



NSW Department of Education



NSW Skills Plan 2024–28

Building skills and shaping success

November 2024

Acknowledgement of Country



We acknowledge that across NSW we live and work on Aboriginal land, and the many Countries that are within that footprint.

We sincerely pay our respects to Elders past and present and celebrate the diversity of Aboriginal peoples' unique cultural and spiritual relationship to Country, and their rich contribution to Australia.

The NSW Department of Education is committed to being a strong culturally responsive and inclusive education system where every Aboriginal and/or Torres Strait Islander student is known, valued, and cared for to learn, grow, and belong.

We acknowledge our longstanding partnership agreement with the NSW Aboriginal Education Consultative Group Inc., which is based on the principles of respect, commitment, collaboration and accountability to improve educational outcomes for Aboriginal learners.

Equity is at the cornerstone of our NSW Skills Plan, which aims to transform lives through learning. Our commitment to creating an equitable and outstanding vocational education and training system affirms Aboriginal education is well positioned as being everybody's business.

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Minister's foreword



I am pleased to present the NSW Skills Plan 2024–28, the NSW Government's strategic plan for skills and blueprint for system reform in vocational education and training.

It is vital that our vocational education and training (VET) system remains agile and forward-looking, especially in a time of unprecedented skills shortages, economic challenges and evolving industry demands.

The NSW Skills Plan is the first of its kind since 2008 and demonstrates this government's focus on addressing skills shortages. It sets out our transformative reform agenda, Building Skills and Shaping Success for the people of NSW.

The plan focuses on building the skills NSW needs now and into the future. Under the plan we will target funding and delivery to priority skills and critical skills demands.

A new regional planning model will address local skills needs and give communities more of a say. We will also focus on skills pathways and creating opportunities for school students and young people to access local jobs.

A strong and stable TAFE NSW –operating within a network of

high-quality public, community and private providers –is core to future-proofing our VET system and meeting the needs of our state. This means changes to how we fund and invest in skills to drive performance and enhance system outcomes.

The plan prioritises areas of national interest where we can work with the Australian Government to progress priorities under the National Skills Agreement –including Closing the Gap, delivering reforms to improve the regulation of VET qualifications and quality, as well as supporting the Net Zero transformation.

The NSW Skills Plan connects with Our Plan for NSW Public Education and gives school students and young people access to pathways and jobs in their chosen industry or local communities. It reflects a student-focused approach to enable all people, regardless of background, to access, complete and attain VET qualifications.

I also recognise the unique challenges faced by students, industry and employers in our regions. A new approach to regions will ensure local communities have their say as we direct funding and resources to meet their local skills needs.

Our focus is on ensuring that the right skills are in the right places and on building a robust skills pipeline. This will drive growth and opportunities across the state. A strong skills pipeline will also help us address critical challenges, such as housing shortages, delivering safe and reliable public transport, and meeting the increased demand for digital skills.

We know that we cannot achieve these changes alone. As the steward of the NSW VET system, we will partner with our stakeholders to meet the skills needs of our communities and achieve long-term, transformational change.

The Hon. Steve Whan, MP
Minister for Skills, TAFE and Tertiary Education

About the plan

Our commitment: The NSW skills system supports participation in vocational education and training (VET) that drives economic and wellbeing outcomes for individuals, industry and communities.

The NSW Skills Plan 2024–28: Building Skills and Shaping Success is the NSW Government's strategic plan for skills. The plan builds on the strengths of the NSW VET system and forms the NSW Government's action-based response to the NSW VET Review.

The plan focuses on 3 areas of reform:

- funding for priority skills and outcomes
- a strong and stable TAFE NSW
- planning for local skills.

Additionally, it outlines 5 strategic priorities aimed at addressing critical skills needs, improving student outcomes, industry engagement, the VET workforce, and system agility.

The plan is supported by a new Skills Outcomes Framework, which aligns with the NSW Treasury Performance Wellbeing Framework and the emerging National Skills Plan. This ensures a robust approach to monitoring the health and performance of the NSW VET system and enables a cohesive, transparent and whole-of-government approach to supporting NSW outcomes.

The NSW Skills Plan complements Our Plan for NSW Public Education and the NSW Higher Education Strategy to ensure the best outcomes for all students across the entire education continuum.

The plan underscores the importance of collective government leadership and collaboration in driving outcomes for individuals, industry and communities beyond the skills portfolio. This includes alignment with broader government policy initiatives, such as the emerging NSW Industry Policy and the Australian Government Future Made in Australia agenda and Migration Strategy.


The plan also reflects NSW commitments under the National Skills Agreement (NSA) and acts as the NSW Jurisdictional Action Plan. The NSA represents up to \$3.81 billion in funding for NSW over the life of the plan from 2024 to 2028, including up to \$315 million for specific policy initiatives.

The NSW Skills Plan will be implemented in partnership with key stakeholders. A phased approach is essential to successfully implement the plan –balancing immediate actions with the long-term vision. This will be supported by an annual State of the System Report that will provide a report card on the plan's process and success measures.




Supporting the plan

Progress on the NSW Skills Plan will be reviewed annually and supported by a range of new initiatives.




Skills Outcomes Framework

A Skills Outcomes Framework will promote shared accountability for system-level measures, outcomes and targets aligned with the strategic priorities of the NSW Skills Plan.



Skills Outcomes Dashboard


The Skills Insights Dashboard is an interactive public dashboard that will monitor performance against the Skills Outcomes Framework. It will be used to enhance planning and decision-making for skills as well as promote system transparency and accountability.



State of the System Report

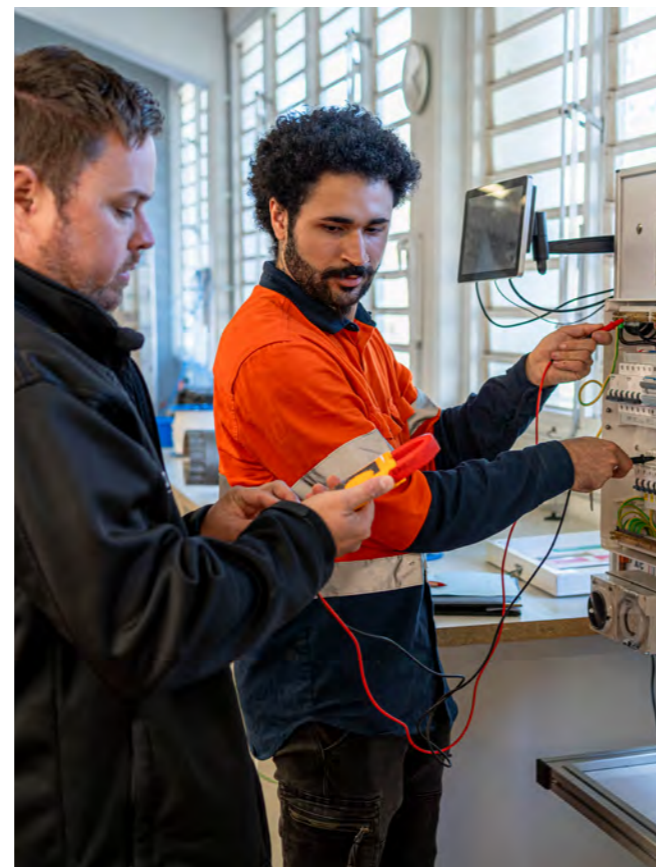
An annual State of the System Report will provide evidence-based insights and analysis on key aspects of the NSW skills system and labour market as well as workforce challenges.

An annual report card will also detail system performance against the NSW Skills Plan.



Critical Skills Forums

Critical Skills Forums will bring together key VET stakeholders to collaborate and engage on critical skills topics including areas of reform, emerging skills needs and strategies to advance the NSW Skills Plan.



