TAFE AUSTRALIA NATIONAL CAPABILITY REPORT 2007

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TAFE – Australia’s Provider of Choice in Vocational Education and Training

TAFE is Australia’s leading public provider of vocational education and training (VET).

Spanning the country – 57 TAFE Institutes with multiple campuses located across city, regional and rural areas – TAFE enrolls a record 1.7 million students a year, TAFE has become a dynamic force in the country’s burgeoning Tertiary Education sector.

As the largest single training provider in the VET sector, TAFE was established by Australian governments to enable wide access to post-school training. This delivered strong infrastructure and capability for Institutes, and has created a uniquely proud history, with Institutes gaining a hard-earned reputation for quality, innovation and performance.

The TAFE Institute investment by governments has forged Australia’s reputation as one of the leaders across the OECD for life-long learning and usage of ICT and new learning technologies. The TAFE training system has become a model widely applied in developing and new technology-driven markets.

At a time when the education sector in Australia is experiencing rapid growth under the impact of global demand, TAFE has created a special place in delivering highly recognized and flexible training qualifications.

TAFE (Technical and Further Education institutes) has been the post-school education pathway for some one in three Australians, many thousands of international students, and thousands of overseas students, and a passport to high quality training and career advancement.

TAFE is Australia’s largest education brand and operates as individual institutes across the six states and two territories. It provides services to local, regional, state, national and international markets.

There are 57 TAFE ‘providers’, each accredited as a Registered Training Organisation (RTO), and delivering courses under an agreed Australian Quality Training Framework (AQTF) – designed to meet national standards for courses and qualifications.

TAFE remains largely funded by government, but also funding is contributed by industry-users of TAFE training, and individual student course fees.

For business and industry, TAFE offers a comprehensive range of local programs and specialist industry sector learning competencies. Under Australia’s industry-led training system, it has developed extensive links with business, to successfully respond to the changing needs of a dynamic and highly skilled workplace, and amid changing technologies.

Courses are offered across a wide range of trades, subjects and disciplines. More than 1,200 courses are on offer. TAFE offers a full range of qualifications from certificate to graduate diploma level, designed to meet the needs of specific industry capabilities so that students are ‘job-ready’ when they complete their studies.

Flexibility in course delivery is a key characteristic of the TAFE system – many courses can be delivered in long form or as a short course, face-to-face, Online delivery, distance learning, or a combination of methods.

Because TAFE possesses such a wide range of skills and expertise, it is also able to provide customised training packages to particular industries.

TAFE has worked closely with stakeholders, particularly industry, to ensure that it possesses the skills to identify and meet emerging gaps in the workplace.

The structure of the TAFE curriculum is designed to meet a variety of student needs from those entering the workforce for the first time, to those returning after an absence, retraining for a new job or simply advancing their knowledge in later life.

Data from the National Centre for Vocational Education Research (NCVER) shows that in addition to the one million plus Australian students enrolled in TAFE during 2006, an further 24,500 international students chose TAFE as their place of study.

Quality and Performance

The Australian TAFE system adheres to the highest standards of quality in teaching and course delivery.

TAFE is governed by a range of agreed quality guidelines including the Australian Qualifications Framework and the Australian Quality Training Framework. It also works closely with the Australian Industry Skills Council.

Australian Qualifications Framework (AQF) – is a nationally agreed framework that identifies the qualifications available in three sectors of education: schools, vocational education and training and higher education. AQF qualifications are internationally recognised, and have been developed with both industry and the community.

Australian Quality Training Framework (AQTF) – is a national set of standards which assures consistent, high-quality educational services for the clients of Australia’s vocational education and training system. The Framework sets standards for registration of training providers, for the bodies that regulate and accredit training, for the delivery and assessment of subjects, and for the administration systems.

Industry Skills Councils – industry has a strong voice in Australia’s vocational education system through a national network of Industry Skills Councils. They have two key roles: providing accurate industry intelligence to the VET sector about current and future skill requirements, and supporting the development of quality nationally recognised training services.

Nationally Endorsed Training Packages – the Australian vocational education and training system is based on the use of training packages – a set of nationally endorsed standards and qualifications used to recognize and assess the skills and knowledge people need to perform effectively in the workplace. Training packages are a key resource in the delivery of structured, accredited training. They are developed through the industry skills councils or by enterprises to meet the needs of specific industries or sectors. A system of regular evaluation and review ensures training packages are updated to reflect the changing requirements of industry.
The TAFE system in Australia was designed to meet the skill needs of a developing nation, requiring a dynamic and skilled workforce as industry developed in size and capacity. As Australian industry has transformed from being largely domestically focused, to increasingly reflect a high value-added, export market for the 21st Century so too has the VET sector evolved to deliver highly trained specialists for this broad-based knowledge economy.

