

# Informed Choices

## an alternative approach to Inherent Requirements (IRs)

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# Key Challenges for VET:

- ▶ Competency based training - prescribed tasks, skills & benchmarks
- ▶ Requirements for demonstration and assessment of practical application
- ▶ Misconceptions that VET does not have an academic component
- ▶ Language, Literacy and Numeracy Assessment Admission Requirements
- ▶ VET Training system is designed for defined entry level job outcomes
- ▶ Differences between participation in training and employment
- ▶ Inherent Requirements not well understood in the sector and most information focuses on higher education
- ▶ No additional funding for reasonable accommodations

# The Approach...

- ▶ Commenced developing Inherent Requirements
- ▶ Shifted to Informed Choices
- ▶ Template and Exemplar
- ▶ Hosted a range of Information/Training Sessions
- ▶ Offered Support to Develop
- ▶ Review and Approval - Educational Managers/Directors
- ▶ Business Units determine how and when they are communicated

# Informed Choices Statements include:

- ▶ Industry Career Pathways
- ▶ Core Skill Requirements (*compulsory and inherent*)
- ▶ Language, Literacy and Numeracy
- ▶ Employability Skills
- ▶ Vocational Placement Requirements
- ▶ Other Considerations (*i.e. access to technology and internet/ shift work*)
- ▶ Workplace Health and Safety
- ▶ Industry Legislation/Licensing (*i.e. Police Clearances*)

# How/When is it communicated?

- ▶ Career Counselling/Employment Services
- ▶ Available on Website - Course Information
- ▶ Pre-Enrolment Engagement - Information Sessions
- ▶ Course Counselling
- ▶ Orientation/Induction
- ▶ Access Plan Development
- ▶ Student Progression / Review
- ▶ Development of Training and Assessment Strategies

# Concluding reflections...

- ▶ Disability advisors should prescribe inherent requirements
- ▶ Gate keeping
- ▶ Proactive vs Reactive
- ▶ Achieving shared understanding and agreement
- ▶ Slow progress
- ▶ Ensuring connections at each point in the student life cycle
- ▶ Training Package development needs to be more inclusive
- ▶ Individualised process