

Monday 7 November 2016

Speakers - Aaron Devine, Devine Management Consulting and Alan Waldron, Hutchinsons Builders
Facilitator – Dianne Dayhew

At the Skills Oz E-Oz Pre-Conference Day, speakers Aaron Devine and Alan Waldron put their views forward on how VET has performed from the public and private RTO perspectives. The audience responded with a talk and report session on how to create a high performing VET system in Australia. These sessions were facilitated by Dianne Dayhew, GM Policy for Skills Oz.

Overwhelmingly, aspirations by delegates called for stability, consistency, a higher profile for VET with equal status as university pathways, and both public and private RTOs being valued with equivalent roles to support the future VET system.

Tuesday 8 November 2016

Introductory presentation from the Chairs of E-Oz and Skills Oz

Speakers - Mr Noel Hamey, OAM and Mr Bernard Van den Bergen

Topic: Government VET Reform – Changing the face of VET

Speaker – David Garner, ASQA

David spoke about the changing audit approach by ASQA. The focus will now follow the student "journey", particularly in response to the recent VET FEE Help issues, such as unconscionable behaviour to sign up students from disadvantaged communities into courses they will never complete. Greater accountability for redressing harm through a more holistic examination focusing on practices not just systems will be in place. The key is that ASQA will be ensuring that a person that holds a Certificate will have the skills and knowledge that the qualification declares.

Topic: The AISC – Looking into the future

Speaker - Brett Schimming, Construction Construction Skills Queensland (CSQ) and Australian Industry Skills Committee (AISC)

Brett Schimming addressed his two roles - both on the AISC and CSQ. From his AISC role, Brett acknowledged that the newly reformed national VET system is convoluted - what we have today is not what we will have in 4-5 years. For the longer game, Brett advises we must participate in VET to shape the future and get us to the next point. The AISC focus on reviewing Training Packages and organising IRCs will continue through to February 2017, and after this industry will gain some momentum in the system... "Don't let the format of how the system looks like impact your views on how it will look like in the future". Brett also spoke of CSQ's report "Farsight for Construction" exploring 4 scenarios for QLD's future construction industry: The digital evolution, smart collaboration, globally challenged, and rise of the robots. Brett advises that in the future, the construction industry "will see a change in productivity and price, and it will be driven by young people's consumerism".

Topic: Asbestos in our Industries

Speaker – Peter Tighe, Asbestos Safety and Eradication Agency

Peter is encouraging industry to improve the level of training on Asbestos threats, particularly as new products coming into Australia are manufactured in SE Asia, Indonesia and China, and do not have the same standards as Australia that prohibit asbestos use. Health and safety workers trained

in asbestos awareness have been key identifiers of prohibited asbestos materials imported and brought in for assembly on construction sites in Australia. Renovation of older homes is a big concern which places workers in energy, construction and property at high risk to exposure of asbestos. Improving the frameworks and policing our borders is essential, and advice is being provided to government on the intricacies of how this material could be stopped from ending up on a building site.

Topic: Commencements and Completions

Speaker - Tim Powers, Altegis Group

Tim presented research on commencements and completions in the trades. His research identifies 3 key findings: identify at risk apprentices; don't lose sight of supportive teaching at RTOs; and move toward employer selection. The light bulb moment from the audience: Are there employers of apprentices that should not be training apprentices?

Topic: Looking forward in Energy Space

Speaker - Energy Space and Skills Oz

Skills Oz and EOz introduced the Energy Space Platform courses at their 2016 conference on the Gold Coast. The Plumbing trade course is being developed and will soon be available for RTOs. TAFE Riverina NSW tells our audience that the Energy Space Platform has transformed their electro trades course, saying that it "makes audit very easy, and for an auditor to smile is a plus! ...consistency in assessment is highly valued and industry validation is well covered". Skills Oz looks forward to soon making the Plumbing Energy Space e-learning resource available to RTOs and industry.

Workshops

Workshop 1 – Women in Industry

Speakers – Sam Sheppard OAM, Industry Women Central and Tammy Stanton, Women in Power

Sam Sheppard OAM and Tammy Stanton are advocates and leaders in the push for a higher representation of women working in male dominated industries.

Challenges they personally faced in the construction and Electrical industries were discussed as a basis to workshop ways these experiences could address change for stereotyping the future's female workforce. Establishing programs in primary schools to promote this change was discussed as an important key to new attitudes and opportunities.

Workshop 2 – Alcohol, Drugs and Health in the Workforce

Speaker - Associate Professor Nicole Lee, 360 Edge

Associate Professor Nicole Lee's workshop highlighted the construction and electro trades industries' workforce is made up of 3 high risk populations to drug and alcohol dependency – including the high percentage of male workers, a young workforce and tradespeople. Nicole advised delegates that workplace testing does not have a real impact on lowering drug dependency and raises legal challenges for employers. Small changes in the workplace can change the culture regarding drug and alcohol use, and workplace policies must focus on the health and well-being of workers. Workplace policies need to be documented clearly and apply to all levels of the organisational structure, and relate to all work functions.