More than 79% of students who undertake training in publicly funded institutions enroll in a TAFE institute or other government provider. In a highly competitive VET sector, TAFE remains the first choice for the vast majority of students.

Apprenticeships and traineeships are an important segment of Australia’s VET system for skilled trade qualifications. They bring the employer, the apprentice or trainee, and the training provider (such as TAFE), together under a legal contract. The apprenticeship model of training and employment has been expanded with the introduction of traineeship and cadetships in areas outside the traditional trades, including sales, service and clerical occupations and can involve higher levels of qualifications. Special diploma training is also available for skilled trades.

Apprenticeships, traineeships and cadetships are available to all age groups, and can be undertaken on a part-time or full-time basis. Various Australian government incentives assist this process. An example highlighting the close business, industry and training provider relationship is characterised by Canberra Institute of Technology.

Accelerated Apprenticeships for Chefs
Canberra Institute of Technology (CIT) has implemented accelerated apprenticeships enabling apprentice chefs to complete their apprenticeship in two years instead of four. Industry has been a key driver in the new apprenticeship, characterised by intensive training along with workplace mentoring. Apprentices begin with six months’ intensive training in commercial cookery followed by a three-day-a-week work placement under a mentoring program. The apprentices attend training at CIT two days a week. Skills and competency based assessment processes form the final stages of the apprenticeship where an industry led panel will decide whether participants have gained the required skills in culinary training needed to qualify as a chef.

RPL: Improving business outcomes: Queensland
When compared to industries such as automotive, the Transport, Distribution and Logistics industry is in the early stages of qualifying their aging workforce. They have accumulated years of experience, have no formal qualifications and put little value on furthering their education. Supported by TAFE Queensland, TAFE Institutes approached transport and distribution employers with a training solution that was flexible, time efficient and enabled their workers to carry out their daily duties whilst having their skills nationally recognised through a qualification. It provided a range of evidence gathering options and focused on what their workers could “do”.

Of the 181 workers who participated in the 2005-06 Fast Track RPL and Skills Gap Training pilot program with four Southeast Queensland TAFE Institutes, 80 are now qualified with the remainder finalising their gap training. With further promotion through programs such as Skilling Solutions Queensland, the Transport and Distribution industry is now well placed to economically and efficiently qualify and retain their existing aging workforce.

Nurse training for Aged Care: Perth
The delivery of a Diploma of Enrolled Nursing to aged care workers from various providers in the North Metropolitan area of Perth is assisting to enhance resident care through appropriate staff skill development, create better career opportunities for staff, and improve the capacity of the aged care provider. This program uses an innovative model of Enrolled Nurse Training for Aged Care. The program relies on recognising prior learning (RPL) in aged care workers and utilising aged care residential, mental and community settings for on the job training and assessment in enrolled nursing, one day per week over two (2) years.

Holmesglen Institute Melbourne designed a program using the Diploma of VET Practice to further skill its staff. In undertaking the program staff trained as mentors to guide and assist new teachers in their teacher development as they gained invaluable assistance from more experienced teaching staff. The more experience teaching staff also gained recognition across the Institute for their contribution to the teacher training program and post compulsory pedagogical issues.

The Teacher Training program was extended to China, where Holmesglen managed special staff upgrading of a new Australian-China aid program. (see Chongqing ‘C TAFE’ on the following page)

IT Cisco Training
Enterprise training is highly developed in ICT, with Box Hill Institute Melbourne providing an Asia-Pacific lead through its Centre for Information and Communications Technology as a Super Cisco Academy Training Centre (SuperCATC). It is one of four world-wide international training centres, responsible for quality of service and technical support for Cisco training.

Holmesglen Institute Melbourne has participated include:
• Ford Australia,
• Mobil, Boeing,
• Apple,
• Cisco Systems Networking Academy,
• Caltex,
• Nike,
• Carnauld Metalbox,
• Adidas Aveda,
• Bakers Delight,
• Dell,
• DigiDesign & Pro Tools,
• NHP – Electrical Engineering Products,
• The Stanley Works & Sidchrome,
• Pivot Point Australia,
• Canon,
• Australia Post,
• Energy Australia,
• Westpac,
• Foxtel,
• ANZ, and
• Cordon Bleu.
TAFE has established itself as a truly global provider of VET services and the first choice for many overseas students.

