

South Australian Skills Commission  
Strategic Plan | 2025–2030



# Earn. Learn. Complete.



Government  
of South Australia

South  
Australian  
Skills  
COMMISSION





## Acknowledgement of Country

The South Australian Skills Commission acknowledges and respects Aboriginal people as the state's first people and nations and recognises Aboriginal people as the traditional owners and occupants of South Australian land and waters.

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## Message from the **Hon Blair Boyer MP, Minister for Education, Training and Skills**

The South Australian Skills Commission (the Commission) plays a crucial role in facilitating a robust and accessible skills system for South Australians by supporting learners, training providers, and industry.

The Commission's 2025–2030 Strategic Plan has been developed in response to the \$2.3 billion National Skills Agreement (NSA), which signals a significant opportunity for the vocational education and training (VET) sector.

Our focus is on providing a quality skills system that is fit for South Australians seeking the skills we all need for learning, work, and life. To do this we are collectively responsible for ensuring all learners are supported to complete their training so they have the skills they need.

Our government is implementing significant reform to the skills system in South Australia to ensure we have the workforce required to address significant skills shortages, and to deliver on our state, industry, and government priorities.

The Commission's Strategic Plan sets out a clear pathway for improving access to skills, focusing on safety and wellbeing, and identifying the support required to ensure learners complete their studies.

I am particularly enthusiastic about the Commission's approach to enhance its engagement with industry including our Industry Skills Councils and the inclusion of members from unions and regulators. This means we can demonstrate a representation of the skills and the perspectives that exist across different sectors.

I am confident that we can build supportive environments for learners from all backgrounds and strengthen awareness about the value of skills in securing a vibrant and prosperous future for South Australians of all ages.



## Message from **Commissioner Cameron Baker, Chair of the South Australian Skills Commission**

The Commission's goal is to focus on apprentice and trainee training and safety, guiding and strengthening South Australia's skills system through considered, evidence-informed advice on policy development, innovation, and funding allocation within South Australia.

Our 2025–2030 Strategic Plan outlines the Commission's dedication and commitment to providing a visible and vibrant skills system that results in economic and social prosperity for South Australians.

We are acutely aware of the challenges the state's workforce and economy are facing due to persistent skills shortages, which is why this Strategic Plan will guide the evolution of the system over the next five years.

Our four strategic priorities are to:

- attract and retain apprentices and trainees to VET to meet workforce needs
- innovate and advocate to enable the skills system to adapt to workforce requirements
- provide stewardship for industry to improve equity and access
- strengthen connections with our key stakeholders – industry, community, and government.

These strategic priorities are underpinned by our core objectives and enable the Commission to provide expert advice to the Minister on workforce strategies that prioritise employment growth and investment in South Australia.

We are committed to delivering the Commission's legislative functions, including regulation of apprenticeships and traineeships, and recognition of skills gained other than through a training contract. This will allow us to foster the reforms required to meet workforce demands.

The Commission will continue to focus on the promotion and enhancement of VET and the skills system through hosting our prestigious annual South Australian Training Awards.

It is an exciting time for the skills sector; I am thrilled to be part of this five-year plan, which we will implement with the support of our Commission members, Industry Skills Councils and Committees, highly skilled teams, supporters, and partners.

I commend the Commission's 2025–2030 Strategic Plan to South Australians.



## The Commission's purpose

The Commission plays an integral role in engaging with industry, the community, and government to support employment growth and economic outcomes for South Australia.

### Our core purpose is threefold:



To facilitate a significant shift in the quality, appeal, and adoption of skills-based careers, supporting how South Australians learn, work, and live.



To provide advice underpinned by a deep understanding of South Australian industries and sectors, focusing on change and adaptation through our Industry Skills Councils.



To ensure training providers and employers are meeting their obligations to support learners, enabling them to enter the workforce with the skills and capabilities required by industry.

## Who we engage with

We engage with learning and training communities across VET, Adult Community Education (ACE) and Higher Education, the apprenticeship and traineeship system, policy makers, industry and sector leaders, training providers, employers, unions, peak bodies, learners, parents, community groups, and all levels of government.

