



Martin Riordan
Chief Executive
TAFE Directors Australia
GPO Box 826
Canberra, ACT 2601

Dear Martin

I am writing to provide an update and also to invite your involvement in the development of a National Workforce Development Strategy for Australia.

As you may be aware, Skills Australia is in the process of facilitating the development of a National Workforce Development Strategy in conjunction with a number of stakeholders from jurisdictions and industry. The Strategy plans to outline possible actions to increase the number of Australians with appropriate employment skills, and to improve the productive use we make of people's skills within organisations and workplaces. The strategy will involve continuing detailed consultation with State and Territory Governments, industry representatives and tertiary education and training stakeholders. Key elements of the strategy include:

- **A Workforce Trends and Issues Paper** which will incorporate analysis of broad economic, industry and education issues from a demand and supply perspective to inform scenario planning and workforce development responses. We intend to incorporate State and Territory plans and strategies in the paper. This paper will be released for comment at the end of June 2009.
- **Scenario planning** – this represents a move away from forecasts to instead consider a range of plausible futures as the basis for decision making. We envisage that the scenarios will allow us to keep different possibilities in mind when making decisions without being overtaken by the overwhelming nature of uncertainty. The scenarios will be tested in stakeholder workshops in mid June.
- **A National Workforce development strategy** – the strategy will outline the ways in which education and training can better support Australia's national goals for sustainable economic growth and improved global competitiveness. It will include initiatives at the workplace, industry and public policy level.

An outline of the project may be found at Attachment A. A list of the Steering Committee may be found at Attachment B.

Skills Australia recognises that jurisdictions and industry have already undertaken significant work in the workforce development area. We think it is important to build on this work and see the input of industry as integral to the development of a National Strategy. Hence there are specific areas in which I would like to request your assistance now and also flag ways in which we will invite your involvement in the process going forward.

Firstly, in order to build on the ventures in workforce development that are already being tested through initiatives in industry, we are seeking details of projects or initiatives in your industry that you believe show promise in demonstrating a workforce development approach. In particular we are interested to learn more about projects or initiatives that:

- plan workforce development strategy at an industry or regional level and implement it on-the-ground in workplaces
- explicitly address the role of workforce development in improving performance and productivity
- ensure that participation in workforce development delivers positive outcomes for participants
- incorporate measures to evaluate the impact of training interventions in terms of productivity or other measures of industry performance.

We are particularly interested in projects or initiatives that you consider show the most promise, whether completed or ongoing. We are also interested to better understand the experience of managing and evaluating these programs and any initiatives to build capacity to resource them. It would also be very useful if you could identify any recent relevant policy and workforce planning documents from your jurisdiction for use in the development of the broader strategy.

Our time-frames are short and we would greatly appreciate you forwarding key policies, reports or papers on workforce development and workforce planning and the details of a senior officer who can be contacted for further information, by May 30 2009.

In terms of your ongoing involvement in the national strategy, I would like to flag that we will seek stakeholder comments on the Workforce Trends paper at the end of June.

With regard to the scenario planning, we are running stakeholder workshops to test the scenarios in mid June. Attendees at the workshop will include representatives from the Strategic Industry Forum Working Group (SIFWG) or their nominees. The SIFWG includes the industry peaks, training providers, Industry Skills Councils and State Training Boards.

If you require any further information or assistance, Caroline Alcorso, Project Manager may be contacted on ph: 02 8293 4744 or m: 0422 457 002 to discuss any matter related to this request.

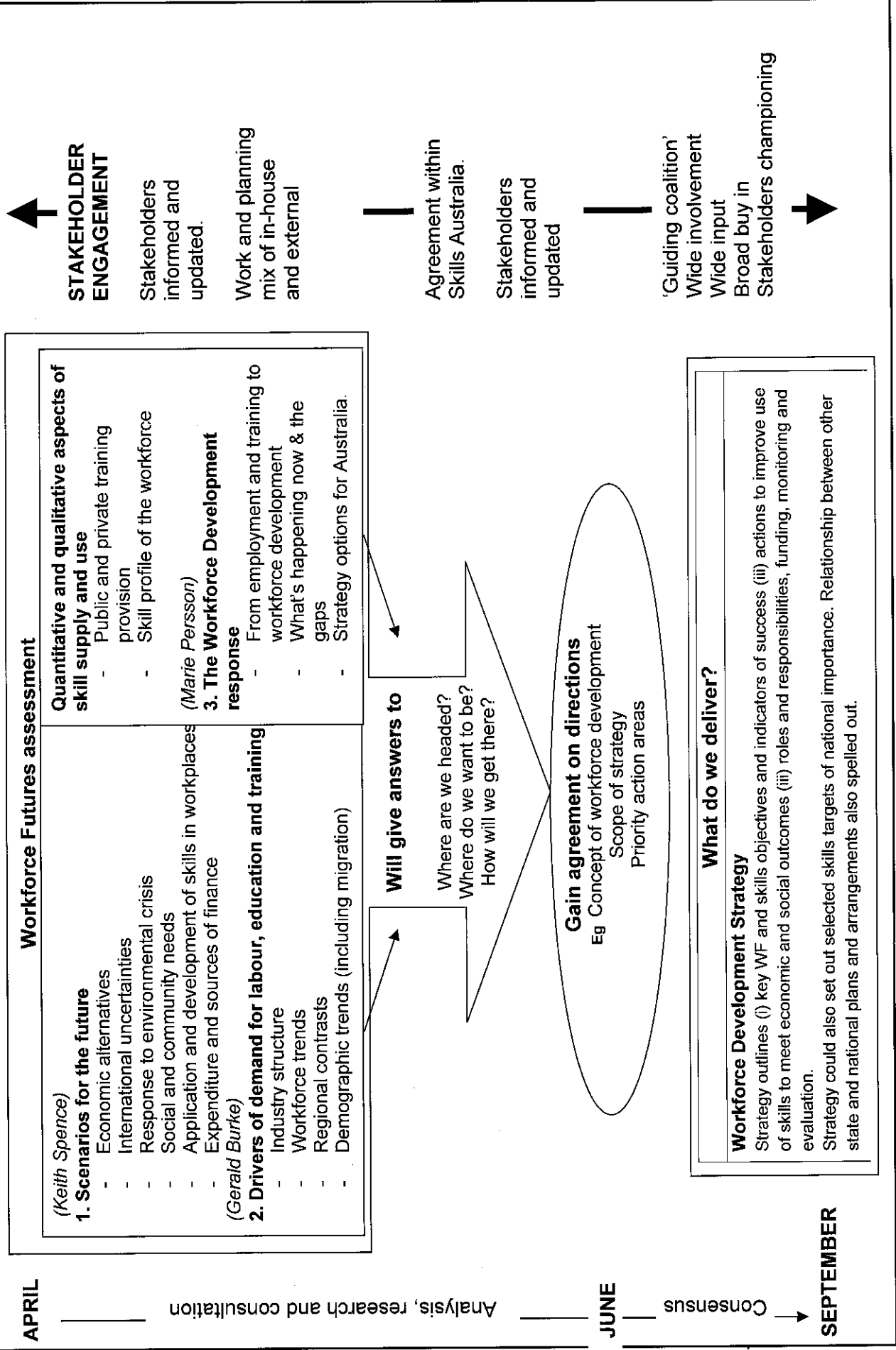
I thank you for your assistance within the limited time available.

Yours sincerely



Phillip Bullock
Chair
Skills Australia
14 May 2009

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Members

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