TAFE has extensive experience in delivering world-class education and training programs to educational institutions, government agencies, corporations and industry groups in more than 50 countries.

TAFE is able to project manage large-scale offshore projects that assist countries to establish nationally accredited vocational education and training systems.

Australian quality assurance processes ensure best practice in project recruitment, staff preparation and financial accountability. In delivering international projects, TAFE employs governance and planning strategies that ensure sound training partnerships and solid results.

The Australian TAFE sector in conjunction with schools, universities and industry partners has managed a wide range of education and training programs. These are examples of recent works:

**TAFE NSW and Abu Dhabi Education Council**

Assisted by TAFE NSW, the Abu Dhabi Education Council opened the Abu Dhabi Vocational Education and Training Institute (ADVETI) in September 2007. The joint initiative with the Abu Dhabi Government will deliver nationally accredited and internationally recognised vocational education and training to support economic and social development across the United Arab Emirates. ADVETI will offer students locally and internationally recognized qualifications at the Diploma and Certificate Levels.

**Australian ‘C TAFE’ Commitment: Chongqing Municipality of China**

In a joint World Bank, Chinese Government and Australian Government partnership, the Australian Government committed AUD$20 million in Chongqing Municipality in western China to upgrade its VET system and widen skills and access to support for regional Chinese communities. A special 5-cluster college network was established, and the model a showcase for VET system development. Special support services were offered by TAFE Institutes from Adelaide, Melbourne, Sydney and Perth, while teacher training was delivered to Certificate IV level.

**Australian Pacific Technical College (APTC)**

is an Australian Government aid initiative for Pacific nations. The APTC is delivered by a consortia of Australian TAFE institutes awarded the contract to manage the Australian Pacific Technical College, with a cluster college system covering five Pacific countries – linking Australia with Fiji, Vanuatu, Samoa and Papua New Guinea to strengthen local education and training. Further details are available at www.aptc.edu.au.

**TAFE SA addressing skills shortages**

The City West Program is a bridging course offered by TAFE SA through the Children’s Services Team at the Elizabeth Campus. The program aims to address skills shortages by updating and deepening the skills of migrants with teaching or nursing qualifications from their country of origin not fully recognised in Australia. A combination of theory-based learning and on-the-job practical skills has helped migrants to start careers in children’s services or further study in a related field.

A further example of enterprise training – linked with international colleges and industry is Holmesglen Institute Melbourne with development of university pathways. Links with Australia’s leading universities (Monash, Deakin, LaTrobe, Swinburne and Charles Sturt) allow international students to commence degree studies at the Institute.
Many Australian TAFE Institutes operate specialist service colleges for skills. This is a listing of several recent developments:

SkillsTech Australia: Queensland

SkillsTech Australia began on 1st July 2006 and is the Queensland Government’s bold new venture to transform and modernise the Queensland TAFE and Vocational Education and Training systems.

SkillsTech Australia will lead product development and delivery throughout Queensland for trade skills in automotive, building and construction, manufacturing and engineering and electrical/electronics.

Current and potential students

Get industry-relevant, leading-edge skills that will help you enter the workplace, upgrade existing skills, or prepare you for further study.

- Learn more about studying at SkillsTech Australia

Business and Industry

Obtain high quality, customised training solutions specially designed to meet your business needs.

- Learn more about our commercial education, training and consultancy services

Australian Automotive Centre of Excellence: Victoria

The Australian Centre of Automotive Excellence (ACE) is a new purpose built auto industry training centre, at Docklands, in Melbourne.

ACE has been designed in consultation with the automotive industry, which has major international brand players located in Australia, both in manufacturing, and imported vehicles seeking training platforms in service and maintenance.

The ACE initiative will support the progress of the automotive industry into the 21st century. The industry consultation with ACE has identified the need for:

- increased innovation capabilities within the industry
- a better, more integrated approach to education and training, and research and development
- highly-skilled staff trained in the latest technology
- centralising of training to allow resource sharing and the ability to constantly update technology
- on-going professional development for existing staff, in particular in leadership training for management staff, bringing together the TAFE, university and corporate education and training systems

Challenger TAFE – Western Australia

The Australian Centre for Energy and Process Training (ACEPT) is the leading provider of process operations training offering Australian Qualifications Framework qualifications for the Australian oil and gas, mineral and chemical processing industries.

