

**Business and Workforce**

Department of **Industry, Tourism and Trade**

# **Skilling the Territory investment plan**

2021-22

**THE  
TERRITORY**



# A message from the Minister

**The Northern Territory Government is committed to growing a skilled, agile and capable workforce to meet business and community needs for now and in the future. This commitment is backed by an investment of \$85 million in 2021-22.**

The Skilling the Territory Investment Plan outlines the NT Government's commitment to building a skilled workforce through investment in a range of training programs and initiatives. Funding is targeted towards programs that will maximise job opportunities for Territorians and support business and industry to build the workforce they need.

COVID-19 has had a significant impact on businesses and their workforce. It is critical the right support and programs are in place to help businesses overcome these disruptions and to build resilience so they can be sustainable and profitable. This includes greater ability for business to access recognised training via Registered Training Organisations to upskill their workforce. We will continue to engage positively with businesses, industry associations, peak bodies, the national training regulator and training organisations to achieve results.

**93% of our Government funded graduates are satisfied with the quality of their training which is more than any other jurisdiction in Australia. Our Aboriginal and Torres Strait Islander satisfaction rate is also the best in the Country at over 95%\*.**

We direct skills development to areas where it will make a real difference, to help build the capacity and productivity of our priority industries in regions. The Government's strategic investment under the Plan supports the Territory Economic Reconstruction Commission (TERC) directions. It lays the foundation to support our economic growth and developing sectors.

Apprentices and trainees, and the businesses that employ them, are the base of the Northern Territory's workforce and essential to the Territory economy. **We invest more money per capita into vocational education and training than any other jurisdiction in Australia.\*\***

We will also continue to strengthen training pathways for Aboriginal Territorians through targeted training programs to improve access and participation in practical employment and apprenticeships.

The Northern Territory Government's number one priority is jobs for Territorians, but we know access to, and retention of, a suitably skill workforce is a key issue for many employers in the Territory. We will work with employers and businesses to support their workforce needs, including options for interstate and overseas skilled migration when the skills needs cannot be met locally.

\* Table 5A.14

\*\* Table 5A.3

Taken from the Australian Government- Report on Government Services website, 2020 data.



**Hon Paul Kirby MLA**  
Minister for Jobs & Training

# What we have achieved



2020 saw 14,887 VET students supported by Government funded training activities in the NT.

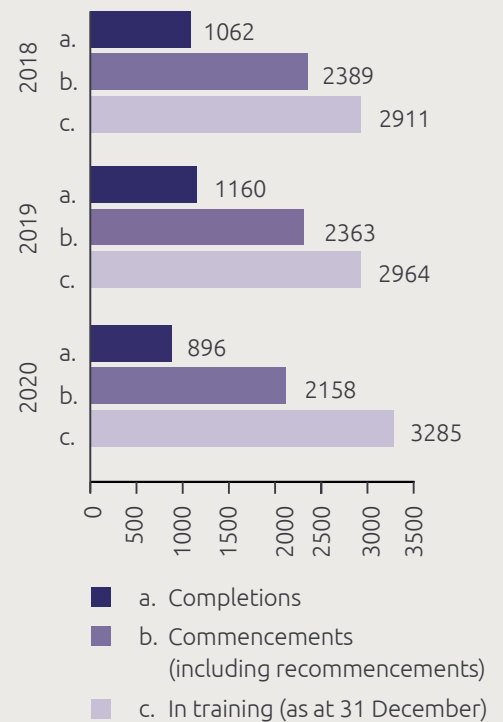
54% of unemployed people gained employment after training, a 108% increase from 2018.

81% of these students also achieved their main reason for doing the training and 35% identified as Aboriginal or Torres Strait Islander.

