Foundation Skills in VET: Challenges & Opportunities

Max Lorenzin
Foundation Skills (FS)

Defined as...

Language Literacy & Numeracy Skills (LLN)

+ 

Employability Skills
FS = LLN Skills + Employability Skills

Australian Core Skills Framework (ACSF)
- Learning
- Reading
- Writing
- Oral Communication
- Numeracy
+ English language & Digital literacy

Core Skills for Work

Navigate the world of work
a. Manage career and work life
b. Work with roles, rights and protocols

Interact with others
a. Communicate for work
b. Connect and work with others
c. Recognise and utilise diverse perspectives

Get the work done
a. Plan and organise
b. Make decisions
c. Identify and solve problems
d. Create and innovate
e. Work in a digital world
Foundation Skills

Exist on a continuum:

Very basic skills  Highly developed and specialised skills

FS underpin successful achievement of vocational competencies at all levels
Skills & Knowledge

- Core Skills for Work
- Work Performance
- Technical or Discipline Specific Skills
- LLN Skills
- Context
PIAAC 2013

PIAAC - Programme for International Assessment of Adult Competencies

International survey of adult skills in literacy, numeracy & problem solving

Surveyed in Australia
- 15 - 74 years of age
- over 16,000
PIAAC measures...

**Literacy**

- reading and the components of reading - word meaning, sentence processing and passage comprehension. Writing is not assessed.

**Numeracy**

Problem solving in technology-rich environments
### PIAAC results for Australia

<table>
<thead>
<tr>
<th>Level</th>
<th>Literacy</th>
<th>Numeracy</th>
<th>Problem Solving</th>
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<tbody>
<tr>
<td></td>
<td>%</td>
<td>Million</td>
<td>%</td>
</tr>
<tr>
<td>1</td>
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<td>6.3</td>
<td>31%</td>
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<td>2.6</td>
<td>12.4%</td>
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</table>

* NC = Non Classified
PIAAC results:
Australia 2013 at level 1 or 2

7.3 million (43.7%) literacy skills
[ALLS in 2006 - 46.6%]

9 million (53.5%) numeracy skills
[ALLS in 2006 – 52.5%]

11.6 million (69%) problem solving in technology rich environments skills
[ALLS in 2006 – 69.9%]
VET workforce capability requirements…

Capability of vocational practitioners is critical for effective delivery of training that integrates Foundation Skills (FS)

More people need to understand how to develop FS
VET workforce capability requirements...

More specialist LLN practitioners needed
  • to work in a range of environments
  • to work in partnership with other training providers

Vocational training providers will need...
  • greater awareness of FS
  • increased ability to support development of FS
VET workforce capability requirements...

VET managers & policy makers will need a greater understanding of...

- centrality of FS to all skill development
- effective approaches for integrated delivery
New skills…

For integrated delivery approaches to work both LLN & vocational specialists will need to develop new skills
LLN specialists

- Willingness to engage with voc/industry areas & work in workplace & community settings
- Ability to adapt & customise FS learning materials for use in a variety of contexts
- Ability to work in partnership with voc specialists
- Flexibility to use & adapt a range of learning strategies to suit learners’ immediate learning needs
New skills…

Vocational specialists

• Increased awareness of LLN issues & their impact on voc skills development

• Understanding of how to support FS development

• Willingness to revise learning materials and approaches to support or enable FS development

• Ability and opportunity to work in partnership with LLN specialists
Gaps to fill...

- shortage of appropriately skilled LLN specialists, exacerbated by aging workforce & small number of new entrants to this field

- limited understanding of Foundation Skills among VET specialists
TAESS00009 Address Foundation Skills in Vocational Practice Skill Set

- TAELLN411 Address adult language, literacy and numeracy skills
- TAELLN412 Access resources and support to address foundation skills in vocational practice
- TAELLN413 Integrate foundation skills into vocational training delivery
FSK – Foundation Skills Training Package

FSK10113 Certificate I in Access to Vocational Pathways

FSK10213 Certificate I in Skills for Vocational Pathways

FSK20113 Certificate II in Skills for Work & Vocational Pathways

https://www.ibsa.org.au/foundation-skills-fsk
Industry Skills Councils (ISCs) & Foundation Skills Resources

National Foundation Skills Strategy for Adults

FOUNDATION SKILLS WORKFORCE DEVELOPMENT PROJECT

Workforce Development Projects

Workforce Development Workshops

Foundation Skills Champions Network

Scoping the National Foundation Skills Professional Standards Framework

NFSSA - by 2022, two thirds of working age Australians will have literacy & numeracy skills at Level 3 or above
Contact details

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National Foundation Skills Strategy For Adults

Foundation Skills Workforce Development Project
PIAAC results 2013
Jan Hagston, Multifangled P/L, member PIAAC Literacy Expert group and Dave Tout, ACER, member PIAAC Numeracy Expert group


PIAAC results 2013 - Australian Council for Adult Literacy
Administered PIAAC, includes comprehensive analysis of the Australian results and comparisons with the international data.
The National VET Equity Advisory Council (NVEAC) was established to improve training & employment outcomes for those at risk of disadvantage in the national training system.
Coordinated by the Organisation for Economic Co-operation and Development (OECD), conducted in 24 countries around the world and sought to measure the skills needed for people to participate in society and for economies to prosper.

Further information can be found in *Programme for the International Assessment of Adult Competencies* (cat. no. 4228.0), available for free download from the ABS website [www.abs.gov.au](http://www.abs.gov.au).

ABS released final results for PIAAC in October 2013, coinciding with PIAAC by the OECD.