filtering functions and an updated comparison tool. There are new searchable data fields, including unit prerequisites, licensing, qualification specialisations, and work placement hours. The support function has been expanded, along with intuitive user tips across the site and downloadable reports based on search and filtering.

The website address remains the same, meaning the vast majority of your existing browser favourites and bookmarks will still work. You can manage notification subscriptions using the blue “Manage your notifications here” button on the enhanced TGA homepage.

The enhanced National Training Register has been co-designed with stakeholders from a range of organisations across Australia, allowing the developers to better understand the sector’s requirements and deliver the best system possible.

Welcome to the new Training.gov.au video: [Welcome to the new Training.gov.au \(viostream.com\)](https://www.viostream.com).



The future of the National Training Register

The website release is the first step in a wider project that will build a modern, transparent, and easy-to-use platform to support Australia’s VET sector. The project’s goal is to build a foundation for improved workflow, allowing VET organizations to spend more time on the important work they do supporting the sector and securing Australia’s future.

You can read more about the National Training Register Enhancement Project, including the Training.gov.au update at www.dewr.gov.au/ntr.

If you’d like to stay up to date with all things Training.gov.au, follow #TeamDEWR on [social media](#).



LinkedIn
training.gov.au



Advanced Compliance Management System

In response to the release of the new Standards for RTOs (2025), we have developed a purpose-built software platform to help training organisations ensure ongoing compliance as we move to the new requirements on the 1st of July 2025.

Compliance Robot is an integrated platform that provides users with a structured approach to navigating the regulatory requirements of the new Standards for RTOs (2025).



Core Benefits



Streamlined Process

Breaks down standards into simple steps, reducing errors, and simplifying compliance.



Enhanced Accuracy

Automated tracking and reminders to ensure all requirements are met, minimising non-compliance risks.



Centralised Documentation

Manage, retrieve, and present all compliance-related documents in one place.



Audit Readiness

Prepare efficiently for audits with automated reporting and comprehensive documentation.



Reduced Administrative Burden

Automate manual tasks, freeing up employees for other priorities.



Key Features

Easily handle compliance and audits, so you can concentrate on keeping your business running smoothly.

- ✓ Guided Workflow
- ✓ Evidence Collection
- ✓ Automated Tracking
- ✓ Collaboration

INSPIRE



THAT'S A WRAP ON THE 2024 NATIONAL VET CONFERENCE!

Velg Training

Two weeks ago, the #2024NVC was held in our beloved hometown of Brisbane, and it was an absolute privilege to have over 900 people from the VET community come together at this, our 17th annual gathering.

The official open featured a valuable update from Saxon Rice, CEO of the Australian Skills Quality Authority (ASQA), who shared with delegates insights into ASQA's journey to now, their regulatory risk priorities, the collective operating environment, and what we can expect in the coming 6-12 months. Ms Rice acknowledged that *"We have a complex operating environment, facing significant reform and change"* and *"These complexities really highlight how critical a provider's system of governance is"* She also emphasised the importance of RTOs embracing ongoing self-assurance practices to guide the transition to the revised Standards.

The 2024 event theme - **The VET Equation: Quality Inputs = Remarkable Outcomes** - was intended to serve as a reminder of the significance of a quality mindset and

encourage embracing the idea that the quality we invest in today leads to exceptional results tomorrow.

This theme was encompassed by the program's diversity and the content quality delivered across 40 elective sessions. Delegates were able to explore categories dedicated to compliance, training and facilitation, student support, VET delivered in secondary schools, assessment, digital tech and AI, as well as management and leadership.

Day one concluded with our *Spooktacular Soiree Welcome Function* - a night of haunting delight and eerie enchantment. Attendees had a fantastic time networking with great food and drinks, participating in prize-winning games and having fun on the dancefloor.

Day two showcased the deserving winner of the John Dwyer Honorary Award, Ivona Beaufond, Quality Officer at Hastings Deering. She was celebrated for her commitment to going above and beyond for her cohorts of apprentices and colleagues alike. This was followed by motivational speaker

“Ms. Rice emphasised the importance of RTOs embracing ongoing self-assurance practices to guide the transition to the revised Standards.”