Challenges ahead

Global, national and regional outlook

Economic structural changes

The NSW economy is transforming due to global and local forces including technological disruption, shifting demographics and structural changes. Anticipating emerging trends and addressing current and future skills gaps will ensure NSW remains resilient in facing these challenges.

Persistent skills shortages

NSW is experiencing widespread skills shortages throughout its economy. Since 2021, the number of occupations in shortage in NSW has increased from 261 to 400.¹ Industries critical to the future growth of the NSW economy – including digital and information technology, net zero and energy transition, and construction – are projected to have significant employment growth over the coming years. This issue is compounded by the near-record low unemployment rate of 4%.² Labour market challenges mean that effective training pathways need to be available for all learners for NSW to meet skills needs.

Jobs of the future require higher skill levels

Alongside the NSW economy's changing needs, the skills required of its workforce are also evolving. Over the next 10 years, around 92% of new jobs created will require post-secondary qualifications, with the highest demand for Certificate III and above.⁴ To meet these demands, the broader NSW tertiary system will need to be more responsive to the needs of students and industry. Core to this is ensuring that the NSW skills system offers flexible ways for people to re-skill and transition between different study and career pathways.

Engaging all students, regardless of background

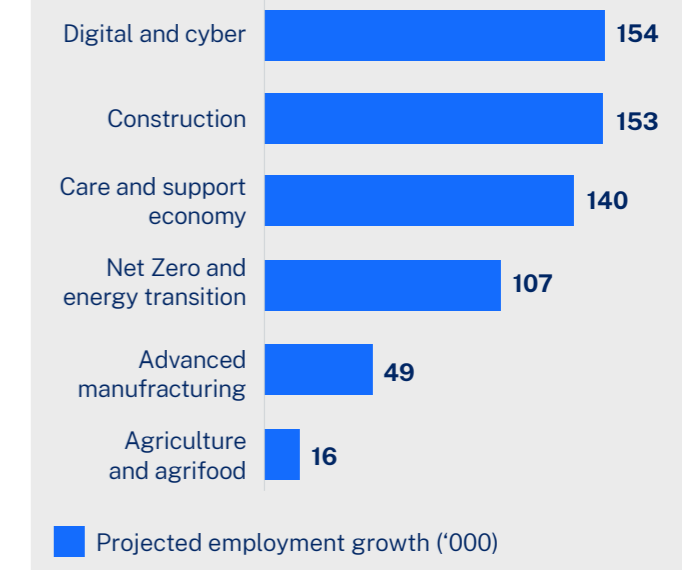
Engaging all students, particularly those affected by disadvantage is critical to enhancing NSW's social and economic outcomes. This includes supporting Aboriginal and/or Torres Strait Islander students, students with disability, and rural and remote students who continue to face lower completions and employment outcomes compared to the wider population. Addressing individual

student barriers and enhancing student-centred support is crucial to bridging the disparities and supporting targets, such as Closing the Gap, as a state and nation.

Regional complexities

Skills shortages and supporting equity cohorts are especially relevant in regional, rural and remote NSW. Labour force participation rates outside of Greater Sydney are around 7% lower, while recruitment difficulty for employers is around 5% higher.³ Resolving these challenges is compounded by higher delivery costs and non-training barriers such as housing and transport, as well as attracting and retaining essential front-line workers, which requires more place-based skills planning and interventions.

Projected national employment growth by Critical Skills Area (May 2023 – May 2028)⁵



Sources:
 1. Jobs and Skills Australia (JSA), *Skills Priority List*, JSA, Australian Government, 2023
 2., 3. Australian Bureau of Statistics (ABS), Table 4. *Labour force status by Sex, New South Wales - Trend, Seasonally adjusted and Original*, Commonwealth of Australia, 24 March 2024
 4., 5. Jobs and Skills Australia (JSA), *Towards a National Jobs and Skills Roadmap*, JSA, Australian Government, 2023



Snapshot of the system

The vocational education and training system (VET) in NSW serves more than 1.3 million students statewide, including over 450,000 government-funded students and more than 500 government-funded registered training organisations. It delivers strong student and employer satisfaction levels and generally

positive outcomes for students who complete a VET qualification. However, progress is needed to equalise the disparities in participation, completions and attainment outcomes for various priority cohorts such as Aboriginal and/or Torres Strait Islander students; regional, rural and remote students; and students with disability.

450,000+

government-funded VET students in NSW¹

TAFE NSW delivers to 64% of all government-funded VET students.

34%

Aboriginal and/or Torres Strait Islander students VET qualification completion rate²

This is compared to 49% for non-Aboriginal and/or Torres Strait Islander students in NSW. Improvement is needed to meet Closing the Gap targets.

90%

of government-funded students who complete training are satisfied overall

Student satisfaction levels with training, teaching and support services has been relatively consistent over the last 5 years.³

1,400+

registered training organisations delivering training in NSW

500+ registered training organisations (RTOs) are delivering government-funded training, with private RTOs accounting for most of the training delivery in NSW.⁴

79%

of employers satisfied with VET⁵

Employer satisfaction rates with VET were stagnant over the last 5 years. In the same period, employers were more inclined to utilise non-accredited VET training.

50,000+

employers in NSW utilise apprentices and trainees as part of their workforce






Employment conditions for apprentices and trainees need to improve, with 60% of apprentices and trainees at the national level discontinuing due to employment-related reasons.⁶

Sources:

1. National Centre for Vocational Education Research (NCVER), *Government-funded students and courses 2023: students*, NCVER, 2024.
2. National Centre for Vocational Education Research (NCVER), *Student equity in VET 2021: participation, achievement and outcomes: data tables*, NCVER, 2023.
3. National Centre for Vocational Education Research (NCVER), *VET student outcomes 2023*, NCVER, 2023.
4. Department of Employment and Workplace Relations, *Training.gov.au RTO Details Report*, Australian Government, 2024, NSW Department of Education, *Smart and Skilled Contracted Provider List Dashboard*, NSW Government, [Unpublished]
5. National Centre for Vocational Education Research (NCVER), *Employers' use and views of the VET system 2023: data tables*, NCVER, 2023.
6. NSW Department of Education, *Apprenticeships and Traineeships Approvals*, NSW Government, 2024.

NSW Skills Plan on a page

Our commitment: The NSW skills system supports participation in vocational education and training that drives economic and wellbeing outcomes for individuals, industry and communities

