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THE AUSTRALIAN VET SECTOR

Adding value to competency-based training

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Facilitator

Michelle Circelli
Team Leader, Research and Data Analytics Branch
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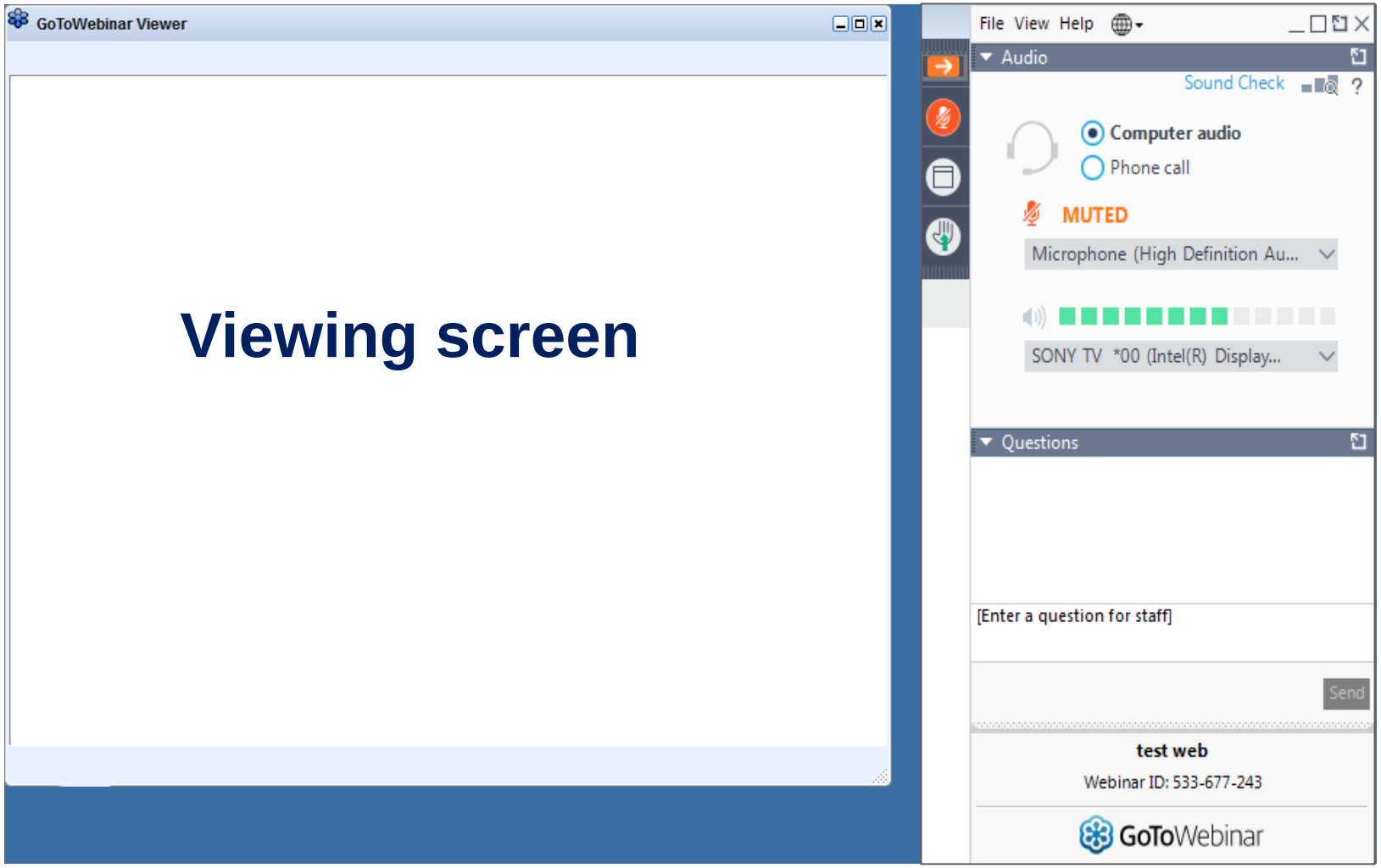
Housekeeping: What attendees see