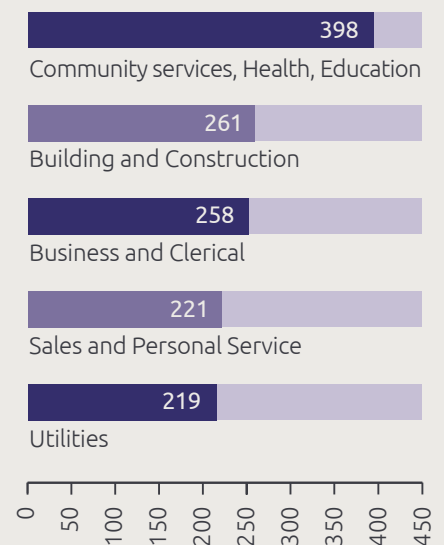
## Top 5 industry groups by funding amount



## Apprenticeship and traineeship activity

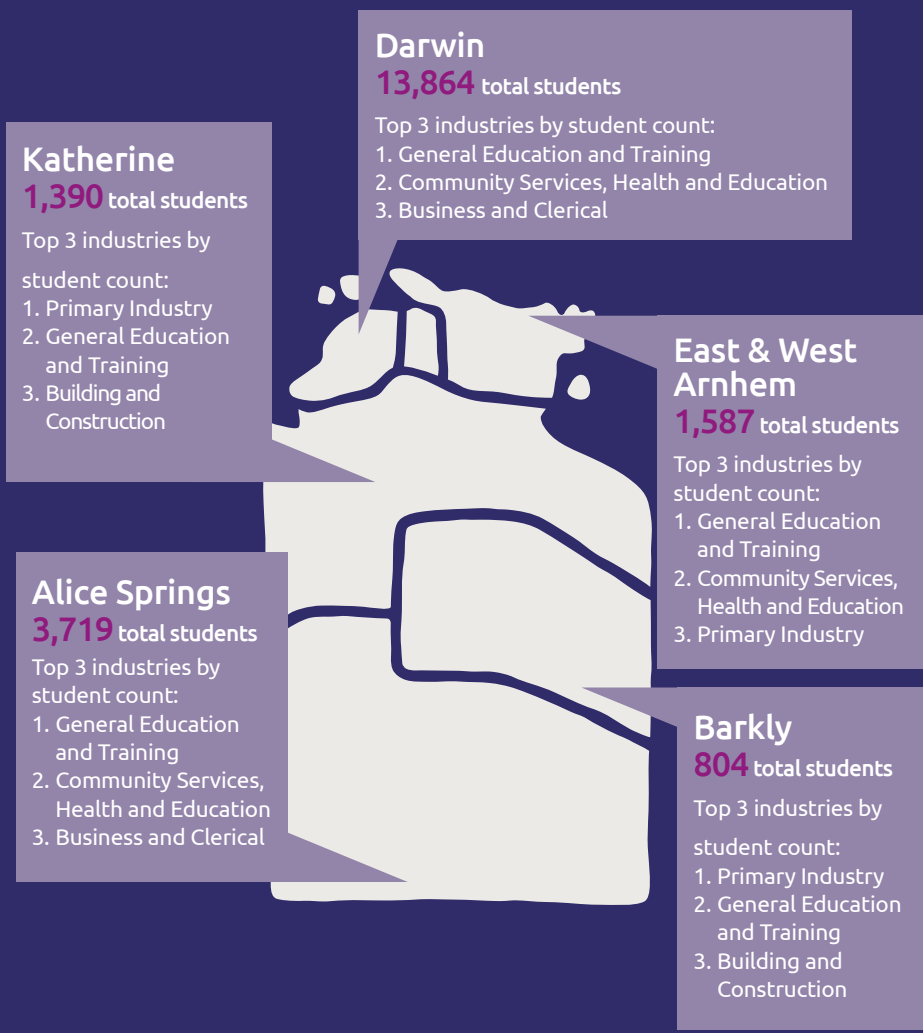


## Top 5 industry groups by enrolment



# What we have achieved

## VET student count by region Top industries by region

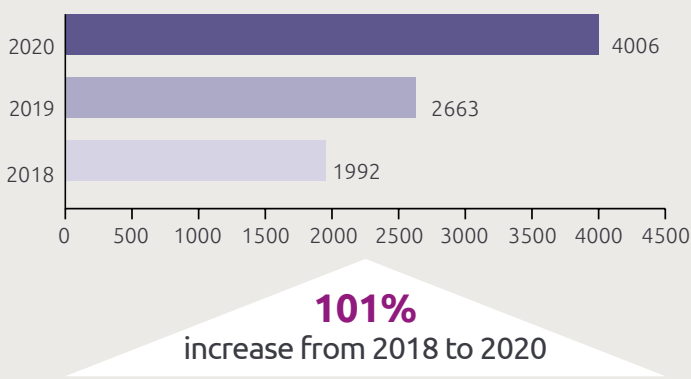


## Top 10 Apprenticeship and Traineeship qualifications

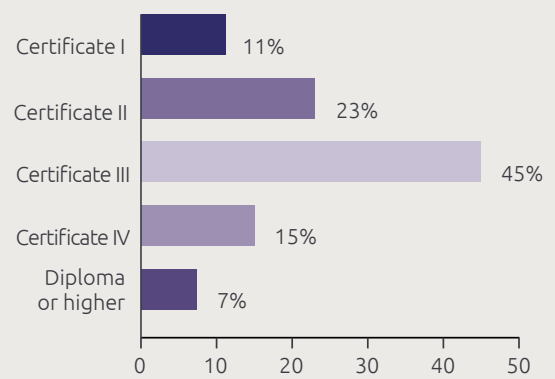


\*Number 'In training' 2020

## Number of students who improved employment status after training



## Program enrolments by qualification level



\*Data sources: AVETMISS data collection 2020, NCVET VOCSTATS 2020

# MigrationNT

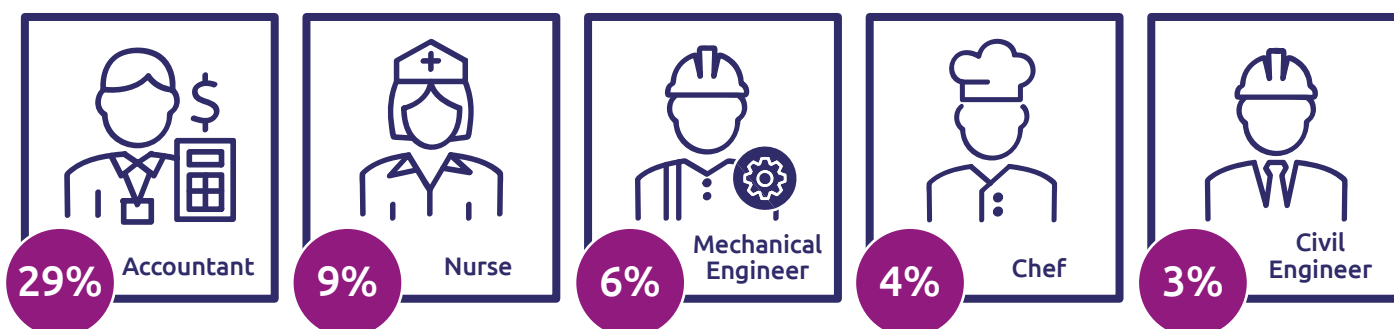
Our priority is always to skill Territorians first. We acknowledge that businesses, at times, need the extra capacity to grow and require skills in areas with ongoing labour shortages.

We will work with employers and businesses to support their workforce needs, including options for interstate and overseas skilled migration.

MigrationNT has carriage of the business and skilled migration programs in the Territory. We endorse, nominate or certify applications in a number of visa categories. We also provide information on business and skilled migration programs to NT employers, potential migrants and investors. MigrationNT also advocate for national migration policy changes that suit the needs of the Territory.

