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# Another International Gold Medal to an Australian Refrigeration Mechanic

A young Refrigeration Mechanic, Matthew Kues-Sales from Brisbane, has won a Gold Medal for Australia at the International WorldSkills competition held in St Gallen Switzerland 19-22 June. This is an incredible achievement as it is the fourth successive time Australia has a Gold Medal in the Refrigeration category, which again demonstrates the skills of our young refrigeration mechanics are world class.

Matthew competed against 15 other Refrigeration Mechanics from around the world including the UK, Germany, France, Korea, Brazil and Tunisia in the 22 hour competition, which required each competitor to complete the following 6 tasks:

1. Component Fabrication and Brazing
2. Refrigeration Fault Finding & Repair
3. Electrical Fault Finding & Repair
4. Retrofit a HCFC System
5. Air Conditioning System Installation
6. Refrigeration System Installation.

On Day 1 and 2 Matthew installed the R134a refrigeration system into a small cool room and retrofitted a refrigeration system. On Day 3 he completed the Refrigeration and Electrical Fault Finding tasks and the Component Fabrication and Brazing tasks. On Day 4 he completed the Air Conditioning Installation of an R410A wall hung split system. Over the four days Matthew demonstrated his ability to carry out each task to an excellent standard under the enormous pressure of international competition. As Australia had won Gold Medals for Refrigeration at the last three competitions, he was under constant pressure and scrutiny from supporters from other countries; however, he remained focused and did not allow it to affect his work.

Each task was assessed against a very detailed marking scheme by a team of 17 judges from the participating countries. Noel Munkman from TAFE NSW, who has been the Australian Judge for the past three competitions, was the Chief Judge for this competition and was responsible for the competition project design, the development of assessment marking scales, and organising the judges to conduct the competition in 10 languages and mark each task.

At the Presentation Ceremony held on 25 June the winners were announced and due to the closeness of the competition, Gold Medals were awarded to Australia, Brazil and Korea.

Australia also competed in 24 different trade competitions ranging from Bricklaying to Waiting, Electrical, Plumbing and even Beauty Care and won the following medals:

- Gold for Refrigeration and Graphic Design
- Silver for Waiting and Manufacturing Team Challenge
- Bronze for Beauty Care and Auto body Repair.

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**Have you checked out the EE-Oz Training Standards web site yet? [www.ee-oz.com.au](http://www.ee-oz.com.au)**

**Produced by:**  
ElectroComms and EnergyUtilities  
Industry Skills Council Ltd

## Electrotechnology Training Package Review – Phase II

As reported previously, EE-Oz Training Standards has commissioned the ACT ULMITB to undertake Phase II of the Electrotechnology Training Package Review. The review has been in progress since October 2002 (the building and construction stage) with finalisation set for March 2004. The key aim of this phase is to redevelop the package, ensuring any changes are consistent with the outcomes and recommendations of Phase I of the review and the NTQC endorsement conditions. The project will also review any additional matters raised by stakeholders following Phase I's completion. Since last publication, the ITAB has undertaken a number of meetings with key industry and training stakeholders including the:

- NECA
- Communications, Electrical and Plumbing Union
- A range of other Industry Associations, including AIA, Electronics, CEDIA, etc.
- ERAC
- Security sector – workshop
- TAFE Senate
- State/Territory Network
- International Network
- Discipline Training Advisory Committees (TACs)
- Rail signalling sector – workshops & meetings
- Electrical machines sector – workshop
- Business equipment sector – workshop, and
- A range of enterprises.

As a result of the outcomes of the initial Phase I of the review and subsequent consultations with key stakeholders, work has continued on the redevelopment of the package's units of competency, qualifications concept and presentation arrangements to ensure improved sector-exposure, currency, applicability and user-friendliness, both for now and into the future. The ITAB will be conducting industry and stakeholder consultation workshops in all states and territories in November (see enclosed article) following review and approval of progress by the National Steering Group (NSG) prior to the EE-Oz Training Standards Annual Conference on 21<sup>st</sup> October 2003.