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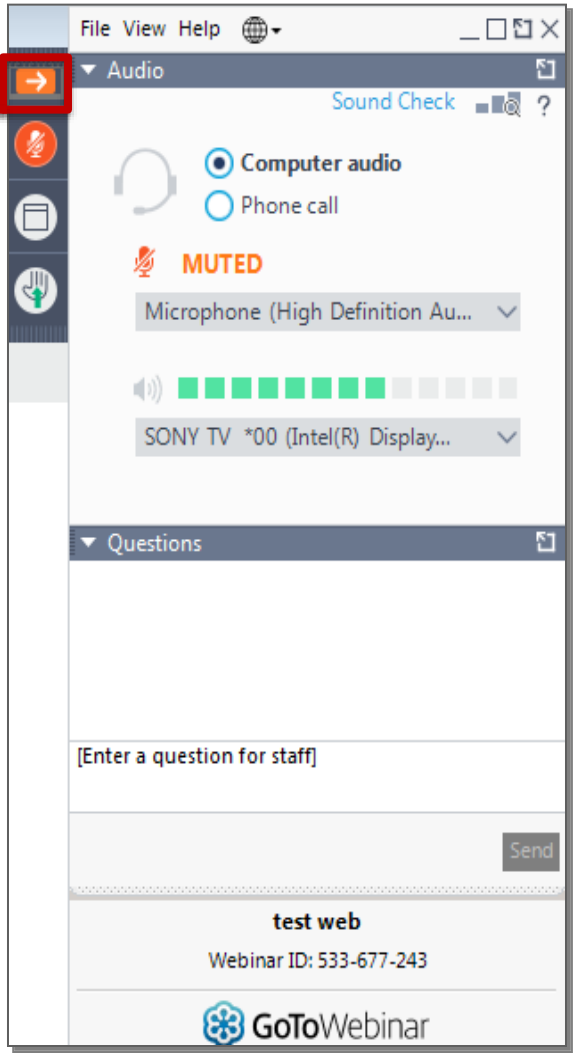
Housekeeping: Attendee participation

Open and hide your control panel

Join audio:

- Choose “Computer audio” to use VoIP (audio over the Internet), **OR**
- Choose “Phone call” and dial in using the information provided



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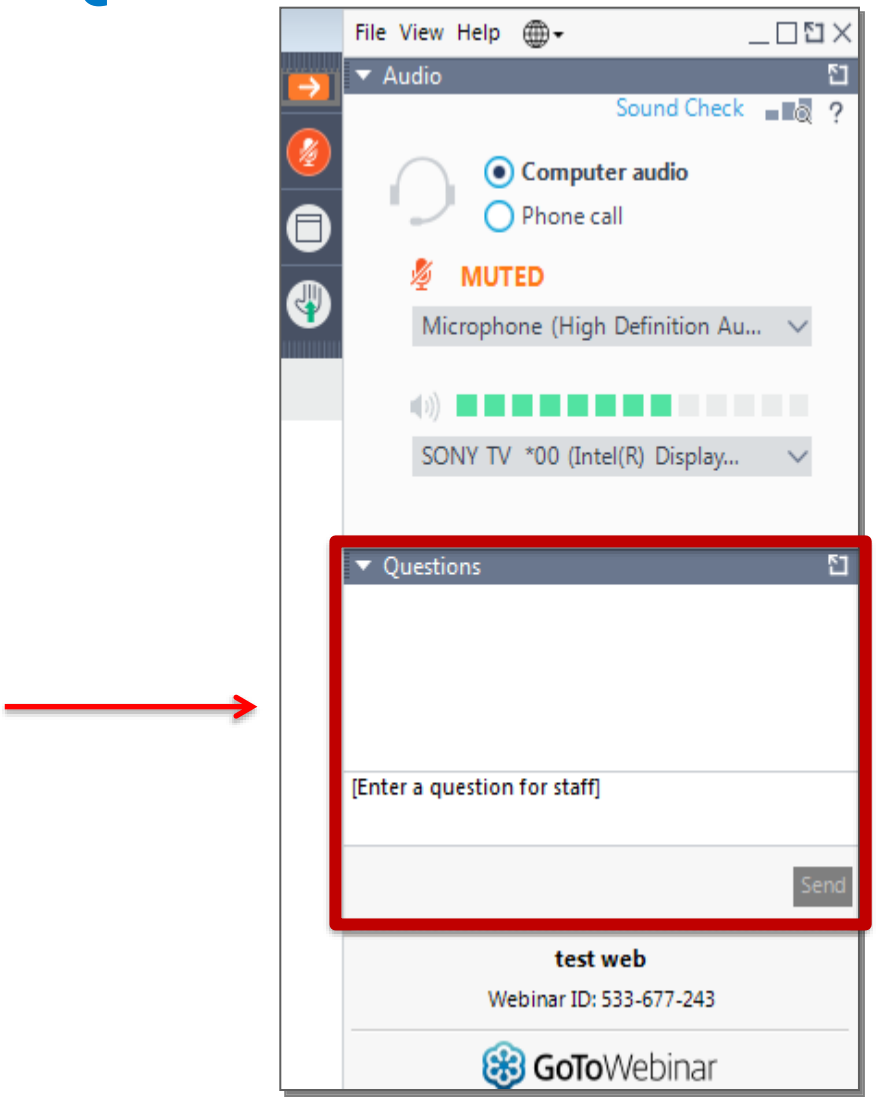
Housekeeping: Questions

You can submit your questions and comments using the Questions Panel at any time.



