

## **Research Activity 2: Understanding career pathways in VET**

### **Introduction**

While we know something about the changes to the VET workforce that have occurred over the past ten years, little is known about the processes by which staff enter the sector, move through various job roles and then leave the sector. Additionally, we are not well informed on the ways in which their work changes via processes such as promotions, secondments, job rotations etc. that enhance or inhibit this career development process. The role that professional development (particularly the acquisition of higher education qualifications) plays in this progression is also unclear.

This research activity has been designed to explore career pathways in VET, particularly in the light of the pressing need to consider issues relating to succession planning for the sector in an environment where part-time, casual and contract modes of employment predominate.

### **This research activity will:**

- investigate how and in what ways careers are conceptualised and managed in VET
- analyse the implications for workforce development of different categories of staff employed by VET providers

The outcomes of the research activity will provide a life cycle perspective in the development of career pathways in VET and the implications these pathways might hold for labour supply, skill development and succession planning in the sector.

### **Products**

- A **literature review** which summarises the latest thinking on understandings of career and career pathways in VET and a number of like occupations
- **Data from a national survey** to inform a range of decision-making processes within VET providers (labour supply, professional development, succession planning, relevance and importance of higher education qualifications in career pathways)
- Resources including **information sheets and a professional development kit** for existing and potential VET staff to assist them in understanding career pathways and to facilitate their decision-making about planning career pathways within the sector

### **Benefits**

Participating RTOs will benefit from this research by:

- being able to access relevant data relating to specific groups of staff (e.g. teaching staff, support staff) within particular contexts (public, private RTOs)
- engaging in processes to develop and examine resources which can then be tailored to their particular needs and contexts