



NORTHERN TERRITORY VET PLAN

2006-2008

Department of Employment, Education and Training



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INTRODUCTION

The Northern Territory recognises that a shared commitment of the Australian, State and Territory governments is essential to maintain an effective national training system that will deliver high quality, nationally consistent training outcomes for industry, communities and individuals; and builds on the achievements of the last decade in establishing the foundations of an industry-led national training system.

In acceptance of the terms and conditions of the Australian Government funding appropriated under the new vocational education and training legislation, and the arrangements about planning and reporting for the VET Sector in 2005-08, the Northern Territory signed the 2005-08 Commonwealth-State Agreement for Skilling Australia's Workforce in September 2005, and provided a Bilateral Agreement detailing the State-specific elements of the Agreement to the Australian Government in December 2005.

As required under the Agreement this Northern Territory VET Plan details the planning for delivering the outcomes of the Agreement, and in the attached spreadsheet, details the planning and accountabilities of the Northern Territory against the targets, activity and funding requirements of the Agreement. In each year of the Agreement, the Plan will be updated, and in subsequent year it will include reporting of progress against the achievement of the outcomes of the Agreement.

NATIONAL GOALS AND OBJECTIVES

Objectives	
<p>Industry will have a highly skilled workforce to support strong performance in the global economy.</p>	<p><i>Jobs Plan – Building the Northern Territory Workforce</i> commits the Northern Territory to building a highly skilled, flexible and responsive workforce to contribute to the economic growth of the Northern Territory (NT).</p> <p>The NT has a focus on skilling its workforce and working with industry to improve the access of Territorians to the opportunities arising out of a growing economy. The Northern Territory provides a choice of over 390 industry apprenticeships and traineeships in the Territory. There are currently approximately 3100 people undertaking training and the Northern Territory will continue to support and increase the uptake of apprenticeships and traineeships, particularly in skill shortage areas, through a range of strategic programs including User Choice, Recurrent funding and the New Apprenticeship Support Services Contract.</p> <p>The Northern Territory’s Employer Incentives, included in a range of strategies in the <i>NT Jobs Plan</i>, provide eligible Territory employers with financial incentives aimed at promoting the uptake of additional apprentices and trainees.</p> <p>Two new initiatives in the NT, the new apprentices’ and trainees’ bonus for assistance with essential work wear and work gear and the VET Scholarship program for Territorians studying Certificate III and above, were introduced in 2005, and will continue through 2006. This will get more Territorians into training and equip them with better skills to take advantage of the many job opportunities in the Northern Territory.</p>
<p>Employers and individuals will be at the centre of VET.</p>	<p>The Northern Territory is committed to placing employers and individuals at the centre of VET. The NT has, over the last two years, run very successful VET marketing campaigns – GET VET and most recently 'The VET Experience'. The aim of these campaigns is to raise awareness of vocational education and training (VET) and to promote the benefits and value of apprenticeships and traineeships to Territory employers and potential trainees.</p> <p>Under the User Choice Program, funds are available to support apprenticeships in skill shortage areas, especially in traditional trades and emerging industries. The User Choice Program is a demand driven program that allows for the rapid response to industry skills development and skills shortage requirements and for employers and apprentices/trainees to choose from the range of registered training providers. All 15-19 year old apprenticeships and traineeships in the NT are funded under the NT User Choice policy. 20-25 year olds are considered on application. All Indigenous Territorians in existing employment as well as existing workers in skills shortage trades and occupations who apply for an apprenticeship or traineeship are also funded under User Choice.</p> <p>The NT will continue its investment in the new initiative of employer incentives, which contributes to creating jobs for Territorians. The Workwear/Workgear bonus for apprentices and trainees will contribute to building a skilled, flexible workforce for local businesses.</p> <p>The New Apprenticeships Centre delivers New Apprenticeship Support Services in the NT. These services include providing information, support and advice to employers and apprentices/trainees.</p>

Communities and regions will be strengthened economically and socially through learning and employment.

Learning and employment are key components of the NT Government's work towards a regional development model where all of the people in a region are included in the achievement of economic and social outcomes that are environmentally sustainable and that respect and encourage cultural diversity. Under the Northern Territory's *Building Stronger Regions, Stronger Futures Strategy*, <http://www.dcdsca.nt.gov.au/dcdsca/intranet.nsf/pages/StrongRegions>, an Inter-Departmental Development Committee (IDC) has carriage for the consultative implementation of initiatives under the four major elements of the Strategy, Regional Development Plans, Capacity Development, Regional Authorities and Partnerships. The Strategy centres on the development of sustainable regional economies through the identification of opportunities, negotiation of governance arrangements that support regional social and economic development and the provision of physical infrastructure that fosters sustainable development.

The Department of Employment, Education and Training (DEET) is a participant on the IDC which, working with the Regional Development Boards developed under the Strategy, works to support and create an integrated approach to sustainable economic development and deals with issues relating to education, training, health and justice.

DEET also works with other NT Government agencies, the Department of Employment and Workplace Relations (DEWR), private sector organisations and Indigenous communities to identify employment and economic activities in the communities and regions, and the development of tailored training programs. A focus is on developing skills in governance and enterprise development to strengthen the capacity of Indigenous communities to make informed decisions about the economic and social development options, including training and employment options, most appropriate for that community.

Through the Partnership Agreement between the Northern Territory Government and Charles Darwin University (CDU), and specifically Schedule 4.4 Indigenous Economic Development, several NT Government agencies, training providers, employer groups and industry representatives are actively working with communities to develop strategies to identify, facilitate and coordinate the implementation of programs, activities, initiatives and partnerships. The objective of this work is the economic and social strengthening of communities and regions through learning and employment.

The NT continues to focus on Indigenous responsive training programs developed in collaboration with, and strategically linked to, regional community or local organisation business plans. These programs, Flexible Response Funding and Community Response Program, aim to respond quickly to new and emerging training requests, providing pathways for career development or to further education and training. They also contribute to the work ready and employability skills of Indigenous people in remote and regional communities. The Training for Remote Youth program funds VET in Schools programs for Indigenous youth at school as well as programs aimed at re-engaging disadvantaged youth in training.

As well as funding the two major public providers CDU and BIITE, the NT, under the Recurrent Funding Program provides funding to a number of targeted registered training organisations that focus on training programs for Indigenous communities.

<p>Indigenous Australians will have skills for viable jobs and their learning culture will be shared.</p>	<p>A key priority of the Northern Territory Government is to improve education, training and employment outcomes for Indigenous Territorians.</p> <p>The NT works to form partnerships with Indigenous people and communities, government agencies, organisations, in particular Indigenous organisations, the Australian Government, industries and Indigenous Land Councils to improve training and employment outcomes for Indigenous people.</p> <p>Key strategies, including the Indigenous Economic Development Strategy, Building Stronger Arts Business and the Indigenous Tourism Strategy, facilitate the Northern Territory’s focus on fostering long-term economic growth and prosperity through a significant increase in Indigenous wealth, employment and business ownership. Capacity building through training in areas related to governance and enterprise development is a focus with the outcome of identifying employment opportunities for Indigenous Territorians in communities.</p> <p>The Indigenous Economic Development Task Force, a group comprising membership from national and NT Indigenous organisations, industry and Northern Territory and Australian Government agencies, identifies opportunities for Indigenous economic development in Northern Territory communities in 13 targeted industry sectors.</p> <p>VET funding from NT programs such as Flexible Response Funding, Community Response Program and Training For Remote Youth, is aligned with skills and training requirements and employment opportunities in these targeted industry sectors – aquaculture and fisheries, arts, community services, construction, forestry and agribusiness, government, horticulture, knowledge and culture, mining and production, natural resource management, pastoral, retail services and tourism.</p> <p>The Northern Territory participates in the Council of Australian Governments (COAG) initiative, the Indigenous Community Coordination Pilot operating at the Northern Territory community of Wadeye. A Shared Responsibility Agreement between the Australian Government, the Northern Territory Government and the Thamarrurr Regional Council outlines where governments have agreed to work together on the three key regional priorities of women and families, youth, and housing and construction.</p> <p>All parties have agreed that actions arising out of this pilot to address the three priority areas must also address agreed education, training and enterprise development needs. DEET supports the aims of the Thamarrurr Employment and Training Committee, to increase the participation of the Indigenous population of Wadeye in employment and training programs targeted to secure lasting employment outcomes.</p>
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NATIONAL PRIORITIES

Priority	
<p>A. Improving the system's responsiveness to rapid changes in demand for skills development and addressing skills shortages, especially in traditional trades and in emerging industries.</p>	<p>In 2005, the NT Government published the inaugural <i>Workforce NT</i>, a report that provides business, industry and government with existing workforce data and statistics. The report, to be produced regularly, contains information about:</p> <ul style="list-style-type: none"> · occupations and industries that Territorians are working in; · the employment, education and skills profile of Territorians; · the employment status of disadvantaged groups such as Indigenous and people with a disability; · where skill shortages are; · major projects in the NT and their likely impact on employment; and · the outlook for economic and employment growth in the NT. <p><i>Workforce NT</i> data is used to:</p> <ul style="list-style-type: none"> · assist in the formulation of future employment and training strategies and program development; · contribute to measuring achievements and reviewing the strategic directions of current and future NT Jobs Plans; and · provide direction to ensure that funding spent on education, training and employment is aimed at providing Territorians with the chance to participate in the workforce. <p>Through research and consultation the Northern Territory identifies industries undergoing growth or change with a view to working collaboratively with other agencies and industry to ensure the future skills and labour demand are met through targeted training and employment programs. For example, in 2005, the Northern Territory worked with major project proponents, Alcan, to identify their skill and labour needs for the major expansion of the aluminium refinery in Gove. In 2006 the Northern Territory Government will work with the proponents of the major project, the Darwin Waterfront development. This activity will continue to anticipate requirements and plan for a skilled workforce for new major projects as they come on line.</p> <p>To assist in identifying skill shortage areas, apprentice training uptake, the extent of workforce turnover and labour mobility and constraints on industry growth, the Northern Territory funds training advisory councils. These organisations provide intelligence on skill shortage developments and industry need through industry surveys, liaison and consultation within each industry sector and national industry skills councils. It is planned in 2006 to work with Unions NT to survey employees to obtain information about workforce turnover and mobility, employment conditions and other factors relating to employees' experiences in the labour market.</p> <p>The Northern Territory publishes an up to date Skill Shortage Trades List, which is derived from the <i>Workforce NT</i> Occupational Shortages List. This is updated annually through consultation with industry advisory bodies, employer organisations, training advisory councils and other key stakeholders.</p>