For comment or further information, contact the ACT ULMITB on (02) 6241 8259 or [ulmi@austarmetro.com.au](mailto:ulmi@austarmetro.com.au) or [www.ulmi.com.au](http://www.ulmi.com.au)

## Gas Training Package Review – Phase II

ANTA agreed to support Phase II review of the Gas Training Package with work recommencing June 2003, when the National Steering Group (NSG) came together in Melbourne for the inaugural meeting. QUSITAB was once again commissioned by EE-Oz Training Standards to undertake the role of project developer. QUSITAB Executive Officer Kevin McCloskey gained the support of the NSG to undertake a plan of work to progress the project and its associated timelines.

These are:

**Stage I** – establish project plan and gain stakeholder support (completed);

**Stage II** – conduct national consultation and validation (completed);

**Stage III** – present all DRAFT rework (in progress);

**Stage IV** – amend and finalise DRAFT work and rework as necessary.

By end of October 2003, QUSITAB will have completed all the Stage draft development and consultation/validation workshops. Further consolidation and redrafting required in stages III and IV, which includes the loading of the completed product onto the NTIS web site, will be completed by early next year should endorsement occur. QUSITAB will include the Stage I-IV progress reports on the EE-Oz Training Standards web site for information. In addition, QUSITAB will be providing an "issues register" for further stakeholder feedback which also, will be available on the EE Oz web site. For any feedback, please contact Brad Flanagan at QUSITAB on (07) 3252 0370 or [qusitab@qusitab.com.au](mailto:qusitab@qusitab.com.au)

## ESI – T & D Training Package Review – Phase II

With the latest NTAG meeting having been conducted in Hobart on the 22nd and 23rd of September, the review project is now moving into the final stages. A meeting of the NSG will be held in Lorne, Victoria on the 20th of October 2003, the day prior to the EE-Oz Training Standards Annual Conference, whereafter a validation stage involving presenting the draft package at a series of 'around Australia' workshops in November will occur.

Please contact your local ITAB for workshop locations and times. Following validation, it is proposed a period of one month through an "issues register" will be made available for comments and formal feedback. The NSG would be subsequently invited to endorse the the final outcome for submission to ANTA's NTQC. The project has grown substantially with not only a review of existing units but also with the introduction of a number of new areas to the current package including the Diploma and Advanced Diploma areas to name but a couple. There has been a considerable amount of work undertaken by many people in getting to where we are and the team would like to thank everyone who has been involved with the project.

Contact John Karsznia at Energy Skills Australia if you would like more information about developments and/or the progress of the project on (03) 6273 4445, by email at [teuitb@bigpond.com.au](mailto:teuitb@bigpond.com.au) or visit the EE-Oz Training Standards web site.

## ESI Generation Training Package – Review Phase II

Redevelopment of the ESI – Generation Training Package will be undertaken to amend and improve the existing one. The changes will be consistent with the findings and recommendations as identified in Phase I of the review, and subsequent NTQC and ANTA conditions. The project will also resolve any additional issues identified by ANTA, DEST or state/territory training authorities during the redevelopment work. A further meeting of the NSG to progress the national industry consultations and input will be held prior to the EE-Oz Conference in Lorne, Victoria on Monday 20 October 2003. A program of Australia-wide industry consultations is being undertaken as follows:

### VICTORIA

**Melbourne – 7 October 2003, 9am-12 noon**

#### EPIC Training

29 Drummond Street, Carlton, Victoria  
 Contact: Rob Gullan - [rgullan@epicitb.com](mailto:rgullan@epicitb.com)  
 Tel: 03 9654 1299  
 Fax: 03 9654 5299  
 Yallourn – 8 October 2003, 9am-12noon  
 Venue to be advised

### TASMANIA

**Hobart – 9 October 2003, 10am-12.30pm**

**TEUITB, Unit 2, 94 Central Derwent Park Hobart**

Contact: John Karsznia - [teuitb@bigpond.com.au](mailto:teuitb@bigpond.com.au)  
 Tel: 03 6273 4445  
 Fax: 03 6273 4446

### SOUTH AUSTRALIA

**Adelaide – 10 October 2003, 9am-12.30pm**

#### Training Section

Torrens Island Power Station  
 Port Adelaide  
 Contact: AJ Leverenz - [leverenz@picknowl.com.au](mailto:leverenz@picknowl.com.au)  
 Tel: 0409 922 892  
 Fax: 08 8219 0015  
 Wayne Gould - [wayne.gould@txu.com.au](mailto:wayne.gould@txu.com.au)  
 Tel: 08 8240 9490  
 Fax: 08 8240 9498

For more information contact Bill Roberts on (08) 9240 2688, email [roberts@ieuitc.iinet.net.au](mailto:roberts@ieuitc.iinet.net.au) or visit the EE-Oz Training Standards web site.