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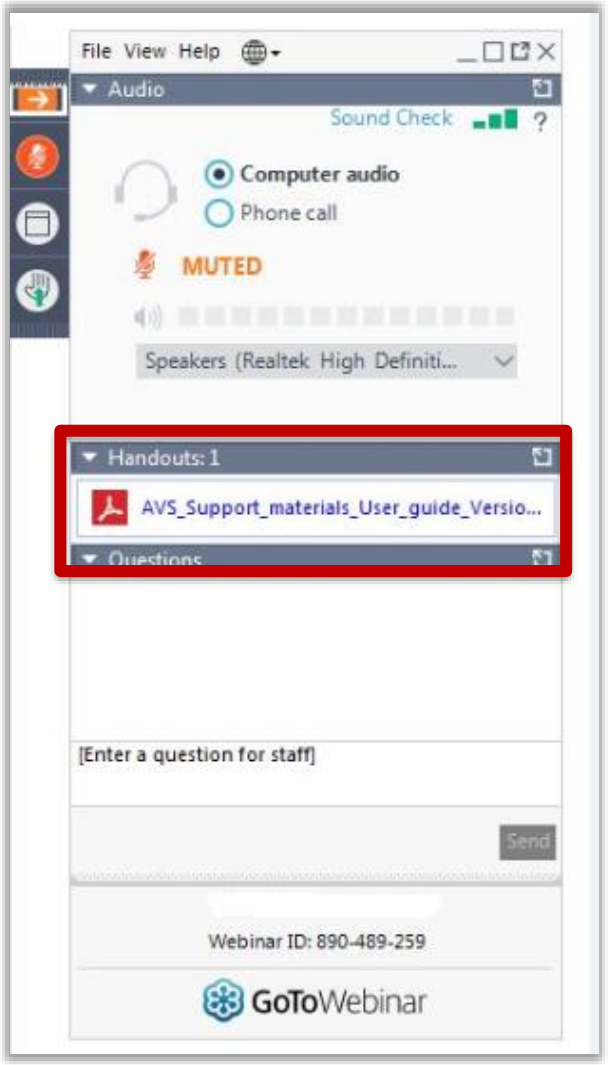
Housekeeping: Handouts

You can download a pdf copy of the supporting documents using the Handouts panel.



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Panelists

Ian Curry
Former National Coordinator of Skills, Training & Apprenticeships, Australian Manufacturing Workers' Union

Dr Geethani Nair
Chief of Innovation,
Digital Skills Organisation

Hugh Guthrie
Private Consultant (Lusid Pty Ltd) &
Adjunct Senior Fellow,
Griffith Institute for Educational Research at Griffith University

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Standards for Registered Training Organisations (RTOs) 2015

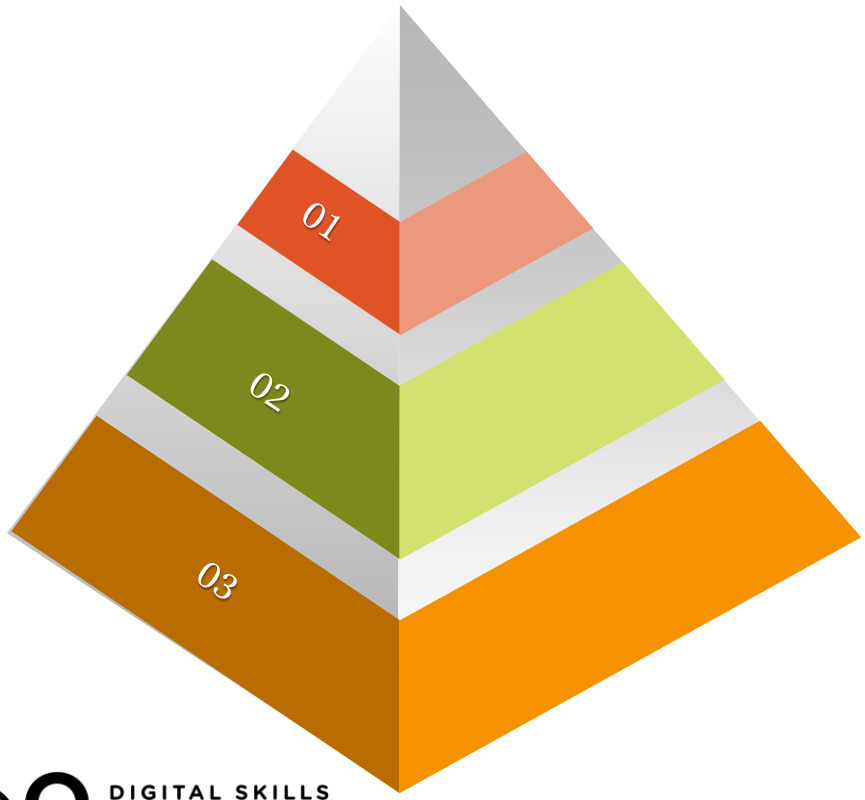
Competency means the consistent application of knowledge and skill to the standard of performance required in the workplace. It embodies the ability to transfer and apply skills and knowledge to new situations and environments.