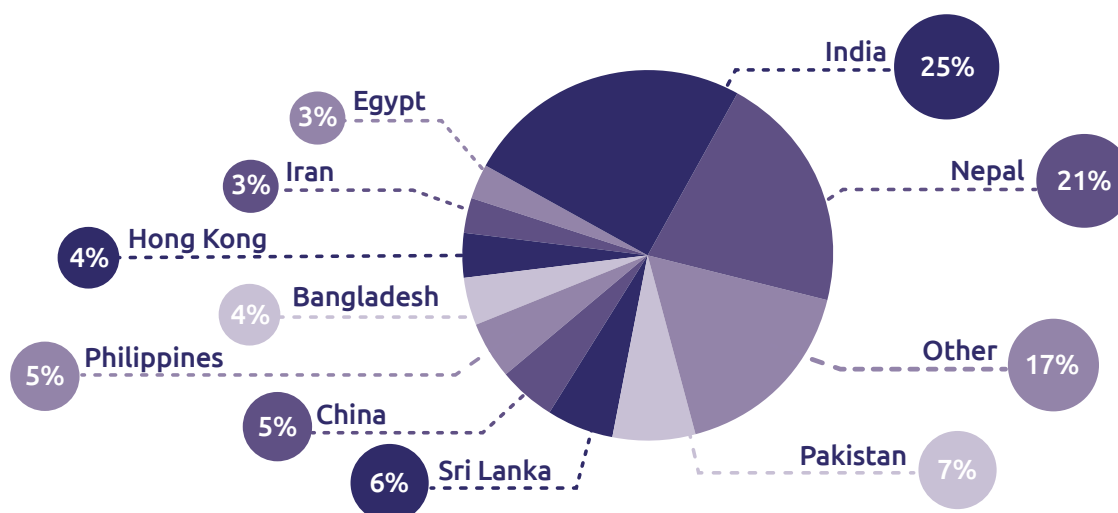
Implemented new criteria to better target overseas skilled workers for NT nominations under the General Skilled Migration program, and achieved **100%** of allocated quota for the 2020-21 program year.

## Top five occupations supported through a skilled migration pathway to the Territory 2020-21



Negotiated more flexible criteria for NT employers to sponsor workers through the NT Designated Area Migration program. To date, **194** NT businesses have been endorsed to fill **770** in-shortage positions with overseas workers.

## Source countries of overseas skilled workers through the General Skilled Migration (GSM) program



# Investment Priorities

**\$24M**



Combined training and employment that leads to nationally recognised qualifications for employees whilst also building the employers' skills base. Enabling and delivering a skilled workforce for the future as valuable contributors to the Territory economy.

## Apprenticeships and traineeships

- Training (User Choice) - \$20.2M  
User Choice program is a demand-driven program that provides support to registered training organisations to train and assess apprentices and trainees in approved apprenticeships and traineeships. About \$8 million of the User Choice Program is contestable.
- Apprentice/trainee support - \$3.8M  
Includes: Support schemes, Work wear/work gear bonus, Travel and Accommodation subsidies, Australian Apprenticeships support Network NT

**\$13.6M**



Services for identified skills needs and employment opportunities. Underpinned by Government and industry priorities to ensure publicly-funded programs have a strong link to job outcomes.

## Targeted and responsive programs

- Territory Workforce Program \$2M  
Demand-driven program to support the development and implementation of workforce initiatives to maximise job opportunities and strengthen the skills of Territorians to meet the needs of business and industry.
- Industry BuildSkills Program \$977K  
Supports Territory employers to upskill or reskill existing workers in occupations and industry sectors affected by change.
- JobTrainer Program \$6.4M  
Jointly funded by the Northern Territory and Australian governments, JobTrainer was created to support young people and job seekers into jobs. The program provides free or low-cost training to assist with upskilling or reskilling for in-demand jobs as the economy rebounds from COVID-19.
- Aboriginal Employment Programs \$3.5M (Aboriginal Workforce Grants \$927K & Aboriginal Responsive Skilling Grants \$2.5M)  
Supporting the upskilling and re-skilling of Aboriginal people linked to employment outcomes
- Pre-employment Program \$342K  
Enable people to develop practical skills to help them get a job, apprenticeship or traineeship.
- Equity Training Program \$342K  
Supports individuals facing barriers to workforce participation

**\$3.2M**



Working with stakeholders across industry, business and regions to identify and address skilling and workforce needs.

