

SKILLS AND WORKFORCE DEVELOPMENT AGREEMENT – PRODUCTIVITY COMMISSION – ISSUES PAPER RESPONSE

HOW WELL IS THE VET SYSTEM WORKING?

- ▶ Policing supports the strategic direction of the Federal Government and the Council of Australian Governments with regard to future Vocational Education and Training (VET). The overall principles of clear, streamlined and consistent policies for Training Package development and maintenance are supported.
- ▶ Policing facilitates consultations through its own internal governance structures in support of the Police Training Package (POLTP). Through an industry-led design and development process, the current policing qualifications in the POLTP accurately reflect the national skills required to work in both generic policing roles and police specific occupational areas.
- ▶ Policing qualifications have internal security restrictions and some are therefore currently designated as 'not for public access' (NFPA). Practically, this means that they are not published on the training.gov.au website. There is a policy supporting the NFPA status of Police Training Package material.
- ▶ Policing strongly supports and actively encourages the alignment between public safety stakeholders and their associated VET training, as reflected in existing relationships.
- ▶ As an enterprise industry, policing provides education and training for employees, rather than consumers. Police employ individuals undertaking education and training in relation to the POLTP. In most cases, police fund the education and training activity; different to the consumer based system in which most of the VET users participate.

FUNDING AND PRICING OF VET / GOVERNMENT INVESTMENT IN VET

- ▶ Clear and sustainable funding arrangements are necessary for implementing and using Training Packages. Currently, across police jurisdictions, the cost-benefit outcomes of using national training arrangements are under review.
- ▶ As enterprise RTOs, policing funds the education and training of its members and does not receive subsidies for this training or recover these costs from consumers (students). Policing differs from the traditional VET RTO model in that it trains for its own job roles, pays for the training of its staff and therefore provides an embedded quality check of the effectiveness of its own training.
- ▶ For government funded services such as policing to operate within the reformed training package frameworks, consideration of these points of difference is strongly recommended. Policing is not seeking to have a system designed to suit its needs at the expense of others, but one which recognises its particular features within the broader arrangements.

OPTIONS TO BETTER COORDINATE AND STREAMLINE INITIATIVES

- ▶ The current compliance requirements do not integrate easily with the operating climate and practical requirements of police education and training as individuals are trained to meet operational requirements.
- ▶ Overall, the following are current and potential impacts on policing:
 - > ongoing exclusion from Federal funding access
 - > conformity to new Training Package requirements not suited to policing
 - > alignment to quality assurance practices designed for commercial, for-profit providers
 - > limited recognition of policing specific training needs and operational circumstances
 - > a potential loss of confidentiality/privacy with respect to police officer (student) records.
- ▶ The policing industry supports a risk-based national system that allows for differing industry contexts to be taken into account when considering the need for prescription and oversight. Policing, by its nature, supports quality assurance and has adopted a continuous improvement philosophy for education and training. Policing consistently monitors its service delivery and public safety outcomes to adjust education and training accordingly. Furthermore, policing is highly regulated and scrutinised through various legal review mechanisms and oversight bodies.
- ▶ Policing supports the development of a targeted regulatory system in relation to the implementation of the enterprise supported Training Packages. Policing anticipates this would benefit industries already subject to heavy regulation by minimising duplication of effort, cutting bureaucracy and streamlining processes. More flexible arrangements would allow the policing industry to develop and implement training which better meets the dynamic industry requirements.
- ▶ Policing supports regular review and rationalisation of qualifications and units of competency when such processes are informed by changing industry requirements. In order to best achieve effective review and rationalisation of qualifications, those undertaking the task should have a demonstrated commitment and ongoing interest in the relevant industry.