

Queensland VET

An inclusive training system

Vocational education and training (VET) provides people with opportunities for initial and continuing skills development that respond to the workforce and community needs of today and tomorrow.

In the current training environment everyone, regardless of background and ability, needs to have the opportunity to develop the skills they need to fully participate in society, be active citizens and positively contribute to our state's future prosperity.

Inclusive practice provides these opportunities and enhances the realisation of economic and social benefits. To maximise success and ensure future business viability now, VET providers and the VET system must address learner diversity and demographic changes through integrating inclusive practice as a core business element.

The department enables and endorses inclusive practice that responds to the diversity of Queensland's population. Using a tiered approach, the department acknowledges the interconnection and importance of policies, systems, processes, structures and individual actions to achieve full participation. This approach is underpinned by the following beliefs.

Our beliefs

Inclusive practice in a VET context leads to economic and social benefits that are valuable and inseparable

- The purpose of inclusive practice is to ensure everyone has the opportunity to fully participate in life and to feel valued.
- Everyone deserves the opportunity to learn, leading to work and participation in their community.
- An inclusive VET system matches learner aspiration and strengths to options for what and how learning occurs.

Inclusive practice is everyone's responsibility

- Inclusive practice involves a reciprocal process where individuals, business, industry and the community identify and provide for diverse needs without expectations of unilateral conformity.
- An inclusive VET system uses critical inquiry with learners. This strengthens systems and enables and promotes independent thinking, lifelong learning and active citizenship.
- An inclusive VET system equally values the interconnection and interaction between staff, learners, the learning environment and the broader community.



Everyone can learn

- Everyone has a right to learn and everyone can learn. Inclusive practice provides access to effective learning opportunities, and a range of support provides individualised chances for learner success.
- The way individuals approach activities and each other is shaped by many factors
 - we all do things differently. An inclusive VET system is supportive and tailored and one where all learners are valued and respected for their differences as they develop new skills.

Learning is lifelong

- Working age Australians need the skills to meet changes and developments and to match labour market flexibility and mobility.
- An inclusive VET system enhances learner independence and resilience and contributes to wellbeing, lifelong learning, active citizenship and individual opportunity.

Our approach

Inclusive practice in a VET context requires action at three levels:

- delivery of training
- registered training organisation structures, systems and processes
- policy and funding.

Success in learning requires three layers of learner support:

- informed self-help information and tools
- base level assistance
- specialised support.

For further information email InclusivePractice@desbt.qld.gov.au.