Hosted by Challenger TAFE on behalf of TAFEWA, ACEPT has been founded in collaboration with industry. An Industry Advisory Board comprising representatives from major operating and service companies in the resource sectors guides the Centre’s training program.

In 2008 ACEPT will be moving to its new facility in the Australian Marine Complex in Cockburn Sound, south of Perth.

Towards the end of 2008, the Centre is planning to introduce new qualifications. These are:

- Diploma of Process Technology
- Advanced Diploma of Process Technology
- Associate Degree in Engineering (Process Engineering)

For further information contact www.challengertafe.wa.edu.au.

Le Cordon Bleu in Australia: Adelaide and Sydney

The Regency TAFE (TAFE South Australia) and Northern Sydney Institute of TAFE NSW both operate specialist cooking colleges. Under dedicated collaborative license arrangements, Le Cordon Bleu provide innovative environments for world class training in the hospitality industry.

Le Cordon Bleu Australia Pty Ltd is part of the world-renowned Le Cordon Bleu School in Paris, and with TAFE Institutes the schools offer individuals the opportunity to study the prestigious Le Cordon Bleu culinary arts certificates through to its much coveted hospitality focused undergraduate and postgraduate training.

The Institute programs provide career pathways that have also been developed with prestigious universities and institutions in Australia. All awards offer the perfect mix of academic and practical training to ensure graduates achieve success in their chosen careers through program offerings in:

- Professional Culinary Arts and Management
- Bachelor of Business International Hotel & Resort Management
- Bachelor of Business International Restaurant & Catering Management
- Master of Business Administration International Hotel & Restaurant Management
- Master of International Hospitality Management
- Master of Arts in Gastronomy


Three models of technical and vocational colleges operate across Australia: TVET in Schools, Vocational Colleges, and Australian Technical Colleges (ATCs). TAFE operates two of these training formats, and collaborates with the ATCs in some cases:

- TVET in Schools – TAFE courses for those in secondary schooling, either on TAFE campuses, in schools or at neighborhood schools
- Dedicated vocational colleges, announced in several states, with new colleges established offering Year 11 and 12 skill training, along with literacy and numeracy, and sports and community service

For Australian Technical Colleges, TAFE campuses have been contracted in some regions to extend infrastructure and services to ATCs colleges and students.

TAFE courses and subjects for those still attending school in Australia has become enormously popular. Some 50 per cent of completing students in Australian high schools in many city and regional areas undertake one or more VET subjects – frequently completed at TAFE campuses, or by TAFE in schools.

VET in schools has reached beyond take-up of courses, with special technical and vocational colleges being established across many Australian States and Territories.

NSW is Australia’s largest state, with new technical colleges being established, along with co-location of TAFE Institutes with high schools.

In Victoria, some four new Vocational Colleges were recently opened, co-located with TAFE Institutes, while one is co-located with the combined “dual sector” university and TAFE Institute (Ballarat).

Holmesglen Vocational College

Established in 2007 with an enrolment of almost 200 students, Holmesglen Vocational College is a new educational concept for Australia. The College is a centre of learning for upper secondary students aged 16 to 18, embedded in Holmesglen Institute of TAFE.

The College offers a Year 11 and 12 program in the Victorian Certificate in Applied Learning (VCAL) as an alternative to the Victorian Certificate of Education which has a more “academic” focus.

The overall structure of the program is as follows:

- Literacy and Numeracy -20% of the program
- Work Related Skills including work placements -20%
- Personal Development -20%
- Industry Specific (Vocational) Skill-40%

Holmesglen Vocational College offers clear pathways into further TAFE study programs (from Certificate up to degree level) and into apprenticeships and has a supporting the transition of students into post secondary study or employment.
Value Added TAFE Services

Enterprise training is the most recent development driving demand for TAFE vocational education. Enterprise training focus is on skill development through multi-partnerships, innovation and customization – often in the workplace. TAFE engages skilled staff with a strong academic background and relevant industry and technology experience. This enables TAFE to deliver not only courses that are relevant to industry enterprises, but expert consultancy services to a variety of industries and industry sectors.