	Funding for priority skills and outcomes	A strong and stable TAFE NSW	Planning for local skills		
System reforms	Shift to more outcomes-driven funding focused on students, government skills priorities and industry needs, and supported by a network of high-quality public, private and community providers.	Rebuild a strong, resilient and future-focused TAFE NSW as a strategic asset and trusted industry partner to set the benchmark for quality across the system.	Establish a new regional skills planning model that embeds stronger community-based decisions and supports collaboration, connection and innovation within local communities.		
Strategic priorities	 1. Target skilling responses to government priorities	 2. Improve equitable outcomes, pathways and access for students	 3. Strengthen industry and employer partnerships and skills governance	 4. Build and support the NSW VET teaching workforce	 5. Drive system responsiveness and innovation
Priority actions	<ul style="list-style-type: none"> Prioritise the development of industry, workforce and place-based skilling responses for Critical Skills Areas in: <ul style="list-style-type: none"> construction –housing and infrastructure Net Zero and energy transition digital and cyber care and support economy agriculture and agrifood advanced manufacturing. Establish new skills insights data assets as public resources to support future-focused planning and system stewardship. Deliver and support 2,300 new apprenticeships and traineeships across the NSW public and local government sectors to enhance capacity and support diverse and equitable pathways. Establish 3 TAFE NSW Centres of Excellence supported by Australian Government funding, to provide high-quality and responsive training in Critical Skills Areas. Collaborate with the Australian Government to better coordinate migration intake in line with NSW skills shortages. 	<ul style="list-style-type: none"> Review and enhance equity and student support programs to embed a student-centred approach that prioritises individual needs across TAFE NSW and other providers. Improve the availability of wraparound support to priority cohorts across the NSW VET system. Build Aboriginal Community-Controlled Organisations, Aboriginal-owned and broader RTO capacity to engage Aboriginal and/or Torres Strait Islander students. Provide funding flexibility to providers to offer more foundation skills and other core skills to meet the needs of individuals where and when they need it in line with the National Skills Agreement. Improve credit recognition across NSW education providers to support student-centred aspirational pathways and attainment. Provide fee-free training, concessions and enabling supports to remove financial barriers for priority cohorts. Strengthen VET pathways, transitions and career support for secondary students aligning with Our Plan for NSW Public Education to increase the number of young people developing skills in key and local industries. 	<ul style="list-style-type: none"> Establish industry compacts around government skill priorities to enhance industry’s role in the NSW skills system. Partner with industry to establish a Hydrogen Centre of Excellence to support the pipeline of jobs in NSW’s growing renewables sector. Support employers to build capacity and quality as well as increase the uptake and retention of apprentices and trainees. Reform skills and industry governance to provide expert and representative advice to the NSW Government on emerging challenges. Pilot a new regional skills governance model to improve community decision-making and address local needs. Leverage the government’s role as an employer, purchaser and partner to enhance the NSW skills base and drive industry’s contribution to skills development and diversity. 	<ul style="list-style-type: none"> Expand successful workforce attraction approaches to target areas of critical skills needs and teacher shortage. Expand and convert permanent roles for TAFE NSW to provide security to the teaching workforce. Reduce unnecessary VET teacher administrative and compliance workloads. Collaborate with the Australian Government on VET Workforce Blueprint initiatives to support the VET sector’s sustainability and diversity. Develop workforce pilots to enable collaboration across public schools and TAFE NSW and enhance educational provision. Promote transitions into the VET teaching workforce from industry to support the teaching pipeline. 	<ul style="list-style-type: none"> Collaborate with the Australian Government on VET qualifications reform to increase flexibility and responsiveness to industry needs. Lead the future development of integrated tertiary sector models to provide greater opportunities to students. Prioritise and coordinate collaborative precinct planning across secondary and tertiary education systems to support student outcomes and industry needs. Provide strategic guidance on using quality microcredentials to support further skill development and address emerging student, industry and government needs. Review the NSW <i>Apprenticeship and Traineeship Act 2001</i> under the Apprenticeship and Traineeship Roadmap to support system flexibility and develop innovative training models. Network TAFE NSW nationally in line with National Skills Agreement initiatives, to better respond to industry needs through shared workforce and education practice.
Outcomes	The NSW skills system is responsive to current and emerging NSW skills priorities.	All people in NSW, regardless of background, can access vocational education and training that meets their diverse needs.	The NSW skills system is providing the skills that industry and employers need.	The NSW VET teaching workforce delivers excellence in vocational education and training.	The NSW skills system is responsive to current and emerging NSW skills priorities.

Critical Skills Areas on a page

The NSW Government has identified six Critical Skills Areas as a focus for the NSW Skills Plan.

What are Critical Skills Areas?

Critical Skills Areas (CSAs) represent NSW Government priorities and national priorities under the National Skills Agreement, covering industries with chronic and persistent shortages and those undergoing significant structural changes. Addressing the skills challenges faced within these sectors will require broader industry, workforce or place-based approaches and solutions.



Construction – housing and infrastructure

With its growing population, NSW needs to increase housing supply and infrastructure for all residents.



Net Zero and energy transition

Reaching Net Zero by 2050 needs a clean energy workforce that will enable the transition to renewable energy sources.



Digital and cyber

Technological advances are creating new industries and transforming the way we live, work and learn. Digital skills are now essential for individuals and companies.



Care and support economy

Care involves activities that develop and maintain peoples' capabilities, independence or quality of life. This includes early childhood education and care, disability care, and aged care. These activities make a significant contribution to the overall workforce and economy.



Agriculture and agrifood

The agriculture, fisheries, and forestry sectors face evolving opportunities and challenges that will shape how products are grown, harvested and sold. To ensure food security and sustainability, the workforce must continuously enhance its skills and adapt practices for a more resilient, sustainable and productive future in NSW.



Advanced manufacturing

The use of cutting-edge technology and robust business models is what separates advanced manufacturing from regular manufacturing. This industry is vital in creating high-quality employment opportunities across the state.

These sectors will guide skills investment and workforce interventions over the period of the plan, noting that the scope of CSAs may change and evolve over time to respond to future challenges.

Interaction with other skills shortages

Solving some areas of skills shortage enables shortages in other areas to be filled. Housing and infrastructure, transport, care and support as well as digital skills are examples of interconnected key enablers, particularly for regional NSW.

Industry support is critical

These challenges cannot be met by government alone. Industry must work in partnership with government through mechanisms such as industry compacts and strategic alliances.

Other significant skills areas

While our focus is on the Critical Skills Areas, the plan also recognises the significance of other sectors such as the 24-hour economy, visitor economy, and transport and logistics. These additional sectors play a valuable role in the broader economic landscape, and we will continue to support their ongoing development.



System reforms



System stewardship

The NSW Skills Plan is underpinned by a new system stewardship approach that represents a shift in how the NSW Government and key VET system stakeholders work together to deliver on system reforms, strategic priorities and key actions.

As steward of the VET system, the NSW Government is responsible for setting statewide expectations and outcomes, and directing government resources to align with these outcomes across the network of public, community and private providers.

System stewardship is supported by the following key principles:

- shared accountability for outcomes, targets and agreed actions
- collaboration and partnership through formal governance and advisory mechanisms as well as other industry and employer engagement models
- robust data and evidence-based decision-making to promote transparency and accountability and ensure alignment with skills priorities.

Building Skills and Shaping Success

Building Skills and Shaping Success is a transformative reform agenda designed to strengthen the NSW VET system and better meet priority skills, local skills and youth skills for the people of NSW.

The reform agenda will transform VET in NSW to:

- build a strong and stable TAFE NSW
- support a network of high-quality providers
- uplift and strengthen our NSW VET teaching workforce
- ensure the right skills at the right places
- remove barriers to access and open pathways to training and jobs
- empower students to succeed.

System reforms

Funding for priority skills and outcomes

Focus

As the system steward, the NSW Government will target investment towards priority skills areas to address shortages, meet workforce needs and enhance student outcomes.

This includes driving system efficiency and stability by enhancing funding and pricing settings. Funding reforms will be designed to better reflect delivery costs and the diverse needs of students.

To support the NSW Government's stewardship of the system, reforms will be supported by a transparent monitoring mechanism. This will enhance system performance, build trust and drive accountability across a network of high-quality public, private and community providers.

Reform directions

- Establish a new Outcomes Framework that sets clear system outcomes, metrics and targets to strengthen transparency and public accountability.
- Align skills investment to NSW skills priorities and improve student outcomes and completions.
- Enhance pricing and fee settings to reflect training delivery across providers, regions and students while recognising the critical role of TAFE NSW and enhancing system efficiency.
- Implement new performance-based contracts that provide greater funding certainty, support provider capacity building and innovation, and better reflect diverse student needs.

A strong and stable TAFE NSW

Focus

As a strategic asset of the NSW Government, TAFE NSW has a central role in delivering training that enhances the economy's skills base and serves the public good.

A strong, resilient and future-focused TAFE NSW is important for empowering all students to meet their training goals; becoming a trusted industry partner; and setting the benchmark for quality, efficiency and effectiveness across the system.