Lucy Bloom, who wowed the crowd with her unique ability to engage the audience in a truly authentic and relatable manner. She had this magic way of combining ‘belly-laugh-worthy’ humour with the gift of storytelling to share powerful messages of positivity.

With the end of 2024 almost upon us, we are working hard at Velg Training HQ on the 2025 National VET Conference. Themed ‘Painting our Future: A Quality VET Canvas’ we look forward to providing an opportunity to celebrate the important contributions we all make to the broader picture –one reflects the positive future potential of our sector.

A very big thank you to all Sponsors, Exhibitors, Presenters and Delegates for making the #2024NVC a special one to remember. We hope you’ll join us again in 2025.



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CHOOSE YOUR CAREER PATHWAY AND TAKE CONTROL OF YOUR FUTURE

Your Career

yourcareer.gov.au is the home of career information

The [Your Career website](#) is an Australian Government website and designed to help people of all ages and circumstances better plan and manage their career. It is the Australian Government's single point of accurate and trusted VET information.

Career information can be overwhelming, so we have made it simple

On Your Career people can:

- find occupations and career information based on their hobbies, skills and interests
- complete a career quiz to start their career journey
- search study and training options and access links to support services to help find employment
- read real life case studies and training highlights from Australian VET alumni.

Loads of resources for all ages

Designed as a platform to access authoritative careers information, Your Career is informed by the latest labour market data, careers research, and up-to-date course and provider details.

In the [Learn and Train section](#), people can search thousands of study or training courses to help them get the job they want, or enhance their skills in their current career.

They can use course information to see which VET training providers deliver that course, or search for

a provider directly. Courses and providers can be compared side by side to help people make informed decisions on what is right for them.

They can also search the Australian VET Alumni and read about real life stories to get inspiration to begin their career pathway.

There are [Resources](#) to assist in developing career programs for young people and adults, or [Support](#) and guidance to help them along the way.

People can investigate multiple [Industries](#) to find out what is involved and search for specific [Occupations](#) that include detailed career descriptions and occupation insights like pay information and available jobs.

They can also find out what's new and upcoming in the career and VET study spaces, including events and initiatives by visiting our [What's New](#) page.

Explore Your Career now!

Your Career curates and publishes transparent employment, education and training data, along with detailed reports and research.

These include:

- the [Australian Jobs Report](#), which is designed to step people through all aspects of the labour market

"Your Career: Australia's single source of [trusted](#) and [reliable](#) career information."

- the [Australian Blueprint for Career Development](#), which is a national framework designed to guide and inform career development practice by identifying the knowledge, skills and attributes that an individual needs to make sound choices and effectively manage their own career
- the [Little Ripples](#) resources to positively impact the way children see themselves and their future.

Your Career also provides support to school leavers, with the [School Leavers Information Kit \(SLIK\)](#) that can help them uncover all the education, training and employment options available.

This is coupled with the [Parents and guardians guide](#), which summarises the resources and information available to help parents and guardians explore all the education, training and work options available to young people.

No matter the career need, Your Career has got it covered!

INSPIRE

BRIDGING THE DIABETES EDUCATION GAP: AUSTRALIAN DIABETES EDUCATORS ASSOCIATION'S AWARD-WINNING MICROCREDENTIALS

Australian Diabetes Educators Association

The Australian Diabetes Educators Association (ADEA) has developed an award-winning microcredential program to address significant gaps in diabetes education among healthcare workers. With millions of Australians affected by diabetes, inconsistent and outdated health information has led to confusion and poorer health outcomes for those living with the condition. In 2020, ADEA conducted a comprehensive review that revealed issues like outdated resources and inconsistent training quality, highlighting the need for standardised education.

Supported by a Victorian Government grant, ADEA created an education framework featuring eight innovative microcredentials with digital badges, tailored for Technical and Further Education (TAFE)-level healthcare professionals and support workers. The framework focuses on five key capabilities: clinical practice, education and counselling, research and quality improvement, management and administration, and leadership and advocacy. These non-accredited, interactive, stackable, and self-paced courses equip the healthcare workforce with evidence-based knowledge and practical skills for delivering high-quality, consistent care.

