Department of **EDUCATION AND TRAINING**

Skills NT Plan 2024-25
Rebuilding the Economy

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NORTHERN TERRITORY GOVERNMENT

Minister's Foreword

Growing investment in further education ensures that our vocational education and training (VET) system continues to thrive and meet the needs of Territorians. The Skills NT Plan aims to maximise VET for Territorians to support businesses and industries with a skilled and capable workforce. This plan will help rebuild our economy by equipping Territorians with the skills needed to drive economic growth.

The Northern Territory Government will leverage the National Skills Agreement to expand training opportunities for more Territorians, ensuring they are well-prepared for future workforce demands.

The plan prioritises VET, apprenticeships and traineeships, especially for those in regional and remote areas. The Northern Territory is committed to supporting First Nations people through VET and enriching the lives of individuals and communities across the Territory.

To rebuild the Territory, we need skilled workers. The Northern Territory Government's priority remains securing jobs for Territorians. We are dedicated to ensuring that Territorians can gain employment, upskill or reskill, build their careers, and establish a future here in the Territory.

Jo Hersey
Minister for Education and Training

Rebuilding the economy by supporting a resilient, future-ready workforce across the Territory.

Skilling Priorities

1 Rebuilding the economy by supporting a resilient, future-ready workforce across the Territory.

2 Continue to collaborate with all Territorians, registered training organisations (RTOs), employers and industry stakeholders, and regional and remote communities to design innovative VET programs that address the Territory's economic needs.

3 Support greater access to VET and employment in regional and remote communities.

4 Collaborate with and support RTOs across the Territory to maintain a quality, competitive and sustainable training market.

5 Strengthen long-term partnerships with VET stakeholders, recognising shared responsibility for advancing the Territory and national skills priorities, while building on past and existing programs.

$28.6M
Apprenticeships and Traineeships

Combined training and employment that leads to nationally recognised qualifications for employees whilst also building the employers' skills base.

› Training (User Choice) **$21.5M**

› Regional and Remote Employer Incentives **$3M**

› Australian Apprenticeships Support Services Contract **$1.6M**

› Apprentice and Trainee Assistance **$1.6M**

› Workwear/Workgear Bonus **$950k**

Note: $9.5M of User Choice is contestable

$57.5M
Public Providers

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.

› Charles Darwin University **$45M**

› Batchelor Institute **$12.5M**

Note: Public provider funding includes Australian Government funding.

NT Priorities:

Increase the number of apprentices in training including school-based by 1000.

Increase the First Nations VET Workforce by 25% through targeted and responsive projects.

Support greater access to VET in regional and remote communities.

Build and strengthen the workforce to support major projects and address skills shortages across the Territory.

94%
of NT VET graduates in 2023 reported that their training helped to achieve their main reason for training compared to 88 per cent nationally, the highest rate of any Australian jurisdiction*

93%
of all government funded VET graduates in 2023 indicated that they were satisfied with the overall quality of their training. The NT's student satisfaction rate is the highest* in the country

93%
of 20 to 64 year old VET graduates in the NT were employed and/or continued on to further study after training*

*Reference: 5 Vocational education and training – Report on Government Services 2024 - Productivity Commission

$6.4M
Skilling Initiatives

Services for identified skills needs and employment opportunities, underpinned by Government and industry priorities that have a strong link to job outcomes.

› Aboriginal Responsive Skilling Program **$2.9M**

› Territory Workforce Program **$1.8M**

› Industry BuildSkills Program **$1M**

› Pre-employment Program **$345K**

› Equity Training Program **$340K**

$3.9M
Industry Engagement

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

› Industry Skills Advisory Council (NT) and Independent Tertiary Education Council Australia (NT Branch).