## Northern Territory

### Assessor 'Networks in Action' project

MITAC has been contracted by ANTA to conduct an 'Assessor Networks in Action' project. The project aims to improve stakeholder confidence in assessment processes under the National Training Framework by supporting projects that are conducted by assessor networks. Funding for the project has been provided to ANTA by DEST, and supported by EE-Oz Training Standards. The project will contribute to increasing stakeholder confidence in assessment by:

- Engaging industry/enterprises in the development of assessment strategies and processes;
- Assisting RTOs to improve quality assurance processes and meet AQTF standards;
- Providing assessors with opportunities for professional development and resource sharing.

The project has been underway since August 2003 with the first workshop conducted on 17 September. Attendees brought a broad range of experiences from industry, training and assessment and the new apprenticeship system. Input from industry, RTOs and other stakeholders will assist in making the outcomes of the project a great success. For further information call Yvette Dyer on (08) 8981 0077.



## ACTivities

The ACT ULMITB has been busy with the management of a number of national projects, including the National Electrotechnology Training Package Review – Phase II, the development of non-endorsed components and a scoping exercise for the Australian Renewable Energy Industry. On a local level, the ACT Training Excellence Awards were held on Thursday 4th September, with Mr Edward Sellwood, a Certificate III Electrotechnology Systems Electrician apprentice with ActewAGL, being awarded the New Apprentice of the Year and Ms Rebecca Whitbread, also a systems electrician apprentice with ActewAGL, given the 'outstanding woman in a non-traditional vocation' Award.

The NECA ACT Awards of Excellence were also held on Friday 19th September with a large number of outstanding nominees represented. The NECA Clipsal Apprentice of the Year in the electrical category was won by Ben Murphy with Kathy Druce 2nd and Brock Hamson 3rd. Apprentice of the Year in the communications category was awarded to Natasha Hardy with Amy Bridgland 2nd. The Category 9 Award was won by Nexus Projects and the Category 2 Award by J&R Rodgers. Mr David Scullin of Wormalds was presented with the very prestigious award for service to industry. Congratulations to all the award winners. The ACT ULMITB, on behalf of EE-Oz Training Standards, is coordinating this year's EE-Oz Annual Conference "Skills – The Business Advantage". Registration forms can be faxed directly to the ACT ULMITB office on (02) 6241 8259. Invoicing can be arranged for those unable to send a cheque/money order. Refer to the conference article for further information.



## TASMANIA

### Energy Skills Australia (ESA)

ESA has just hosted the NTAG meeting for the review of the ESI – T & D National Training Package which saw almost 50 people representing all states and territories attend the 3-day workshop. ESA will also be conducting workshops for the review of the Electrotechnology and ESI – Generation Training Packages.

The ESI Generation review workshop will be held on the 9th of October commencing at 10.00 am in the ESA Board Room at 2/94 Central Avenue Derwent Park. The Electrotechnology and the ESI-T&D review validation workshops will be held on Friday the 21st of November with the ESI-T&D workshop held from 9.30am to 12.00pm and the Electrotechnology workshop held between 1.00pm and 4.00pm. Both will be in the ESA Board Room. If you would like to attend please contact ESA on (03) 6273 4445.



## **Bereavement notice - QUSITAB Deputy Chairperson**

It is with regret that QUSITAV advised of the sudden death of Leon Henry, Deputy Chair of QUSITAB and President of WITA (Water Division of QUSITAB). Leon passed away in September after suffering a heart attack. He had been ill for a brief period but was one of those fellows that you expect to live forever. His tireless enthusiasm, motivation and commitment to QUSITAB and training in the water industry will be irreplaceable. Leon will be missed. Our condolences are extended to all concerned.

## **Business plan implementation and relocation**

QUSITAB has relocated to Ground Floor, 51 Berwick St (next door to the old ECA building). The new QUSITAB business plan was implemented from 1 July 03 with changes to operations in accordance with the plan. These include a more commercial focus and the introduction of a fee For Service (FFS) activity schedule.