German Qualifications Framework for Lifelong Learning

‘the ability and readiness of the individual to use knowledge, skills and personal, social and methodological competences and conduct himself or herself in a considered and individually and socially responsible manner’

- professional competence, which refers to the ‘breadth and depth of knowledge’ and the ‘instrumental and systemic skills and judgement’, or technical skills, required; and
- personal competence, which encompasses social competence (for example, team and leadership skills, communication) and autonomy or self-competence (for example, taking responsibility for one’s actions, self-reflection, and learning)

DSO Skills-Based Approach



Built for Transferability

Common taxonomy to describe transferable digital skills required for various job roles

Built for Job Mobility

Maximises job mobility by recognizing commonalities between job roles

Built to Produce Skilled People Faster

Agile and responsive training programs can be developed to meet job role requirements closely matching requirements.

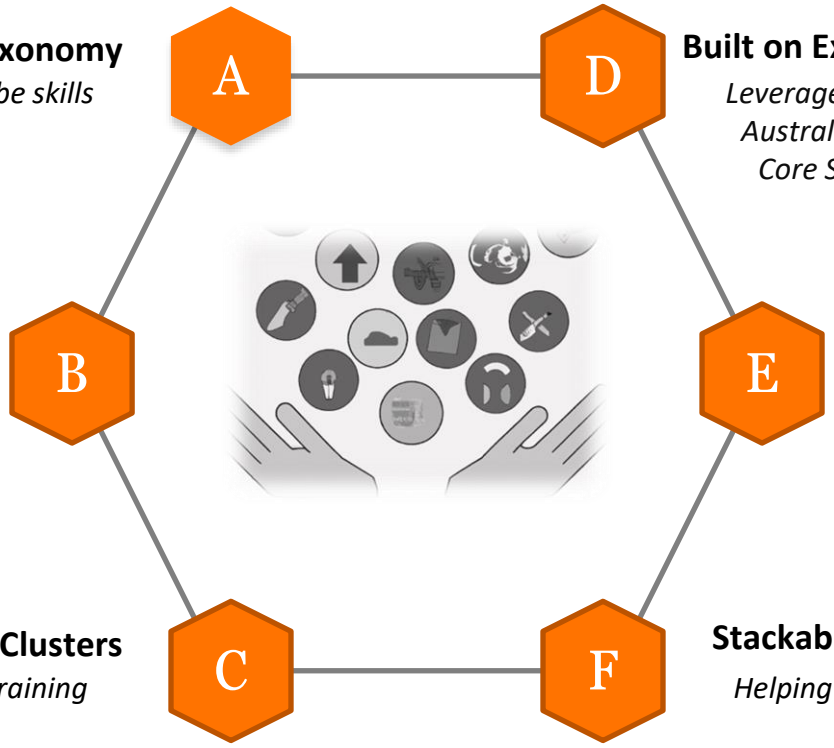
DSO DIGITAL SKILLS ORGANISATION

Why Skills-based Approach?

Common Skills Taxonomy
Common way to describe skills required in jobs

Skills for Jobs – Employer Co-Design
Includes technical, human, and leadership skills

Grouped within Skills Clusters
Facilitating flexible and relevant training through skills clusters



Built on Existing Skills Frameworks
Leverages from Jobs and Skills Australia, Australian Core Skills Framework, and Core Skills for Work Developmental Framework

Adds-value to CBT
Any training approach, including CBT, can be used to deliver programs aligned with industry requirements for jobs

Stackable Micro-credentials
Helping to Adapt to changing job requirements

DSO DIGITAL SKILLS ORGANISATION

DSO Stages of Proficiency

1 Novice

Apply specific rules in specific situations.

The responsibility is to follow the rules without the big picture or contextual meaning.

2 Advanced Beginner

Follows rules and implements conditional rules.

Can do a task but not plan, change course, or prioritise.

Wants rapid fixes. Doesn't care about the big picture

3 Adept

Able to perform tasks within the job role

Plan, deliberate, short-term, or long-term job-related activities.

Will consult experts.

Sees the immediate big picture.

4 Proficient

Capable of thinking ahead and applying norms to job tasks across platforms and situations.

Self-corrects and applies project and context lessons.

Uses different rules in different situations.

5 Lead

Eco-social responsibility.

Do not need guidelines.

Identifies patterns, reacts intuitively, and decides swiftly.

Disciplinary leader.

Pattern matching and quick thinking.

Derives best practices.

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Upcoming Events

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