

VELG TRAINING eNews



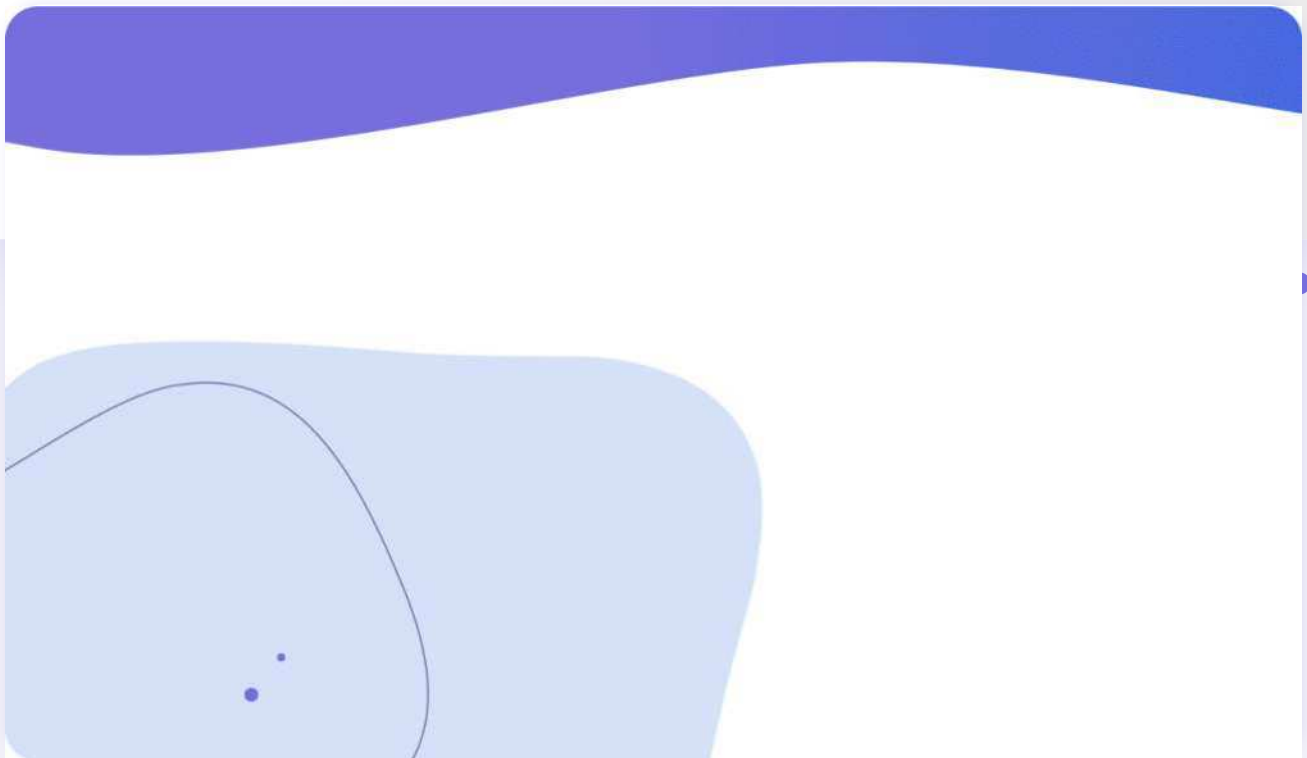
Issue 22 | February 2025



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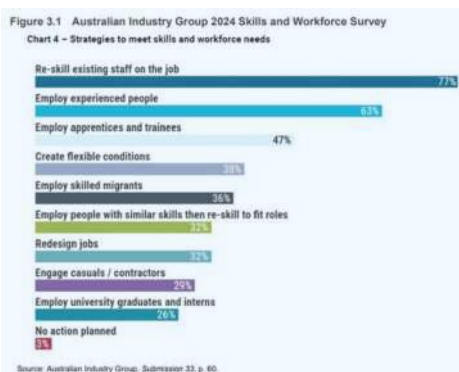


NEW PARLIAMENTARY REPORT ON AI IN THE WORKPLACE EMPHASISES PRODUCTIVITY, PROTECTIONS, AND SKILLS GROWTH

A landmark report on the impact of artificial intelligence (AI) and automated decision-making (ADM) in Australian workplaces considers how these technologies are being used in workplaces and possible safeguards to guide their development and implementation. Tabled by the House of Representatives Standing Committee on Employment, Education and Training, [The future of work: inquiry into the digital transformation of workplaces](#) report confirms profound opportunities in productivity, job creation, and innovation, while also cautioning that strong guardrails are urgently needed to protect workers' rights, privacy, and wellbeing.

