# PwC’s Skills for Australia ADCET Webinar

## Slide 1: Presentation Title: The Inclusion of People with Disability in VET Project PwC’s Skills for Australia

Presentation Details: Wednesday 5 June 2019; ADCET Webinar

## Slide 2: Introduction

**Who are we?**

PwC’s Skills for Australia is a Skills Service Organisation, funded by the Commonwealth Government.

Skills for Australia supports industry to develop modern vocational education and training standards and meet current workforce needs.

**Session Agenda**

1. Project Overview
2. Industry Consultation Process
3. Findings
4. Solutions- Developed Training Products
5. What’s Next- Introduction of Training Products and Broader Considerations for VET

## Slide 3: Project Overview

**Inception**

Commissioned by the Australian Industry and Skills Committee (AISC).

Project scope included three contexts for inclusion:

1. Vocational Education and Training;
2. Employment;
3. Customer Service.

**Objectives**

1. To explore how vocational education and training (VET) could be used as a tool to address barriers to inclusion for people with disability;
2. To promote equal access to training and employment opportunities;
3. To improve efficiency within the development of training packages.

**Outcomes**

Development of trainingproducts to be used across arange of industries.

Address skills and knowledge gaps underlyingbarriers to inclusion.

Support vocational educators, employers and customer service providers to facilitate inclusion.

## Slide 4: Industry Consultation Process

**Total number of stakeholders consulted:** 279

**Consultations:**

November 2017: Environmental Scan - current state assessment- Interviews and research

February 2018: Phase 1- Identifying barriers to inclusion and underlying skill and knowledge gaps- Open Forums around Australia

March 2018: Phase 2- Exploring opportunities and training product solutions and opportunities- Interviews, focus groups and nationwide online survey

June 2018: Public review and feedback on drafted training products

**Project Reference Group:**

* Comprised of disability subject matter experts, specialist support providers, peak body representatives and education providers.
* Represented the breadth of industry and skill needs for inclusion.
* Engaged throughout the life of the project.
* Ongoing focus groups, development of reports, recommendations and training products.

## Slide 5: Findings- Identified Barriers to Inclusion/Skill and Knowledge Gaps

* Lack of flexibility
* Bias against inclusion
* Understanding of disability
* Communication and confidence
* Availability of support and resources
* Poor implementation of reasonable adjustment

**Process undertaken:**

1. Determine the underlying skill and knowledge gaps
2. Develop training products
3. Remove barriers to inclusion

## Slide 6: Solutions- Developed Training Products

New training products developed across three pillars:

Vocational Education and Training

* TAEXDB401 - Plan and implement individual support plans for learners with disability
* TAEXDB402 - Plan and implement accessible training and assessment for learners with disability

Employment

* BSBXDB401 - Develop and implement recruitment processes that are inclusive of people with disability
* BSBXDB501 - Support staff members with disability in the workplace

Customer Service

* BSBXDB301 - Respond to the service needs of customers and clients with disability
* BSBXDB502 - Adapt organisations to enhance accessibility for people with disability

In addition to existing Units of Competency to be leveraged across industry

## Slide 7: What’s Next?

The AISC have endorsed the cross sector training products to be included in the Training and Education (TAE) and Business Services (BSB) Training Packages.

**Introduction of Training Products**

* The new cross sector training products will be housed in the BSB and TAE Training Packages, sitting in elective banks within existing qualifications.
* However, they will be utilised more broadly, being pulled across as electives into other Training Packages.
* They will be made available for RTOs later this year with the new Training Package releases.

**Broader Considerations for Inclusion in VET**

* Funding of initiatives/incentives to undertake training.
* Encouraging or mandating annual reporting for RTOs on outcomes for learners with disability.
* Increasing availability of trainers with disability/SMEs to deliver new training.
* Further guidance on inherent course and industry requirements.
* More Certificates I and II available as learning pathways.

## Slide 8: Questions?

Subscribe to our website and LinkedIn page for project updates, thought leadership and to be part of industry surveys and feedback opportunities.

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