Workshop 3 – Trades Recognition Australia

Speakers– Anne Flynn and Chris Verdon, Trades Recognition Australia (TRA)

Anne Flynn and Chris Verdon provided information about the programs administered by TRA as part of the Australian Government Department of Education and Training, being the skill assessing authority for approximately 130 technical and trade occupations specified by the Department of Immigration and Border Protection. These assessments are intended to ensure that an applicant seeking temporary or permanent migration is able to perform at the required skill level for their nominated occupation in Australia.

TRA processes applications through six different assessment programs and services: Offshore Skills Assessment Program, Skills Assessment Program, Optional Skills Assessment Service, Trades Recognition Service, Job Ready Program, and the Migration Skills Assessment Program.

Wednesday 09 November 2016

Day 2 of the Skills Oz EOz conference on the Gold Coast focussed on the need for skills development to adapt to the changing world of work, learning preferences and technology.

Where will we be in 2028? Video: https://www.youtube.com/watch?v=Zsyw0RYiD_I

Topic: Workforce Development Modelling - Determining and Bench Testing Strategies to achieve the future desired workforce

Speakers - Noel Hamey OAM, Skills Oz and Ken Lyons, Spatial information Services

Noel Hamey addressed the changing world of work and the skills needed to meet these changes. Workforce development modelling was introduced as a way to encourage skills development to meet the needs of future jobs.

Three drivers changing the way we work addressed in the Skills Oz E-Scan and international research were outlined: The Tech Revolution, Global Changes, and the Multigenerational Workforce.

Ken Lyons illustrated how “Workforce Development Modelling” has been used to understand the supply chain for skilling, estimate likely future skill gaps, understand structural impediments, root causes and key issues, and to bench test proposals to improve, before committing the dollars.

Topic: Paddl – A web app for students

Speaker - Dominique Fisher, CareerLounge

Dominique Fisher introduced “Paddl” as an example of how technology is changing the way that employers source talent. It is an invitation-only app and made up of villages: Energy, Building and Construction, Property and Property Service, Asset Management, Engineering, Technology, Innovation, Commerce.

Employers hire and pay employees directly – with no hidden fees. Registration is free, and advertising fees apply to job positions, premium employer registration and services, and location based skills pools.

Topic: 21st Century Learning – Teaching smarter, not harder

Speaker - Andrew Douch, Evolve Education

Andrew asked delegates “which occupations can a computer do better than a person?”. The most secure jobs now will not be secure in the future. Knowledge is not as valuable as it used to be - skills are becoming more valuable. Why are we still teaching knowledge when it is falling in value? We need to spend more ‘classroom’ time on things that we can’t automate. Skills that rely on human to human contact cannot be automated.

Topic: Vocational Ed V Higher Ed

Speaker - Professor Rodney Maddock

Professor Rodney Maddock referred to CEDA’s research, expressing their concerns that the function of VET is about training, not just about being job ready. He queried delegates - “Is there confusion at the levels?”, “Do we really need Certificate IV?” “Should VET not be focussed as a pathway to higher education?” He expressed his opinion that VET should solely be about training. Maddock explained that “We need to think about personal skills in VET rather than skills that can be automated by machines. We need to teach people to adapt over their lives”. He also questioned “Do we concentrate on generic courses or focus on short courses?” He advocated that these are two possible directions for VET in the future, and that a review of VET is overdue - such as clarifying the role of VET in relation to higher education. He also expressed that teacher quality is an important component of VET renewal for the future.

Humans need not apply Video: <https://www.youtube.com/watch?v=7Pq-S557XQU>

Topic: Apprenticeships of the Future

Speaker - Dianne Dayhew, Skills Oz

Dianne provided a visual overview of Australia’s national apprenticeship system, likening the parts of our federated system sitting on “islands” that operate separately yet must align to a national system. She outlined the many replicated agencies and organisations that form parts of the national system as crucial, yet separated by the demands of each “island”.

With national reforms and state and territory reforms also taking place, is this leading to an improved national apprenticeship system? Dianne explained the views of the Skills Oz Apprenticeships of the Future Working Group, calling for a holistic and collaborative approach to a national system, not a state by state review of current legislative and administrative frameworks that is highly likely to result only in changes at the margins.

Topic: eProfiling – Systems Expansion

**Speaker - Mark Rutter, Energy Space
Now and the Future**

Now:

- Help desk
- No more paper cards
- Have entered an agreement to work with Energy Space

Improvements:

- Expansion and update of the FAQ's and How to ??
- Reports available.
- Apps on apple and android.
- Apprentice has the ability to register themselves directly.
- Card reminder email.

We have apprentices who aren't filling out their cards and others who don't submit the right information.

Future

- Moving forward with different trades.
- Energy Space
- Continue to improve