This report makes twenty-one recommendations that centre on realising AI and ADM's benefits through workforce upskilling and employer support, while tackling the associated health, safety, and intellectual property risks. It calls for clearer obligations on developers and employers who use high-risk AI systems, along with stronger privacy and anti-surveillance safeguards for employees. Meaningful consultation, greater transparency, and procedural fairness in AI-based workplace decisions are also emphasised, supported by public information campaigns to build trust and ensure responsible technology use.

The Committee recommends updates to the *Privacy Act 1988* (Cth) and the *Fair Work Act 2009* (Cth) to enhance protection of workers' personal information. Additionally, that the *Fair Work Act 2009* (Cth) could be strengthened to promote openness, responsibility, and fair processes in the deployment of AI and automated decision-making.



(Source: Parliament of Australia, House of Representatives – Standing Committee on Employment, Education and Training - [The Future of Work – Inquiry into the Digital Transformation of Workplaces](#), pg. 37)

The Committee also emphasises upskilling and retraining, noting that by 2026, an estimated 53 per cent of workers will need to be either digital experts or digitally enabled, with the remaining workforce requiring basic digital literacy. Demand is rising for a blend of digital, technical, and human-centric skills. Foundational digital literacy underpins broader technological expertise, while fields like data science need specialists able to handle and interpret large data sets. Beyond purely technical know-how, interpersonal and creative abilities—as well as advanced problem-solving and critical thinking—remain essential, since these capabilities cannot be fully replicated by AI.

The report calls for a long-term national strategy, with government investment in education, research, infrastructure, and tools like micro-credentials that allow workers to train quickly and flexibly.

You can read the full report [here](#).



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BUSINESS COUNCIL OF AUSTRALIA CALLS FOR REDESIGN OF AUSTRALIAN APPRENTICESHIPS INCENTIVES

Australia is facing a critical skills gap crisis, with the [Business Council of Australia \(BCA\)](#) urging political leaders to strengthen employer incentives for apprenticeships. The call follows stark warnings about the growing shortage of skilled workers, particularly in construction, clean energy, and other vocational sectors.

One in three occupations across the economy is experiencing a skills shortage. The situation is particularly dire in the clean energy sector, which will require an estimated 30,000 electricians by 2030 and 80,000 by 2050. Meanwhile, the construction industry faces a projected shortfall of 200,000 skilled workers, according to [Infrastructure Australia](#).

Compounding the issue, Jobs and Skills Australia reports that 38% of skills shortages occur in occupations requiring a vocational education pathway. These figures underscore the urgency of reforms to the [Australian Apprenticeships Incentive System \(AAIS\)](#) to encourage more businesses to train apprentices.

The cost of training an apprentice is often underestimated, with businesses bearing a high financial risk, particularly due to poaching by competitors in later training years. Without stronger incentives, fewer businesses will be willing to take on apprentices, further exacerbating workforce shortages.

The [BCA is advocating for a redesign of employer incentives](#) to better reflect the actual cost of training apprentices. The current system, which provides only \$5,000 in the first year for priority trade apprentices and no support for others, is failing to attract enough businesses to participate.

Under the BCA's proposed model:

- Baseline support of up to \$4,000 per apprentice per year would be provided for the first two years.
- Employers would receive \$3,000 per apprentice per year for the final years of training.
- Small and medium businesses—which train most apprentices—could qualify for additional funding if they maintain a 70% or higher completion rate, support gender diversity in trades, and employ highly qualified training supervisors.
- Large businesses with a 90% completion rate would have access to a \$40 million grant pool to expand successful apprenticeship programs.

This framework aligns with the findings of the [AAIS Strategic Review](#), which recommends shifting incentives to recognise and reward businesses that effectively train apprentices.

