



Collaborating for the future

TAFE Library Conference

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Themes

- Role of office of learning and teaching
- Our environment
 - Transition: what young people are telling us
 - Training: what business is saying about changes /preferences
- Policy context



Role of OLT

- Lead and drive excellence in learning and teaching
- Focus on R & D / innovation / learning communities
- Turn R & D into policy and products for learning and teaching
- Manage Victorian Learning, Employment and Skills Commission



Transition: student views (2002 exit yr 12)

- 41% university; 27% VET; 6% apprens/Traineeships; 21% employed; 6 looking for work
- Govt and catholic more likely to go to VET
- Wide regional variation; rural more likely to select work/ VET
- Early leavers – 52% work/VET



Business: Views and expectations

BCA Study: 10 large enterprises

- Significant transformation in skill development needs
- Integral to high performance- human capital development the core
- Manufacturing, construction, resources
 - generic / soft skills needed
- Service and retail – product and service quality an imperative



BCA study (contd)

Breath of Training

- **Product knowledge**
- **Customer service**
- **Job readiness and introduction**
- **Technical skills update/ retraining**
- **Equipment vendor instructions**
- **Occupational health and safety**
- **Environmental standards**
- **Community awareness**
- **Front line leadership**
- **Team work and communication**
- **Regulatory requirements**
- **Personal awareness and development**

BCA study (contd)

Choice of RTO Status

Enterprise RTO for all training

CBA

McDonalds

Coles Myer

Enterprise RTO for limited scope

Ford (for 50% of formal training)

Holden (for 70% of formal training)

Alcoa (for 30% of formal training)

Telstra (for 20% of formal training)

Boral ACM (for 80% of formal training)

Avoidance of RTO status

Australia Post

BHP Steel (one facility is an RTO for trade training)

Source: The Allen Consulting Group case studies



BCA study (contd)

Business Priorities

- Global competitiveness
- Focus on costs, markets and speed
- Product / service quality / innovation
- Flexible workplaces
- Business regulation
- National learning organisation
- Motivated workforce
- Employer of choice

Preferred Training

- Enterprise specific
- Work-based learning
- Available when needed
- Soft and technical skills
- One-on-one as well as group learning
- Ongoing retraining



Industry Issues Short Term

Issues to resolve in the short term include:

- **Skill development requirements not adequately understood and reflected in VET policy.**
- **Value training in soft skills/employability skills - not given sufficient emphasis in training packages.**
- **Enterprises want training closely tailored to their workplace needs.**



Industry Issues Short Term (cont)

- **Administrative barriers restrict innovative approaches, such as multi-institutional and company partnerships.**
- **Registration as RTOa is cumbersome - redundant considering global standards.**
- **Inconsistencies in state-based standards and regulations create inefficiencies.**



VET Policy Context

- **Key 'bookends' of national system under review:**
 - **High Level Review of Training Packages,**
 - **Review of Australian Quality Training Framework Standards.**
- **ANTA Agreement under renegotiation:**
 - **Shape of national VET system and role of ANTA.**
- **Implications of fewer industry skills councils to replace national ITABs:**
 - **Long term implications for State ITAB roles.**



VET Policy Context (Cont)

Emerging Issues

- Role and standing of VET
- Adult learning/workforce retraining
- Blend of skills and knowledge
- Resourcing and priority setting
- Future of the national system