	<p>To encourage the uptake of additional apprentices and trainees, particularly in the skill shortage and emerging industry areas, the NT Government introduced two employer incentives schemes:</p> <ul style="list-style-type: none"> · Skill Shortage Trades Employer Incentives · Small Business Employer Incentives <p>Skill Shortage Trades Employer Incentives of up to \$7700 per apprentice were allocated to 194 employers (June 2004 to November 2005). Small Business Employer Incentives of up to \$3000 per apprentice/trainee were allocated to 358 businesses (June 2004 to November 2005). It is the Northern Territory Government's intention to continue these employer incentives during 2006.</p> <p>The Workwear/Workgear Bonus, introduced by the Northern Territory Government in 2005, will be ongoing in 2006. This program assists apprentices and trainees with the start up costs faced when commencing their training. This bonus is paid directly to apprentices and trainees and is worth \$1000 to apprentices in trades skill shortage areas and \$300 to all other apprentices and trainees.</p> <p>To support the drive for apprentices and trainees in the trades skill shortage areas, the NT Government's procurement policy for government construction and maintenance contracts requires successful tenderers to employ and train a minimum number of trade apprentices and trainees who are registered in the NT.</p> <p>Each year forty scholarships worth \$4000 are available to Territorians studying Certificate III to Diploma level courses. Applications are assessed with consideration given to those undertaking training in an area that appears on either the Northern Territory Occupation Shortage List or DEET's Labour Demand List and whether it will lead to employment. VET scholarships are available for one year only with study to be undertaken with a registered training provider in the Northern Territory. The scholarships are not available to apprentices or trainees.</p>
<p>B. Delivering improved outcomes for employers, individuals and communities.</p>	<p>In conjunction with the Australian Government Department of Education, Science and Training (DEST), the Northern Territory purchases apprenticeship support services that allow a responsive industry focussed approach to apprenticeship and traineeship recruitment. This service provides support and mediation to employers and apprentices, assists with the formation of training plans and encourages the completion of apprenticeships and traineeships. A joint tender from DEST and DEET for the New Apprenticeships Access Program has been called for 2006-2009.</p> <p>The Northern Territory will work cooperatively with the Australian Government to support the operations of Australian Technical Colleges to ensure that they contribute to the delivery of improved outcomes for employers, individuals and communities.</p>
<p>C. Improving quality</p>	<p>The Northern Territory has nationally consistent legislation underpinning vocational education and training quality assurance and regulation. A quality and regulatory framework based on continuous improvement is being developed. The NT is committed to the principles of mutual recognition of providers and qualifications as required under the Australian Quality Training Framework (AQTF) and will implement national initiatives to remove impediments to associated with occupational licensing arrangements.</p>

	<p>Auditing and monitoring is conducted in line with AQTF requirements. Audit practices will be reviewed and monitored over the 2006-2008 period to improve lead and response times to client requests. In addition, the Northern Territory will aim to improve the national consistency of registration and audit activities by 30 June 2006 through participating in national audit moderation programs and other national forums as they are conducted.</p> <p>Professional development programs are provided to RTOs to improve their understanding of quality, the AQTF and their role in the national VET system. The Northern Territory's RTO professional development strategy will involve the evaluation and review of each year's program to inform the development of the following year's professional development calendar.</p> <p>The National Training Quality Council (NTQC) is undertaking work to determine the viability of an outcomes based audit model. The Northern Territory is represented on, and will support the decisions of, a national Steering Group. Implementation of any decisions would be undertaken within NT resource and budgetary allocations.</p> <p>Processes to facilitate the public reporting of RTO outcomes will be implemented once these arrangements are developed and agreed to nationally.</p>
	<p>To improve provider understanding of Training Package review, development and implementation procedures and Training Packages generally, the Northern Territory has recently reviewing its Training Packages Guide and in September 2005 published a revised Guide. To assist registered training organisations to understand and perform their regulatory requirements with the department, the Northern Territory is reviewing its Registered Training Organisers' Guide to reflect the 1 July 2005 changes made to the AQTF. This will be re-released in January 2006.</p> <p>The Northern Territory also supports the implementation of outcomes of the high level review of Training Packages to strengthen the quality and delivery of Training Packages and will implement improvements agreed through the NTQC Workplan within resource and budgetary constraints.</p> <p>The NT participates in the National Nominal Hours Working Group, which is tasked with the development and introduction of nationally consistent nominal hours for units of competency for the purposes of reporting activity under the Commonwealth/State Skilling Australia's Workforce Agreement 2005-2008.</p> <p>The Northern Territory is committed to improving the consistency, quality and responsiveness of providers of vocational education and training. During 2005, the Northern Territory trialled a VET client complaints management system in line with the National Code of Practice for Complaints Management. This will be fully implemented during 2006. Ongoing monitoring and improvement will be undertaken as required.</p>

<p>D. Increasing participation and up-skilling mature age workers. <i>(Response to Priority D should include a description of strategies to improve the participation of parents and older workers in training that would assist them to find employment)</i></p>	<p>A strategic priority for the NT in the <i>Jobs Plan – Building the Northern Territory Workforce</i> strategy is ‘Better Opportunities: Less Disadvantage’. A major aim of this priority is to improve employment and training pathways to increase participation, retain and up-skill mature aged workers in the NT workforce. To increase the participation of mature-age Territorians and parents in training that would assist them to find employment, the Territory Government will:</p> <ul style="list-style-type: none"> · continue to encourage life long learning, re-training opportunities · continue to promote and celebrate Adult Learners’ Week; · implement flexible work practices in the NT Public Service; and · promote flexible work practices to industry and business. <p>Apprenticeship and traineeship funding under the NT User Choice policy is available for Australian citizens, residents and eligible visa holders for students from 15 to mature age. Employers are encouraged to take on apprentices and trainees, including parents and mature aged persons, through the NT employer incentives scheme.</p> <p>DEET is represented on the Equity Manager’s Network, which monitors the implementation of the equity action items under the national Shaping our Future Strategy. Work will also continue with DEWR to assist, at a local level, with implementation of national strategies and programs to increase participation of mature aged workers and unemployed parents in the workforce.</p> <p>The Northern Territory’s International Women’s Day Study Grants for Women provides four study grants of \$1000 to Territory women who are undertaking vocational education and training to re-enter the workforce after an absence of five years or more. This program will continue on an annual basis subject to continuation of funding through the Australian Government Equity Development and Training Innovation Fund.</p> <p>Under the Recurrent Funding program, the Northern Territory supports up-skilling of existing workers, including older workers. Through the Community Response Program and the Flexible Response Funding program, DEET works with the community and RTOs to capitalise on local opportunities and provide training for those not currently in the labour market to gain skills that will lead to an employment outcome.</p> <p>The new Build Skills program, introduced in 2005, provides funds to up-skill existing workers, including older workers. It is targeted towards groups of workers identified by peak industry bodies or union organisations in the construction, automotive, engineering, mining and hospitality industries. These organisations identify employers, or groups of employers, who will benefit from increasing the skill level of their workers to assist them to become qualified or achieve recognition that may be required for some licensed occupations. Funding of \$2M over four years 2005-2008 has been allocated to continue this program.</p>
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<p>E. Encouraging greater re-engagement in training by Australians who are not fully participating in the labour market.</p>	<p>The Northern Territory works to implement initiatives to improve employment and training outcomes for disadvantaged Territorians, including Indigenous people, people with a disability, people from a non-English background, mature-aged, long term unemployed, women looking to re-enter the workforce, young people and people exiting prisons. Some of this work is undertaken in conjunction with the Australian Government.</p> <p>In the NT, only 38% of Indigenous Territorians aged fifteen and over participate in the labour force, compared with about 79% of non-Indigenous. Of this 38%, about 14% are unemployed, 44% are employed under the Community Development Employment Program (CDEP) and 42% are employed in mainstream jobs.¹ The opportunity for Indigenous involvement in enterprise development is one of the most sustainable forms of employment for Indigenous people, as recognised in the Indigenous Arts Strategy <i>Building Strong Arts Business</i> http://www.dcdsca.nt.gov.au/dcdsca/intranet.nsf/pages/ArtsBusiness and the Indigenous Tourism Strategy http://www.nttc.com.au/nt/system/galleries/download/NTTC_Industry/Indigenous_Strategy_2004.pdf.</p> <p>A priority of the NT Government is to form partnerships with Indigenous people and communities, government agencies, organisations, in particular Indigenous organisations, the Australian Government, industry and Indigenous Land Councils to take advantage of the opportunities available for enterprise development and thereby targeting and supporting training and employment programs for Indigenous people.</p> <p>DEET programs that provide a regionally located skilled workforce through training and response to Indigenous community needs include the Flexible Response Funding and Community Response programs, with an annual budget of \$2.1M. These programs target training needs that involve up-skilling and re-skilling for community labour shortages; responsive, ongoing skills development that assists in building community capacity; and providing accredited and non-accredited training for Indigenous Territorians.</p> <p>As part of the Desert Knowledge Precinct in Alice Springs, work will continue with Desert Peoples Centre (http://www.desertknowledge.com.au/dka/index.cfm?attributes.fuseaction=pre_desertCentre) consortium partners, Centre for Appropriate Technology and BIITE, to develop strategies to increase commencement and completion of Certificate III and IV courses by Indigenous learners.</p>
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¹ Reported in Taylor, J 2003 'Indigenous economic futures in the Northern Territory: The demographic and socioeconomic background', Centre for Aboriginal Economic Policy Research, Discussion Paper No. 246

The Northern Territory commissioned the NT Council of Social Services to undertake a comprehensive review of the challenges faced by the Northern Territory's employment disadvantaged. The project was initiated to identify barriers to employment and gaps in service provision for the long term unemployed/underemployed; people from a non-English speaking background; youth; people with disabilities; and mature aged workers. This research is intended to inform future training and employment strategies for these groups. The Northern Territory and Australian Governments will work cooperatively to progress the recommendations from this report.

To increase opportunities for Territorians to gain skilled employment in selected industries and possibly lead to apprenticeship and traineeship uptake, a Pre-employment program has been developed. This is used for training semi and unskilled people to gain essential employability skills. The program funds initiatives such training 150 people as 'ladders' specifically for the Wickham Point project (gas refinery). It is planned to continue this program for 2006 for other major projects in the Territory.

DEET is continually working with DEWR to assist, at a local level, with implementation of strategies and programs to increase participation of long term unemployed and people with a disability in the workforce.

The Northern Territory's Australians Working Together Grants program, using funds provided through the overarching Australians Working Together package, provides resources targeted to run pilot programs to boost employment and training opportunities for people with disabilities and long term unemployed migrants. This is achieved through community organisations, service providers and training organisations working in partnership with Job Network providers and other key stakeholders to develop specifically targeted training opportunities for Australians not fully participating in the labour market.