The BCA is also advocating for more seamless transitions from school education to vocational training. The organisation supports increasing work-integrated learning opportunities in both university and non-trade VET courses, particularly in emerging fields like digital and cyber technologies.

You can read the News Release [here](#), and the BCA Submission [here](#).



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LOOKING FOR STRATEGIES TO NAVIGATE THE AI LANDSCAPE WITH CONFIDENCE?

AI is no longer a distant destination; it's the road we're travelling right now!

But with so many twists, turns, and tech trends, it can be hard to stay on course.

Join Toby Jones this March for this session that earned 4.8 out of 5 stars at the #2024NVC! He'll steer you in the right direction.

I'M READY TO START MY JOURNEY!



IT'S TIME TO FUEL THE DIALOGUE!

Many trainers struggle with online discussion forums, launching conversations that never quite catch alight.

So, how do we fan the conversation flame?

Join Dr. Deniese Cox this March, who will share her formula for turning discussion forums into platforms where students actually want to participate!

I'M READY TO LIGHT THE SPARK!





RETHINKING CAREER EDUCATION TO BRIDGE SKILLS GAPS AND PREPARE SCHOOL STUDENTS FOR EVOLVING JOBS

An [ABC News report](#) highlights growing concerns that Australia's career education system is failing to keep pace with the rapidly changing job market. While programs like the [Growing Careers Project](#) help students explore career pathways through hands-on experience, experts argue that career education remains inconsistent across schools. Demographer Lisa Denny stresses the need for a centralised approach to ensure all students have access to comprehensive career guidance, regardless of their location or background.

With industries like healthcare, technology, and clean energy projected to drive future job growth, there is growing pressure to modernise school career education. Monash University professor Lucas Walsh highlights the importance of exposing students to diverse career pathways, as well as being an integral part of the curriculum. Meanwhile, concerns about digital literacy persist, with nearly half of Australian students falling below proficient ICT standards. As the demand for skilled workers rises, education leaders and policymakers are calling for stronger funding and reforms to bridge the gap between schooling and workforce readiness.

A recent [Forbes article](#) highlights the urgent need for career-connected learning to bridge the growing disconnect between traditional education and the rapidly evolving job market. With artificial intelligence, automation, and new technologies reshaping industries, students require more than just career exposure—they need structured guidance to navigate their future careers effectively. The article discusses the book *Preparing Tomorrow's Workforce* by Hans Meeder, emphasising the importance of Career Navigation Skills, which include self-awareness, career knowledge, planning, and problem-solving. These skills, Meeder argues, are essential in ensuring students are not only aware of career possibilities but also prepared to succeed in them.

The article argues that aptitude-based guidance more accurately matches students with careers. Unlike traditional counselling—which depends on self-reported interests and can be skewed by stereotypes—aptitude assessments reveal students' true strengths. It also promotes hands-on learning through career and technical education, enabling real-world skill application. With AI transforming education and work, career-connected learning offers a personalised, adaptive way to prepare for the evolving job market.

You can read the ABC article [here](#), and the Forbes article [here](#).



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JOBS AND SKILLS COUNCILS & TRAINING PACKAGE NEWS

News Updates:

- [Opportunity and Productivity: Towards a Tertiary Harmonisation Roadmap](#)
- [Gender Economic Equality Study Consultation](#) – 18 February 2025
- [Strengthening Tertiary Pathways](#) – 22 February 2025
- [Slight rebound in the job market in January 2025](#) – 19 February 2025
- [Consultation opens for Gender Economic Equality Study](#) – 18 February 2025
- [Regional Australia's job market: A tale of two trends](#) – 7 February 2025
- [Register for the Occupation Shortage List](#) – Stakeholder Survey
- [2025-26 work plan development consultation](#) – Closes 28 February 2025
- [Food Supply Chain Capacity Study](#)
- [Read more](#) on the JSA's LinkedIn



News Updates:

- [Future Skills News](#) – 21 February 2025
- [EP03: "AI Skills, they're as important as reading and writing" - Patrick Kidd OBE OAM, CEO Future Skills Organisation](#) – 11 February 2025
- [Evolving training packages to support the finance, tech and business sectors](#)
- [FSO News](#) – 22 January 2025
- [From insights to impact: Our 2025 action plan](#) – 22 January 2025
- [Consultation Papers](#)
- [Projects](#)
- [FSO Spotlight](#) - 25 November 2024
- [Read more](#) on the FSO's LinkedIn