## **Profiling**

Qld is poised to add to its existing 6 month contract with TAFE Qld a new 3 year contract on a FFS basis. Currently there are 1700 Queensland apprentices on the system (nearly all Stage 1, 2 and 3 apprentices). Although there are a number of 'scanning bureaux' across Australia, they are all operated under licences from the system owners. All bureaux operate the same input cards (and data collection system) and the same reports with the equivalent advisory targets (i.e. one system). The only variance is in Victoria where they are trialling a new '2000 software platform' which integrates a 'web front end' for input. If this is stable, both the Queensland and Tasmanian bureaux will adopt the platform possibly next year.

## **ESI International Passport**

The EE-Oz Network ITABs have forged links with Bob Howlett, CEO, NZ Electricity Supply Industry ITO (ITAB). QUSITAB, under an Assessor Networks contract with EE-Oz Training Standards that has been sponsored by ANTA/DEST, delivered a presentation on a project entitled 'ESI Passport' at the ESITO conference. The project aims to develop an international skills passport written in 'plain English' for use by all supply authorities, companies and RTOs. The project charter was to encourage the development of an Assessor Network that would contribute to the sharing of information of assessment information. The by-product of the project was the production of a passport for a distribution lineworker, which would be of strategic and significant importance to the Industry.

## **Reframing the Future Project - Assessment**

QUSITAB has been contracted by EE-Oz Training Standards develop a forum of consultation on graded assessment within a competency based assessment (CBA) system. An initial forum is being held on the back of the national EE-Oz conference on Thursday, 23 October 2003, which is open to all observers with an interest in the applicability or otherwise Graded Assessment within a CBA system.

Through action-learning processes, EE-Oz/QUSITAB via its facilitator will seek to professionally develop industry practitioners, private and public RTO managers, and teaching and assessor staff in:

1. Competency based graded assessment.
2. Legitimacy of graded competency based assessment.
3. Relevance of graded competency based assessment in relation to competency deeming.
4. Relevance of graded competency based assessment in terms of the supporting (non-endorsable) knowledge base development and achievement.
5. Types of graded assessment systems available for consideration within a varied range of contexts.
6. How these systems can be applied to an Electrotechnology context.
7. Grading determination.
8. Moderating a graded system between RTOs to ensure continuity and consistency of outcome.

## **Skills recognition protocols**

The Electrotechnology division of QUSITAB (QEITC) has funded QUSITAB to develop a Skills Recognition Protocol by December 03. Overlapping issues include recognition of current competency and credit transfer.





## WESTERN AUSTRALIA

### Electrical Safety Systems Assessment

The WA DET has engaged Mr Rob Stowell (previously VETASSESS) to develop an assessment model and strategy for WA. Mr Stowell will consult with EE-Oz Training Standards and each of the other states/territories to determine best practice prior to implementation in early 2004. The department will pick up the cost of the first round of assessment, which will then revert to fee for service.

### Profiling

DET in collaboration with the WA Electrotechnology RTOs is piloting an agreed model. This involves a weekly log, which distils to a monthly summary sheet, which is then returned to the administering RTO. Once piloted and refined, all relevant RTOs in WA will be expected to adopt and use the model as a means of assessing the on-the-job exposure to Electrotechnology competencies.

### Review of Electrotechnology and ESI T & D training packages

Industry consultation dates have set for WA to address changes to these packages. Both consultations will be held on the same day, Wednesday the 5th of November with the venue being Western Power Training Services at Jandakot. For further information, contact Bill Roberts on (08) 9240 2688.

### Shared technology report launched.

The research and subsequent report (see later article) undertaken nationally by IEU-ITC for EE-Oz and ANTA has received wide national acclaim with IEU-ITC research manager Andrew Lindhjem having been interviewed by Radio National as well as being invited to several major national forums to outline the findings. The WA launch will take place immediately after the IEU-ITC AGM to be held at Gloucester Park on Friday 17 October. Interested participants are invited to be the ITC's guest for breakfast and a presentation and discussion related to the report. For information and breakfast booking, phone Jane Piercey on (08) 92402688.

### Management development program for electricians

The ITC in Western Australia at the request of NECA(WA) has assisted that association to develop the above program. In a departure from the old institutional training approach, a program which is self-directed, contextualised to the individual's workplace, timeframes and needs is now available. As well, the training can accommodate a national qualification or be used for a short specific training purpose. For information, contact Bill Roberts on (08) 9240 2688.