In addition, a wide range of high quality professional services are provided through the TAFE institutions to support business and industry clients. These include:

- English Language Intensive Courses for Overseas Students
- Academic writing and learning support services
- Student course and career counselling and employment advice services
- Library resource services
- Child care support services
- Pathways to University
- International student support services
- Accommodation assistance

A range of Australian organizations have benefitted from TAFE’s ability to provide alternative solutions to a wide range of workforce training and development issues. Increasingly, TAFE is taking a role in brokering skills development between students, industry and other organisations.

Remote rural communities initiative

TAFE NSW has played a key role in the VET for Remote and Rural NSW Communities project, focused on Indigenous communities. The project aims to take education and training to isolated homesteads and remote Aboriginal communities in NSW, via satellite and computer technology. Teaching and IT staff from Western and New England Institutes will contribute in the use of the satellite and software technology. The aim of the project is to have fifteen remote Aboriginal communities operational for interactive distance learning.

Youth Leadership Program

In 2006, TAFE NSW Western Sydney Institute, Blue Mountains College worked with the local Aboriginal community to develop a program for young Indigenous people. The course aims to provide extended opportunities to young Indigenous people to help them re-engage with formal education and training. It is based on developing mentoring and leadership roles in the community. There is a strong focus on developing communication skills including time management, problem solving, listening/questioning skills, literacy, numeracy and the ability to set and achieve realistic educational and vocational goals. The program has two strands, Aboriginal Identity and Cultural Values and Outdoor Recreation. The project has two strands, Aboriginal Identity and Cultural Values and Outdoor Recreation. The program has two strands, Aboriginal Identity and Cultural Values and Outdoor Recreation. The program has two strands, Aboriginal Identity and Cultural Values and Outdoor Recreation. The program has two strands, Aboriginal Identity and Cultural Values and Outdoor Recreation.

TAFE Hunter Mining Industry Collaboration

TAFE Hunter (TAFE NSW) has initiated specialist Skilling Centres alongside the region’s burgeoning coal mine sites, to facilitate on and off the job training. Coal Mining corporations had preferred the Mine Training Centres to in-TAFE college vocational education, and under the model, contribute to funding for the specialist mine training centres.

Raising skills in transport and logistics

The transport, distribution and logistics industry faces the challenge of an ageing workforce with low levels of formal skills. Supported by TAFE Queensland, TAFE Institutes approached transport and distribution employers with a training solution that was flexible, time efficient and enabled their workers to carry out their daily duties while having their skills nationally recognised through a qualification. Of the 181 workers who participated in Skills Gap Training pilot program, 80 are now qualified, with the remainder finalising their gap training. The transport and distribution industry is now well placed to economically and efficiently qualify and retain their existing ageing workforce.

Addressing skill shortages

TAFE Institutes have identified local requirements that highlight both the need for retraining as well as the potential for new partnerships with local employers. In NSW, Western Institute has assessed the impact of possible retrenchment at a meat works in Cowra, identified programs for retraining of existing workers, and commenced discussions with the company so that the loss of skills from the local economy will be minimised. Riverina Institute is negotiating similar partnership training in relation to the Visy pulp and paper mill.
Australia Post (AP) is a very important partner with Swinburne TAFE and has been now for 3 years. A range of services across Australia to AP employees are offered including traineeships and studies involving Certificate III in Transport and Distribution (Road Transport; Certificate III in Transport and Distribution (Warehousing and storage); Diploma of Business (Frontline Management); Certificate IV in Electrotechnology); Certificate IV Assessment and Workplace Training; and Project management and access to public short course program. As well as the training, Swinburne has partnered Australia Post in its new Money for keeps Program. Money for Keeps is an education program offered to all 18,000 Australia Post workers Australia wide to encourage prudent personal budgeting and wise use of money. Advice and support service accessed via the intranet and using various media including brochures, workshops, interactive web tools and experts is part of this initiative.

**The Boatshed: Great Southern TAFE, Western Australia**

Great Southern TAFE, Albany, Western Australia developed The Boatshed course for Year 11 students who had returned to school as a result of the legislation to raise the school leaving age but who were not fully engaged in mainstream school programs. The project involved training students in the restoration of historic wooden boats. The innovative component of The Boatshed has been the trialing of a ‘dual enrolment’ model. This ensures that Year 11 students continue in mainstream schooling while also attending TAFE. Delivery is undertaken off-campus at the Albany Boat Shed ensuring an appropriate environment that is supportive, safe and conducive to learning. Of the 17 students who enrolled, six have gained employment and five have enrolled in further training.

**National board members**