We also engage with Skills SA; this Strategic Plan has been considered in line with South Australia's new skills policy – *Skilled. Thriving. Connected.*

Together we enable the conditions for skills-based careers to flourish in different cultural and community contexts – from the city centre and metropolitan areas to our rural, regional, and remote areas of South Australia.



# Our functions under legislation

- Regulate the state's apprenticeship and traineeship system, including the enforcement of the *South Australian Skills Act 2008* and South Australian Skills Standards.
- Engage with stakeholders to ensure VET is responsive to industry demands.
- Provide a complaint handling, advocacy, and dispute resolution service.
- Monitor and report on the state of VET and ACE in South Australia to our Minister.
- Enable learners and workers to make informed skills and career choices by promoting career pathways between secondary schools, VET, ACE, and Higher Education.
- Foster lifelong learning and flexibility in the training system.

## The South Australian Skills System

### South Australian Skills Act 2008

The functions of the Commission are specified in the Act.



### Skills Regulations

Regulations support the operation of the Act.



### Skills Standards

The 14 Standards align to the Act and Regulations.

Vocational Education  
and Training

Apprenticeships  
and Traineeships

Higher Education

Adult Community  
Education

Training delivery mechanisms

The Commission

SA Government

Committees

Industry Skills Councils

Provide advice to the Commission about the skills system as a whole, apprenticeships and traineeships, training delivery, quality, and safety.

Provide advice to government through Commission members across sectors, including agri-business, technology, retail, early education, tourism, construction, manufacturing, and defence.



## The changes around us

The opportunity exists to re-imagine the role of a skills-based economy through collaboration between government, training, and industry, and by exploring and promoting stories about the value of skills in learning, work, and life.

While we cannot directly influence every disruptive force to our workplaces, such as those occurring through technology, automation, AI, global health challenges, climate change, an aging workforce, we can respond to the skills needs and expectations of South Australians in relation to these issues.

The skills sector relies on a capable, engaged, and available workforce; the health and wellbeing of learners, apprentices, and trainees, as well as positive perceptions and attitudes about the role of skills in our community.

With lifelong learning now entrenched, new pathways are evolving between learning at school, home, and work that will strengthen skills-based careers across South Australia.

With our role as custodian of the apprenticeship and traineeship system, the opportunity exists for the Commission to proactively respond to change and develop strong skills adaptation and adoption strategies.

## Growing a high-quality, safe, and accessible skills system

Through deeper engagement and by investing in a strong regulatory framework, we will enable our stakeholders to connect effectively with and support the skills system, unlocking opportunities for economic and social success.

### A Listening Platform



**Built to support people in rural, regional, remote and metropolitan areas through a new shopfront support centre, working with local partners, online presence and helpline to:**

- Facilitate resolutions between apprentices, trainees, and employers.
- Allow us to engage directly with our stakeholders to learn about and improve training completions.
- Share new narratives to support skills success.
- Build confidence in the VET system through better access to the Commission and its representatives.

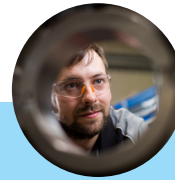
### A Strong Foundation



**Build a fit-for-purpose regulatory framework that will:**

- Grow a high-quality skills system that enables every learner to flourish.
- Support better access to information between government, industry, and learners.
- Develop evidence-informed approaches to strengthen decision-making.
- Ensure that people and industry understand the relationship between safety and positive training experiences.





## OUR VISION

**A visible and vibrant skills system that enables economic and social prosperity for South Australians.**

### Strategic Priority 1

Attract and retain apprentices and trainees to VET to meet workforce needs



### Strategic Priority 2

Innovate and advocate to enable the skills system to adapt to workforce requirements



### Strategic Priority 3

Provide stewardship for industry to improve equity and access



### Strategic Priority 4

Strengthen connections with our key stakeholders – industry, community, and government



Underpinned by our advisory role to government through our Industry Skills Councils and Committees.

