

Request for the inclusion of non-accredited training under Learning Worker Target

This request must be completed by the Principal Contractor and approved and validated by the Agency for non-accredited training only. Contractors must ensure that all the criteria below are met and supported by written evidence.

Non-accredited microcredentials must not account for more than 5% of the learning worker target. At least 15% of the learning workers must undertake accredited training, as this contributes more directly to skills shortages.

Microcredentials

Microcredentials are an option for upskilling workers. It has the advantage of short course targeted training that is bespoke and fit-for-purpose for the needs of the individual and the construction project. Microcredentials can be vocational education and training and higher education units of study.

The inclusion of non-accredited microcredentials towards Learning Worker targets will be monitored to ensure that it is fit for purpose and that quality outcomes are not compromised.

Non-accredited microcredentials must not:

- Duplicate existing AQF content, Training Packages, accredited courses, skill sets or units of competency.
- Include high risk training, nor supersede any training for licensing or role competency (including Verification of Competency requirements).
- Include safety and ticket refresher courses.
- Include contractor induction training, internal mandatory / non-transferable training provided.

Note: That non-accredited microcredentials do not meet the eligibility and funding criteria under Smart and Skilled and will not be funded.

Please complete the following table – attach additional documentation/evidence where necessary.

Training Course or Program Title	Skill Gap	Who will need the training Target group	Type and description of Training	Training Provider	Number of participants	Timeframe/ Duration
e.g. Mental Health First Aid	e.g. Mental Health and wellbeing	e.g. All site staff	e.g. Non-accredited face to face training	e.g. XYZ training provider	e.g. 80	e.g. End of the year

Demonstrate how non-accredited microcredentials meet the following criteria listed in the NSW Training management guidelines.

Criteria	Evidence
<ul style="list-style-type: none"> Support the upskilling of workers to meet the current or future needs of infrastructure and/or critical skill shortage areas. 	
<ul style="list-style-type: none"> Meet clearly defined and demonstrated industry need. 	
<ul style="list-style-type: none"> Learning outcomes are clearly defined and measurable. 	
<ul style="list-style-type: none"> Include assessment/s to ensure the learning outcomes are demonstrated and recorded. 	
<ul style="list-style-type: none"> Stipulates the volume of learning with minimum of three hours. 	
<ul style="list-style-type: none"> Align to an industry standard or professional requirement or constitute recognition towards an industry or vendor certification. 	
<ul style="list-style-type: none"> Includes training for new and emerging technology or niche industry skills and processes currently not covered by an industry training package. 	
<ul style="list-style-type: none"> Training must be provided by a Registered Training Organisation, Universities, Industry Associations, Unions, Peak bodies, and Professional bodies, Vendor Certification Providers, Construction Technical Capability Training Providers, community based organisations that deliver mental health and well-being or cultural awareness training. 	
<ul style="list-style-type: none"> Indicate how you assess whether the training meets the needs of the project/individual. What is the feedback mechanism. 	