Territory Engagement and Delivery

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

Training and Skills Data

2023 had 16,801 VET students through Government funded training activities in the NT
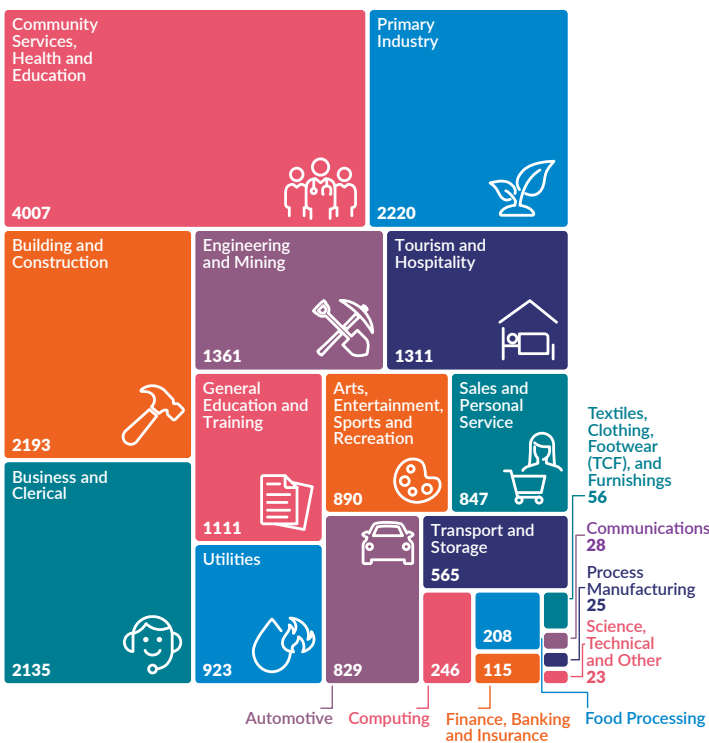
6173 or 37%
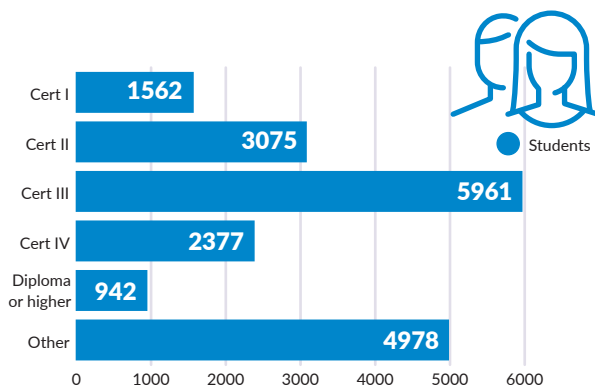Identified as Aboriginal and Torres Strait Islander
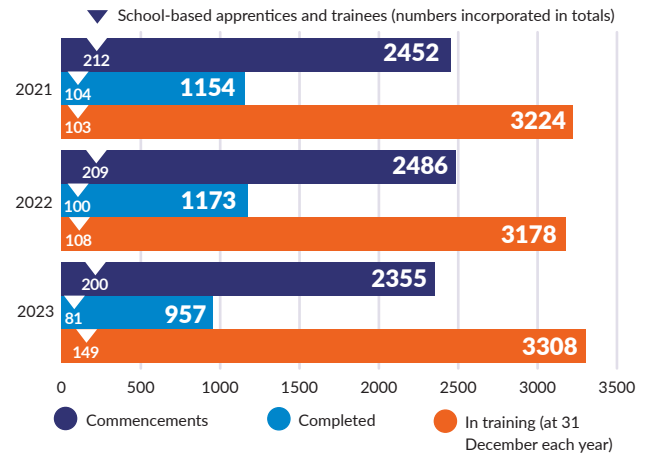
53% Male
47% Female

Apprenticeship and traineeship activity

▼ School-based apprentices and trainees (numbers incorporated in totals)

Year	Commencements	School-based	Completed	School-based	In training
2021	2452	212	1154	104	3224 (103)
2022	2486	209	1173	100	3178 (108)
2023	2355	200	957	81	3308 (149)

● Commencements ● Completed ● In training (at 31 December each year)

2023 Government funded VET students by industry group

Community Services, Health and Education **4007**	Primary Industry **2220**
Building and Construction **2193**	Engineering and Mining **1361** / Tourism and Hospitality **1311**
Business and Clerical **2135**	General Education and Training **1111** / Arts, Entertainment, Sports and Recreation **890** / Sales and Personal Service **847**
Utilities **923**	Automotive **829** / Transport and Storage **565**

Textiles, Clothing, Footwear (TCF), and Furnishings **56**
Communications **28**
Process Manufacturing **25**
Science, Technical and Other **23**