### Generation review

This project is being managed on behalf of EE-Oz by IEU-ITC and will engage local consultations in mid-October. The NSG representative from WA is Tony Oakley from Western Power.

## VICTORIA



### Credit Matrix

The Victorian Qualifications Authority (VQA) has recently released a discussion paper on a credit matrix. It is proposed a matrix is needed to establish comparability across post-compulsory education qualifications, to aid in credit transfer and qualification awards and to enhance student pathways. Point values would be assigned to each subject/module/unit of competency across post compulsory education. Points would be determined by the level of training and assessment complexity. At a meeting between the VQA and the EPIC board, the board tried to convey some of the potential cost implications of the credit matrix and the impact of it on the national VET sector. The board remains unconvinced that the matrix is an appropriate way to add value to VET in Victoria in general or to electrotechnology training in particular. On the positive side, it does raise the debate on matters of credit transfer and educational pathways across qualifications and between educational sectors. See the full paper at [www.vqa.vic.gov.au](http://www.vqa.vic.gov.au)

## Web-based profiling: [www.electroskills.com.au](http://www.electroskills.com.au)

The profiling system developed by Electroskills Victoria using the EE-Oz protocols and algorithms is up and running with Victorian RTOs. The capacity to register apprentices online was one of the early requests of the RTOs in working with Electroskills Victoria. The system is now running on the updated Access 2002 database with the intention of introducing an SQL approach later this year. Within the next few weeks there will be an added capacity for employers to validate/verify the input of apprentices online. Quarterly reports from the system consistent with the EE-Oz approach will be provided by email to RTOs for distribution to employers and apprentices. The aim is to have all Victorian electrical apprentices participating in online profiling by the end of 2004. Electroskills Victoria is very appreciative for the support of the ETU Southern branch and of NECA Victoria for their ongoing commitment to profiling in Victoria.

## Rail & tram infrastructure industry project

Under the auspices of EPIC ITB, Victorian rail and tram infrastructure industry employers and unions convened a 'whole of industry' sector meeting on 14 March 2003. A major outcome was to formally establish a tripartite Rail and Tram Infrastructure Industry Committee (RTIIC) facilitated and chaired by EPIC ITB. This will provide a 'whole of industry' forum for ongoing industry-led direction for workforce competencies. Committee members include:

Alstom Melbourne Transport; Australian Services Union; Department of Infrastructure; Electrical Trades Union; John Holland Group - Rail Division; Office of the Chief Electrical Inspector; Rail, Tram & Bus Union (Rail Infrastructure Division); Rail, Tram & Bus Union (Tram & Bus Division); The Association of Professional Engineers, Scientists and Managers, Australia; Thiess Infracore; VicTrack; Works Infrastructure; and Yarra Trams. RTIIC stakeholders unanimously endorsed that a project should be undertaken to include all the identified components for essential workforce development as follows:

- Develop a diploma course for rail & tram signalling
- Develop an advanced diploma for rail & tram signalling
- Develop a diploma course for rail & tram communications
- Develop an advanced diploma for rail & tram communications
- Develop a certificate level 2 for rail & tram traction lineworkers
- Develop a certificate level 4 for rail & tram traction lineworkers
- Refinement of certificate level 4 for rail & tram signalling
- Review of competency standards for electrical sub station employees
- Review of certificate level 2 for rail & tram track workers
- Review of certificate level 3 for rail & tram track workers
- Review of certificate level 4 for rail & tram track workers.

EPIC ITB prepared a project submission and led a delegation to the Department of Infrastructure. The project was approved in June 2003 and will be conducted between July 2003 and June 2004.

## Teaching and learning initiative

Rob Gullan, EO of EPIC ITB is the chair of a Teaching and Learning Initiative Training Package (systems electrician) steering committee comprising industry, OTTE (the Victorian STA), RTOs, OCEI (the Victorian regulator) and the Victorian Curriculum Maintenance Manager (CMM) for Electrotechnology. This committee is overseeing a project funded by OTTE designed to make an improvement to the delivery of the systems electrician qualification. The project is developing practical learning strategies to support the delivery of NETP units of competency.

