



Australian Government



# VOCATIONAL TRAINING AND EMPLOYMENT CENTRES (VTEC)

**The Australian Government has committed to support Vocational, Training & Employment Centres (VTECs) to deliver up to 7,500 jobs to Indigenous jobseekers, based on the GenerationOne employment model.**

## WHAT IS A VTEC?

VTECs connect Indigenous job seekers with guaranteed jobs and bring together the support services necessary to prepare job seekers for long term employment. The guarantee of a job before job-specific training starts is the key feature of VTECs. It ensures:

- vocational or job-specific training is directly related to available jobs
- employers can recruit Indigenous job seekers with the right skills for specific jobs
- job seekers are responsible for opting into available jobs
- the commitment of job seekers is rewarded with guaranteed employment.

VTECs operate with the support and involvement of local Indigenous communities and their leaders. VTECs are aligned to the values and needs of both Indigenous communities and employers.

VTECs work with service providers to bring together a comprehensive range of support for job seekers to build vocational and non-vocational capabilities. This includes:

- obtaining a driver's licence
- literacy and numeracy training
- work experience
- pre-employment and job training.

## WHO CAN PARTICIPATE IN THE VTEC?

VTECs are open to Indigenous job seekers and school leavers and prioritise highly disadvantaged Indigenous job seekers.

## WORKING WITH EMPLOYERS

VTECs work with employers to identify jobs for Indigenous job seekers and establish the training requirements for these jobs.

VTECs ensure Indigenous job seekers have the skills needed for the job with training tailored to the specifications of the employer.

VTECs are the conduit for employers to offer guaranteed jobs to job seekers.

The opt in choice for job seekers means they have a genuine interest in the field of work they are training for.

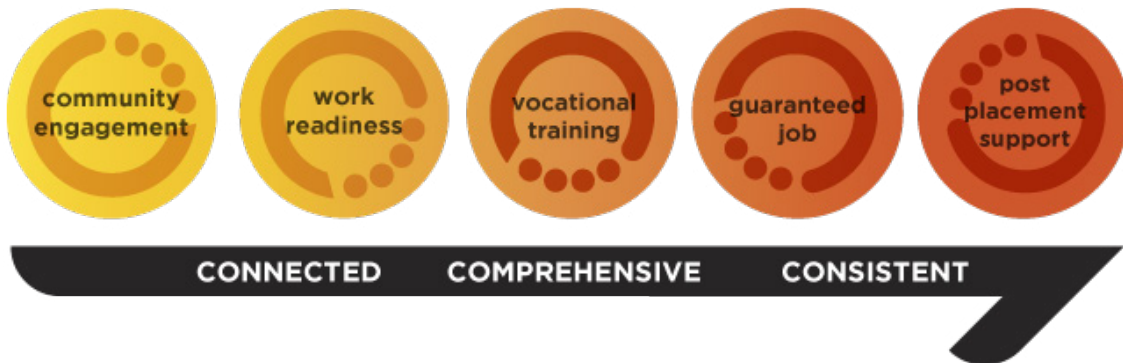
Once job seekers are employed, VTECs continue support to support them and their employers to achieve long term employment outcomes.

## MORE INFORMATION

For more information on Vocational Training & Employment Centres, please visit [www.dpmc.gov.au/vtec](http://www.dpmc.gov.au/vtec) or email the VTEC team: [vtec@dpmc.gov.au](mailto:vtec@dpmc.gov.au)



## COMPONENTS OF VTEC SERVICES



The five components of VTEC services are:

- **Community Engagement** - Engaging with Indigenous communities and building work aspirations among Indigenous job seekers.
- **Work Readiness** - Strengthening the capacity of Indigenous job seekers and comprehensively addressing barriers to employment.
- **Vocational Training** - Preparing Indigenous job seekers for a specific job in line with employers' requirements.
- **Guaranteed Job** - A guaranteed job creates mutual commitment between job seekers and employers.
- **Post Placement Support** - Focuses on employee retention which could include employee mentoring and cultural awareness support for employers.

As job seekers move through these five stages, their progression is strongly supported. While VTECs are responsive to the specific needs of Indigenous communities and employers, all VTECs follow the five stage process to ensure job seekers are equipped and empowered to take up guaranteed jobs.

## VTEC PROFESSIONAL DEVELOPMENT PROGRAM

VTEC managers will be required to participate in the VTEC professional development programme entitled Leaders in Indigenous Vocational Training and Employment Programme. The programme will offer VTEC staff support to:

- ensure high quality and consistent delivery of the VTEC model during the roll-out of the 7,500 jobs
- build their adaptive leadership skills
- create a network of Indigenous and non-Indigenous VTEC managers so they can share knowledge and provide peer to peer mentoring to achieve effective VTEC delivery.

### MORE INFORMATION

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