



Name: Anonymous

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Improve school student outcomes with the best available tools and resources

What (if anything) needs to be done to improve the use of edtech tools (including GenAI) in schools?

The participant did not respond to this question.

What more (if anything) needs to be done to improve awareness and access to high quality lesson planning and curriculum materials in schools?

The participant did not respond to this question.

Is there anything more you would like to say about edtech, GenAI or lesson planning and curriculum materials?

The participant did not respond to this question.

Which of the following best describes you?

The participant did not respond to this question.

Are you currently using any edtech tools (including learning games and GenAI) to support teaching and learning in the classroom?

The participant did not respond to this question.

If yes, what has been your experience with using these tools?

The participant did not respond to this question.

Are there things you would like to do with GenAI or edtech tools that you can't do currently? What's stopping you from doing these things?

The participant did not respond to this question.

If no, can you tell us why you are not using any edtech tools?

The participant did not respond to this question.

Do you access lesson planning and curriculum materials online?

The participant did not respond to this question.

If yes, what has been your experience with using these tools?

The participant did not respond to this question.

If no, can you tell us why you are not using online lesson planning and curriculum materials?

The participant did not respond to this question.

Support the workforce through a flexible post-secondary education and training sector

Credit transfer and recognition of prior learning

In your experience, how well does the credit transfer and recognition of prior learning system operate in Australia? Does it adequately support students to move between courses or have their work experience recognised as part of a qualification? Are there ways it could be improved?

Credit transfer should be straightforward. However, RPL is more complicated as there are many different courses and levels with varied learning content.

I tried to get RPL years ago and the process was worse than completing an entire course so I did not proceed. However, the RPL process for my last qualification was much better and quicker.

How well it is managed will depend on the training provider, understanding of RPL, and the complexities in the learning/qualification.

More should be done to ensure students understand credit transfer and RPL and are encouraged to apply when appropriate as this was designed into our vocational system.

There is a system that tracks qualifications so it may be helpful as an official record for individuals who may apply for future training.

Which of the following best describes you? Please select all that apply.

I am a former VET student; I am a former university student

In the past 3 years, have you applied for credit recognition or recognition of prior learning (RPL)?

The participant did not respond to this question.

If yes, what was your experience in applying for credit recognition or RPL like?

The participant did not respond to this question.

If no, can you elaborate on why you didn't apply?

The participant did not respond to this question.

Work related training

What are the main reasons individuals and/or businesses do or do not participate in work-related training?

Why business does not invest:

- It costs money
- Not having available time for staff to undertake work-related training/pressure of running with limited resources
- Not wanting to invest in a workforce that has high churn
- Not understanding how to develop a culture that matches with employees for mutual

benefit

- Australia has developed an outsourced education/training model over 50 years. Once, gas fitters were trained by the gas fitters association. We are reaping what we have sown and some businesses see it as the individual's job to pursue their own training.

Why individuals do not invest:

- Not career ready (don't know what they want to do)
- Time, expense, location/access
- Motivation/confidence and a range of personal and social barriers

What role, if any, should businesses be playing to address any barriers and better support the offer of work-related training to employees?

Industry has been able to move from this responsibility. Australia has a high portion of SME businesses that may not have a good understanding at management level as to why business should invest. They may not have the finances to pay for the training. This leaves investment in the hands of larger organisations but many have stepped back from this role over many years.

There is the obvious time off to train but increasingly, costs are high for many people struggling with the cost of living.

What, if anything, could government do to address barriers and better support the offer of work-related training to employees?

Incentive funding/tax incentives. Perhaps linked to priority jobs/industries or transitioning from roles in decline to priority vacancies.

Maybe Australia could collect information about the type of training industry and employees need in workplaces that is not linked to vocational/higher education training. The state chambers may be a good conduit. I think our company secretary has to answer a survey for ASIC each year (?) so perhaps these questions can be included along with any training that has been undertaken in order to track change year on year.