Computing **246**
Finance, Banking and Insurance **115**
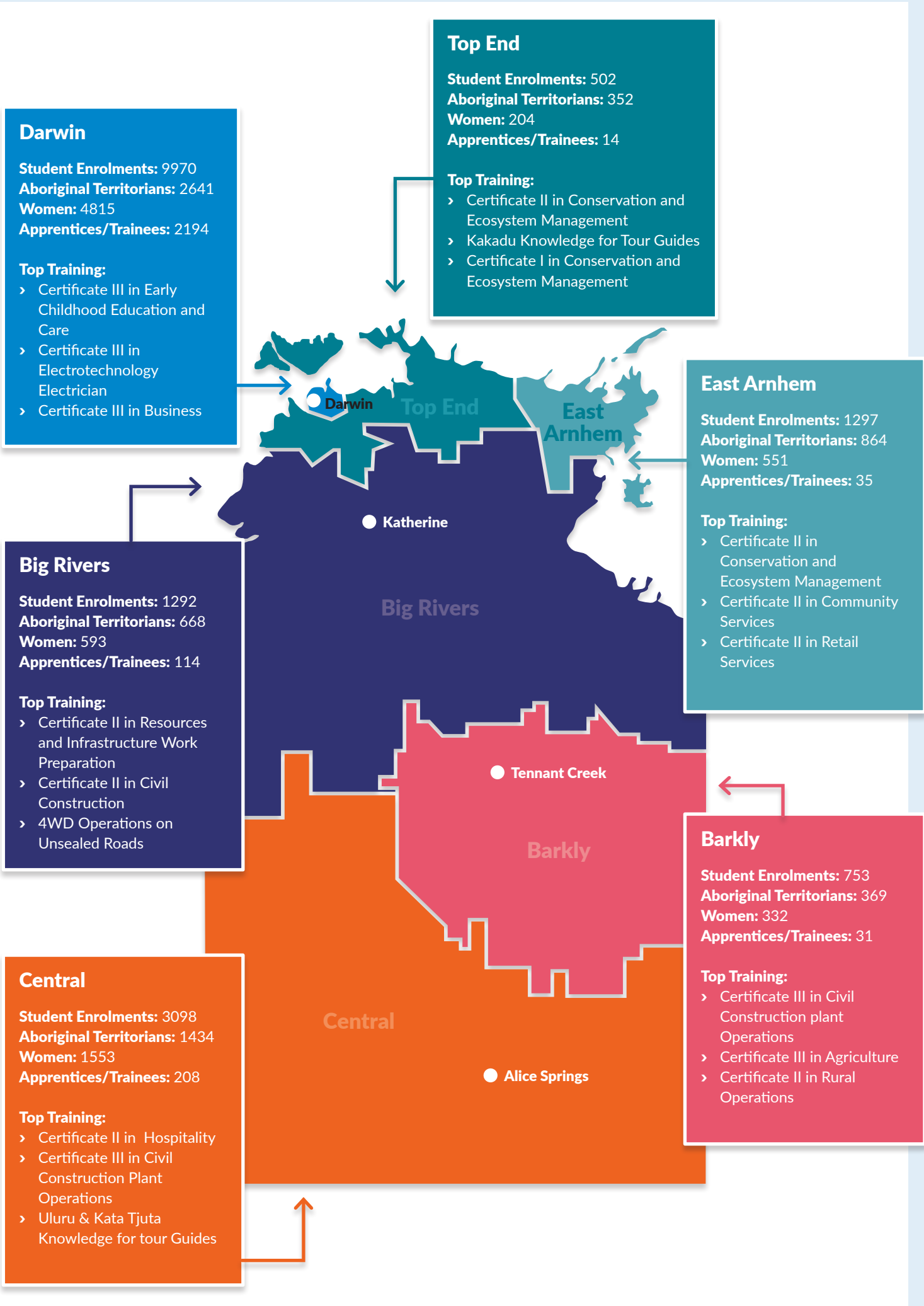Food Processing **208**

Top 10 Apprenticeship and Traineeship qualifications by students in training at 31 December 2023

	Program	Student count
1	Certificate III in Electrotechnology Electrician	418
2	Certificate III in Carpentry	243
3	Certificate III in Early Childhood Education and Care	181
4	Certificate III in Air Conditioning and Refrigeration	151
5	Certificate III in Light Vehicle Mechanical Technology	122
6	Certificate III in Plumbing	117
7	Certificate III in Heavy Commercial Vehicle Mechanical Technology	100
8	Certificate III in Mobile Plant Technology	93
9	Certificate III in Business	81
10	Certificate II in Retail Services	78

2023 Program enrolments by qualification level

Qualification	Students
Cert I	1562
Cert II	3075
Cert III	5961
Cert IV	2377
Diploma or higher	942
Other	4978

● Students

Apprenticeship and Traineeship top 10 industry groups by students in training at 31 December 2023

Industry groups (left to right): Utilities, Community Services, Health and Education, Building and Construction, Automotive, Sales and Personal Service, Engineering and Mining, Business and Clerical, Tourism and Hospitality, Primary Industry, TCF and Furnishings
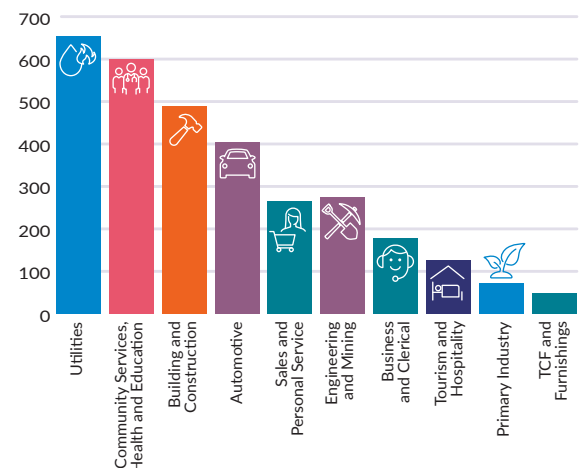
*Data Sources: AVETMISS data collection 2023, NCVER VOCSTATS 2023