In 2005, \$151 580 was distributed to seven programs delivering services to around 80 Territorians. For example, a program was developed through a partnership between the Seafood and Maritime Industries Training Ltd and the Northern Territory Department of Justice to train prisoners (mainly Indigenous) with learning and physical disabilities. The training prepared them for work, in their home coastal communities, as trawler deckhands and net menders. As at August 2005, six prisoners completed their training and five received job offers.

In 2005, the Australians Working Together Grants program also funded a number of programs that aimed to assist mature-aged and young people from a non-English speaking background to gain access to the labour market through targeted training programs. These included a program designed to provide refugees with the opportunity to gain recognised work skills and Australian work experience. Nineteen refugees have gained jobs and a further three are undertaking further study in other areas as a direct result of the program designed by CDU, local employers and Australian Government support agencies. Another program assisted young people with disabilities to access VET in Schools subjects through funding supports such as transport and extra tutorial assistance to complete employability skills programs.

In 2006, funding arrangements between Northern Territory and the Australian Government for the Australians Working Together program will ensure continuation of these and other programs.

STATE AND TERRITORY BI-LATERAL AGREEMENTS

1. States and territories will describe their own plans and strategies to meet the requirements of their bilateral agreements, including targets and performance measures, including those described as Key Performance Measures and reported in the ANR:

State/Priority Commitment	
<p>State/Territory Priorities: This section provides the opportunity for the State/Territory to indicate its priorities for vocational and technical education</p>	<p>The Northern Territory Government has a fundamental and abiding commitment to improving the economic and social outcomes for all Territorians and believes education and training is the most important pathway to achieving this commitment. Building a skilled and competitive workforce to fill job opportunities created by continued strong economic growth is a key priority in the Northern Territory.</p> <p>The Northern Territory’s Economic Development Strategy, <i>Building a Better Territory</i>, developed following an Economic Development Summit in 2001, has been the blueprint to drive the economic development priorities of:</p> <ul style="list-style-type: none"> · Creating an attractive investment environment; · Encouraging skills and innovation; · Improving Indigenous economic development; · Building on past successes and creating new industries; and · Developing the Territory's regions. <p>http://www.otd.nt.gov.au/dcm/otd/publications/major_projects/economic_development_strategy/building_a_better_territory.pdf</p> <p>A number of strategies have supported <i>Building a Better Territory</i> and its aims to grow the economy and build job opportunities, including</p> <p><i>Building Stronger Regions, Stronger Futures</i> http://www.dcdsca.nt.gov.au/dcdsca/intranet.nsf/pages/StrongRegions,</p> <ul style="list-style-type: none"> · Centres on the development of sustainable regional economies through the identification of opportunities; negotiation of governance arrangements which support regional social and economic development; and the provision of physical infrastructure that fosters sustainable development. <p><i>Building Northern Territory Industry Participation</i> http://www.nt.gov.au:8501/dberd/TBC/documents/BNTIP.pdf</p> <ul style="list-style-type: none"> · Aims to give competitive Territory businesses the opportunity to participate in the future growth of the Territory and to enhance business and industry capability.

Building Stronger Territory Trade

http://www.nt.gov.au:8501/dberd/TBC/documents/ITS_STRAT_DIRECTIONS_ACTIONS.pdf

- A focus on export enterprise development, trade knowledge and skills, growth of the major Territory export sectors and trade planning and development in emerging sectors, aiming to expand exports, maximise export value, create new Territory jobs and enhance economic development.

Indigenous Economic Development

http://www.nt.gov.au/cdsca/ied/docs/ied_strategy.pdf

- Based on identifying opportunities for economic development in 13 industry sectors: aquaculture and fisheries, arts, community services, construction, forestry and agribusiness, government, horticulture, knowledge and culture, mining and production, natural resource management, pastoral, retail and services, and tourism.

The Territory's economy is experiencing strong growth and independent analyst Access Economics predicts the Territory will have Australia's highest average annual Gross State Product growth rate over the next five years, along with the highest annual job growth rate. Its population is forecast to grow at the second-highest rate in the country and the construction industry is currently experiencing considerable growth.

These successes are underpinned by achievements such as the AustralAsia Railway and Trade Route, the development of Timor Sea oil and gas and associated industries, the expansion of the Alcan aluminium refinery in Gove, and the Darwin waterfront redevelopment.

The Northern Territory Government, industry, business and the community again worked in partnership during a second Economic Development Summit held in November 2005. This summit will shape a framework for the future and lead to a set of strategies to continue to drive economic development and create jobs for all Territorians. The Summit focused on five key areas of discussion:

- creating an attractive business environment;
- promoting investment;
- expanding markets;
- developing business and industry capacity and capability; and
- building and retaining a skilled and productive workforce.

Since the first Economic Development Summit was held in 2001, the Northern Territory economy has strengthened from zero economic growth to having the highest forecast economic growth rate in Australia. Critical to maintaining this growth is targeted vocational education and training strategies to address increasing skills and labour shortages in key industry sectors of agriculture, forestry, fisheries, Defence support, tourism and related industries, construction, manufacturing, mines and energy, and consumer services.

The NT will focus on building the Territory's skills base through:

- identifying future skills needs - linking education to economic participation
- training for 'real' jobs in the regions, including Indigenous Territorians
- implementing initiatives to support retention of a skilled workforce
- skilling our population for existing and emerging industries eg. defence, oil and gas
- focussing on innovation and information technology
- skilled migration
- training young Territorians for high skill, high wage jobs.

The Northern Territory experiences a tight labour market characterised by skills shortages. Employment tends to be volatile, with extreme growth rates (both positive and negative) often associated with the commencement and conclusion of the labour-intensive construction phase of major investment projects. With several significant projects underway and proposed, this is likely to continue to be a feature of the Territory labour market over the next few years².

The Northern Territory has a higher concentration of Indigenous people with 30.1% of the NT population reporting as having an Indigenous background, compared to Australia at 2.5% of the total population. The Indigenous population in the NT is characterised by a low school educational profile, with a large number not achieving Year 12 education. Many Indigenous Territorians live in remote areas where access to education, particularly secondary education, may be limited. 72% of Indigenous people accessing VET are concentrated in Cert I and II levels. As many as 64% of Indigenous Territorians are neither employed nor looking for work and only approximately 15% are working in mainstream (non CDEP) employment. There is work to be done with the Indigenous population to provide them with the capacity to engage in the labour force³.

² NT Treasury, Budget Papers 2005-06

³ Workforce NT Report 2004

	<p>DEET collaborates with industry, employers, communities and local government to ensure timely, targeted and accredited vocational education and training is matched to employment opportunities. The <i>Workforce NT</i> Report provides government, industry and the community with information about skills shortages and labour demand, urban and regional labour markets, Indigenous and disadvantaged groups employment profiles, employment growth forecasts, workforce trends, macroeconomic data impacting on employment and the employment impacts of major projects.</p> <p>The following sections outline four key priority areas for vocational education and training in the Northern Territory:</p>
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Priority 1 – Improving Indigenous training and employment opportunities		
	Plans for 2006 – 2008	Success in 2005
	<p>The Northern Territory is planning to achieve successful outcomes over the 2006-2008 period through</p> <ul style="list-style-type: none"> · Stronger linkages between Community Education Centres and Regional Training Centres · Implementation of the Indigenous Education Strategic Plan 2005-2008 · Contract Community Education Centres for improving education and training outcomes for Indigenous students · Increased involvement of Indigenous Territorians in decision-making about employment pathways, programs and delivery · Developing clear employment and training pathways that will see Indigenous people gain qualifications · Use of e-learning and distance delivery modes for the delivery of improved training in communities · Growing the participation of young people in vocational education and training through the Training for Remote Youth and VET in Schools programs and the Building Better Schools initiative · Improved planning around Community Response Programs (CRP) · Working with registered training organisations to develop effective models for customised training programs and delivery in communities · Building links between skills development, regional and remote jobs, industries and business opportunities. 	<p>Indigenous responsive programs such as the Community Response Program and Flexible Response Funding continue to provide funds to target training in communities with a focus on employment outcomes.</p> <p>In 2005, a number of training programs relating to civil construction and maintenance were developed to train Indigenous Territorians in road maintenance that will enable them to develop a local civil works unit to take on contract work in their communities.</p> <p>For example, over \$27,000 was provided in the Yirrkala community to enable Yolngu participants to improve their employability skills by participating in programs covering, driving C class, senior first aid, chainsaw, forklift, skid steer and front end loader training.</p> <p>In the Mutitjulu community in Central Australia, funding of \$11,000 was provided to Advanced Training International to train local Indigenous people in the community to repair an abandoned cement truck. This will enable them to start mixing concrete for small concrete jobs, saving the community money by doing their own small projects rather than using outside contractors. This model has also been applied to construction, essential services, repairs and maintenance, automotive and other industries for other Indigenous communities.</p> <p>The Northern Territory will continue to assist communities to establish the requisite skills to enable them to respond to employment opportunities in 2006 and beyond.</p>

	<p>The Northern Territory Government is encouraging the development of relationships with intra-and inter government agencies and industry to improve product and service delivery to regional and remote communities. It will continue to work collaboratively with communities and regional development boards and other agencies to maximise opportunities for Indigenous training and employment.</p> <p>The Northern Territory will continue the innovative programs initiated in 2004 and 2005 in the aquaculture industries.</p> <p>Conservation and land management training and employment programs will also be supported in 2006 and beyond through a range of Northern Territory funded programs.</p> <p>The Northern Territory Flexible Learning Strategy has been developed to expand choices and opportunities for learners to engage in education and training. Regional and remote Indigenous Territorians benefit from the Northern Territory's focus on innovative strategies to increase access to training, such as e-learning and Interactive Distance Learning technology.</p>	<p>The Northern Territory will continue to develop a range of training programs linked to enterprise opportunities. For example, in 2005, pre-vocational courses, short courses and apprenticeships were funded in support of the Tiwi Islands Sylvatech Forestry Project.</p> <p>\$50,000 was contributed for training in aquaculture principles, biology and techniques specific to the Sponge Aquaculture Pilot Program in Maningrida and Warruwi. This is in conjunction with the \$460,000 sponge industry development project funded by Indigenous Land Corporation, the Department of Agriculture, Forestry and Fisheries, the Australian Institute of Marine Science and the Northern Territory Department of Business, Industry and Resource Development.</p> <p>In the Wadeye community, the Thamarrurr Land and Sea Rangers were trained in land management activities that included weed control, feral animal control, customs work and restoration work as well as business administration skills. Over \$11,000 was provided to Stringybark Training to deliver the training in the community.</p>
	<p>In 2006, the Flexible Learning Advisory Group, comprising representative membership from public and private training organisations, employer groups, training advisory councils and government agencies, will be pursuing implementation of key elements of the Strategy under the guiding principles of:</p> <ul style="list-style-type: none"> · Access and equity · Relevance · Resources · People capability · Quality outcomes 	

Priority 2 – NT Jobs Plan

The *NT Jobs Plan* complements the Northern Territory's economic and industry strategies; it is a comprehensive and coordinated approach to planning for jobs and mapping the future to a skilled, flexible and responsive workforce.