Which of the following best describes you? Please select all that apply.

I am a business owner; manager or sole trader

For business owners, managers and sole traders, how many employees do you have?

The participant did not respond to this question.

For employees/individuals, have you participated in any work-related training in the last 12 months that did not relate to general compliance (such as WHS)?

The participant did not respond to this question.

If yes, can you elaborate on the reasons for the training and any benefits you received from doing it?

The participant did not respond to this question.

If no, can you elaborate on any challenges or barriers you faced in attempting to undertake work-related training?

The participant did not respond to this question.

For business owners, managers or sole traders, have you provided or supported your employees to participate in work-related training in the past 12 months?

Yes

If yes, can you elaborate on the reasons for the training and any benefits you or your employees received from doing it?

Our organisation is an education and career association. Lifelong learning is a fundamental tenant of our work. We support our employees to continue to learn and have professional standards for ongoing professional development that must be met annually. Our staff are required to meet their professional development standards and we have policies to support requests for professional development.

Depending on the cost of personally requested professional development, our organisation may pay for it, pay part, give time off or all of these options. Some work teams are provided with specific training as required to support them in their particular role. We are committed to training that supports ongoing professionalism in the sector and for our staff.

Staff are required to share their learnings with each other and our members when they complete training. For example, this may be written up in our journal issued 3 times a year.

We run an industry RTO and only training in our own industry. Our trainers and assessors meet their professional development requirements and share this knowledge with students.

If staff chose to leave our organisation, we have ensured that they are amongst the best trained professionals in the sector.

Can you describe whether you accessed any government assistance, what type, and the amount received? If you didn't access any financial assistance, please tell us the reasons why.

Staff who are part of a government funded program are provided with training as part of the funded program. Some staff receive more than others depending on the program/role requirements.

If no, can you elaborate on any challenges or barriers you faced in attempting to provide or support your employees to undertake work-related training, such as the time or cost, availability of relevant or high-quality courses, and level of interest from your employees?

The participant did not respond to this question.

Balance service availability and quality through fit-for-purpose occupational entry regulations

What are the effects of occupational entry regulations? Please describe your experience and name the specific occupations you are referring to.

Some industry bodies are creating barriers to entry for their workforce. For example, therapeutic counsellors may complete a Bachelor or Masters level qualification along with work placement included in the qualification. However, many therapeutic counselling jobs are advertised at Level 3 which requires 750 additional counselling hours experience post qualification to be employed. This is because therapeutic counselling does not qualify for a Medicare rebate despite the dire need for mental health services. This creates a workforce capacity issue.

If the qualification you receive does not lead directly to employment, then it shouldn't exist. In addition, there are the costs for counsellors to join a member association in order to be employed.

Psychology followed a similar path 20 years ago which drove a more clinical model. It also means there aren't enough psychologists to meet demand. Hence therapeutic counselling jobs advertised by health systems outline the candidate must be a social worker, occupational therapist or psychologist. This is because they are AHPRA registered. You can't be a counsellor applying to be a counsellor despite over 10,000 counsellors being qualified to support mental health.

Do you believe current occupational entry regulations are proportionate to the level of risk associated with different professions? Why or why not? If not, do you have any suggested improvements to regulations to better reflect risks? Please name the specific occupations you are referring to.

Our industry is the career industry, and it is important to have qualified professionals who are properly trained. Although the industry is self-regulating, it exists to ensure that people who are not qualified and trained do not provide inappropriate or inadequate services to the public.

I think there are some roles that require more regulations than others and we haven't necessarily struck the right level across qualifications. For example, there are a range of roles that require some level of assessment due to their nature and risk such as police and defence. Conversely, security guards should probably have entry requirements reviewed given the associated risk inherent in the role.

Which of the following best describes your connection to occupational entry regulations? Please select all that apply.

Educator or training provider; Industry association or professional-body representative

Which state or territory are you predominantly based in?

Victoria