Are skill sets booming?

Use and utility of skill sets

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Presentation outline

- Definitional issues
- Purpose and uses
- An analysis of nationally recognised (training package) skill sets
- Next steps - other reported training activity that could be considered skill sets
What are they?

Official definition

Skill sets are… ‘a single unit of competency or combination of units of competency from a training package which link to a licensing or regulatory requirement, or a defined industry need’

Source: Standards for Registered Training Organisations (RTOs) 2015
What are they continued

• Only training package skill sets are nationally recognised, and from 2018 the only skill sets explicitly reported.

• Previously, in 2006, the National Quality Council defined skill sets as ‘single units or combinations of units which link to a license or regulatory requirement, or defined industry need’.

• There is no reference to training packages in this definition.

• In reality, there are other types of skill sets.
Types of skill sets

Nationally recognised – Training package skill sets listed on training.gov.au.

Locally developed – Sit outside of training packages, developed by RTOs in consultation with industry to suit local needs.
Purpose of skill sets

• Regulation/compliance and licensing
• Upskilling to meet changing job requirements
• As an entry pathway to further training
• As ‘taster’ courses
• Skill or knowledge gaps in emerging areas
• To meet a defined or local industry need
Training package skill sets in context

• In 2017 there were around 3,387,000 program enrolments in total in Total VET Activity

• Of these, around 88,600 were reported as training package skill set enrolments

• In other words, 2.6% of all program enrolments
Training package skill sets endorsed over time

Source: Derived from National Register of Vocational Education and Training (training.gov.au)
Training packages with the greatest number of skill sets

<table>
<thead>
<tr>
<th>Training package</th>
<th>Number of skill sets</th>
<th>Proportion of all skill sets (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aeroskills</td>
<td>215</td>
<td>15.8</td>
</tr>
<tr>
<td>Sport, Fitness and Recreation</td>
<td>94</td>
<td>6.9</td>
</tr>
<tr>
<td>Transport and Logistics</td>
<td>92</td>
<td>6.8</td>
</tr>
<tr>
<td>Electrotechnology</td>
<td>75</td>
<td>5.5</td>
</tr>
<tr>
<td>Australian Meat Processing</td>
<td>61</td>
<td>4.5</td>
</tr>
<tr>
<td>Business Services</td>
<td>57</td>
<td>4.2</td>
</tr>
<tr>
<td>Community Services</td>
<td>54</td>
<td>4.0</td>
</tr>
<tr>
<td>Information and Communications Technology</td>
<td>50</td>
<td>3.7</td>
</tr>
<tr>
<td>Other</td>
<td>664</td>
<td>48.8</td>
</tr>
<tr>
<td>Total</td>
<td>1362</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Source: National Register of Vocational Education and Training (training.gov.au)
Numbers of subjects per skill set

Note: Base = 3162 distinct skill set codes and subject combinations
Source: Derived from National Register of Vocational Education and Training (training.gov.au)
Total number of training package skill set enrolments 2014-2017

Source: National Provider Collection Total VET Activity
## Skill set enrolments by training package, 2017

<table>
<thead>
<tr>
<th>Name of training package</th>
<th>Percentage of all skill set enrolments (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>RII – Resources and Infrastructure</td>
<td>33.3</td>
</tr>
<tr>
<td>SIT – Tourism, Travel and Hospitality</td>
<td>21.2</td>
</tr>
<tr>
<td>UET - Transmission, Distribution and Rail Sector</td>
<td>20.7</td>
</tr>
<tr>
<td>CHC – Community Services</td>
<td>4.6</td>
</tr>
<tr>
<td>UEE - Electrotechnology</td>
<td>4.4</td>
</tr>
<tr>
<td>All other (55) Training Packages</td>
<td>15.8</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: National Provider Collection Total VET Activity
Largest skill sets by enrolments

- RESPONSIBLE SERVICE OF ALCOHOL: 11,998
- Work Zone Traffic Control - Implement Traffic Control Guidance Plan Skill Set: 11,080
- Work Zone Traffic Control - Traffic Controller Skill Set: 10,181
- SURFACE COAL MINE SAFETY SKILL SET: 6875
- FOOD SAFETY SUPERVISION: 4,689
- RESTRICTED - ELECTRICAL SAFETY TESTING OF ELECTRICAL CORD CONNECTED EQUIPMENT AND CORD ASSEMBLIES: 3,569
- PERFORM RESCUE FROM A LIVE LV PANEL AND CPR: 3,524
- REFRESHER - PERFORM RESCUE FROM A LIVE LV PANEL: 2,995
- REFRESHER - PERFORM CPR: 2,680
- REFRESHER - APPLY ESIS SAFETY RULES, CODES OF PRACTICE AND PROCEDURES FOR WORK ON OR NEAR ELECTRICAL: 2,187

Source: National Provider Collection Total VET Activity
Enrolments concentrated in relatively few skill sets, 2017

Source: National Provider Collection Total VET Activity
Skill sets subjects by funding source

Source: National Provider Collection Total VET Activity
Training package skill set enrolments by state

Source: National Provider Collection Total VET Activity
Training package skill sets by provider type

Source: National Provider Collection Total VET Activity
High level student demographics, 2017

- 70% male
- 39% stated have certificate III level qualification or higher
- 60% stated are employed
- About 75% aged 25 and over

Source: National Provider Collection Total VET Activity
1) Update training package skill set analysis with 2018 data

2) Analysis of enrolments in combinations of subjects (not reported as part of a qualification or skill set) that could be a training package skill set

3) Identification of other clusters of subjects outside of qualifications that could form a skill set (other than training package skill sets)
Likelihood of matches

Key Findings

1,073 training providers had student enrolments which could potentially be categorised as a nationally recognised skill set program

355 distinct nationally recognised skill sets could be matched. Of these, 277 program codes have more than one subject

Match for 1-subject TPSS is found (57%) (1.4 million)
No match is found (39%)
Match for >1-subject TPSS is found (4%) (93,350)

Base: Number of subject-only enrolments activities = roughly 2.4 million students
Main training packages in matched sample

- Top training packages for matches of 2 or more subjects
  - 24% Resources and Infrastructure
  - 19% Transmission, Distribution and Rail
  - 15% Agriculture, Horticulture and Conservation and Land Management
  - 11% Tourism, Travel and Hospitality
  - 10% Sport, Fitness and Recreation
Matched outcomes by skill set programs

- UETSS00029
- UEESS00098
- SITSS00051
- SISSS00112
- SISSS00111
- RISSS00033

Training Package
- Electrotechnology (UEE, UTE, UTL)
- Resources and Infrastructure (BCC, DRT, MNC, MNM, MND, RII)
- Sport, Fitness and Recreation (SIS, SRC, SRF, SRO, SRS)
- Tourism, Travel and Hospitality (SIT, THH, THT)
- Transmission, Distribution and Rail (UET, UTT)
Conclusions/Observations

- Definitional and reporting challenges
- Training package skill sets are not greatly utilised
- There may be a lot of unobserved skill set activity occurring – More to come
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