Workshops and focus groups with industry experts and target learners shaped the microcredentials to be practical and relevant across diverse healthcare settings. Covering essential topics such as diabetes awareness, lifestyle management, glucose-

lowering medication, person-centred care, and diabetes complications, the program offers practical skills tailored to learners' specific roles. It is designed for Certificate II, III, IV, and Diploma-level health workers, including enrolled nurses, health assistants, aged care and disability support workers, and Aboriginal and Torres Strait Islander healthcare professionals.

To enhance engagement and knowledge retention, the microcredentials utilise interactive online techniques like case studies, videos, animations, infographics, assessments, and surveys. ADEA's innovative approach was recognised internationally in 2023 when it won the Platinum LearnX Award, which acknowledges exceptional innovation in enterprise education. The project was described as "highly original, as there is currently no standardised, comprehensive, holistic and recognised diabetes training for much of the health workforce."

ADEA's Education Manager, Donna Wellins, who led the development of the microcredentials, stated: "Built on a robust, dynamic, and comprehensive framework, these microcredentials incorporate the latest clinical guidelines and best practices in diabetes management. They are further enriched by multidisciplinary insights and lived experiences, ensuring the content reflects the real-world challenges of diabetes care." Ms Wellins, an Advanced Practice Pharmacist and Credentialed Diabetes Educator (CDE), emphasised

that the program aims to standardise diabetes education and close critical knowledge gaps, ultimately improving long-term health outcomes for those living with diabetes.

This initiative aligns with the Australian National Diabetes Strategy 2021–2030, emphasising the importance of enhancing healthcare workforce capacity and capability. The success of the program is a result of collaborative efforts with partners Educonomy, Deakin University and Chisholm Institute of TAFE, and industry leaders, ensuring the microcredentials are practical, accessible, and tailored to the needs of TAFE-level healthcare professionals.

ADEA, as the national peak body for diabetes education in Australia, aims to transform the lives of those living with or affected by diabetes. ADEA's microcredentials are setting a new benchmark for diabetes education, advancing the standard of diabetes care by empowering the healthcare workforce with the knowledge and tools to deliver best-practice, personalised, high-impact care.



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VOCEDPLUS REACHES A SIGNIFICANT MILESTONE!

Knowledge Management Branch, National Centre for Vocational Education Research

To commemorate its 35th anniversary in 2024, VOCEDplus has undergone a website upgrade, introducing a suite of innovative features designed to facilitate research activity.

For more than three decades, **VOCEDplus** has been a cornerstone of tertiary education research worldwide and continues to be a flagship product of the National Centre for Vocational Education Research (**NCVER**).

With nearly 100,000 publications in the VOCEDplus database to explore, the exciting new features make it easier than ever to find quality research and statistics to meet your information needs:

- **My Profile:** Seamlessly retain your search progress and My Selection beyond a single session using the My Profile tool. It's quick and easy to create your free account by clicking on the My Profile icon and following the instructions.
- **Improved My Selection:** You can now use My Selection to save and organise items for future reference with ease.
- **Access search history and saved searches:** Save time by storing your search information.
- **Email alerts:** Use your saved searches to set up daily, weekly or monthly alerts to receive an email with a link to relevant new items added to VOCEDplus.

- **Enhanced search functionality:** Enjoy increased flexibility in search options.
 - You can now enter BOOLEAN and other search operators directly into the search box in guided searches, making it easier to search for multiple items in a single field. Not sure what that means? No worries, there are helpful tips on the [Guided Search](#) page to explain how to do it.
 - Search results pages now display your search string in the search box, allowing you to modify and rerun searches without having to retype the search.
 - Select multiple terms within each facet to filter your search results.
- **Improved navigation:** Access resources such as the Knowledge Bank, VET Practitioners and Pod Network directly from any page using the top menu for added convenience.

Our perennially popular resources and value-added products have also been updated, including:

Glossary of VET: Ever wondered about one, or more, of the many acronyms used in the VET sector? The [Glossary of VET](#) is a comprehensive compilation of Australian VET terms, acronyms and

other abbreviations. Recently updated, it now includes over 800 entries.