The Northern Territory will continue bringing together government agencies with industry, business and the community to bring about economic growth and prosperity. DEET will facilitate skills formation to grow the Territory workforce and recognises that this is best brought about through partnership between industry, business, unions, training providers, the community and government agencies.

Under the *NT Jobs Plan*, DEET will continue to deliver the *Workforce NT* Report and provide advice on labour market issues to internal/external stakeholders. *Workforce NT* will be continually evaluated to improve future editions.

Employer incentives will be maintained to encourage industry to take on apprentices in trades that are classified in the NT as experiencing skill shortages. Small business incentives will also continue to be provided to encourage the employment of additional apprentices/trainees by small to medium enterprises in the NT.

To encourage young people to enter into an apprenticeship in a skill shortage area and other types of traineeships, the NT will provide eligible apprentices and trainees with a one-off Workwear/Workgear Bonus to help them meet the costs of buying work wear, safety gear and other work-related necessities.

The Northern Territory will continue to strategically identify the training needs of industry and communities informed by the development of annual training profiles, *Workforce NT*, labour market scenarios, consultation with industry, communities and peak bodies, and other empirical supply and demand drivers.

Priority 3 – School to Work transition

The Northern Territory is focussed on improving school to work transition and believes this is essential to reduce the unemployment and underemployment of young school leavers.

Strong support is provided across the Territory for students to include VET within their senior secondary certificate. In 2006 the Northern Territory will spend over \$2.1M to support approximately 1900 VET in School students. VET in Schools participation continues a very strong growth trend with 1331 students participating in 2000 to 1851 in 2004. This program will continue to be offered in 2006 and beyond.

A School to Work Strategic Plan 2006-2008 is being developed. The objectives of the strategic plan will lead to:

- an increase in the number of students making a successful transition from school to training and employment pathways;
- an expanded range of school to work pathways;
- a flexible blend of Northern Territory Certificate of Education options (Senior Secondary Assessment Board of South Australia subjects, VET subjects and courses and School-Based New Apprenticeships) will be available to students in Northern Territory Government schools;
- stronger links developed between school, industry and external training providers and support organisations; and
- improved outcomes for Indigenous students through collaboration with schools, industry and communities.

In 2005, the Workready Pathways Program was introduced into two schools in the Darwin area. The aim of program is to assist secondary school students to become work ready and make the transition from school to work. The program facilitates better engagement between schools and industry and provides work experience, employability skills and targeted VET programs to assist students to gain a School Based New Apprenticeship. Due to the success of this school to work transition program, it is planned in 2006 to expand the Pathways Program to a further two schools in the Darwin area.

Under an Agreement between the Northern Territory Government and the Palmerston City Council, a reference group, comprising representatives from industry, schools, training organisations, government agencies and the Palmerston City Council, has been set up to implement the School to Work Transition Project. This project aims to improve the transition from school to work or further training for students at schools in the Palmerston region.

To improve participation in vocational education initiatives, help students make an easier transition from school to work, and allow them to gain experience and knowledge about the opportunities and choices open to them, the Northern Territory has and will continue to fund initiatives such as:

- Try a Trade – an annual event where students undertake small projects in skills shortage areas ranging from construction to hospitality, under the guidance of qualified tradespeople.
- Futures Expos – are held in all major regional centres in the Northern Territory, which enables youth from regional and remote areas to identify career and employment pathways. Expo participants include local, Territory-wide and relevant interstate employers, training providers, government departments and education organisations. Students from Year 9 to 12 benefit greatly by attending, particularly when well prepared beforehand. The NT encourages younger students to attend, where schools have the opportunity to prepare them adequately before the event and are able to follow up on student learning after the Expo.
- Worldskills – competitions designed to encourage young apprentices and trainees to strive for excellence in their trade areas. These competitions raise the profile of vocational education and training and highlight the many career opportunities available to young Territorians.

Following the successful Northern Territory GET VET marketing campaign which contributed to 85% of Territorians being familiar with the term VET, Phase two, the VET Experience, was launched in 2005 to promote the benefits of apprenticeships and traineeships to Northern Territory employers and potential apprentices and trainees.

School Based New Apprenticeships (SBNAs) are another valuable pathway the NT supports as it combines school education with a training and employment outcome, thus increasing the choice available to students. The Northern Territory has created a policy environment that facilitates SBNAs and provides direct support through the New Apprenticeships Support Services Contract. The NT also supports SBNAs by encouraging the development of appropriate industrial relations arrangements to enable SBNAs in a broader range of industries. The Northern Territory saw an increase of SBNAs from 19 in 2002 to 139 in 2004. SBNAs will continue to be a priority school to work transition program for the Northern Territory in 2006 and beyond.

Priority 4 – Build on and develop closer relationships with Charles Darwin University and the Batchelor Institute of Indigenous Tertiary Education

Resource agreements covering funding for the provision of vocational education and training against mutually agreed training profiles under the Recurrent Funding program are negotiated annually with CDU and BIITE, the two major public VET providers in the Northern Territory.

Regular meetings are held with CDU and BIITE to discuss strategic direction, training profiles, monitor program delivery and address other issues as they arise. Quality improvement is continually monitored through on going professional development to maintain service delivery in line with AQTF standards as well as agreed use of AVETMISS.

DEET has been working with CDU on a costing model to try to ascertain the true cost of delivering VET in the Northern Territory. As a result of this work, CDU was allocated an additional \$3.03M in 2005 to enhance the delivery of training in the traditional trades areas.

The Charles Darwin University/Northern Territory Government Partnership Agreement fosters greater cooperative and collaborative activity between the parties. The Partnership Agreement has successfully developed a number of key initiatives that contribute towards developing and implementing collaborative activities that are mutually productive, cooperative and confer lasting benefits to the social and economic development of the Northern Territory. Through the Agreement, the Northern Territory will continue to explore flexible avenues to embrace new opportunities, ideas and innovative ways of working together.

Schedule 3.4 of the Partnership Agreement, *Improving VET Delivery in the Northern Territory*, is focussed on meeting the needs of industry in a responsive, flexible and timely manner; collaboration on consideration, negotiation and response to national VET policy development and implementation; and exploring and adopting appropriate funding arrangements for VET delivery in the NT. A focus of this work is to increase training delivery in remote communities to provide more opportunities for remote Indigenous Territorians to access VET programs.

	<p>Schedule 4.4, <i>Indigenous Economic Development</i>, links CDU with the Northern Territory's Indigenous Economic Development Strategy. This Schedule provides the mechanism for CDU/NT collaboration on the Strategy; the scoping, development and undertaking of priority research projects; and the scoping of immediate training requirements in industry sectors identified in the Strategy. This identified training demand will be referred to Schedule 3.4 of the Partnership Agreement for implementation in partnership with DEET.</p> <p>Schedule 1.7, <i>Developing the Defence Support Strategy</i>, has, as one of its four objectives, the aim to improve CDU planning and Northern Territory Government identification of skill needs in relation to defence support industry training. As such, a joint project involving CDU, Northern Territory Government agencies, industry, the unions and defence, employer and industry representative groups has commenced. This project will inform registered training providers of the actual and potential demand for skilled labour due to current and emerging defence force projects. This information in turn will enable CDU and DEET to make informed decisions about delivering the identified training needs.</p> <p>Schedule 1.4, <i>Supporting the Energy and Mining Industries</i>, similarly is about employing strategies to identify and fill the future training needs to support these growing industry sectors in the Northern Territory.</p>
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Engagement and Cooperation:
 This section provides the opportunity for the State/Territory and the Australian Government to set out how they will work together. *(detail may include issues as described in Bilateral Funding Agreement P1)*

Industry, Community and Client Engagement

The Ministerial Advisory Board for Employment and Training, comprising representative membership from Northern Territory and Australian Government agencies responsible for vocational education and training, training providers, the community, training advisory councils, the Indigenous community, Unions NT (formerly known as the NT Trades and Labour Council), and the Chamber of Commerce and Industry, was established under the *Northern Territory Employment and Training Act 2004*. This body has provided advice to the Minister for Employment, Education and Training and the Northern Territory Employment and Training Authority on policies and programs designed to enhance employment and training skills across the Northern Territory.

This advisory arrangement will be replaced from February 2006 with the Minister's Employment and Training Round Table, aiming to facilitate constructive discussion and an exchange of views between government, business and industry employers, vocational education and training providers and clients about issues that are impacting on employment and training in the Northern Territory.

A number of these Round Table meetings will be held in all regions of the Northern Territory each year and will encourage broad ranging discussion between government and representatives of business, industry, training providers and the NT community and complements existing mechanisms available to engage in dialogue with the NT Government.

Regular forums, professional development workshops and information sessions in relation to VET delivery and assessment, local and national regulatory requirements and funding programs are provided by DEET for registered training organisations and group training organisations in the Northern Territory.

To ensure the Northern Territory's vocational education and training system is positioned to respond to the changing demands of industry and economic and social drivers, six Northern Territory industry sector training advisory councils assist DEET in establishing partnerships between industry, business, unions, trainers, the community and government by:

- contributing a Territory perspective to the development, implementation, maintenance and review of Training Packages;
- acting as a conduit between enterprises/industry and government on vocational education and training planning, policy and practice;
- assisting to increase awareness and uptake of VET; and
- meeting national agreement responsibilities with DEST where DEET needs to formally engage with industry.

The training advisory councils also undertake labour market surveys within their respective industry sectors; information from which contributes to the data published in the *Workforce NT* Report.

The VET in Schools Strategic Management Committee and the Employment and Training Portfolio Principals Group, which meet quarterly with DEET officers, are important communication mechanisms between the State Training Authority, DEET and schools on VET in Schools, School Based New Apprenticeship and other school to work transition matters.