### Anchored by

#### A Listening Platform

South Australian Skills Commission Shopfront to expand our outreach



#### Promote VET



#### A Strong Foundation

Robust and supportive regulatory framework



### Enabled by



The capability of our people



Resources and budget allocation



Information technology and data

# Our strategic priorities, objectives, and measures



## Strategic Priority 1

**Attract and retain apprentices and trainees to VET to meet workforce needs**

### Our Objectives

- Develop a solid understanding of the drivers of and barriers to lifting completion rates and support the achievement of significant improvements.
- Support the visibility of career pathways between school, VET, ACE, and Higher Education.
- Increase the volume of learners engaged in VET from start to finish, with improved experiences.

### Success looks like

- Elevated completion rates with a focus on best practice to increase the volume of diverse learners across rural, regional, remote, and metropolitan areas.
- Sectors experiencing skills gaps and shortages realise growth in the pipeline of skilled VET graduates to meet their workforce needs.
- More learners embrace skills-based careers earlier in their learning journey, with parents, teachers, and leaders promoting VET as a first choice.



## Strategic Priority 2

**Innovate and advocate to enable the skills system to adapt to workforce requirements**

### Our Objectives

- Establish a shopfront support centre where apprentices and trainees, employers, and community members can better engage with the Commission through dedicated complaint handling, advocacy, and dispute resolution services.
- Contribute to the development of quality training packages by engaging with industry through our Industry Skills Councils.
- Deliver on our legislative functions as we respond to economic, social, and environmental changes.

### Success looks like

- Strong engagement from stakeholders, including students, parents, and employers identifying better access and value from interactions with the Commission's services.
- Early intervention to resolve disputes, issues, and complaints through proactive measures and real-time data.
- Industry, community, and government experience an integrated and user-friendly skills system that contributes to economic and social success.



### Strategic Priority 3

**Provide stewardship for industry to improve equity and access**

#### Our Objectives

- Support learners and communities by providing South Australia with an industry-led skills system.
- Build safe and supportive environments in rural, regional, remote, and metropolitan areas to enable a diverse community of learners.
- Enhance employer participation in an equitable, accessible, and effective VET system.

#### Success looks like

- Greater participation in apprenticeships and traineeships by learners from diverse cultural, social, and economic backgrounds, including Aboriginal and Torres Strait Islander people, and females in trades.
- Industry is evolving to develop safe, inclusive, and rewarding VET experiences that align with the State's priority skills shortage areas and community expectations.
- Strengthened employer education, accountability, and compliance to ensure quality outcomes for apprentices and trainees, enabling better workplace experiences and outcomes for apprentices and trainees.



### Strategic Priority 4

**Strengthen connections with our key stakeholders – industry, community, and government**

#### Our Objectives

- Provide advice to the Minister on workforce strategies and priorities to support employment growth and investment in South Australia.
- Collaborate with all stakeholders to address skills shortages and create sustainable VET pathways.
- Facilitate the connectivity of employers, unions, school leavers, and the existing workforce through training and development that ensures a robust skills pipeline.

