Welcome to ‘Exploring how VET can be challenged to better prepare youth for emerging workforce demands’
Andrew Hardiman from Youth Pathways division of the Education Department of Victoria and from 12 years running an RTO with a focus on transition to employment.
We know that VET has challenges and is often bogged down in compliance yet industry and participants are crying out for *Capacity Building skills and a Growth Mindset*.

*Lets explore what we think these are and how do we deliver on them?*
We get funded by achieving competence in our students and ensuring we report this accurately. Document, document & more documents.
In our training we are required to provide content and assessments that test performance & knowledge evidence along with the assessment criteria and then substantiate the validity or industry currency of such assessments x 3 forms of evidence......... Busy hey.
Let’s look at what industry is recruiting on and the capacities they require.

Graph chart of the capabilities:

Thanks to the FYA we can see this via their research.
We can also see that youth are looking to have a voice and need essential elements in their training to achieve at a high level.

Thanks to Dr Russell Quaglia we can also see that students (under 21 youth) require essential elements or conditions to thrive in. By thrive become great students who are also good community citizens with ambition and the nous to be intrapreneurs within an organisation or sector.
Where do your VET students sit?

**Hibernation** - Quiet, compliance with average grades and limited development.

**Imagination** - Can see a picture of themselves but are dreamers and don’t have the connecting pieces or work ethic to get there. Unrealistic

**Perspiration** - Work hard, want to pass and often lack the risk taking or leadership to realise their potential

**Aspiration** - is where you want to be with both the vision, skills and effort to achieve but can be at risk of burnout.
In VET I believe we need to realise that students have a voice and can teach us. It is a partnership approach compared to simply judgement of competence.

*What are the conditions or elements that help move youth toward the top right quadrant?*
Where to from now considering a national VET review, state based conditions, increasing ASQA requirements and a range of emerging industries that have no defined training package?