

A snapshot of a selection of items added to VOCEDplus

SEPTEMBER 2024

The [full list](https://www.voced.edu.au/full-list) of new additions to VOCEDplus is available at www.voced.edu.au

Australia's early childhood workforce is made up of over 200,000 individuals and the workforce is overwhelmingly female

Early childhood workforce needs in Australia

The future of the early childhood education profession: early childhood education and care workforce capacity study / Jobs and Skills Australia (JSA).

Canberra, Australian Capital Territory: Jobs and Skills Australia, 2024. vi, 200 pages (extended report) + 19 pages (summary report).

The Australian Government commissioned Jobs and Skills Australia to undertake a capacity study on the workforce needs of Australia's Early Childhood Education and Care (ECEC) sector. This study provides critical evidence and insights to support current and future workforce planning for this important sector. The capacity study deepens our understanding of the sector and the findings focus on: (1) The substantial uplift in workforce levels needed to meet current and future demand; (2) The importance of putting in place sustainable ongoing learning and development for all staff; and (3) The need to ensure strong foundations for rewarding ECEC careers.

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In its current form, the Apprenticeship Levy is not working

Youth apprenticeships in the UK

Balancing act: youth apprenticeships and the case for a flexible skills levy / Lizzie Crowley.

London, England: Chartered Institute of Personnel and Development, 2024. 30 pages.

The Apprenticeship Levy was introduced in 2017 with the aim of encouraging employers to either expand existing apprenticeship programmes or introduce new programmes and help counteract the long-term decline in employer investment in training in the UK. However, this analysis shows that the levy has so far failed to achieve its aims, with employer investment in training continuing to decline, a decrease in overall apprenticeship numbers, and a collapse in the achievement rates for apprenticeships at all levels. This report calls for a reform of the existing Apprenticeship Levy to enhance employer investment in skills and boost opportunities for young people to secure apprenticeships that lead to quality employment. The report provides new analysis on some of the unintended negative consequences of the levy as currently designed and outlines recommendations for a more flexible levy and the introduction of an Apprenticeship Guarantee for young people to rebalance financial subsidies towards younger apprentices.

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Teaching tip: Explain acronyms and either do not use jargon or be very clear with the explanations of what it means

A lack of opportunity to develop digital skills deprives people of potentially life-changing education and employment

Passion and drive for the role that the apprenticeship delivers are important and should be selected for during recruitment

Support for autism spectrum disorder VET students in Australia and Ireland

The exploration of international best practice in the different strategies used to integrate support for autism spectrum disorder (ASD) students into the delivery of vocational education / Jane Collins.

Carlton, Victoria: International Specialised Skills Institute, 2024. 37 pages.

This report explores different strategies used to integrate support for autism spectrum disorder (ASD) students into the delivery of vocational education. Research was carried out in both Australia and the Republic of Ireland. The Irish tertiary/vocational sector has developed strategies in this space both environmentally and in the use of Universal Design principles in learning and assessment. The report explores different education experiences for the ASD student by developing some short and long-term practical guidelines and strategies at a classroom and program level that teachers/trainers can use to enhance the experience of this neurodiverse cohort.

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Adult education and the digital divide in Canada

Adult education: the missing piece to bridging the digital divide / Christine Pinsent-Johnson and Matthias Sturm.

Montreal, Quebec: Institute for Research on Public Policy, 2024. 28 pages.

The use of online services to carry out essential everyday activities is making Canada's digital divide increasingly evident. This paper argues that the divide extends beyond mere access to technology and is fundamentally about the ability to benefit from it, which hinges on digital literacy. Canada's adult education programs are well positioned to offer essential digital learning opportunities but are currently excluded from the digital learning conversation. The paper advocates for sustained core funding for adult education programs and establishing a national platform for resource sharing. It also calls for connecting community-level adult education with broader digital literacy efforts through a cross-sectoral network to ensure equitable access to digital resources and support.

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Construction apprenticeship outcomes in the UK

Construction apprenticeship achievement rates crisis: good practice solutions / Graham Hasting-Evans and Helen Shorter.

Sheffield, England: NOCN Group and BACH, 2024. 33 pages.

Apprenticeships have always been an important part of construction industry training. In 2023-23 the drop-out rate amongst construction apprenticeships was 47 per cent and only 8,000 new apprentices completed their training, compared with an industry need for over 90,000 new workers per annum. This report investigates why there are so many apprentices studying construction courses who do not complete their course or apprenticeship. The report also presents good practice solutions with the aim of improving apprenticeship achievement rates.

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*The direct voice of
employers and unions
(not just peak bodies)
needs to be encouraged
into vocational education*

The role of industry in VET in Australia

The role of industry in VET / Erica Smith and Paschal Somers.

Melbourne, Victoria: AVETRA and Victorian Skills Authority, 2024.
65 pages.

This research project investigated the different ways in which industry and vocational education and training (VET) can be defined and conceptualised in VET systems, the different roles that industry can play in VET systems, models for industry involvement in the development of VET teaching and learning, and potential models for contextualisation and implementation in Victoria and Australia. The findings of the project indicate that the Australian VET system has many challenges in defining, and communicating with, industry, and in this it is not alone. Publications examined from other countries surface similar issues. Several areas in which Australian policy and practice in relation to relationships with industry could be improved are identified, including: (1) Work with employers and unions to develop a systematised pre-apprenticeship system; (2) Consult with employers and other stakeholders about allowing migrants and refugees to undertake apprenticeships; (3) Develop a strategy for using the Group Training model for gig economy workers; and (4) Provide more information and 'education' for employers about the VET system, including the recognition that they can and should play a part in its success.

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*Green jobs are
disproportionately held
by men*

Gendered labor market implications of the green future

The green future: labor market implications for men and women / Naomi-Rose Alexander, Longji Li, Jorge Mondragon, Sahar Priano and Marina M. Tavares.

Washington, District of Columbia: International Monetary Fund, 2024.
56 pages.

This research advances our understanding of the interplay between green jobs, gender equity, and artificial intelligence (AI) and provides valuable insights for promoting a more inclusive green transition. Analysing data from Brazil, Colombia, South Africa, the United Kingdom, and the United States, the authors find that the proportion of workers in green jobs is similar across advanced economies (AEs) and emerging markets (EMs), albeit with distinct occupational patterns: AE green job holders typically have higher education levels, whereas in EMs, they tend to have lower education levels. Despite these disparities, the distribution of green jobs across genders is similar across countries, with men occupying over two-thirds of these positions. Green jobs are characterized by a wage premium and a narrower gender pay gap. The research also studies the implications of AI for the expansion of green employment opportunities.

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