The NT engages with its clients by way of links with the community and stakeholder representatives through involvement in a number of reference groups, such as:

Disability

Post Secondary Education and Employment Network for people with disabilities
Disability Coordination Officer Reference Group
Secondary Transition Information Group

Migrants and Refugees

NT Settlement Planning Committee
Refugee Employment Working Party

Prisoners and Offenders

National VET Strategy for Prisoners and Offenders Steering Committee

Youth

Centrelink Youth Reference Group
NT Youth Affairs Committee

Mature-Age

National Priority Action 4 – Mature Aged Workers – Steering Committee

Through ongoing consultation and collaboration with agencies such as:

- NT Council of Social Service;
- Multicultural Council of the NT;
- Regional Disability Liaison Officer and the Disability Coordination Officers;
- NT Working Women's Centre;
- NT Correctional Services, Community Engagement Division;
- NT Department of Chief Minister;
- Darwin Community Legal Aid Service;
- Centrelink;
- DEWR;
- Job Network Members and Open Employment Services; and
- NT Chamber of Commerce and Industry

the Northern Territory is kept informed and receives relevant advice regarding the needs of all learners, particularly people with a disability, mature-aged and Indigenous Territorians.

Annual client surveys conducted by the six training advisory councils also provide a mechanism for ascertaining client and stakeholder skills and training needs.

To facilitate constructive discussion and an exchange of views between government, business and industry about issues that are impacting on business and industry development in the Northern Territory, the Chief Minister's Business Round Table meets ten times per year. The Round Table encourages broad ranging discussion between government and representatives of business and industry in the Northern Territory and complements existing mechanisms available for business and industry to engage in dialogue with government, such as Community Cabinet and the new Employment and Training Round Table.

The Northern Territory Government's Community Cabinet enables individuals and community groups throughout the NT, including regional and remote areas, to meet directly with government ministers and department heads. Through Community Cabinet, ministers and agency officers are able to meet with many local residents and community organisations, to listen to their concerns and talk about their issues, as well as see and experience a wide range of community training and employment initiatives and projects.

Cooperative and Collaborative work with the Australian Government

The Northern Territory Government, through DEET, and the Australian Government, through DEST, currently operate a joint funded contract with one organisation, known as the New Apprenticeships Centre, to deliver New Apprenticeships Support Services in the Northern Territory. The current contract for the provision of New Apprenticeships Support Services in the Northern Territory ends on 30 June 2006. A new contract will be signed with the successful organisation following the tender process.

A Memorandum of Understanding between DEET and DEWR exists to facilitate cross government communication and, in relation to employment and training initiatives, to ensure effective employment program delivery in the Northern Territory.

As referred to in the Section on National Goals and Objectives, the Northern Territory participates in the COAG initiative, the Indigenous Community Coordination Pilot for the NT community of Wadeye. A Shared Responsibility Agreement has been signed between the Australian Government, the Northern Territory Government and the Thamarrurr Regional Council whereby governments have agreed to work together on three key regional priorities of:

- women and families;
- youth; and
- housing and construction.

Agreeing that education, training and enterprise development are essential for the well being of Thamarrurr and its people, the parties committed that actions arising out of this pilot to address the three priority areas must also address agreed education, training and enterprise development needs. DEET supports the aims of the Thamarrurr Employment and Training Committee, to increase the participation of the Indigenous population of Wadeye in employment and training programs targeted to secure lasting employment outcomes.

The Northern Territory's Minister or his delegate attends the MCEETYA and MINCO meetings. Senior officials from DEET are members of and attend various MCEETYA Taskforce groups and working groups to progress national initiatives such as *training.com*. The NT will participate in MINCO Action Groups as they are established, such as the Client and Student Voice Action Group, on which it has representation.

It has been agreed at Ministerial level that the Australian and Northern Territory Governments work cooperatively and collaboratively in developing a response to, and considering the recommendations of, the recently released Northern Territory report *Creating Effective Pathways to Employment and Training for the Employment Disadvantaged in the Northern Territory*. This report makes a number of recommendations for coordinating and integrating employment and learning services to provide clear information, pathways and access points for employment of disadvantaged clients. There would be considerable benefit in a cooperative approach in advancing the work on this report.

The Northern Territory Government and the Australian Government will work to progress the work of the Council of Australian Governments (COAG). Further details on COAG initiatives are provided in Attachment A.

Communication

DEET's Deputy Chief Executive responsible for employment and training will be kept informed, preferably via the DEST Canberra and Northern Territory State Office, of up-to-date information on all matters in relation to the Australian Government's vocational education and training system.

The Australian Government will communicate with Northern Territory training providers industry, clients, and key stakeholders through the State Training Authority, DEET except where existing communication arrangements are in place.

<p>Strategic National Initiatives:</p> <p>(i) The State/Territory's participation in the Commonwealth-State Skills Shortage Initiative, including project details, industries/occupations that will be targeted and funding amounts;</p> <p>(ii) The State/Territory's funding contribution to the Joint Indigenous funding pool to improve outcomes for Indigenous Australians and its participation in the management of the fund <i>(as described in Bilateral Funding Agreement Pt 5, p2)</i></p>	<p>The Northern Territory will work with local industry and community to support the following Strategic National Initiatives:</p> <p>(i) the Northern Territory supports the National Skills Shortage Initiative and will work with the Australian Government on initiatives designed to further coordinate programs to address skills shortages. NT programs in place to address this issue include:</p> <ul style="list-style-type: none"> - Skill Shortage Trades Employer Incentives - Workwear/Workgear Bonus for apprentices - School Based New Apprenticeships - Try a Trade - Build Skills <p>The Northern Territory, as a member of COAG, will participate in the joint Commonwealth-State working group to respond to the national skills shortages and provide more opportunities for young Australians.</p> <p>(ii) the Northern Territory supports the Joint Indigenous Funding Pool to improve outcomes for Indigenous Australians. Once the new program and implementation arrangements are finalised and signed off by all jurisdictions, DEET will identify strategies to contribute to and administer this initiative. This may be in the form of a process whereby providers put forward a business case for funding and their applications being assessed against the Joint Indigenous Funding Pool guidelines. The Australian Government will be invited to participate in this process.</p>
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<p>National Targets: Each State/Territory will meet its share of the national targets set out in the 2005-08 Commonwealth-State Agreement for Skilling Australia's Workforce. In meetings its share, the State/Territory will specify the base year (either 2003 or 2004) from which all its targets will be achieved.</p>	<p><i>The Northern Territory has selected 2003 as the base year.</i></p> <p>(i) Additional New Apprentice commencements in skills shortages in traditional trades</p> <p>(a) the Northern Territory share of the national target will be based on the Northern Territory share of working age population</p> <p>(b) the trade occupations the Northern Territory target will be achieved in, drawn from the latest DEWR National and NT Occupation and Skills Shortage List and other emerging occupations/skills shortage areas, are:</p> <table border="0"> <tr> <td>Aeroskills</td> <td>Certificate IV in Aeroskills (Avionics)</td> <td>MEA40602</td> </tr> <tr> <td></td> <td>Certificate IV in Aeroskills (Mechanical)</td> <td>MEA40702</td> </tr> <tr> <td>Automotive</td> <td>Certificate III in Automotive (Electrical)</td> <td>AUR30199</td> </tr> <tr> <td></td> <td>Certificate III in Automotive (Vehicle Body – Panel Beating)</td> <td>AUR31699</td> </tr> <tr> <td></td> <td>Certificate III in Automotive (Vehicle Body – Vehicle Painting)</td> <td>AUR31899</td> </tr> <tr> <td></td> <td>Certificate III in Automotive (Mechanical – Light Vehicle)</td> <td>AUR31099</td> </tr> <tr> <td></td> <td>Certificate III in Automotive (Mechanical – Diesel)</td> <td>AUR30499</td> </tr> <tr> <td></td> <td>Certificate III in Automotive (Mechanical – Heavy Vehicle)</td> <td>AUR30899</td> </tr> <tr> <td></td> <td>Certificate III in Marine (Mechanics)</td> <td>AUR32299</td> </tr> <tr> <td></td> <td>Certificate III in Automotive (Mechanical - Heavy Vehicle Mobile Equipment, Plant/Earthmoving/Agriculture)</td> <td>AUR30999</td> </tr> <tr> <td>Electrical</td> <td>Certificate III in Electrotechnology (Systems Electrician)</td> <td>UTE31199</td> </tr> <tr> <td></td> <td>Certificate III in Electrotechnology (Refrigeration and Airconditioning)</td> <td>UTE30999</td> </tr> <tr> <td>Engineering</td> <td>Certificate III in Engineering (Fabrication Trade)</td> <td>MEM30398</td> </tr> <tr> <td></td> <td>Certificate III in Engineering (Mechanical Trade)</td> <td>MEM30298</td> </tr> <tr> <td>Food</td> <td>Certificate III in Food Processing (Retail Baking – Combined)</td> <td>FEF30703</td> </tr> <tr> <td></td> <td>Certificate III in Hospitality (Commercial Cookery)</td> <td>THH31502</td> </tr> <tr> <td></td> <td>Certificate III in Meat Processing (Meat Retailing)</td> <td>MTM30800</td> </tr> <tr> <td>Construction</td> <td>Certificate III in Furniture Making (Cabinetmaking)</td> <td>LMF30402</td> </tr> <tr> <td></td> <td>Certificate III in Bricklaying/Blocklaying</td> <td>BCG30103</td> </tr> <tr> <td></td> <td>Certificate III in Carpentry</td> <td>BCG30203</td> </tr> <tr> <td></td> <td>Certificate III in Plumbing</td> <td>BCP30103</td> </tr> <tr> <td></td> <td>Certificate III in Concreting</td> <td>BCG30303</td> </tr> <tr> <td></td> <td>Certificate III in Steel Fixing</td> <td>BCG31103</td> </tr> <tr> <td>Personal Services</td> <td>Certificate III in Hairdressing</td> <td>WRH30100</td> </tr> </table>	Aeroskills	Certificate IV in Aeroskills (Avionics)	MEA40602		Certificate IV in Aeroskills (Mechanical)	MEA40702	Automotive	Certificate III in Automotive (Electrical)	AUR30199		Certificate III in Automotive (Vehicle Body – Panel Beating)	AUR31699		Certificate III in Automotive (Vehicle Body – Vehicle Painting)	AUR31899		Certificate III in Automotive (Mechanical – Light Vehicle)	AUR31099		Certificate III in Automotive (Mechanical – Diesel)	AUR30499		Certificate III in Automotive (Mechanical – Heavy Vehicle)	AUR30899		Certificate III in Marine (Mechanics)	AUR32299		Certificate III in Automotive (Mechanical - Heavy Vehicle Mobile Equipment, Plant/Earthmoving/Agriculture)	AUR30999	Electrical	Certificate III in Electrotechnology (Systems Electrician)	UTE31199		Certificate III in Electrotechnology (Refrigeration and Airconditioning)	UTE30999	Engineering	Certificate III in Engineering (Fabrication Trade)	MEM30398		Certificate III in Engineering (Mechanical Trade)	MEM30298	Food	Certificate III in Food Processing (Retail Baking – Combined)	FEF30703		Certificate III in Hospitality (Commercial Cookery)	THH31502		Certificate III in Meat Processing (Meat Retailing)	MTM30800	Construction	Certificate III in Furniture Making (Cabinetmaking)	LMF30402		Certificate III in Bricklaying/Blocklaying	BCG30103		Certificate III in Carpentry	BCG30203		Certificate III in Plumbing	BCP30103		Certificate III in Concreting	BCG30303		Certificate III in Steel Fixing	BCG31103	Personal Services	Certificate III in Hairdressing	WRH30100
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	<p>(ii) Additional places in other areas of skills shortage:</p> <p>(a) the Northern Territory share of the national target will be based on the Northern Territory share of working age population;</p> <p>(b) the occupations and qualifications the Northern Territory target will be achieved in, drawn from the latest DEWR National and NT Occupation and Skills Shortage List and other emerging occupations/skills shortage areas, are:</p> <table border="0"> <tr> <td>Computing</td> <td>Certificate II in Information Technology (Application)</td> <td>ICA20201</td> </tr> <tr> <td></td> <td>Certificate II in Information Technology</td> <td>ICA20199</td> </tr> <tr> <td>Community Services, Health and Education</td> <td>Certificate III in Aboriginal Health Work (Clinical)</td> <td>15715NT</td> </tr> <tr> <td></td> <td>Certificate IV in Aboriginal Health Work (Clinical)</td> <td>15716NT</td> </tr> <tr> <td></td> <td>Certificate IV in Community Services and Health (Enrolled Nurse)</td> <td>70088NT</td> </tr> <tr> <td>Tourism</td> <td>Certificate III in Tourism (Guiding)</td> <td>THT30902</td> </tr> <tr> <td>Hospitality</td> <td>Certificate I in Hospitality (Operations)*</td> <td>THH11002</td> </tr> <tr> <td></td> <td>Certificate II in Hospitality (Operations)</td> <td>THH21802</td> </tr> <tr> <td></td> <td>Certificate III in Hospitality (Operations)</td> <td>THH33002</td> </tr> <tr> <td>Childcare</td> <td>Diploma of Children's Services</td> <td>CHC50302</td> </tr> <tr> <td></td> <td>Certificate III in Children's Services</td> <td>CHC30402</td> </tr> <tr> <td>Business</td> <td>Certificate II in Business</td> <td>BSB20101</td> </tr> <tr> <td></td> <td>Certificate III in Business</td> <td>BSB30101</td> </tr> <tr> <td>Retail</td> <td>Certificate I in Retail Operations*</td> <td>WRR10102</td> </tr> <tr> <td></td> <td>Certificate II in Retail Operations</td> <td>WRR20102</td> </tr> </table> <p>* Note: Certificate I qualifications are identified target areas as entry level to the workforce for Indigenous Territorians in remote communities attempting to establish employment opportunities in arts, crafts and tourism.</p>	Computing	Certificate II in Information Technology (Application)	ICA20201		Certificate II in Information Technology	ICA20199	Community Services, Health and Education	Certificate III in Aboriginal Health Work (Clinical)	15715NT		Certificate IV in Aboriginal Health Work (Clinical)	15716NT		Certificate IV in Community Services and Health (Enrolled Nurse)	70088NT	Tourism	Certificate III in Tourism (Guiding)	THT30902	Hospitality	Certificate I in Hospitality (Operations)*	THH11002		Certificate II in Hospitality (Operations)	THH21802		Certificate III in Hospitality (Operations)	THH33002	Childcare	Diploma of Children's Services	CHC50302		Certificate III in Children's Services	CHC30402	Business	Certificate II in Business	BSB20101		Certificate III in Business	BSB30101	Retail	Certificate I in Retail Operations*	WRR10102		Certificate II in Retail Operations	WRR20102
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	<p>(iii) Additional places for mature age people and/or youth:</p> <p>(a) the Northern Territory share of the national target will be based on the Northern Territory share of working age population;</p> <p>(b) the target will be split between youth aged 14 – 24 year olds and mature aged 40 – 64 year olds. It is agreed that youth will include from age 14 years old due to the large number of Indigenous youth in the Northern Territory who have not accessed secondary schooling. The mature age of 40-64 reflects the demographics of the Northern Territory population.</p>																																													