NSW Government reform directions will ensure that TAFE NSW is well positioned to deliver on its role through its new charter and operating model, with reforms underpinned by a sustainable funding model.

Reform directions

- Guarantee a minimum 70% of the NSW Skills budget to TAFE NSW.
- Clarify the role and purpose of TAFE NSW as the public provider through a public-facing charter.
- Implement a revised operating model that is locally focused and industry-aligned and enhances teaching and learning support.
- Rebuild education infrastructure across TAFE NSW campuses and strengthen their use across communities.
- Reform funding arrangements to better support TAFE NSW's role and purpose within government.



Planning for local skills

Focus

The state's most significant skills and training challenges are concentrated at the regional level and directly impact the strength and resilience of local communities. To effectively address skills needs in regional areas, every student must be valued and supported.

The NSW Government will establish a new regional skills planning model that embeds stronger community-based decisions and addresses local skills needs. This will enable collaboration, connection and innovation within local communities. It will also enhance funding flexibility for agile and rapid skilling responses.

Reform directions

- Promote community-based skills decision-making to enable regional community growth, innovation and effective placemaking.
- Develop a simplified regional funding and planning model that prioritises stability, shared outcomes, innovation, collaboration and responsiveness to local needs.
- Embed valid and reliable skills and workforce data profiles to support regional planning and inform future workforce and training needs and investment decisions.
- Support TAFE NSW to provide accessible high-quality training and localised offerings that meet the needs of regional communities.



Strategic priorities

The NSW Skills Plan outlines 5 strategic priorities that serve as a blueprint for action to address system-wide challenges identified in the NSW VET Review and areas of national priority and specific policy initiatives under the National Skills Agreement. This includes supporting Closing the Gap targets, increasing VET student completions, and strengthening foundation skills as well as the need to identify Critical Skills Areas to address sector-specific challenges.

Progressing these strategic priorities will rely on leveraging the collaborative strengths of the NSW VET stakeholder network across government agencies, industry, providers, peak bodies and unions.



1. Target skilling responses to government priorities

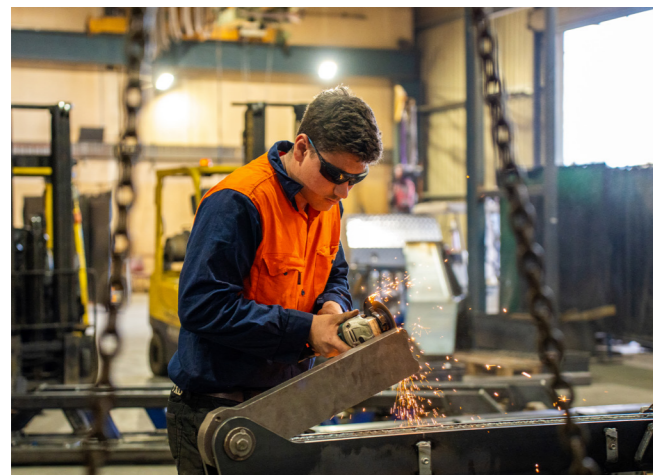
Challenge

NSW is facing rising demand for labour alongside a tight labour market, with unemployment at 4%.¹ There is also ongoing uncertainty around future skills shortages resulting from broader megatrends and economic shifts. This is compounded by gaps in the availability of skills planning data, making it difficult for providers and industry to plan and target effort to where it is needed most.

A strong NSW skills system is key to meeting current and ongoing skills challenges. In 2023, more than 90% of the 400 occupations in shortage in NSW were related to a VET qualification, such as aged or disability carers, electricians, carpenters and chefs.²

Focus

The NSW Government has identified 6 Critical Skills Areas that will guide skills investment and workforce interventions over the plan's duration. These sectors reflect both state and national priorities requiring a strong collaborative approach to develop sector-specific workforce and place-based solutions.



Robust data and planning mechanisms will support targeted skilling responses and ensure that effort is concentrated where it is needed most.

Additionally, a focus on apprentices and trainees, as well as investment in TAFE NSW Centres of Excellence will support growth of the state's skills base and the future workforce pipeline.

Actions

- Prioritise the development of industry, workforce and place-based skilling responses for Critical Skills Areas in:
 - construction –housing and infrastructure
 - Net Zero and energy transition
 - digital and cyber
 - care and support economy
 - agriculture and agrifood
 - advanced manufacturing.
- Establish new skills insights data assets as public resources to support future-focused planning and system stewardship.
- Deliver and support 2,300 new apprenticeships and traineeships across the NSW public and local government sectors to enhance capacity and support diverse and equitable pathways.
- Establish 3 TAFE NSW Centres of Excellence supported by Australian Government funding, to provide high-quality and responsive training in Critical Skills Areas.
- Collaborate with the Australian Government to better coordinate migration intake in line with NSW skills shortages.

Outcome

The NSW skills system is responsive to current and emerging NSW skills priorities.

Sources:
 1. Australian Bureau of Statistics (ABS), Table 4. *Labour force status by Sex, New South Wales - Trend, Seasonally adjusted and Original, Commonwealth of Australia*, 24 March 2024
 2. Jobs and Skills Australia (JSA), *Skills Priority List*, JSA, Australian Government, 2023

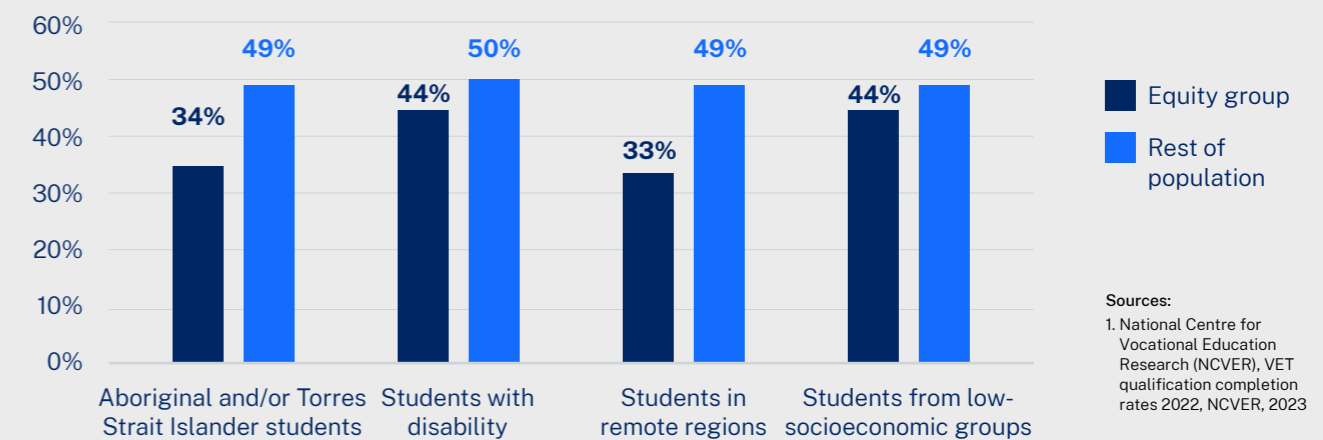


2. Improve equitable outcomes, pathways and access for students

Challenge

NSW performs well against national averages for equity cohorts; however there are significant disparities in participation, completions and attainment for some cohorts of students. This includes Aboriginal and/or Torres Strait Islander students; students with disability; regional, rural and remote students; and students from low-socioeconomic groups.

NSW student completion rates by equity group (2022)¹



Focus

The NSW Government will prioritise programs and initiatives that remove barriers to access and support all students to succeed in diverse education pathways. This includes improved wraparound support and a renewed focus on student outcomes and completions.