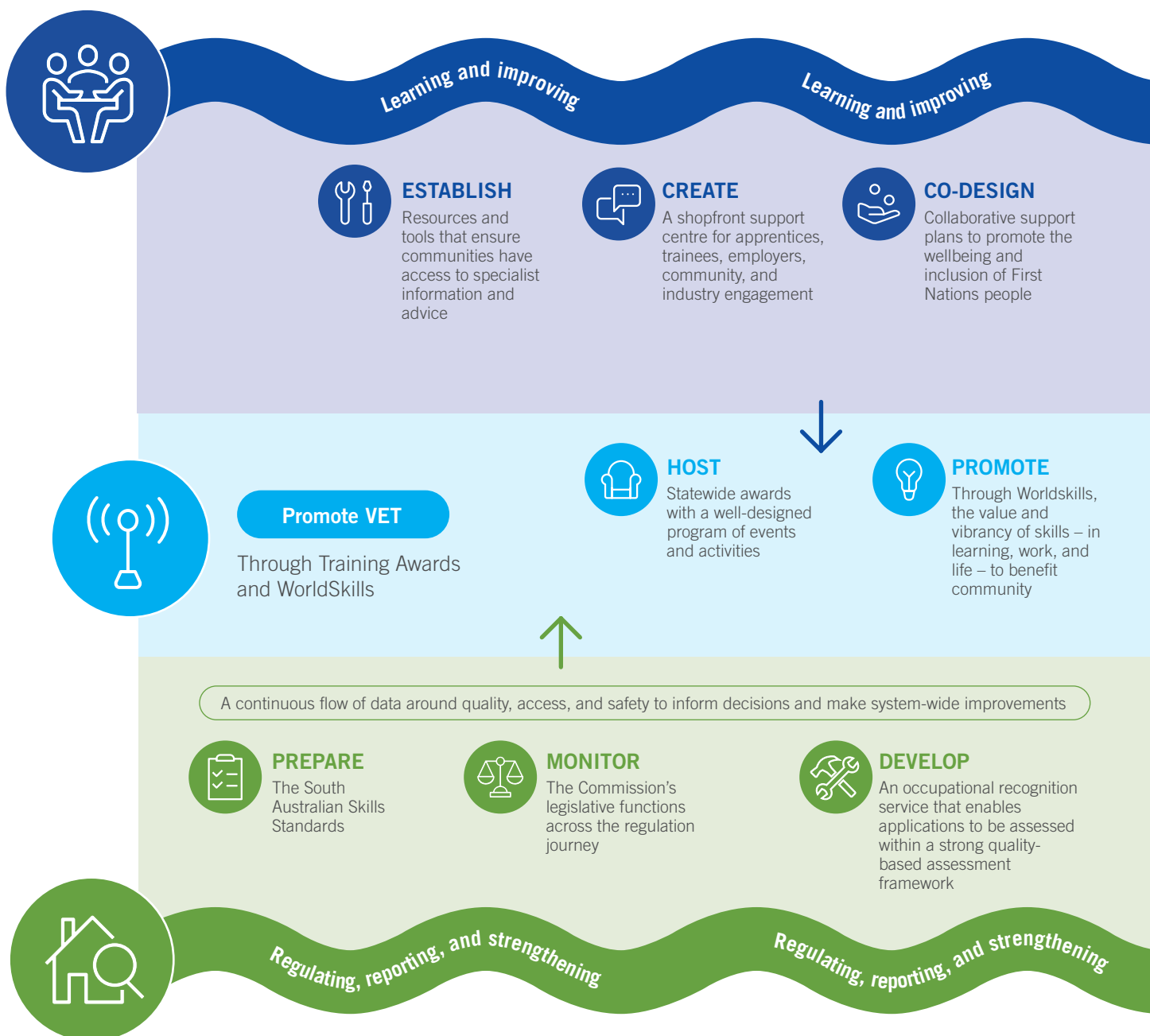
#### Success looks like

- Increased capacity and capability of employers to supervise apprentices and trainees to optimise learning and successful outcomes in the workplace.
- A responsive and adaptive skills system that supports the evolving training requirements of industry and addresses the jobs and skills needed in priority sectors.
- Empowering industry to directly inform Government decisions around the prioritisation of apprenticeship and traineeship pathways and funding.