	<p>(iv) Additional places for people with a disability:</p> <p>(a) the Northern Territory share of the national target will be based on the Northern Territory share of working age population.</p>
	<p>(v) The Northern Territory will increase training places in regional and remote locations for Indigenous Australians:</p> <p>(a) this target will be achieved in all regional (Darwin and Alice Springs) and remote (all other) areas of the Northern Territory;</p> <p>(b) DEET is a co-operative partner in regional initiatives that include Indigenous responsive training programs linked to shared responsibility agreements and community and regional strategic plans that identify economic and employment opportunities. DEET Regional Field Officers work closely with local communities to identify training needs. These programs, Flexible Response Funding and Community Response Program, aim to respond quickly to new and emerging training requests, providing pathways for career development or to further education and training as well as building work ready and employability skills for Indigenous people in regional areas and remote communities. The Training for Remote Youth program funds VET in Schools programs for Indigenous youth (14 – 19) at school as well as programs aimed at re-engaging disadvantaged youth in training.</p> <p>Recurrent funding will be provided to BIITE and four private registered training organisations that deliver both on- and off-site VET programs to Indigenous people from regional and remote areas of the Northern Territory.</p>
	<p>(vi) The Northern Territory will increase participation by Indigenous Australians at higher qualification levels:</p> <p>(a) the Northern Territory will collaborate with the two major public providers, CDU and BIITE to set training profiles that support increased participation by Indigenous Territorians in Certificate III and above. The NT will also work with the new Desert Peoples' Centre consortium partners in Alice Springs to increase commencement and completion of Certificate III and IV qualifications by Indigenous Territorians.</p>

<p>Performance Measures: The State/Territory will demonstrate continuous improvement in employer and student satisfaction over the life of this Agreement</p>	<p>(i) maintaining (or increasing) employer satisfaction levels at 71% (2001 data), within the range of the confidence intervals for the Northern Territory.</p>
	<p>(ii) maintaining (or increasing) graduate satisfaction levels at 87% (2004 data), within the range of the confidence intervals for the Northern Territory.</p> <p>Note: The Northern Territory does not have a TAFE system. These benchmarks are based on surveys of employer and client satisfaction of the major public providers, CDU and BIITE, and the private registered training organisations receiving funding in the NT.</p>
	<p>(iii) NT will work to improve completion rates and outcomes for mature age workers (40 to 64) and youth (14 – 24) through:</p> <ul style="list-style-type: none"> · implementation of <i>NT Jobs Plan</i> · participation on the National Priority Action 4 Mature Aged Workers Steering Committee · continuation of the NT Australians Working Together Program · NT Build Skills Program to up-skill existing workers · working with DEWR under the terms of the MOU to assist, at a local level, with implementation of national strategies and programs to increase participation of mature aged workers and unemployed parents in the workforce · working with the NT Council of Social Services to implement selected initiatives highlighted by recommendations following their extensive review of the challenges faced by employment disadvantaged Territorians, including mature aged and youth. · Training for Remote Youth program which funds VET in Schools programs for Indigenous youth (14 – 19) at school as well as programs aimed at re-engaging disadvantaged youth in training · Workgear Workwear bonus program to assist apprentices and trainees with the start up costs faced when commencing their training.
	<p>(iv) NT will work to improve outcomes for people with a disability through:</p> <ul style="list-style-type: none"> · implementation of <i>NT Jobs Plan</i> · participation in the Equity Manager’s Network, under the national Shaping our Future Strategy. · continuation of the NT Australians Working Together Grants program · working with DEWR, under the terms of the MOU, to assist, at a local level, with implementation of strategies and programs to increase participation of long term unemployed and people with a disability in the workforce.

	<p>(v) Improving education, training and employment outcomes for Indigenous students is core business for NT DEET. The Northern Territory has a higher concentration of Indigenous people with 30.1% of the NT population reporting as having an Indigenous background, compared to Australia at 2.5% of the total population. VET participation by Indigenous status in the Northern Territory for 2004 is reported at 39.2%, compared to the Australian participation rate of 4.8%.⁴</p> <p>The Indigenous population in the NT is characterised by a low school educational profile, with a large number not achieving Year 12 education. Many Indigenous Territorians live in remote areas where access to education, particularly secondary education, may be limited. 72% of Indigenous people accessing VET are concentrated in Cert I and II levels.</p> <p>As many as 64% of Indigenous Territorians are neither employed nor looking for work and only 15% are working in mainstream (non CDEP) employment. There is work to be done with the Indigenous population to provide them with the capacity to engage in the labour force.⁵</p> <p>Recurrent and user choice funding is allocated to BIITE and to four private registered training organisations that specifically deliver both on- and off-site VET programs to Indigenous people from urban, regional and remote areas of the Northern Territory. CDU, the receiver of the major proportion of the Northern Territory's General Recurrent VET funding, advises that their client base is made up of 15.5% Indigenous people. Flexible Response Funding, the Community Response Program and Training for Remote Youth are targeted Indigenous training and employment programs.</p>
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⁴ Report on Government Services 2006 Table 4A.12: data sourced from ABS

⁵ *Workforce NT* Report 2004

MEETING STATUTORY REQUIREMENTS

2. *States and Territories will describe their plans to meet the statutory requirements set out in the Commonwealth vocational education and training legislation, Skilling Australia's Workforce Act 2005, which includes:*

Requirement	State/Territory Planning
<p>Maximising choice for employers and new apprentices by complying with user choice policy, including</p> <ul style="list-style-type: none"> a) Arrangements to introduce genuine competition in the VET sector b) Arrangements to ensure employers and new apprentices have greater choice and flexibility in relation to VET provider and method and location of training c) Participation in the establishment of a national unit price band for each apprenticeship or traineeship in the New Apprenticeships scheme d) Consultation with the State Training Authority and employer groups to decide which apprenticeships and traineeships, and which employers and new apprentices are eligible to receive user choice funding under the New Apprenticeships Scheme 	<ul style="list-style-type: none"> a) The Northern Territory User Choice policy has been developed in reference to the National User Choice Principles agreed to by MINCO. The policy allows clients to choose the Registered Training Organisation (RTO) to provide the formal training and/or assessment for apprentices and trainees. RTOs are invited to submit a business case for a User Choice contract within an overall budget capacity. This policy supports a competitive training market and gives the client choice of the service delivery options that best meet their needs. Choice, however, must be compatible with Northern Territory public expenditure constraints and efficient use of funds. b) Employers and apprentices/ trainees (clients) in the NT have the capacity to choose from private or public registered training organisations with a User Choice contract. Clients are able to negotiate with individual registered training providers, both public and private, about the off-the-job component of apprenticeships/traineeships. The negotiation can include choice of provider and choice about specific aspects of training, such as location, timing etc. c) The Northern Territory's participation in the national unit price band for each apprenticeship or traineeship in the New Apprenticeship scheme is ongoing. d) DEET (the State Training Authority) consults with the Northern Territory Ministerial Advisory Board for Employment and Training, employer organisations and the six industry Training Advisory Councils on User Choice funding priorities. Information about User Choice funding is made available publicly on the DEET training website. The new Minister's Employment and Training Round Table will be included in advisory mechanisms from February 2006.

