



2nd November 2015

Sharon Ohnesorge  
Principal Council Officer | Upper House Committees  
Parliament of New South Wales  
Parliament House  
Macquarie Street  
Sydney NSW, 2000

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**- 4 NOV 2015**

**LEGISLATIVE  
COUNCIL**

Dear Ms Ohnesorge,

**Inquiry Into Vocational Education And Training In New South Wales  
Response to Questions on Notice**

I refer to my appearance at the Inquiry at Nowra on Monday 12 October 2015 and attach my corrected transcript.

I also enclose a USB with a testimony from a recently arrived refugee about the importance of vocational education and training, and his experience with the changes following the roll out of Smart and Skilled.

Below is my response to questions taken on notice:

**Do you have any evidence that that weighting is so far wrong that it does not give an outcome to individuals with a disability?**

I have sought evidence from members who work with people with disability, however none are able to provide evidence to date. I suggest that is because it is too soon to fully assess the impact of the changes to supports for people with disability.

**Can I ask you to take on notice the idea of how a competitive VET market could do the planning and the provision of training that would work for your industry? Can you visualise a market that would actually deliver the kind of growth in the skills base your industry will need?**

A competitive market makes it difficult for training providers to plan for the provision of training. Vocational training providers can deliver the training that the workforce needs, if the training providers have sufficiently trained and experienced staff who understand the industry and have worked in partnership to identify the needs of the various parts of the industry.

A critical factor in determining the workforce needs of our industry is the enormous diversity within the industry and the complexity of the work. Future training needs to look at the different levels of skills required from Certificate III to Advanced Diploma and Degree qualified staff, as well as the changing nature of the work. As our industry moves to NDIS and Consumer Directed Care, organisations will be relying on an increasingly casualised

workforce. Future training needs will need to provide workers with sufficient skills to work across sectors in order to build the weekly working hours they require.

The competitive market has made Certificate III level courses and Vet Fee Help Diplomas the most attractive courses for training providers to run but Certificate IV level courses are the ones required to work in Alcohol and Other Drugs and Mental Health. The current funding models do not make it easy for students to undertake these courses when they can't get Vet fee Help.

A market driven approach could prove counterintuitive to meeting the needs of an industry when the need to generate income is the primary focus of that approach.

For further information please contact me at \_\_\_\_\_ or by  
phone on \_\_\_\_\_.

Sincerely,

Nicky Sloan  
**CEO**  
**Illawarra Forum Inc**