# The journey to implement our Strategic Plan

## A Listening Platform

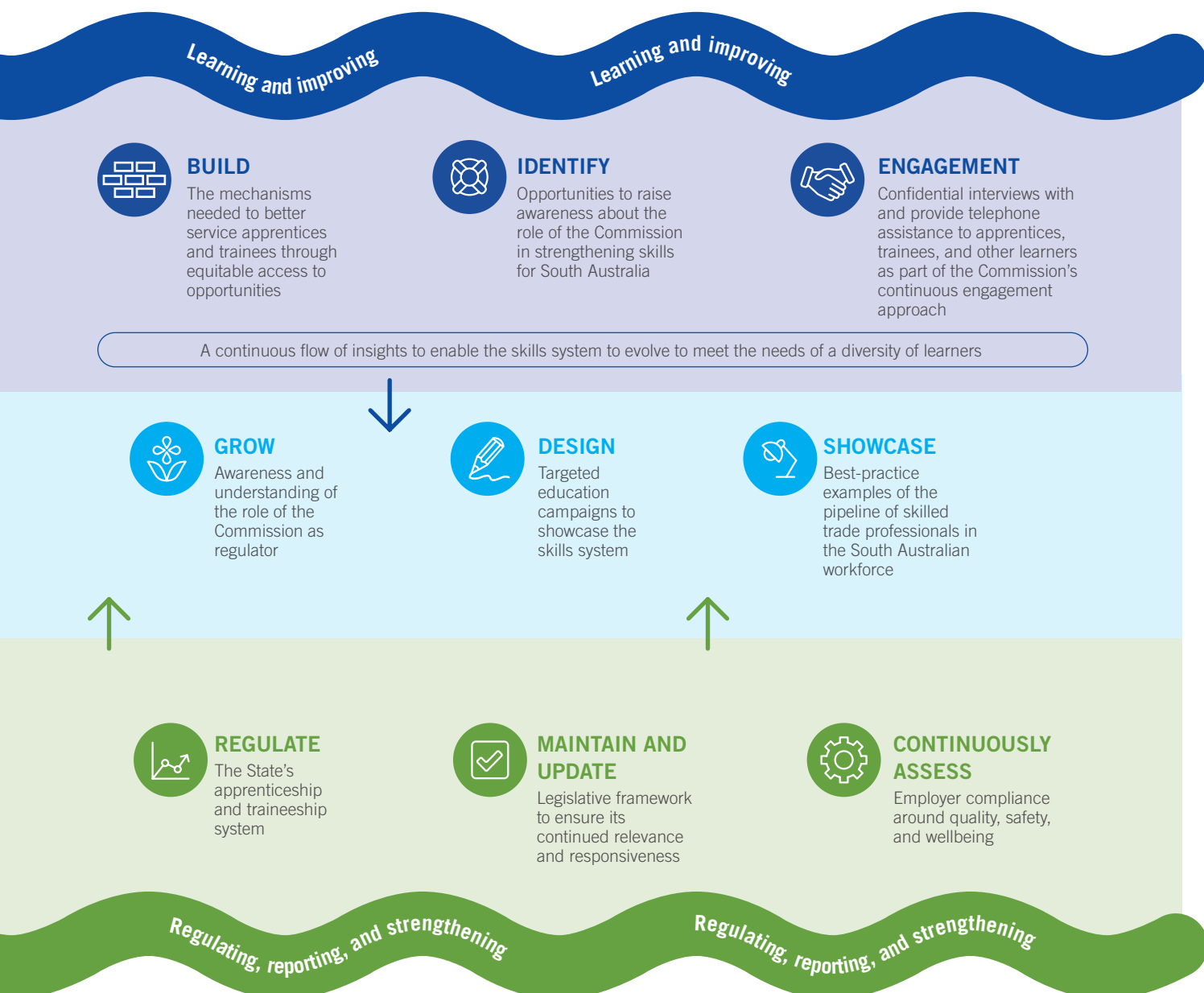
Built to support people in rural, regional, remote and metropolitan areas through a new shopfront support centre, working with local partners, online presence and helpline.




## A Strong Foundation

Build a fit-for-purpose regulatory framework.





A photograph of two construction workers, a woman and a man, wearing white hard hats and safety glasses. They are looking off-camera to the right. The image is overlaid with a semi-transparent green filter. The woman is in the foreground, slightly to the left, and the man is behind her, to the right.

**“As the South Australian Skills Commission, we will endeavour to connect employers, unions, school leavers, and the existing workforce with training and development to ensure a robust skills pipeline, where learners thrive in a safe and supportive environment, to ensure South Australia’s economy continues to benefit South Australians.”**

**Commissioner Cameron Baker,**  
*Chair of the South Australian Skills Commission*





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[skillscommission.sa.gov.au](http://skillscommission.sa.gov.au)



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