Darwin

Student Enrolments: 9970
Aboriginal Territorians: 2641
Women: 4815
Apprentices/Trainees: 2194

Top Training:
› Certificate III in Early Childhood Education and Care
› Certificate III in Electrotechnology Electrician
› Certificate III in Business

Top End

Student Enrolments: 502
Aboriginal Territorians: 352
Women: 204
Apprentices/Trainees: 14

Top Training:
› Certificate II in Conservation and Ecosystem Management
› Kakadu Knowledge for Tour Guides
› Certificate I in Conservation and Ecosystem Management

East Arnhem

Student Enrolments: 1297
Aboriginal Territorians: 864
Women: 551
Apprentices/Trainees: 35

Top Training:
› Certificate II in Conservation and Ecosystem Management
› Certificate II in Community Services
› Certificate II in Retail Services

Big Rivers

Student Enrolments: 1292
Aboriginal Territorians: 668
Women: 593
Apprentices/Trainees: 114

Top Training:
› Certificate II in Resources and Infrastructure Work Preparation
› Certificate II in Civil Construction
› 4WD Operations on Unsealed Roads

Barkly

Student Enrolments: 753
Aboriginal Territorians: 369
Women: 332
Apprentices/Trainees: 31

Top Training:
› Certificate III in Civil Construction plant Operations
› Certificate III in Agriculture
› Certificate II in Rural Operations

Central

Student Enrolments: 3098
Aboriginal Territorians: 1434
Women: 1553
Apprentices/Trainees: 208

Top Training:
› Certificate II in Hospitality
› Certificate III in Civil Construction Plant Operations
› Uluru & Kata Tjuta Knowledge for tour Guides

Darwin

Top End

East Arnhem

Katherine

Big Rivers

Tennant Creek

Barkly

Central

Alice Springs

National Priorities

Priorities	Actions
Net Zero Transformation	**Enhance training pathways** › For apprentices and trainees in high-demand sectors through targeted support under the User Choice framework, focusing on sustainable industries and emerging technologies. **Collaboration** › With public training providers to attract, retain, and develop trainers equipped to deliver future-focused skills, particularly in areas such as renewable energy, digital innovation, and environmental management. **Support regional and remote** › Prioritise support for training providers in regional and remote areas to ensure equitable access to skill development, with special attention to First Nations communities and workforce needs unique to these locations.
Essential Care Services	**Collaboration** › In partnership with Charles Darwin University, Batchelor Institute and the Australian Government, establish the Regional and Remote Health Care Centre of Excellence to address healthcare skills gaps in regional and remote areas. **Enhance training pathways** › Identify pathways to further education opportunities for graduates. › Continue to prioritise and support apprentices and trainees in the care sector
Housing Supply	**Enhance training pathways** › Strengthen support for construction apprentices and trainees including through continued funding for essentials via the Workwear/Workgear Bonus promoting retention and completion.
Reforms and Regulation of VET qualifications and quality	**Collaboration** › Support the NT VET Community of Practice to advance professional development. **Enhance training pathways** › Facilitate VET workforce training and upskilling that aligns with regulatory reforms to maintain quality. Strengthen support for the Certificate IV in Training and Assessment pilot program as an accelerated pathway into VET for industry experts. › Facilitate continuous professional development for VET stakeholders in the reform of VET qualifications and implementation of updated quality standards.
Closing the Gap	**Collaboration** › Form a First Nations RTO subgroup within the VET Community of Practice to provide dedicated guidance and mentorship. **Enhance training pathways** › Develop learning and assessment resources tailored to First Nations learners in VET. › Continue funding regional and remote community projects under the Aboriginal Responsive Skilling Grants program.
Gender Equality	**Enhance training pathways** › Promote accessible training pathways to enable women's entry into under-represented industries, with a focus on developing practical strategies to reduce gender disparities in fields such as technology, construction, and electrotechnology.
Digital and Technology Capability	**Enhance training pathways** › Drive digital and technology skills development through targeted programs such as technology boot camps. › Explore high-level apprenticeships and provide ongoing digital skills training to the VET workforce, ensuring alignment with industry needs.
Sovereign Capability and Food Security	**Collaboration** › Gain a better understanding of Skills NT's role in supporting sovereign capability and food security in the NT by partnering with the Industry Skills Advisory Council NT to identify relevant skilling needs and potential projects. **Enhance training pathways** › Strengthen support for apprentices and trainees that includes continued funding incentives via the workwear work gear bonus.

Direct and indirect collaboration partners: industry representatives, Territory First Nation representatives, registered training organisations, equity groups, and students.

For more information go to:
t: 8935 7707
e: trainingoperations@nt.gov.au

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