



Introduction. The 2024 WA Jobs, Education and Training (WAJET) Industry Survey required a 600 word profile on each occupation. Below is 242211 Vocational Education Teacher. The text below is open source and free for use when LDSC is correctly acknowledged. The text is open to correction. The Logistics and Defence Council (LDSC) welcomes input on 08 9388 8781 or <https://www.ldsc.asn.au/contact.html>

Industry Advisory Group. LDSC invites stakeholders to join our Rail Industry Advisory Group 08 9388 8781 or <https://www.ldsc.asn.au/contact.html>

Based on your Rail industry consultations and the feedback provided please provide a 600 word summary for Occupation ANZSCO 242211 Vocational Education Teacher

Rail stakeholder feedback on ANZSCO. WA stakeholders recruit 'Rail Trainer and Assessor' internally from rail workforce. WA rail stakeholders are transitioning to code 223311 Training and Development Professional from 242211 Vocational Education Teacher after 2023 ANZSCO review guidance.

Two ANZSCO definitions:

242211 Vocational Education Teacher. The VET teacher teaches one or more subjects within a prescribed course of study at a technical and further education (TAFE) institute, polytechnic or other training institute to tertiary students for vocational education and training purposes. Skill Level 1. Specialisations include Workplace Trainer and Assessor.

223311 Training and Development Professional. The Training Officer plans develops, implements and evaluates training and development programs to ensure management and staff acquire the skills and develop the competencies required by an organisation to meet organisational objectives. Skill Level 1.

Acute and persistent shortage. The workforce shortage for Rail Trainer and Assessor in WA is acute and persistent. In 2020 State and Federal Transport Ministers agreed to implement the National Rail Action Plan 2020. \$155 Billion has been allocated for Rail harmonisation and standardisation across Australia. Planning has made the Government aware that there is no trained workforce to build \$155 Billion of Rail infrastructure nor the trainers to train them. Stakeholders acknowledge the acute shortage of trainers to replace the current cohort that will age out over the next five years.

Internal training pathway. WA stakeholders generally qualify Rail Trainer and Assessor internally. Large companies like Arc, John Holland, Aurizon and Public Transport Authority train all workforce in-house as Enterprise Registered Training Organisations (RTO). WA companies also purchase training from Private RTO like CERTRAIL and Railtrain. Stakeholders acknowledge a poor fit of WA TAFE training to Rail career pathways plus weaknesses of the Apprenticeship - Traineeship system in the WA context. For example Rail training and assessment requires a track, rolling stock and locomotives. TAFE cannot pay the salaries expected for experienced Rail workforce to be Trainers and Assessors. Rail training therefore requires partnerships to share capital investment in infrastructure. In WA these partnerships are weak.

Prerequisite Rail Industry knowledge. Rail Trainers and Assessor require technical competence and Rail operations experience to exercise discretion and judgement with appropriate Rail knowledge to train and assess to the standards of safety and skill expected by National Rail Law. Traditionally Rail Trainers and Assessor are recruited internally. The supply and demand factors match general Rail workforce recruitment considerations for 821611 Railway Track Worker, 721914 Railway Track Plant Operator, Rail technicians and 731311 Train Driver.

Supply factors are:

- Prerequisite Rail Industry knowledge
- Ageing out of Rail Trainers and Assessors
- Fragmented Rail workforce training pipeline
- Competition for Engineers and supporting technical workforce
- National Rail Skills Shortage
- Perception / Image of the Rail Industry
- Rail ANZSCO codes need review to current industry occupations

Demand factors are:

- Global demand for WA iron ore
- Global demand for WA wheat
- METRONET construction
- National Rail Action Plan 2020
- Naval Shipbuilding Plan 2017 including SSN-AUKUS
- WA world leading networks demanding technicians in Autonomous Trains, Electronic Signalling and integrated logistics
- Electrical, Signal and Telecommunications Technician developments

Qualifications. Trainers and assessors must comply with the Standards for Registered Training Organisations 2015 particularly Clauses 1.13 to 1.15 *Trainers and Assessors*. The mandated qualification is TAE40122 Certificate IV in Training and Assessment. Rail stakeholders regard this qualification as an audit - regulatory capability rather than delivering effective Rail Training.

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