Actions

- Review and enhance equity and student support programs to embed a student-centred approach that prioritises individual needs across TAFE NSW and other providers.
- Improve the availability of wraparound support to priority cohorts across the NSW VET system.
- Build Aboriginal Community-Controlled Organisations, Aboriginal-owned and broader RTO capacity to engage Aboriginal and/or Torres Strait Islander students.

- Provide funding flexibility to providers to offer more foundation skills and other core skills to meet the needs of individuals where and when they need it in line with National Skills Agreement.
- Improve credit recognition across NSW education providers to support student-centred aspirational pathways and attainment.
- Provide fee-free training, concessions and enabling supports to remove financial barriers for priority cohorts.
- Strengthen VET pathways, transitions and career support for secondary students aligning with Our Plan for NSW Public Education to increase the number of young people developing skills in key and local industries.

Outcome

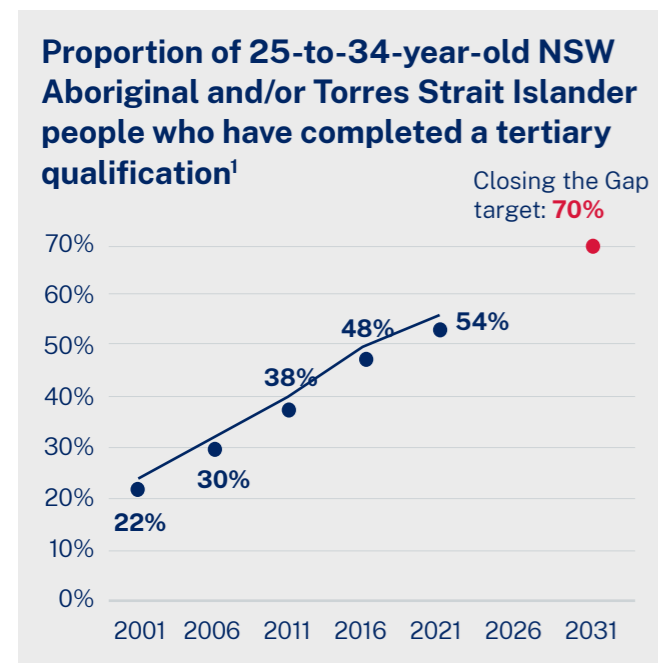
All people in NSW, regardless of background, can access vocational education and training that meets their diverse needs.

Targeted actions

Targeted actions will support participation and outcomes for Aboriginal and/or Torres Strait Islander students, students with disability, and gender equality through the following initiatives:

Aboriginal and/or Torres Strait Islander students

- Focus on long-term Closing the Gap targets and actions in line with the implementation plan under the National Skills Agreement.
- Build Aboriginal Community-Controlled Organisations and Aboriginal-owned RTO capacity.
- Provide funding flexibility to providers to offer foundation skills training.
- Assist disengaged youth through the Get Back in the Game program.



Sources:

¹ Australian Bureau of Statistics (ABS), *Census of Population and Housing for Aboriginal and Torres Strait Islanders in NSW who have completed AQF Certificate level III or above, 25-34 years old*, Australian Government (Unpublished).

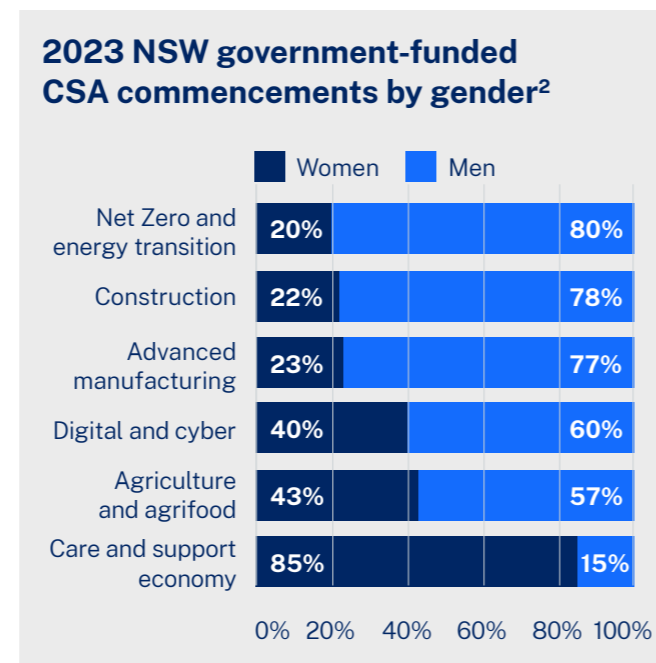
² National Centre for Vocational Education Research (NCVER), *Total VET students and courses 2022: program enrolments DataBuilder*, NCVER, 2023.

Students with disability

- Ensure equity and student support programs appropriately target wraparound support to meet individual student needs.
- Maintain training fee exemptions to support access and equity.

Gender equality in male and female-dominated occupations

- Leverage the 1,000 additional public sector apprenticeship and traineeship places to support diversity and equitable pathways.
- Promote a diverse workforce through programs such as Women in Construction.



3. Strengthen industry and employer partnerships and skills system governance

Challenge

Industry and employers are central to the NSW skills system – whether that’s through supporting apprentices and trainees, or engaging in partnerships and governance structures. However, it can be difficult for small and medium business to navigate the VET system. Additionally, governance arrangements are not always clear, representative of broader industry and employer interests, or well aligned with national governance architecture.

Models such as the Digital Skills and Workforce Compact represents a new approach to engaging employers, highlighting the strength of co-designed solutions to address sector-specific challenges.

Focus

As system steward, the NSW Government will strengthen industry and employer partnerships and governance. This includes a focus on industry compacts and engagement models that embed shared accountability and co-investment approaches.

Key actions also include refreshing current governance and advisory functions to ensure they are fit for purpose and in line with broader national structures, as well as establishing new regional skills governance mechanisms to improve community decision-making and address local skills priorities. A focus on employers of apprentices and trainees will also lift capacity and quality to support the future workforce pipeline.

Actions

- Establish industry compacts around government skill priorities to enhance industry role in the NSW skills system.
- Partner with industry to establish a Hydrogen Centre of Excellence to support the pipeline of jobs in NSW’s growing renewables sector.
- Support employers to build capacity and quality as well as increase the uptake and retention of apprentices and trainees.
- Reform skills and industry governance to provide expert and representative advice to the NSW Government around emerging challenges.
- Pilot a new regional skills governance model to improve community decision-making and address local needs.
- Leverage the government’s role as an employer, purchaser and partner to enhance the NSW skills base and drive industry’s contribution to skills development and diversity.

Outcome

The NSW skills system is providing the skills that industry and employers need.



4. Build and support the NSW VET teaching workforce

Challenge

The NSW VET teaching workforce faces a range of issues including high administrative burden; workload imbalances; as well as a lack of workforce mobility, upskilling and reskilling opportunities.

Workforce supply, retention and attraction are also significant constraints affecting the broader NSW VET system's ability to address economy-wide skill shortages.

A skilled VET teaching workforce is critical to the delivery of high-quality vocational education and training as well as supporting the pipeline of workers, particularly across Critical Skills Areas.

- Reduce unnecessary VET teacher administrative and compliance workloads.
- Collaborate with the Australian Government on VET Workforce Blueprint initiatives to support the VET sector's sustainability and diversity.
- Develop workforce pilots to enable collaboration across public schools and TAFE NSW and enhance educational provision.
- Promote transitions into the NSW VET teaching workforce from industry to support the teaching pipeline.

Outcome

The NSW VET teaching workforce delivers excellence in vocational education and training.