## House of Representatives VET in schools inquiry

The Electrotechnology industry was invited to give evidence to the House of Representatives Education and Training Committee Inquiry into VET in Schools sitting in Melbourne recently. Representatives were:

Rob Gullan, EO EPIC; Phillip Green, CEO Vic NECA; Maurice Graham, CEO VicTec Group Training Company; and Sean McCormick CISCO.

A number of recommendations were submitted including that:

- ❑ A plain English version be developed to describe the gaining of VET skills and competencies in schools;
- ❑ VET in schools programs that involve the delivery and assessment of nationally-accredited VET qualifications be funded at the same rate as those published for public or private RTOs;
- ❑ All school students undertaking nationally recognized VET qualifications have ongoing access to a workplace and/or to work directly related to the qualification;
- ❑ Programs be developed to encourage or support more vocationally oriented and industry empathetic teachers to be involved in career counselling/advising in schools to ensure that young people gain appropriate information and advice about careers and career paths in the more technological industries;
- ❑ An evaluation study be undertaken across VET in schools students to identify career or educational destinations as well as the extent the programs meet student needs and interests.

It was stressed that VET programs must be implemented in ways that are safe for our young people and give them outcomes that are well recognised by industry, government and the community as being of value and have parity of esteem with other training courses.

# FAST FACTS

## Better workplace learning

The 'ideal' workplace learning environment is revealed in a new booklet by the National Centre for Vocational Education Research (NCVER). The publication summarises recent research on workplace learning in Australia and provides useful tips for employers in fostering workplace learning. It reports workplace learning is playing an increasingly important role in training the workforce. Available at [www.ncver.edu.au/research/core/cp0207.pdf](http://www.ncver.edu.au/research/core/cp0207.pdf) or phone Rebecca Aaron (08) 8230 8400.

## Equity and the AQTF

ANTA is looking for case studies of the successful integration of access and equity principles in training delivery, assessment and management. The case studies will be used to develop three products.

1. A guide for RTOs and auditors on how they can meet equity obligations under the Australian Quality Training Framework (AQTF);
2. A set of resources providing training for Indigenous people under the AQTF; and
3. A set of resources providing training for people with a disability under the AQTF.

To provide input to the project, contact Rachel Robertson at Nexus Strategic Solutions on (08) 9337 3777 or [rachelr@iinet.net.au](mailto:rachelr@iinet.net.au)

## High-tech learning

How do you bring together the human and technological dimensions of the learning process? Find out at the Australian Human Resources Institute's 10th annual Learning and Technology Conference in Melbourne 14-15 October. Speakers include Dr Robert Brinkerhoff from the Western Michigan University, Brian Taliesin from Microsoft, ANTA's Lesley Johnson and Dr Daljit Singh from the global legal firm Baker and McKenzie. For more information, [www.learnandtech.ahri.com.au](http://www.learnandtech.ahri.com.au) or (03) 9918 9200.

## Technology roadmap takes shape for industry

Automated buildings, wireless personal area networks, radio frequency identity tags – they're all part of the technological road ahead for Australian industry and a new report says we need to start planning now. The report, at [www.sharedtechnology.net.au](http://www.sharedtechnology.net.au), identifies the new common technologies that will be used over the next five years in a number of key industries:

automotive, building and construction, electronics, engineering, electrical, information technology and telecommunications. Funded by ANTA, the report says employers, training professionals and VET policy makers and providers should be thinking ahead and preparing for skill needs. ANTA CEO Janina Gawler says the information is an "early warning". "The message is 'these changes are coming' and we have to start planning now for the impact on employees, managers and skill development." The main areas of common technological change are:

- An increased use of integrated voice and data communication (everything from mobile phones to email) in workplaces and people's personal lives;
- An increased use of wireless communication technologies – communicating between telephones and personal digital assistants and even automobiles or appliances without the need for connecting cables;
- A continually increasing processing speed of equipment, and the capacity to customise the activities;
- The use of independent power systems and the need to regulate electricity usage more stringently according to supply and demand.

Key points which also came through in the research were:

- New entrants to the workforce are selected on the basis of having "soft skills" to pick up emerging technology easily;
- Existing employees will need to update their skills for new technologies;
- IT is so integral that all employees in the target industries will need "full-scale information technology training";
- Large training providers may already have staff with expertise in training on the "new" technology but in another industry area. They will need to work across their own internal industry boundaries; and
- Developers of national training products should be looking ahead and anticipating technology so that competencies are available to meet the new technology challenges.

