Inclusion Approach

Victorian Skills Authority

ACTING TOGETHER FOR THE COMMON GOOD

Inclusion represents a shared approach to skills planning and outcomes with a focus on individuals and enterprises at risk of missing out on skills opportunities, to reduce inequality, spread economic opportunity and aspire for the best for all Victorians.

The role of inclusion at the VSA

The Inclusion Approach is a guide to shape the work of the Victorian Skills Authority (VSA). It defines what inclusion and an inclusive skills sector means to us and why it is a fundamental consideration across all aspects of our work. It identifies our areas of influence, immediate and longer-term priorities and commitment to continuous improvement.

Alignment to the Victorian public sector values and embedding the principles of inclusion in the way the VSA works – planning and acting for future skills for all – will be the basis of success.

Inclusion applies to all areas of the VSA's business including policy, service delivery, program and grants funding, skills planning and staff recruitment and support.

Importance of inclusion

Equality and equal opportunity of access and participation are key to Victoria and Australia's social cohesion and economic growth, with benefits across society.

The individual realises their potential and enjoys improved outcomes.

Communities and societies offer a diverse range of learning pathways that bring economic value and social cohesion to Victoria, and those who don't face barriers develop a better understanding of diverse groups.

Businesses have an expanded talent pool - diverse and inclusive workplaces are twice as likely to meet or exceed financial targets and 8 times more likely to achieve better business outcomes.

The economy, through greater income equality, enjoys more stable, resilient and higher economic growth in the medium and long-term.

Principles

The Inclusion Approach applies to the VSA, the VSA Advisory Board, Industry Advisory Groups and all stakeholders, and defines inclusion as:

✔ Vocational education and training (VET) environments and workplaces free from racism and discrimination where individual differences are celebrated, valued and accepted

✔ Proactively seeking out and promoting the voices and views of everyone, particularly underrepresented and previously excluded groups

✔ Removing barriers to enable full participation in training and the workplace

✔ Ensuring psychologically and culturally safe environments that allow everyone to thrive and reach their potential.

Our commitment to inclusion

In addition to embedding inclusion principles in existing work, the VSA has identified immediate priority areas of focus.

Aboriginal Victorians

The VSA Self-determination Working Group is leading our commitment to Aboriginal self-determination. The working group will seek to partner with Victorian Aboriginal groups to develop a set of guiding principles and actions for the VSA which facilitate and increase opportunities for Aboriginal self-determination within the Victorian skills system.

Inclusiveness of a combined system

The VSA aspires for an integrated skilling system that meets the student at their point of need and provides opportunities for lifelong learning and career progression, including delivery of foundational skills (literacy, numeracy and digital literacy). We will continue to drive better connections and pathways for students to navigate and realise the opportunities the skills system can offer.

Student voice

The VSA 'student at the centre' perspective strives for vocational education and training that is engaging and rewarding, that supports students to commence and complete VET, and that ensures students leave training armed with the skills to enter the workforce and make a meaningful contribution.

Future priorities

There will always be work to do to improve inclusion and inclusive practice in skilling. The VSA culture is one of continuous improvement and these immediate priorities are just the starting point. As new insights come into view the VSA will respond through an inclusive lens.

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