Focus

The NSW Government will strengthen the NSW VET teaching workforce to support excellence in vocational education and training. Key actions will enable and promote pathways for new VET teachers, trainers and assessors across the workforce. Actions will address training, industrial and broader career attractiveness factors that currently limit workforce supply. This requires coordination at the national, state, regional and local levels including initiatives funded under the National Skills Agreement. A focus on building diversity in the NSW VET teaching workforce will enhance teaching quality, foster inclusivity and support broader student outcomes.

Actions

- Expand successful workforce attraction approaches to target areas of critical skills needs and teacher shortage.
- Expand and convert permanent roles for TAFE NSW to provide security to the teaching workforce.



5. Drive system responsiveness and innovation

Challenge

The skills system needs to be able to adapt to the dynamic changes in the NSW economy and the evolving needs of students and industry.

More than 50% of NSW employers utilise VET product, but employer satisfaction rates are stagnating and more students and employers are using non-accredited VET training because it is more flexible and relevant.

Focus

The NSW Government will drive reforms to support a more responsive and innovative NSW skills system. Key actions include a focus on national qualifications reform, the development of integrated tertiary sector models and supporting the use of quality, industry relevant microcredentials. A commitment to collaborative precinct planning across secondary and tertiary education systems and networking TAFE NSW nationally will also enhance teaching and education practice and student outcomes.

These transformative actions require a strong collaborative approach. The NSW Government will work with the Australian Government, other jurisdictions and VET system stakeholders to ensure that reforms meet industry and student needs.

Actions

- Collaborate with the Australian Government on VET qualifications reform to increase flexibility and responsiveness to industry needs.
- Lead the future development of integrated tertiary sector models to provide greater opportunities to students.
- Prioritise and coordinate collaborative precinct planning across secondary and tertiary education systems to support student outcomes and industry needs.
- Provide strategic guidance on using quality microcredentials to support further skill development and address emerging student, industry and government needs.
- Review the NSW *Apprenticeship and Traineeship Act 2001* under the Apprenticeship and Traineeship Roadmap to support system flexibility and develop innovative training models.
- Network TAFE NSW nationally in line with National Skills Agreement initiatives, to better respond to industry needs through shared workforce and education practice.

Outcome

The NSW skills system is responsive to current and emerging NSW skills priorities.





Critical Skills Areas

The NSW Government has identified 6 Critical Skills Areas as a focus for the NSW Skills Plan: Construction – housing and infrastructure, Net Zero and energy transition, digital and cyber, care and support economy, agriculture and agrifood, and advanced manufacturing.

Addressing Critical Skills Areas involves identifying the key drivers of shortages and demand factors relevant to each sector and responding to this through the right mix of policy, product, delivery and workforce levers. This requires joint effort across governments, industry and education and training providers. For example, the NSW Government can implement policy and funding settings that promote access to high-quality training; however, addressing issues such as high turnover rates of staff due to workplace conditions or lack of diversity in a sector requires direct industry involvement.

Relevant occupations and qualifications have been mapped to each Critical Skills Area (CSA) based on research, advice, or training packages at the Australian and New Zealand Standard Classification of Occupations (ANZSCO) Level 4. Some occupations may cross multiple CSAs and are not mutually exclusive to one. Mapping is a point-in-time assessment and may change over time which will subsequently alter the corresponding data presented under each area.



Supporting a growing population through skilled construction workers

Alignment to our priorities

Regional-based planning will ensure construction training is accessible and aligned with local needs.

Increasing gender diversity and providing flexible options will foster a safe and inclusive workforce culture.

Top occupations in demand¹

- Technicians and trades workers
- Inspectors and regulatory officers
- Earthmoving plant operators
- Bulldozer operators
- Plumbers

Key statistics

- **13%** of workers in the NSW construction industry are **women**, with 2% working in a trade role.²
- Apprenticeships are a major pathway for students in the construction industry, making up **40 to 50%** of commencements.³
- Men make up the majority of government-funded construction training activity, with **80%** of commencements.³
- The proportion of government funded Aboriginal and/or Torres Strait Islander commencements has remained stable at around **7% over the last 5 years**.³

Current skills challenge

The construction sector in NSW is experiencing rapid growth driven in part by government priorities in infrastructure and housing. This includes the National Housing Accord, which sets an initial target to build 1.2 million new homes over 5 years from mid-2024. High demand and overlapping skills required for housing, infrastructure, mining and renewable energy projects have led to increased workforce competition and labour shortages. This is affecting the state's ability to meet housing targets, especially in regional and remote NSW.

All occupations within construction trades are in persistent shortage. While NSW has invested significantly into training the construction workforce, issues such as teacher shortages and low completion rates of apprentices –consistently below 50%–impact the supply of tradespeople. Other workforce constraints include an ageing workforce, a lack of an inclusive workplace culture and a lack of flexibility in working conditions for women.

Future directions

The NSW Government will continue to work collaboratively with stakeholders to train the next generation of skilled workers –including through the Australian Skills Guarantee, which invests in major projects. The NSW Government will also develop a construction workforce strategy aimed at creating a skilled and diverse workforce through a joint effort with industry. This will involve:

- working with industry to target teacher shortages through initiatives that encourage industry professionals to enter the VET teaching workforce
- promoting a diverse and inclusive workplace by expanding the Women in Construction Infrastructure Skills Legacy Program to other areas and focusing on workforce diversification, including underrepresented groups such as Aboriginal and/or Torres Strait Islander people, culturally and linguistically diverse communities, corrective services inmates, new migrants, refugees, and mature age workers
- ensuring a strong workforce pipeline through initiatives such as school education pathways, real-world experience programs like Trade Readiness, and facilitating connections with industry through the Regional Industry Education Partnerships program
- providing accessible high-quality training and upskilling the construction workforce through microskills and microcredentials through the Institute of Applied Technology (Construction) pilot
- mobilising existing talent through a regional-based approach and facilitating skills transfer across the labour pool
- better targeting employer and student supports to enable higher completion rates for construction apprenticeships.



Investing in digital and cyber skills for a modern economy

Current skills challenge

The digital and cyber sector is a leading contributor to the state's economy, employing over 332,000 tech professionals², the largest tech workforce in Australia. Highlighting the significance of the sector, the NSW Government has developed a NSW Cyber Security Strategy that envisions the state as a leader in this field. However, this sector is significantly disrupted by rapid and ongoing technological change. The industry undergoes long-term cyclical employment patterns, which means NSW faces regular substantial shortages of digital workers. It is also important to note that the scope of the digital and cyber skills challenge is across the entire workforce and all industries, and not just within the digital sector.

Skills planning needs to consider the importance of skilled migration, as well as how to expand and diversify the domestic workforce through the attraction and retention of more women. The sector's overreliance on higher education graduates signals the need for VET to bridge existing skills gaps in not just Digital and Cyber, but also to address the entire workforce's need for foundational digital skills.

Future directions

Currently, the NSW Government is implementing a Digital Skills and Workforce Compact and is investing in innovative tertiary models such as the Institute of Applied Technology (Digital) to bring government, industry and training providers together to address skills needs. Under these initiatives, the NSW Government will ensure that people from all backgrounds and life stages in NSW have opportunities to develop digital skills that allow them to pursue fulfilling careers and increase community participation.

The NSW government and partners aim to address the skills shortage drivers by:

- targeting students and professionals moving to other sectors through retention and re-engagement strategies, particularly in the early career stage
- helping move experienced workers into digital training and jobs through reskilling opportunities
- harmonising skilled migration with sector cycles through better targeting within the Skilled Visa Immigration system
- driving diversity in the workforce through data, mentoring and networking.
- changing the way people think about digital careers by delivering a campaign focused on digital VET pathways and enabling workforce-wide foundational digital literacy
- collaborating on curriculum design and developing opportunities for work integrated learning through a Digital Industry-Education Forum so qualifications remain relevant for our rapidly changing workplaces.