VET Practitioner Resource: Designed to support VET practitioners in their teaching and assessment practice and in undertaking research, this resource is regularly being updated with new content.

VET policy initiatives: The [Timeline of Australian VET policy initiatives](#) has been updated to cover the period 1998-2023, enabling you to explore recent developments in the national, state and territory programs and policy initiatives that may have influenced participation in VET courses, apprenticeships and traineeships.

If you haven't used VOCEDplus, or if it's been a while since your last visit, we invite you to come explore!

The National Centre for Vocational Education Research (NCVER) is the national professional body responsible for collecting, managing, analysing and communicating research and statistics on the Australian vocational education and training (VET) sector.

 **VOCEDplus**

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VET DATA STREAMLINING: RICHER, FASTER DATA EMPOWERING EVIDENCE-BASED DECISION-MAKING

National Centre for Vocational Education Research

Australia is committed to remaining a global leader in vocational education and training (VET) by proactively addressing emerging challenges, skill gaps, and market opportunities. In response to the rapidly evolving landscape, state and federal governments have endorsed the VET Data Streamlining (VDS) Program. This initiative is a cornerstone of the 2024 National Skills Agreement, designed to enhance agility and responsiveness within the VET sector.

The VET Data Streamlining (VDS) Program has three key components that will work together to simplify reporting pathways, improve data quality, reduce reporting timelines, and minimise delays between data creation, collection, and use:

- **VET Information Standard:** Developed through a comprehensive review of sector information needs this new standard will replace the existing AVETMISS 8.0 VET Provider Collection
- **Student and Training Activity Reporting System (STARS):** This API-based data submission system will integrate seamlessly with Student Management Systems (SMSs) and replace the previous AVS system, facilitating a more efficient data submission process

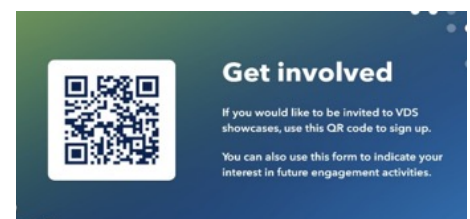
- **Updated Policy and Legislation:** These changes will ensure alignment with the new VET data standard and STARS system, enabling increased frequency of data submissions and enhancing overall responsiveness within the VET sector.

Collectively, these components will enhance the efficiency and effectiveness of VET data reporting.

While the program recently achieved its first milestone with approval of the VET Information Standard by Skills Ministers in August, no action is required by the sector at this time. The VDS Program will be implemented progressively over the next four years, allowing training organisations the necessary time to adapt to the new data submission requirements and processes. The sector will have until 31 December 2028 to complete its transition. Detailed information about the upcoming changes will be provided in coming months. In the meantime, you can learn more about the VET Information Standard [here](#) and the VDS program [here](#).

The VDS Networked Change Management Office (a collaborative effort between the Department of Employment and Workplace Relations and National Centre for Vocational Education Research) hosts showcases

every 10 weeks to provide updates on the timing, direction, and delivery of the program. To join the program showcase distribution list or to enquire about the program, please contact VETDataStreamlining@dewr.gov.au or scan the QR code below.



The National Centre for Vocational Education Research (NCVER) is the national professional body responsible for collecting, managing, analysing and communicating research and statistics on the Australian Vocational Education and Training (VET) sector.



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EMPOWER



CELEBRATING 30 YEARS OF THE AUSTRALIAN TRAINING AWARDS

National Careers Institute

It's time to [secure your tickets](#) to the [2024 Australian Training Awards](#), which are celebrating their 30th year, to be held on Friday 6 December at the National Convention Centre in Canberra.

The Australian Training Awards are the peak, national awards showcasing excellence and best practice in vocational education and training (VET) for individuals, students, businesses, schools and registered training organisations.

Over 30 years, more than 17,000 people have attended the Australian Training Awards.

This year's awards will be hosted by the Minister for Skills and Training, the Hon Andrew Giles MP.

Minister Giles congratulated this year's finalists.

"Over 30 years, more than 17,000 people have attended the Australian Training Awards."