News Updates:

- [CITC – NextBuild Digital Blueprint Research Project](#)
- [Housing construction productivity: can we fix it?](#) – 16 February 2025
- [Read more](#) on BuildSkills' LinkedIn



News Updates:

- [Workforce Plan 2025 Survey](#)
- [Industry Roundtable](#)
- [2025 Workforce Plan Key Challenges and Drivers Summary Papers](#) - Submit your response by 3 March 2025
- [Industry Skills Australia Newsletter](#) – November 2024
- [Read more](#) on Industry Skills' LinkedIn



News Updates:

- [Consultation: Draft National Allied Health Workforce Strategy](#) – Closes 3 March 2025
- [Humanability Newsletter](#) – 29 November 2024
- [HumanAbility Projects](#)
- [Read more](#) on HumanAbility's LinkedIn



News Updates:

- [Manufacturing Matters](#) – December 2024
- [Current Projects](#)
- [Read more](#) on Manufacturing Industry Skills Alliance's LinkedIn



News Updates:

- [2025 Energy Workforce and Skills Survey](#)
- [Powering Skills Organisation Summit 2025](#), 6 – 7 March 2025, Sydney
- [Read more](#) on Powering Skills' LinkedIn



News Updates:

- [Public Skills Australia 2024 Workforce Plans](#)
- [View Projects](#)
- [Read more](#) on Public Skills' LinkedIn



News Updates:

- [Championing Retail: Nicole Venter on Challenges and Career Pathways in the Sector](#) – 24 February 2025
- [November & December 2024 Policy Summary](#) – 21 February 2025
- [SaCSA - The Latest](#) – 28 November 2024
- [Read more](#) on SaCSA's LinkedIn



News Updates:

- [The Journey February 2025](#) – 18 February 2025
- [2025 Workforce Plan Consultation](#)
- [Low or No Enrolments RII \(Mining\) Webinar](#) – 5 March 2025 @ 2.00 pm
- [RII \(Mining\) Technical Advisory Group \(TAG\) expressions of interest open](#) – Closes 28 February 2025
- [Research Bulletin](#) - February 2025
- [2025 Workforce Plan Consultation Papers](#) – Closes 15 March 2025
- [Consultation opens for review of AUM/AUR superseded units](#) – Closes 3 March 2025
- [National Consultation Roadshow](#) – February to March 2025
- [AUSMASA Newsletter 'The Journey' - January 2025](#) - 24 January 2025
- [Read more](#) on AUSMASA's LinkedIn



News Updates:

- [Qualification Reform](#)
- [JSA Annual Work Plan](#) – 19 February 2025
- [JSA Food Supply Chain Workforce Report](#) – 19 February 2025
- [Update: Qualification Reform Project](#) – 19 February 2025
- [Update: From Training Package to Training Delivery](#) – 19 February 2025
- [Three New Projects Approved](#) – 19 February 2025
- [Workforce Plan 2025: What can be done to Improve access to Skills & Training in our sectors?](#) – 19 February 2025
- [New Project to Review Veterinary Nursing Skills Needs](#) – 11 February 2025
- [Projects](#)
- [Read more](#) on Skills Insight's LinkedIn



UPDATES FROM THE REGULATORS



Australian Skills Quality Authority
(ASQA)

News Updates:

- [ASQA IQ](#) – February 2025
- [2025 RTO and ESOS obligations checklists](#) – 14 February 2025
- [The 2025 Annual Declaration on Compliance](#) – 13 February 2025
- [ASQA continues to encourage tip-offs](#) – 12 February 2025
- [ASQA Update February 2025](#) – 24 February 2025



Training Accreditation Council (TAC)

News Updates:

- [TAC Special Bulletin - EOI for Second Round Pilot on the revised Standards](#) – 17 February 2025
- [TAC Strategic Plan](#) - 30 January 2025
- [Training Accreditation Council Newsletter](#) - Issue 103 – February 2025



Victorian Registration & Qualifications
Authority (VRQA)