Alignment to our priorities

Building foundational digital skills will support pathways for priority cohorts.

The NSW Digital Skills and Workforce Compact is demonstrating new ways to work with industry and employers.

Top occupations in demand¹

- Hardware technicians
- ICT support technicians
- ICT customer support officers
- Developer programmers
- Cyber security analysts

Key statistics

- **36% of Australia's total cyber security workforce** is in NSW.²
- **Only 6% of government funded commencements** in the digital sector are apprenticeships and traineeships.³
- **40% of government funded commencements** are from Women -up from 20% 5 years ago.³
- **Only 4%** of government-funded commencements are from Aboriginal and/or Torres Strait Islander students.³

1. NSW Centre for Education Statistics and Evaluation, Skills Demand Model, NSW Department of Education, [unpublished]

2. Building Commission NSW, *Women in Construction Report*, January 2024; Building Commission NSW website, 2023

3. National Centre for Vocational Education Research (NCVER), *Government-funded students and courses 2023: program enrolments DataBuilder*, State/territory of residence by Occupation 4-digit, NCVER, 2024

1. NSW Centre for Education Statistics and Evaluation, Skills Demand Model, NSW Department of Education, [unpublished]

2. Investment NSW, 2024, *Cyber Security In NSW*, accessed 18 October 2024

3. National Centre for Vocational Education Research (NCVER), *Government-funded students and courses 2023: program enrolments DataBuilder*, State/territory of residence by Occupation 4-digit, NCVER, 2024



Reaching Net Zero and supporting energy transition with a skilled workforce

Alignment to our priorities

TAFE NSW will play a central role in developing Net Zero and energy transition skills through upcoming Centres of Excellence.

Place-based training strengthens regional economies by providing locals with greater access to net zero and energy transition skills.

Top occupations in demand¹

- Metallurgical and materials technicians
- Electricians
- Automotive electricians
- Electronic equipment trades workers
- Metal fabricators

Key statistics

- Jobs and Skills Australia's Clean Energy Capacity Study identified **38 'critical occupations' to the energy transition**, of which 28 are currently experiencing skills shortages in NSW.²
- Around **50%** of all government-funded commencements are **apprenticeships and traineeships**.³
- **80%** of government-funded commencements are from **men**.³
- **Only 5 to 6%** of government-funded commencements are from **Aboriginal and/or Torres Strait Islander students**.³

Current skills challenge

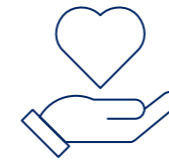
NSW's net zero and energy transition sector is expanding rapidly in regional NSW in line with government priorities for sustainable energy, emissions reduction as well as a focus on critical minerals and high-tech metals. Targeted skills training products focused on Net Zero and energy transition are needed to help guide this transformation. A key concern is that the workforce overlaps with the construction sector, creating incentives for short-term movement between the sectors. This is exacerbated by a lack of diversity within the workforce, particularly women and Aboriginal and/or Torres Strait Islander cohorts. Occupations such as electricians and other tradespeople can work across different sectors; however, advances in technology will require training products that upskill workers into Net Zero and energy transition. VET trainer shortages and the short-term nature of projects continue to create challenges within the apprenticeship pipeline.

Future directions

The NSW Government is investing significantly into the Net Zero and energy transition sector. It will implement the Renewable Energy Skills Workforce Plan, a comprehensive approach to coordinate efforts across industry, training and community stakeholders to support NSW's energy transition. The vision for NSW is to create a skilled, local and diverse workforce capable of supporting the renewable energy transition, offering long-term, place-based training and career opportunities, especially benefiting regional communities. This involves:

- ensuring quality so students can access and afford government-funded, place-based training in renewable energy
- the NSW Government has committed \$25 million to establish a Hydrogen Centre of Excellence in Glenwood, in partnerships with the Plumbing Industry Climate Action Centre to build training capacity in the hydrogen sector
- diversifying the workforce to ensure that opportunities are shared equitably with underrepresented cohorts – for example, the \$128 million Community and Employment Benefit Fund aims to support community projects and training programs in the Centre-West Orana Renewable Energy Zone, focusing on regional development and Aboriginal and/or Torres Strait Islander projects and organisations
- mobilising existing talent by reskilling and upskilling existing and displaced workers into the sector, particularly those in transitioning industries
- creating a strong workforce pipeline through partnerships with industry and training providers to support students in renewable energy pathways, training and employment.

1. NSW Centre for Education Statistics and Evaluation, Skills Demand Model, NSW Department of Education, [unpublished]
 2. Jobs and Skills Australia. *The Clean Energy Generation: workforce needs for a net zero economy*, 2023. 28 occupations in shortage based on 2023 NSW Skills Priority List.
 3. National Centre for Vocational Education Research (NCVER), *Government-funded students and courses 2023: program enrolments DataBuilder*, State/territory of residence by Occupation 4-digit, NCVER, 2024



Creating a care economy that enables wider participation

Current skills challenge

The care and support economy – which includes aged care, disability support, and early childhood education and care – is a vital component of NSW's social infrastructure. It is also a key enabler of skills shortage relief as workers in other industries rely on the care and support of their families, particularly in regional areas. The workforce relies heavily on women and migrant labour and is a significant employer of Aboriginal and/or Torres Strait Islander people. Career pathways, particularly for aged care and disability support, can be largely undeveloped and leave little room for professional growth. Foundational literacy challenges also limit further career pathways. The capacity of employers to train and upskill staff is also hindered by a lack of scale, with small businesses dominating the industry. The sectors have historically conducted workforce planning separately, leading to a lack of cohesion and short-term movements across sectors, particularly between aged care and disability support.

Consequently, this sector faces significant workforce retention issues. High turnover rates and the short-term movement of workers lead to instability. Policy and funding responses can boost demand for training, but the primary challenge remains in retention of suitable candidates.

Future directions

In coordination with the Australian Government's Care and Support Economy reforms, the NSW Government is making significant investments to address workforce shortages and enhance sector capability and capacity. The NSW Government will focus on developing strategies that create a supportive and sustainable system that improves career development pathways and provides more opportunities for employers to enhance working conditions.

The NSW Government will achieve this by:

- building workforce retention strategies and promoting workforce sustainability through diverse delivery and practice models that recognise the importance of meaningful career pathways in the care sector – this includes enhanced recognition of prior learning, foundational literacy uplift, and pre-employment programs that assist with course completion and workforce retention
- supporting a centralised approach to care sector policy planning to circumvent short term workforce movements across industries with similar skilling needs – this will also include immigration policy alignment at a state level and advocacy to the Australian Government
- strengthening the pipeline of skilled carers through scholarships for undertaking relevant study such as those within the early childhood education and care sector, ensuring traineeships are offered to suitable candidates and that measures are taken to attract men to the profession
- working with industry to ensure the delivery of reliable and predictable training for regional, rural and remote communities.

Alignment to our priorities

Centralised reform of care sub-sectors will boost outcomes and performance through a unified and sustainable workforce.

These strategies increase VET qualification flexibility and responsiveness for the care industry.

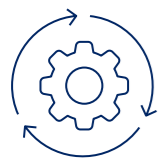
Top occupations in demand¹

- Aged and disabled carers
- Nursing support and personal care workers
- Early childhood (pre-primary school) teachers
- Welfare support workers
- Health and welfare services managers

Key statistics

- There are approximately **167,000** care and support economy workers in NSW.¹
- Only **15%** of government-funded commencements are apprenticeships and traineeships in the **care economy**.²
- **85%** of government-funded commencements are from **women**.²
- **10%** of government-funded commencements are from **Aboriginal and/or Torres Strait Islander students** – down from 15% 5 years ago.²

1. NSW Centre for Education Statistics and Evaluation, Skills Demand Model, NSW Department of Education, [unpublished]
 2. National Centre for Vocational Education Research (NCVER), *Government-funded students and courses 2023: program enrolments DataBuilder*, State/territory of residence by Occupation 4-digit, NCVER, 2024



Skilling for a more advanced manufacturing future

Alignment to our priorities

TAFE NSW will play a central role through the advanced manufacturing Centre of Excellence.