<p>e) Increasing 5 percent each year, the proportion of apprenticeships and traineeships that are eligible for user choice funding under the New Apprenticeships scheme</p> <p>f) Developing a template in consultation with other States and the Commonwealth for a national contract that will apply to VET providers eligible to receive user choice funding under the New Apprenticeships scheme</p> <p>(Part 2, Division 2, Section 11, Clause 1-2)</p>	<p>e) The Northern Territory is virtually at 100% user choice, with the exception of a few specific cases. The User Choice program in the NT funds apprenticeships and traineeships from age 15 years who meet eligibility requirements (residency status). Existing workers accessing skills shortage level III (trade apprentices) are funded, as are all Indigenous apprenticeships and traineeships, and equity groups by application. Other existing worker applicants outside these criteria will be considered on a case-by-case basis. Out-of-trade apprentices may be funded if recommencing an apprenticeship within a twelve month period of the cancellation. Companies in the NT that use generic national Training Packages, are eligible for User Choice funding.</p> <p>The exclusions to User Choice funding are limited to a small number of industries where there are not appropriate levels of on-the-job training. Automotive detailing, automotive sales and real estate sales are not eligible for User Choice funding in the NT. Companies in the NT that deliver Enterprise Training Packages for their employees are not funded.</p> <p>The NT commits to consult with NT industry and other relevant stakeholders, and where there is demonstrated need, will add new qualifications to be included in User Choice funding.</p> <p>f) The Northern Territory agrees to consult with other States and the Commonwealth on the development of a template for a national contract that will apply to VET providers eligible to receive User Choice funding provided that it meets Northern Territory characteristics and market needs.</p>
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<p>Workplace Reforms</p> <p>(a) Giving TAFE institutions greater flexibility and capacity to respond to local industry and community needs within the context of the national requirements of the Skilling Australia's Workforce Agreement</p> <p>(b) Ensuring TAFE institutions introduce more flexible employment arrangements by offering Australian workplace agreements to staff where possible, or other individual agreements where this is not possible</p> <p>(c) Supporting stronger leadership and authority for directors of TAFE Institutions, including in relation to recruitment and remuneration of employees</p> <p>(d) Implementing fair and transparent performance management scheme in TAFE institutions that rewards high performance (including through performance pay) and manages underperformance</p> <p>(e) Providing capacity for TAFE institutions to retain revenue and generate increased revenue through partnerships with industry and sponsorship arrangements</p> <p>(f) Providing capacity for TAFE institutions to develop entrepreneurial and commercially oriented business plans</p> <p>(g) Ensuring TAFE institutions' workplace agreements, policies and practices are consistent with the freedom of association principles contained in the <i>Workplace Relations Act 1996</i> In particular TAFE institutes must neither encourage nor discourage trade union membership.</p> <p>(Part 2, Division 2 Section 12, Clause 1-4)</p>	<p>The Northern Territory does not have a TAFE system. Responses to the Workplace Reform requirements under the <i>Skilling Australia's Workforce Act 2005</i> are provided on this basis.</p> <p>CDU, a multi-sector higher education and vocational education and training campus, and BIITE are the two public providers in the NT. Each are autonomous institutions with Councils appointed by the Northern Territory Administrator that are representative of community, industry, unions and other key stakeholders and that report to the NT Minister for Employment, Education and Training.</p> <p>(a) CDU is committed to working with its stakeholders to develop training programs that correspond to the changing workforce and community and industry needs. Its Community and Access portfolio serves as a broker of relationships between the various sections of the NT community and the university and is responsible for industry engagement. Active and strong links have been established with a wide variety of professional, community and industry organisations. The Council of Batchelor Institute of Indigenous Tertiary Education is committed to developing community partnerships and closer relations with schools and employers. As a specialist Indigenous training and higher education institution, BIITE has developed and maintains strong ties with Indigenous communities to ensure that it is responsive to local business and community needs.</p> <p>(b) CDU's Enterprise Agreement Clause 19.1 states "The University may offer Australian Workplace Agreements in accordance with the <i>Workplace Relations Act 1996</i>". BIITE's Enterprise Agreement also has a clause whereby the institution is able to offer Australian Workplace Agreements in accordance with the <i>Workplace Relations Act 1996</i>.</p> <p>(c) The Vice Chancellor of CDU and the Director of BIITE are appointed by and report to their respective Councils.</p> <p>(d) CDU and BIITE have provision for individual contracts tied to performance in their current Enterprise Agreements. Both CDU and BIITE implement best practice in the selection, employment, development and recognition of their staff.</p> <p>(e) CDU and BIITE's legislation allow for the capacity to form partnerships with industry to generate additional revenue and sponsorship. Examples of successful partnership agreements between CDU and the business community include the following: <u>Training for Alcan Gove (Nhulunbuy)</u> <u>GEMCO Aboriginal Training Initiative</u> <u>Suntay Aquaculture Farm</u> <u>NT Police, Fire and Emergency Services</u> <u>Energy Resources of Australia</u></p>
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	<p>(f) CDU and BIITE currently have the capacity to develop entrepreneurial and commercially oriented business plans. CDU's business development functions involve leveraging the university's educational and professional capabilities to provide and nurture future returns to CDU and the Northern Territory community through involvement in a variety of commercial, marketing and networking initiatives. http://www.cdu.edu.au/businessdevelopment/bdoperationalpriorities05-06.pdf BIITE's strategic plan allows for the development of mutually beneficial partnerships. http://www.batchelor.edu.au/file/document/Strat%20Plan2001.pdf</p> <p>(g) CDU and BIITE currently have workplace agreements that meet this requirement.</p>
<p>Implement training that is based on competence rather than length of training</p> <p>a. Acting to remove any barriers included in State awards</p> <p>b. Contributing to the achievement of a consistent national system of occupational licensing requirements</p> <p>(Part 2, Division 2 Section 13)</p>	<p>(a) The Northern Territory operates under Federal Awards. For non-award training, the NT implements a competency based system as per the <i>Northern Territory Employment and Training Act 2004</i>.</p> <p>(b) The Northern Territory participates on the Council of Australian Governments Working Party. The NT supports the mutual recognition of qualifications and has limited occupational licensing requirements, which are being reviewed.</p>
<p>Increase utilisation of publicly funded training infrastructure</p> <p>a. Ensure that publicly funded VET premises are available, on a commercial basis, for purposes that do not conflict with the providers' VET purposes</p> <p>(Part 2, Division 2 Section 14)</p>	<p>(a) The Northern Territory's Resource Agreement with the public providers identifies such and it is up to industry and public registered training organisations to negotiate commercial arrangements. The Northern Territory Government maintains major training facilities at Nhulunbuy, Katherine, Jabiru and Tennant Creek, with twelve smaller training centres located in remote communities throughout the Northern Territory. These facilities are available to any provider delivering VET or Adult Community Education programs in these regions.</p>
<p>Payments for capital expenditure</p> <p>a. Ensure that financial assistance paid to the State under the <i>Skilling Australia's Workforce Act 2005</i> for the purposes of capital expenditure on vocational education and training is spent for those purposes</p> <p>(Part 2, Division 2 Section 15)</p>	<p>(a) The Northern Territory has an acquittal process in place that covers capital expenditure that ensures financial assistance provided under the <i>Skilling Australia's Workforce Act 2005</i> is spent for the purposes of vocational education and training.</p>

<p>Role of State Training Authorities Ensure the maintenance of a State Training Authority that:</p> <ul style="list-style-type: none"> a. Participates in the preparation of the annual VET Plan; and b. Provides advice to the State Minister with responsibility for VET, including decisions about eligibility for user choice funding <p>(Part 2, Division 2 Section 16)</p>	<ul style="list-style-type: none"> (a) The Northern Territory's Training Authority will participate in the submission of annual VET Plans. (b) The Northern Territory's Training Authority provides advice to the Minister with responsibility for VET, including decisions about eligibility for User Choice funding.
<p>Advice about vocational education and training</p> <ul style="list-style-type: none"> a. Ensure that client advisory arrangements ensure the views of all students, including disadvantaged and isolated students are considered in making decisions relating to VET delivery <p>(Part 2, Division 2 Section 17)</p>	<ul style="list-style-type: none"> (a) Advice is provided through the six Northern Territory industry training advisory councils, the Ministerial Advisory Board on Employment and Training (MABET), the Employment and Training Portfolio Principals Group and the VET in Schools Strategic Planning Committee. The new Minister's Employment and Training Round Table, replacing MABET, will provide an advisory mechanism from February 2006. <p>The NT engages with its clients by way of links with the community and stakeholder representatives through involvement in a number of working groups such as for disability, migrants and refugees, mature aged and youth.</p> <p>Through ongoing consultation and collaboration with agencies such as the NT Council of Social Service, Multicultural Council of the NT, the Regional Disability Liaison Officer and the Disability Coordination Officers, NT Working Women's Centre, NT Correctional Services, Community Engagement Division, NT Department of Chief Minister, Darwin Community Legal Aid Service, Centrelink, the Department of Employment and Workplace Relations (DEWR), Job Network Members and Open Employment Services and the NT Chamber of Commerce and Industry, the Northern Territory is kept informed and receives relevant advice regarding the needs of all learners, particularly people with a disability, mature-aged and Indigenous Territorians.</p>
<p>Overseas students</p> <ul style="list-style-type: none"> a. Ensure that payments received are not used for providing VET to overseas students <p>(Part 2, Division 2 Section 18)</p>	<ul style="list-style-type: none"> (a) Payments received from the Australian Government are not used for providing VET to overseas students in the Northern Territory. The NT has a policy that outlines eligibility criteria in relation to Australian citizenship, residency status and visa holders for students applying to undertake vocational and technical education funded by both the NT and Australian Governments.
<p>Recreational pursuits</p> <ul style="list-style-type: none"> a. Ensure that payments received are not used for providing education or training for private recreational pursuits or hobbies <p>(Part 2, Division 2 Section 19)</p>	<ul style="list-style-type: none"> (a) Payments received from the Australian Government are not used for providing education and training for private recreational pursuits or hobbies in the Northern Territory.

