



‘A REVOLUTION IN TRADE TRAINING’ Transforming Trade Training

The Transforming Trade Training project was funded by the West Australian Department of Education and Training to investigate the implementation of a number of key recommendations outlined in the Skills Formation Taskforce report Skills Formation Taskforce formed in late 2005 to investigate reforms needed to address skills shortages and strengthen apprenticeship and traineeship system

- Taskforce’s report contains:
 - broad vision for the future apprenticeship and traineeship system, and
 - a blueprint for how this system will operate

The Transforming Trade Training project has addressed seven key elements and twenty recommendations from Skills Formation Taskforce report and has as developed a framework and model that will achieve the main objectives of:

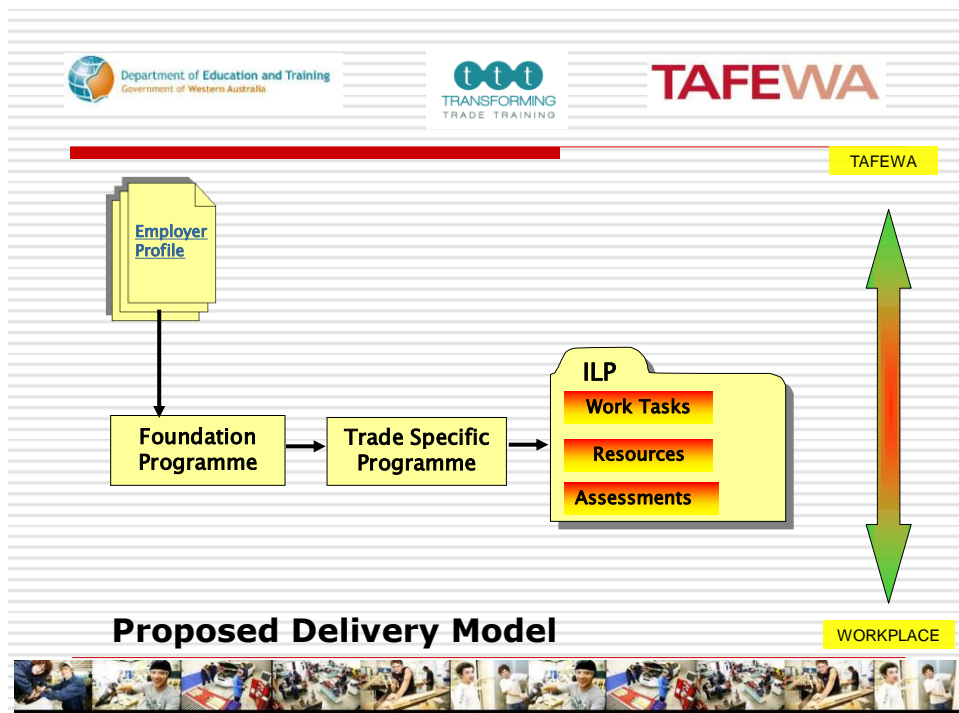
- Providing greater flexibility and responsiveness in the delivery of trade training
- Increased focus on client service through engagement and communication with employers
- Establishing induction programmes to ensure early engagement of apprentices and employers
- Further developing partnerships and flexible training options to meet regional needs and demand
- Building the capability and capacity of TAFEWA staff to move from traditional delivery methods to new models of delivery and assessment

The project used an action research methodology where a team of trade lecturers from across TAFEWA colleges in the four industry areas of Automotive, Building & Construction, Hospitality, and Metals & Engineering developed a framework, model and resource catalogues.

Importantly the development of the model involved Industry through the form of Industry Working Groups chaired by members from the Skills Formation Taskforce. Another important aspect of the project is the partnership with Skills Tech and New Zealand’s Wellington Technology Institute.

- The Model is designed to:
 - Engage Employer and Apprentice with an RTO within 4 weeks of sign-up
 - Recognise learning that occurs in the workplace
 - Provide flexibility by having just-in-time delivery & assessment as required by employer
 - Allow for employers who wish to continue with current off-the-job training” system, though this now will be ‘work task’ based

The model consists of five main components. These are: (i) an employer profile, (ii) a Foundation programme, (iii) a Trade Specific Induction programme, (iv) a number of work tasks that may be used either in the workplace or at a Registered Training Organisation (RTO), and; an Individual Learning Plan.



The Transforming Trade Training model is now gaining momentum as ‘A Revolution in Trade Training’ and has generated interest nationally and internationally. In the current economic climate and with skills and labour shortages impacting on productivity we do not have time to wait for a new system to evolve or for long winded theoretical debate – we need to embrace a new approach that is backed by Industry and make it happen.