Focusing on training to meet local needs will boost regional development and ensure equitable training and job opportunities.

Top occupations in demand¹

- Product assemblers
- Product quality controllers
- Mechanical engineering technicians
- Maintenance planners
- Metal fabricators

Key statistics

- **Around 40%** of government-funded commencements are **apprenticeship and traineeship pathways**.²
- Advanced manufacturing is very male dominated, with women making up **less than 30%** of commencements.²
- **Roughly 6 to 7%** of training government-funded commencements are **Aboriginal and/or Torres Strait Islander students**.²

Current skills challenge

Manufacturing is one of NSW's most dynamic and transformative sectors, providing over 290,000 jobs.³ Its focus on new markets, advanced products and sustainable practices highlights its important role in NSW's economic growth while making it a challenging sector to skill. Advancements in technologies like 3D printing, robotics, automation, and precision machining are transforming industries and driving sectors like critical minerals into a high-tech future. This is timely as recent impacts on international trade have highlighted the need for domestic manufacturing of key goods such as medical, defence, energy, food and agricultural products.

The current workforce skills and qualifications approach has not kept pace with industry advancements. Outdated qualifications and the absence of higher apprenticeships for advanced manufacturing contribute to a limited pool of qualified workers. This is exacerbated by the high capital cost required to train new workers, leading to many workers lacking the updated skills needed for modern environments. Demographic challenges include the underrepresentation of women and an ageing workforce. Participants in this sector have limited continuous learning opportunities and displaced workers from declining sectors do not have the support to transition to other manufacturing sectors. This is due to the specialised nature of manufacturing roles within each sub-sector.

Future directions

In line with the NSW 20-year Research and Development (R&D) Roadmap, NSW can utilise its competitive advantage in research and development to unlock opportunities in high-tech manufacturing. This will require addressing some of the challenges in the advanced manufacturing sector by implementing a comprehensive strategy focusing on workforce development and sector growth. This includes:

- enhancing training quality by prioritising teacher resources and equipment through the Manufacturing Centres of Excellence to train students in traditional and advanced manufacturing techniques and technologies
- supporting domestic manufacturing including trains to replace NSW's ageing Tangara fleet by introducing a 50% local content target for future rolling stock contracts by 2027 – additionally, the NSW Government has committed \$134.5 million to establish a viral vector manufacturing facility in Western Sydney
- responsive skills and training by developing flexible training programs in both regional and metropolitan areas to adapt to new technologies and industry demands – promoting greater participation from under-represented groups is also key
- industry collaboration through innovative training models and strengthening partnerships between VET providers and industry to ensure training meets emerging needs
- expanding apprenticeships through financial support and training resources with a focus on equitable access and conditions
- investment in robotics and automation skills that enable the manufacture of clean energy technology domestically, in line with the Australian Government's Future Made in Australia policy.



Revitalising agriculture through a skilled workforce

Current skills challenge

Agriculture, forestry and fishing is pivotal to NSW's economic success, offering significant opportunities to advance the government's sustainability and climate goals while being a key source of employment in rural and regional areas. In 2022–23, primary industries contributed \$21.2 billion in gross value of production to the NSW economy.⁴ Despite its importance, agribusinesses are struggling to find individuals with the necessary skills and expertise within this highly trained workforce. Regional challenges such as such as housing, infrastructure and care options can also limit talent attraction.

One major issue is that agricultural tertiary qualifications have not kept pace with industry demand and the need to pivot away from skills useful for small farms to skills for a modern commercial operation. Demographic concerns of an ageing workforce, dependence on skilled migrant labour and seasonal workers adds to this challenge. To sustain growth and prosperity, the agricultural sector must focus on attracting qualified individuals to consider careers in this field.

Future directions

The NSW Government is dedicated to promoting innovation and excellence in the agricultural sector through strategic workforce development. This workforce will need to be supported through the significant changes within the physical environment, regulation, as well as economic conditions. Embracing new digital and automation practices alongside sustainable operations requires assistance in managing policies, business challenges and emerging skill needs.

The NSW Government will strengthen and upskill the workforce in this sector by:

- developing a future-ready workforce to equip job seekers and workers with the skills to adapt to the changing agricultural landscape
- strengthening vocational education and training in agriculture and livestock through initiatives such as the AgSkilled program, which prepares workers for industry changes driven by innovation, research and technology
- improving farm business through training that improves productivity and profitability through better management practices, using new technologies or improving biosecurity measures – for example, the Farm Business Resilience Program helps farmers reduce the impact of climate, operational risks and economic changes on their business
- working with industry to ensure the training offered is relevant and meets current needs – this could involve advisory boards or consultation with industry bodies.

Alignment to our priorities

Targeting agricultural skills in collaboration with regional communities will embed these skills for the next generation.

Strengthening partnerships with industry to drive future practices that address local agricultural skilling needs.

Top occupations in demand¹

- Agricultural and horticultural mobile plant operators
- Logging plant operators
- Agricultural and agritech technicians
- Animal husbandry technicians
- Irrigation designers

Key statistics

- **78,300 jobs** in NSW are related to **agriculture, forestry and fishing**.²
- Only **20%** of government-funded commencements are **apprenticeships and traineeships**.¹
- **42%** of government-funded commencements are from **women** – up from 35% 5 years ago.¹
- **9%** of government-funded commencements are from **Aboriginal and/or Torres Strait Islander students**.¹

1. NSW Centre for Education Statistics and Evaluation, Skills Demand Model, NSW Department of Education, [unpublished].

2. National Centre for Vocational Education Research (NCVER), *Government-funded students and courses 2023: program enrolments DataBuilder*, State/territory of residence by Occupation 4-digit, NCVER, 2024

3. Investment NSW, 2024, *Cyber Security In NSW*, accessed 18 October 2024

1. NSW Centre for Education Statistics and Evaluation, Skills Demand Model, NSW Department of Education, [unpublished].

2. Australian Bureau of Statistics (2024), *Labour Force, Australia*, Detailed

3. National Centre for Vocational Education Research (NCVER), *Government-funded students and courses 2023: program enrolments DataBuilder*, State/territory of residence by Occupation 4-digit, NCVER, 2024

4. NSW Department of Primary Industries (2023). *DPI financial year estimate of commodity value, production or price*, Performance Data and Insights 2023

Stakeholder consultation

The NSW Skills Plan was informed by extensive stakeholder consultation from the NSW VET Review and additional targeted stakeholder consultation. We thank the following stakeholders for their input:

- Aboriginal Affairs NSW
- Apprentice Employment Network
- Australian Government Department of Employment and Workplace Relations
- Australian Industry Group
- Business NSW
- Business Sydney
- Community Colleges Australia
- EnergyCo NSW
- Future Skills Organisation
- Independent Tertiary Education Council Australia
- Investment NSW
- Jobs and Skills Australia
- NSW Aboriginal Education Consultative Group Inc.
- NSW Department of Primary Industries and Regional Development
- NSW Education Standards Authority
- NSW Skills Board
- NSW Teachers Federation
- NSW Treasury
- TAFE Commission Advisory Board
- TAFE NSW
- The Cabinet Office of NSW
- Tocal College
- Victorian Department of Jobs, Skills, Industry and Regions
- Victorian Skills Authority



We acknowledge the homelands of all Aboriginal and/or Torres Strait Islander people and pay our respect to Country.

Say hello

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