OTHER REQUIREMENTS

5. States and Territories may have other negotiated arrangements that need to be included in their VET Plans. These may include

Requirement	State/Territory Planning
Infrastructure	It is agreed that the Northern Territory will reserve the right to convert \$400 000 of its share of the Australian Government capital funds for use for recurrent funding purposes in 2006.
Activity	<p><u>Adjustments to Northern Territory Base Annual Hours Curriculum (AHC)</u></p> <p>It is agreed that the Northern Territory Base is 3.309m AHC. It is also agreed that this will be further adjusted in line with nationally agreed adjustment factors to take account of:</p> <ul style="list-style-type: none"> · the move to end-date reporting and 100% Recognition of Prior Learning; · increased delivery in higher cost areas, to ensure cost neutrality; and · fixed national nominal hours. <p><u>Cost of training delivery in remote areas of Northern Territory</u></p> <p>Limitations associated with delivery of VET training in remote communities present major challenges to the Northern Territory. The cost of remote training delivery is high. A widely dispersed population with a population density of only 0.15 people per square kilometre, compared to the Australia’s population density of 2.55 (June 2002) presents difficulties in delivering vocational education and training.</p> <p>Approximately 22.1% of the Territory’s population live outside the six regional centres, and a major proportion of this population is Indigenous. 31.1% of the Northern Territory population speaks a language other than English at home. The three main languages spoken at home (other than English) are Australian Indigenous languages.</p> <p>In terms of providing quality training services, large numbers of geographically dispersed, isolated and small communities in the Territory faces cost disadvantages as a result of:</p> <ul style="list-style-type: none"> · diseconomies of scale; · isolation and the costs of obtaining goods and services in remote areas; and · additional staffing and infrastructure costs such as housing, transport and relocation costs.

	<p>The Northern Territory also has seasonal factors such as road blockages and airstrip closures during the wet season, which affect delivery by limiting access to communities. Often there is a shortage of suitable physical infrastructure to support required training in Indigenous communities. Major training facilities at Nhulunbuy, Katherine, Jabiru, Alice Springs and Tennant Creek and twelve smaller training centres located in remote communities throughout the Northern Territory are available to providers delivering VET in these regions. However, these do not meet the demand for training infrastructure in remote areas.</p> <p>Challenges exist in the building of a critical mass of VET practitioners that are able to realise the potential of flexible learning. VET practitioners must have the training, resources and experience to deliver VET in remote contexts and utilising innovative training delivery models such as Interactive Distance Learning and other e-learning techniques. DEET is addressing some of these issues by providing professional development programs for training practitioners in the Northern Territory.</p> <p>The Northern Territory supports a review of resourcing arrangements for vocational education and training under the stewardship of the Ministerial Council for Vocational and Technical Education. The NT proposes that this review recognises and addresses the unique characteristics of delivering vocational education and training in the NT and that these will be considered and appropriately reflected in a new resourcing model.</p>
Additional funding	Not applicable.
Other	Not applicable
Use of AVETMISS	The Northern Territory State Training Authority will provide information related to VET programs and Apprenticeship/Traineeship Training Contracts for publicly funded registered training organisations in the format of a full set of validated AVETMISS files as per the national standard of reporting to NCVET by the prescribed date.

VET in SCHOOLS EXPENDITURE PLAN

The Northern Territory supports VET in Schools delivery across all Northern Territory schools. The program includes the Training for Remote Youth program, which funds VET for Indigenous students in remote schools, and in 2005 VET in Schools programs were available for the first time to schools in remote areas. Northern Territory funding of \$2.195M has been committed under the VET in Schools 2006 program to fund 122 programs including 65 in regional and remote areas, to provide training to 1206 students in Northern Territory schools.

Note: VETiS activity reported by MCEETYA reflects all VETiS training activity in schools. The following tables detail the DEET funded VETiS 2006 allocations as well as a comparison with 2005:

Table 1: 2006 VETiS Allocation by Region

Region	Programs		Students		Total Funding (\$)	Total for Region (\$)		Percentage of Total Funding	
	2006	2005	2006	2005	2006	2006	2005	2006	2005
Darwin Clusters	37		370		781 100				
Darwin Schools	20		196		223 500				
Darwin Total	57	57	566	636		1 004 600	1 160 860	45.78%	51.04%
Katherine Clusters	1		10		8 075				
Katherine Schools	10		100		90 715				
Katherine Total	11	9	110	84		98 790	107 390	4.5%	4.72%
Alice Springs Clusters	9		90		137 065				
Alice Springs Schools	16		160		318 650				
Alice Springs Total	25	21	250	234		455 715	437 418	20.77%	19.23%
Barkly Schools	10	5	100	44	208 770	208 770	69 852	9.51%	3.07%
East Arnhem Schools	13	19	130	171	332 920	332 920	404 155	15.17%	17.77%
West Arnhem Schools	6	6	50	62	93 610	93 610	94 560	4.27%	4.16%
TOTAL	122	117	1 206	1 231	2 194 405	2 194 405	2 274 235	100%	100%

Table 2: 2006 VETiS Allocations by Industry

Industry Area	Student Numbers		Programs		Total	
	2006	2005	2006	2005	2006	2005
01 Arts	230	280	23	26	508 030	551 470
02 Automotive	85	56	9	5	192 120	137 808
03 Building and Construction	90	64	9	6	176 480	167 984
04 Community Services	60	44	6	4	155 100	111 900
07 TCF and Furnishings	30	22	3	2	39 600	71 400
09 Engineering and Mining	115	86	12	9	261 420	174 680
10 Primary Industry	140	128	14	12	195 675	211 925
12 Sales and Personal Service	40	78	4	7	73 860	134 520
13 Tourism and Hospitality	120	150	12	14	208 310	229 554
14 Transport and Storage	16		2		20 100	
15 Utilities	20	24	2	2	54 000	64 800
16 Business and Commercial	50	171	5	18	62 600	222 290
17 Computing		42		4		37 800
18 Science, Technical and Other		10		1		28 200
19 General Education	100	62	10	6	112 020	81 296
21 Exceptions – Cookery	110		11		135 090	
25 Aeroskills VET in Schools		14		1		48 608
TOTAL	1206	1231	122	117	2 194 405	2 274 235

Within the Northern Territory Building Better Schools initiative, with a funding allocation of \$42M over the four years 2005 – 2008, strategies are being developed to provide a flexible blend of Northern Territory Certificate of Education options (Senior Secondary Assessment Board of South Australia subjects, VET and embedded VET subjects – enterprise learning, VET courses and School-Based New Apprenticeships) for students in Northern Territory Government schools.

A key initiative aims to improve the delivery of vocational and enterprise learning and expand the VET programs available to secondary aged students. The aim of one key project is to offer a more relevant curriculum to senior students by expanding the vocational, enterprise and VET curriculum. Two Project Officers have been appointed to work with schools to improve access to, and the delivery of, current and new VET programs for secondary aged students and to support the implementation of the enterprise establishment grants program. The enterprise establishment grants program is available to assist schools to work with their local communities to utilise skills they learn from VET programs. An audit of the current range of VET, vocational and enterprise courses and current practices will be undertaken. This will include consideration of new models for VET programs for secondary aged students, such as the Pathways Program. The target group will be students who are enrolled in school or who are school aged and disengaged with school, particularly Indigenous students and those in remote areas.

To support schools in achieving the objectives of this project, professional development is being provided to schools through two newly appointed VET Coordinators.

In addition to the professional development provided direct to schools, a VET Portfolio Principals group meets quarterly with senior officers from DEET’s Employment and Training Division to discuss VET issues and be informed of up to date information about the national and Territory strategic direction for VET. A focus is being placed on building and maintaining a productive relationship between schools, DEET central office and the vocational education and training division to ensure a coordinated and consolidated approach to VET in Schools policy, program planning and delivery.

The Northern Territory supports and delivers VET in Schools in line with the six principles agreed by Ministerial Council.

- i) *Recognising Training* - The Northern Territory Board of Studies and the Northern Territory Training Authority recognises VET in Schools in the Northern Territory that is delivered by providers that meet the registration requirements under the Australian Quality Training Framework.
- ii) *Meeting industry and/or enterprise standards* – The Northern Territory Board of Studies and the Northern Territory Training Authority will recognise as VET in Schools only that which delivers national industry and/or enterprise competency standards or accredited training where no relevant Training Package qualification/pathway exists, within the National Training Framework.
- iii) *Pathways through Senior Secondary Certificates* – VET in Schools in the Northern Territory contributes to qualifications defined by the AQF and the Northern Territory Certificate of Education and provides multiple pathways, which articulate with further training, education and where appropriate, employment.
- iv) *Ensuring dual outcomes* – VET in Schools in the Northern Territory, undertaken within the Northern Territory Certificate of Education, contribute to a VET qualification defined by the AQF.
- v) *Determining priorities for the delivery of VET in Schools* – Account is taken of national, local and regional skills shortages, industry needs and student demand in determining priority areas for the development of VET in Schools programs in the Northern Territory. The Northern Territory VET in Schools Strategic Planning Committee, comprising representation from industry, training advisory councils, schools and NT and Australian Governments, meets regularly to determine priority areas for the development of VET in Schools programs in the NT.
- vi) *Using Training Packages* – Recognition procedures to enable Training Packages to be delivered in the Northern Territory, consistent with the AQTF and the requirements of the Northern Territory Certificate of Education, have been developed by the NT Board of Studies and the Northern Territory Training Authority.

To support the delivery of VET in Schools in line with the above principles, a School to Work Strategic Plan 2006-2008 is being developed in consultation with industry, community organisations, training advisory councils, urban and remote schools, tertiary institutions, unions, Registered Training Organisations, Indigenous organisations, NT and Australian Government agencies. Implementation of the strategic plan will lead to:

- an increase in the number of students making a successful transition from school to training and employment pathways;
- an expanded range of school to work pathways;
- a flexible blend of Northern Territory Certificate of Education options (Senior Secondary Assessment Board of South Australia subjects, VET subjects and courses and School-Based New Apprenticeships) will be available to students in Northern Territory Government schools;
- stronger links developed between school, industry and external training providers and support organisations;
- improved outcomes for Indigenous students through collaboration with schools, industry and communities; and
- an increase in the uptake of School Based New Apprenticeships.