

As a result of the implementation of AVCTS, a new Australian Vocational Certificate (AVC), founded on a 'key competencies' concept, is expected to be introduced in January 1995.

The Mayer report identified the necessary key competencies for employment in the future as:

- collecting, analysing and organising information
- communicating ideas and information
- planning and organising activities
- working with others in teams
- using mathematical ideas and techniques
- solving problems
- using technology.

2.3.3 The Training Guarantee

The Training Guarantee was an obligation on employers to invest a minimum amount each year on training. The Training Guarantee Scheme was introduced in 1990 to increase employer investment in quality training, achieve a more equitable distribution of training across the workforce, and improve employer attitudes to training.

The TG required employers with an annual national payroll of \$200,000 or more to spend at least 1.5% on broadly defined, employment related, structured training. Employers spending less than the minimum had to submit the shortfall to the Australian Taxation Office. This would then be used to fund additional training.

There were few controls on quality of training. The scheme has created a climate where training needs are now more widely recognized. There have been many critics and the scheme has just been suspended (March 1994).