News Updates:

- [Workplace rights for international students](#) – 21 February 2025
- [2025 fees and charges](#) – 3 January 2025
- [VRQA e-News – November 2024](#) – 3 December 2024

CLICK HERE FOR OTHER NEWS + OTHER MEDIA RELEASES

YOUR VET NEWSLETTERS AND PUBLICATIONS

NEWSLETTERS

- [AAIR Newsletter](#) - November 2024
- [ADCET Newsletter](#) - January 2025
- [Ai Centre for Education and Training](#) - #32 - 14 October 2024
- [ASQA Annual Report 2023-24](#) – ASQA – 28 October 2024
- [ASQA Update February 2025](#) – 24 February 2025
- [ASQA IQ – February 2025](#) - February 2025
- [AUSMASA Newsletter 'The Journey'](#) - November - 14 November 2024
- [AVETRA News](#)
- [Community Colleges Australia Newsletter](#) - Issue 3 - October 2024
- [Future Skills News](#) – 21 February 2025
- [FSO Spotlight](#) - 25 November 2024
- [FSO News](#) – 22 January 2025
- [Humanability Newsletter](#) – 29 November 2024
- [Industry Skills Australia Newsletter](#) - November 2024
- [Jobs Queensland](#) – November edition
- [JSConnect – Edition 1](#) – October 2024
- [L&D Insights](#) – February 2025 Edition
- [Manufacturing Matters](#) – December 2024
- [NCVER News #599](#) - 26 February 2025
- [NCVER Data Support Bulletin](#) – February 2025
- [NSW Public Sector ITAB January 2025 Newsletter](#)
- [SaCSA - The Latest](#) - 28 November 2024
- [World Skills Australia](#) – January 2025 Edition
- [Tafe Directors Australia News](#) – 24 February 2025
- [Tafe Directors Australia News](#) – 17 February 2025
- [TEQSA eNews](#) - December 2024
- [The Journey February 2025](#) – 18 February 2025
- [Training Accreditation Council Newsletter](#) - Issue 103 - February 2025
- [VDC News - Edition 2](#) – 12 February 2025
- [VOCEDplus News – December 2024](#) – 10 December 2024
- [VRQA e-News – November 2024](#) – 3 December 2024
- [Worldskills Australia News](#) - October 2024
- [Your Career News](#) - February 2025

PUBLICATIONS

- [A framework for performance reporting and driving wellbeing outcomes in NSW](#) – 3 December 2024
- [Boosting Australia's innovation](#) – 17 February 2025
- [Brokering Employment Pathways from Supported Employment Settings to the Mainstream Labour Market](#) – 15 October 2024
- [Changes to the disability standards for education 2005](#) – 31 January 2025
- [Draft report of the Secure Jobs, Better Pay Review released](#) – 3 February 2025
- [EP03: "AI Skills, they're as important as reading and writing"](#) – 11 February 2025
- [Everybody cares about using education research sometimes](#) – 7 February 2025
- [FSU report: AI in the finance sector - The worker perspective](#) – February 2025
- [Government-funded students and courses – January to September 2024](#) – 25 February 2025
- [Housing construction productivity: can we fix it?](#) – 16 February 2025
- [OECD: Ensuring quality in VET and higher education; Getting quality assurance right \(Part A\)](#) – 19 February 2025
- [OECD: Understanding Skill Gaps in Firms](#) – 10 December 2024
- [Opportunity and Productivity: Towards a Tertiary Harmonisation Roadmap](#) – 21 February 2025
- [Report on Government Services 2025](#) – Vocational education and training
- [Strategic examination of R&D discussion paper](#) – 12 February 2025
- [The breadth of AI risks across Australia: why we need a considered approach to regulation](#) – 16 February 2025
- [The future of work: inquiry into the digital transformation of workplaces](#) – 11 February 2025
- [The Hays 2025 Skills Report](#) – February 2025
- [Transforming Australia: SDG progress report 2024](#) – 13 February 2025
- [Trends in retention and attrition in nine regulated health professions in Australia](#) – 10 February 2025
- [OECD: Fostering excellence in higher education and VET; Going beyond quality assurance \(Part B\)](#) – 19 February 2025

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