



# Industry Messages Across All Sectors

A Certificate III is the Australian Qualifications Framework (AQF)'s Level 3 qualification. Graduates of this level course will be able to apply a broad range of knowledge and skills in the workplace. Our consultation with industry confirmed what employers expect. They want graduates of Certificate III to have the knowledge and skills ready for work. In some industry sectors Certificate III is also a pathway to further learning.

Schools should consult with local industry groups and employers to make sure VET programs meet workforce needs. Many Certificate III Qualifications carry mandatory work placement hours and hold a volume of learning which cannot realistically be achieved in a school based program.

Industry consultation has resulted in the following key messages which apply across all sectors:

- Opportunities for career awareness is vital. Throughout their learning, students need work exposure activities. These can take place at school and in the workplace. Such opportunities allow students to explore, align and build career awareness before they enter the workforce.
- Participation in a work placement allows students to practice skills and knowledge in a real-world context. It must be part of a VET program. A simulated workplace is not sufficient. It provides limited opportunities for students to apply the broad range of skills and experience for the reality of the job. A real-world experience allows students to make better informed decisions about their future career path. Many certificate III qualifications hold a mandatory work placement requirement

- A certificate III qualification indicates to a employer that this person is able to work independently and perform complex tasks. Institutional based training only allows for limited exposure to real work environment pressure. Schools who are unable to meet all the industry expectations on a certificate III level of qualification, risk devaluing the certificate and greatly reduce the employability outcomes for the student.
- Strong foundation skills are extremely important for most jobs. Literacy and numeracy are particularly important. Digital and financial literacy are also important. Foundation skills underpin the productivity of Australia's workforce. They are also instrumental in ensuring workers have the ability to upskill. These skills must be incorporated into the learning of all students undertaking VET.
- Employability skills are the essential skills, personal qualities, and values that enable an individual to thrive in any workplace. The development of these skills needs to be embedded in all VET programs. Employability skills include things like:
  - Good communication
  - Motivation and initiative
  - Reliability/dependability
  - Following instructions
  - Teamwork
  - Patience
  - Adaptability
  - Emotional control
  - Resilience
  - Digital Literacy



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