"I encourage members from across our great VET sector to attend these awards to support the finalists. The awards are an inspiring showcase of what VET produces as our nation continues the important job of skilling up," he said.

"The Australian Government has put VET at the heart of our education and training system. We recognise its importance in creating, and sustaining, employment, businesses and the economy."

The Australian Training Awards bring the VET community together to recognise 75 finalists from across the nation.

Awards that are presented on the night include:

- Outstanding Achievement in the VET and Skills Sector
- Apprentice of the Year
- Trainee of the Year
- Aboriginal and Torres Strait Islander Student of the Year
- Australian School-based Apprentice or Trainee of the Year
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- VET Teacher/Trainer of the Year
- Excellence in Language, Literacy and Numeracy Practice.

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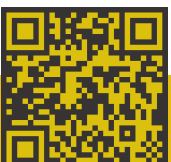
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EMPOWER

EMPOWERING CULTURALLY RESPONSIVE PRACTICE IN VET

Kylie van Luyn, Founder/CEO, Elevated Coaching & Consulting Global, International Speaker, bestselling author

Culturally responsive practice is a research-based approach that connects learners' cultures, languages, and life experiences to what they learn and pushes back on dominant narratives about historically marginalised people.

It builds cognitive capacity and academic mindset by helping trainers develop their own awareness for how to connect learners' 'funds of knowledge' to content and educative experiences. It also calls on educators to develop their own cultural awareness and address their implicit biases in order to deepen connections with their learners.

Culturally responsive practice centers on fostering a sense of belonging for each learner and supporting them as they move from dependent to independent learners.

Most educators acknowledge that a one-size-fits-all approach to teaching is ineffective, and a more learner-centered approach is necessary for learner success. *Culturally responsive teaching* incorporates and centers unique learner experiences and identities, supporting educators to build learning partnerships that result in increased learner engagement and ownership of their learning.

But what is culturally responsive teaching?

In a culturally responsive classroom, reflective teaching and learning occur where the strengths learners bring are identified, nurtured, and utilised to promote learner achievement. When learners feel seen, heard, and understood, respected, they are more

likely to engage in the learning process and achieve success.

Culturally responsive teaching also involves incorporating the cultural backgrounds and perspectives of diverse learners education programs. This helps create an inclusive learning environment where all learners feel valued and engaged.

Culturally responsive teaching is not about equating race with culture, solely motivating Culturally and Linguistically Diverse (CALD) or First Nation learners, relying on a single engagement method, or mastering every cultural detail. It goes beyond these limits to create an inclusive, adaptable learning environment.

How do we implement this?

To implement culturally responsive teaching in VET, start by assessing the cultural diversity in your learner population to understand their backgrounds, values, and needs. Educate yourself on the cultural practices, histories, and perspectives that are represented, allowing you to adapt curricula and teaching methods to include diverse viewpoints and learning styles. Use inclusive and representative materials by selecting texts, examples, and references that resonate with your learners' cultures, and create an inclusive classroom culture where all learners feel welcomed, valued, and respected. Employ diverse assessment methods to evaluate learning in a culturally sensitive way, and continually seek learner feedback to refine and enhance the cultural responsiveness of your training.

Culturally responsive teaching has a range of benefits. It enhances engagement by incorporating learners' cultures into the training environment, promotes cultural awareness and sensitivity in all learners and prepares them for real-world, diverse workplaces. This responsive teaching approach improves academic outcomes, increases learner motivation and self-efficacy, and develops cultural competence.

Understanding the cultural backgrounds values and needs of your learners and creating an inclusive classroom culture doesn't happen overnight, it takes time, however being empowered with ideas on how to start incorporating culturally responsive practice into what we do is the first step to success.



Kylie van Luyn is an experienced workforce development and human rights consultant, an accredited psychotherapist,

emotional intelligence coach, NLP Master Practitioner, and a Founding Member of the International Strategic Psychotherapists Association. She is passionate about working with organisations to develop vocational and pre-employment programs that foster workplace inclusion and psychological safety and support individuals to reach their full potential.

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CONTACT Velg Training Pty Ltd. 9 Froude Street Banyo QLD 4014
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