



Australian Government  
Department of Education and Training

real skills for  
real careers



# FACT SHEET

## WHAT EMPLOYERS NEED TO KNOW

Vocational education and training (VET) is a tertiary education pathway that employers need to know about. They also need to know about My Skills – the national directory of VET courses and training providers – because it can help them make choices about the training needs of their staff.

### QUICK FACTS

Vocational education and training (VET)

- Provides tailored, specific practical skills
- Allows you to invest in your staff
- Delivered by industry professionals

### PROVIDING CAREERS

As an employer and business owner, you need to remain competitive in the changing global economy. Your employees need relevant, transferable and innovative skills to meet today's challenges and tomorrow's opportunities. If you are thinking about investing in the skills of your workforce, it's a good time to consider VET for your staff.

### WHAT IS VET?

VET is a tertiary education pathway that enables individuals to gain qualifications for employment. It is designed to deliver workplace-specific skills and knowledge-based competencies in a wide range of occupations.

### Flexibility and relevance

VET offers nationally recognised training and qualifications across a range of areas relevant to your industry. Qualifications range from Certificate I to Certificate IV, Diploma, Advanced Diploma, Graduate Certificate and Graduate Diploma.

Unlike other learning options, VET lets your staff undertake partial qualifications, short courses, skill sets and units of competency, allowing them to gain the specific skills that are relevant to your business needs. Your staff can study



directly with a registered training organisation (RTO), or they can train on-the-job through an apprenticeship or traineeship if these are available in your industry.

### Australian Apprenticeships

Employing an Australian Apprentice (also known as an apprentice or trainee) is a smart investment in the future of your business – it can provide real benefits and contribute to your bottom line. You can find an Australian Apprentice by:

- contacting an Apprenticeship Network Provider
- contacting a jobactive provider
- contacting a Group Training Organisation
- advertising the position in your local paper or on a job search website (e.g. Australian Job Search)
- recruiting someone you know or someone that has been recommended to you.

### WHAT ARE THE BENEFITS OF VET?

VET is the most flexible choice when you need to invest in training. For a start, there are financial subsidies available for some businesses that train their staff through VET. And if that's not enough to convince you, think about this:

- VET is industry-led
- VET is delivered by industry professionals
- VET qualifications provide tailored, specific and practical skills in a much broader range of subjects than you might think
- VET can upskill your workforce
- Investing in your employees' futures through VET can support the growth of your business.

Training takes place in classrooms, workplaces and online, and it can be either full-time or part-time. One of the key elements of VET is its flexibility, and RTOs can tailor learning programs to the specific needs of your staff.

RTOs can also offer recognition of prior learning (RPL) to those members of your staff who have learned their skills in other settings, including on-the-job, informal and non-formal learning settings.

[myskills.gov.au](http://myskills.gov.au)

### STEPS TO SUCCESS

If you work through the following steps, you will increase your competitive edge in the global changing economy.

#### Identify

Identify the future skill needs of your business, as well as the current skills of your staff.

#### Talk

Talk to government and industry bodies about the availability of skills funding initiatives.

#### My Skills

Use My Skills to find a real world VET course that will give your staff the hands-on knowledge and experience they need to become globally skilled professionals.

#### Think

If you are a parent, think about your child's personality – what they love doing and what they hate doing – before advising on the best tertiary education option for them.

#### My Skills

Use the My Skills website to find a VET qualification that will give them the hands-on knowledge and experience they need to become a skilled professional.

# I WILL SUCCEED MY WAY.

There are many ways to succeed. Do it your way with Vocational Education and Training.



## MY SKILLS

The My Skills website is the national directory of VET courses and training providers. If you have identified the future skill needs of your business, My Skills can help you find the right qualifications for your staff. You can search VET courses and compare information such as fees, duration, graduate satisfaction and available subsidies.

## RESOURCES

With so much information about staff development, it's hard to know where to start or where to look. Here's a few sites that you may find useful once you've found the right VET course and training provider on My Skills:

- Australian Apprenticeships  
<https://www.australianapprenticeships.gov.au/>
- Australian Apprenticeships Pathways  
<https://www.aapathways.com.au/>
- Australian Training Awards  
<https://www.australiantrainingawards.gov.au/>
- Business  
<https://www.business.gov.au/>
- Job Active  
<https://jobsearch.gov.au/>
- Study Assist.  
<https://www.studyassist.gov.au/>

## SUCCESS STORIES

VET delivers outstanding results for employers of all sizes – read the following stories and see for yourself.

### HUTCHINSON BUILDERS

**Industry:** Building and Construction  
**Employees:** Over 1000, including 160 Australian Apprentices

Queensland's Hutchinson Builders has a dedicated workforce development program that is well-equipped to deliver training to all employees. Apprentices, trainees and other staff benefit from mentoring and individual support as they're engaged in accredited training and other training activities.

*They're not only training apprentices, they're training for people who are going to be future leaders of the company.*

### DARDANUP BUTCHERING COMPANY

**Industry:** Meat  
**Employees:** 200, including 35 Australian Apprentices

Dardanup Butchering is a family-owned company in Western Australia. It employs over 200 people, including 35 apprentices. Realising that 'skilled' staff are more productive, efficient and dedicated, the company offers nationally recognised training to all employees, which is tailored to their role within the organisation.

*We don't see training as a cost, we see training as an investment.*





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# FAQS

## WHAT EMPLOYERS NEED TO KNOW

### WHAT IS VOCATIONAL EDUCATION AND TRAINING (VET)?

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VET offers nationally recognised training and qualifications across a range of industry sectors, including information technology, avionics, small business management, nursing, fashion and floristry – just to name a few.

There are thousands of qualifications to choose from, and unlike other learning options, VET lets young people undertake partial qualifications, short courses, skill sets and units of competency, allowing them to gain the specific skills they need, when they need them.

VET qualifications are available through registered training organisation (RTOs), which are also known as *training organisations or training providers*.

### WHAT ARE THE BENEFITS OF VET?

VET helps young people get on the path to a long-term career. Operating like an education highway, VET offers its users choice, with multiple entry, exit, merging and re-entry points. When talking with young people about tertiary education, be sure to mention the following:

- VET isn't just for trades – it's for careers and options they may not have thought of
- VET qualifications are nationally recognised, transferable and valued by employers
- VET will equip them with skills for the real world.

VET students are taught by industry professionals and trained in real workplace situations. VET is also a great way for young people to start their education journey if they are thinking about continuing on to a university degree.



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