## Industry engagement

NTG invests in local industry engagement with key stakeholders through the Industry Skills Advisory Council (NT) and Independent Tertiary Education Council Australia (NT).

**\$57M**



Underpinning the economic, social and cultural development of the Territory, Charles Darwin University and the Batchelor Institute are significant Territory resources providing training, education and research.

## Public Providers

Our Public Providers make a significant contribution to regional and remote training in the Territory. They face greater challenges than any other jurisdiction in Australia due to remoteness, small population base and demographic composition. The integral role they play is a key consideration of the NT Government's investment in the delivery of a skilled workforce.

- Charles Darwin University \$45M
- Batchelor Institute \$12M

**NOTE: Public provider funding includes \$14M recurrent funding provided by the Australian Government.**

# Investment Priorities

## NT economic growth sectors

The Territory Economic Reconstruction Commission (TERC) final report identified that the following sectors will contribute the most to driving industry growth:



## Other focus areas

The Territory can benefit from the following industries that are aligned with global trends and the Territory's strategic position:



## MigrationNT Worker Attraction Program



### Industry growth needs a skilled workforce

The Territory must continue to grow local workforce capability while continuing to attract and retain the best and brightest. Migration and population growth have a positive effect on economic growth and productivity in the NT.

The new worker attraction campaign aims to attract and retain people from interstate and overseas to live and work in the Northern Territory. This will help to expand and diversify the Territory's skill base. The program also raises the profile of the NT as a destination of choice and a place to live and work.

### Territory Engagement and Delivery

An integral investment into skilling the Territory includes services and support to business and employers to meet their workforce needs. Workforce Training Coordinators provide advice and services about workforce development and skilling solutions and are conveniently located throughout the Territory in Darwin, Katherine, Nhulunbuy, Tennant Creek and Alice Springs.

# Objectives



The vision for the Department of Industry, Tourism and Trade is:

*To support the achievement of 'A \$40 billion economy by 2030 through the growth of sustainable and competitive industries'.*

The branch of Workforce, Skills & Migration have developed the following key objectives to support this achievement:

- Enable the skilling of Territorians through vocational education and training (VET) opportunities
- Advocate for the Territory on Commonwealth skilling and migration policies
- Enable and increase Commonwealth investment into skilling and training in the Territory
- Foster industry growth through strategic skills partnership and innovative programs
- Engage and support Registered Training Organisations (RTO's) to provide a competitive and sustainable training market across the Territory
- Attract and support the migration of interstate and overseas workers to the Territory to assist employers alleviate skills shortages and grow the NT economy and population
- Increase utilisation of the business migration programs

## Testimonials

"The NT Government Critical Workers Support Package has been fantastic. We've had a constant stream of students and most couldn't afford the training on their own".

*Kath Clark, Quality Manager,  
Eagle Training Services*

"Students love the course. They are not sitting in front of a whiteboard all day – it's very hands-on." They felt proud of what they had learned and achieved and all graduates gained jobs immediately".

*(about the JobTrainer program)*

*Matt Cook, Hospitality Trainer, ECB  
Training*

"Undertaking and completing my carpentry apprenticeship has changed my life for the better, as it has definitely changed my life's trajectory"

"I'm passionate about people using VET programs to kick start their career"

"Without the support and feedback of the CDU team it would have made it much harder to take out the 2019 Australian Apprentice of the Year, that's for sure."

*Rory Milner, Certificate III in Carpentry,  
Winner: 2019 NT Austin Asche Apprentice  
of the Year and Australian Apprentice of  
the Year. Employer: Sunbuild NT. RTO:  
Charles Darwin University*

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Information is correct as at 16 June 2021.

**For more information, go to [skillingterritorians.nt.gov.au](http://skillingterritorians.nt.gov.au)**

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