# PwC’s Skills for Australia ADCET Webinar

## Slide 1: Presentation Title: The Inclusion of People with Disability in VET ProjectPwC’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.

www. skillsforaustralia.com

Contact us:

1800 714 819

info@skillsforaustralia.com

Disclaimer © 2018 PricewaterhouseCoopers Data and Analytics Services Pty Limited. All rights reserved. PwC refers to the PwC network and/or one or more of its member firms, each of which is a separate legal entity. Please see www.pwc.com/structure for further details. Liability limited by a scheme approved under Professional Standards Legislation. PwC does not represent Business Services, Cultural and Related Industries, Education, Financial Services, Information and Communications Technology, Printing and Graphic Arts, Mining, Drilling and Civil Construction, Automotive and Naval Shipbuilding industries, the Department of Education and Training or the Commonwealth. PwC acknowledges the financial support received by the Commonwealth to operate as a Skills Service Organisation.