For information contact Mike Quade on (07) 3246 2355 or [quadem@anta.gov.au](mailto:quadem@anta.gov.au)

## Training Packages – structural review

The report describes contemporary workplaces, changing needs of VET clients and changing VET pedagogy. It's drawn from recent Australian and European research and is designed to identify the current and future context in which training packages operate. The report is the first work to emerge from a high level review of training packages currently underway. The review is putting training packages under the microscope to make sure they are working for everyone – employers, learners, teachers and trainers. The second phase of the research will cover factors including:

- Structure of training packages;
- Training Package development/review processes and implementation arrangements, including planning/resourcing for professional development;
- Current approaches to teaching, learning and assessment; and
- Availability and use of support materials.

Tenders have been called for the third stage of the review – the development of a discussion paper for release later this year. For further information contact Wendy Katz or Sherinda Shea at [sheas@anta.gov.au](mailto:sheas@anta.gov.au)

## Just ace

Discuss employment, training and career development for people with disabilities at the 2003 conference of the Association of Competitive Employment National Network. The group is the Australian peak body association representing organisations that provide employment assistance and post-placement support to people with disabilities. The conference is on in Hobart from 22-24 September. To find out more, visit [www.acenational.org.au](http://www.acenational.org.au) or (03) 9411 4033.

## Shared Technology

The Shared Technology project provides individuals with a summary of the technologies that are likely to have an impact in a range of industries in the next five years. The industries included in the project are:

- Automotive
- Building and Construction
- Engineering
- Electrical
- Electronics
- Information Technology
- Telecommunications.

The concept for this project originated during discussions between ANTA and EE-Oz. This project canvassed the thoughts of a number of employees and managers in Australian organisations. The data collected regarding the emerging technologies has been compared with the outcomes of similar projects in other countries. The intention was to provide training providers with information regarding the emerging technologies. The limits placed on the technologies to be considered were that they be:

- Evident in these industries in five years time;
- Shared by two or more of the industries covered in this project;
- Commercially available in some location in the world; and
- Adopted by Australian enterprises within the timeframe.

These interviews and literature searches provided a list of technology areas. These are:

- Skills relating to understanding computer networking are to be shared by all industries included in this study;
- An understanding of the use and management of wireless communications will be increasingly required by people working in these industries;
- Devices in all industries will become increasingly more powerful in processing and distributing data; and,
- The generation of electricity for grid and non-grid connections will become more decentralised and involve operatives in a number of these industries.

There is continuing concern expressed by employers regarding the ability of existing workers to be able to learn new skills. This remains an important human variable that will facilitate or impede the adoption of new technologies.

Managers of enterprises will continue to make or avoid

investment decisions relating to these technologies. Change in technology use is evident in all the industries studied but planning for this change is not necessarily in existence. A failure to consider these developing technologies may see the training packages and standards “age” more quickly than is necessary.

The four themes that have emerged from this project are:

1. There is an undeniable move from closed, vendor-controlled information systems to systems that are open and based upon international standards. These systems are more closely aligned to traditional information technology computer networks and use many of the basic protocols and processes.
2. There is the need for managers and employees to learn about these new technologies in order to plan and anticipate their impact on the day-to-day processes in the workplace. However an individual must first be able to recognise those additional skills and knowledge bases that are required.
3. Training is available for these technologies but the source of the training is not necessarily seen as being associated with the incumbent industry. Large training providers may have the necessary ability within their organisation to provide training but may need to develop intra-organisational links to manage this training.
4. Managers see new entrants who have the necessary “soft skills” as more valuable to the organisation as these entrants do not have to unlearn the existing work processes and knowledge bases but it is the existing workers who have the expertise to be able to work across legacy systems and within the new technology. However training needs to be made available for these individuals in a way that is user friendly.

While this project has been able to identify those technologies that are impacting upon the business processes of the industries involved, planning needs to be undertaken to enable Australia to meet these challenges. Therefore, a range of issues require further attention which include:

1. How the training systems and related infrastructure respond in a timely and flexible manner and to identifying how businesses apply respective technologies within an Australia context.
2. How are we to ensure that skill sets residing across industries in common are acknowledge and responded to in an effective manner and to identify how the increasing breadth and range of cross discipline shared technologies are managed in terms of industry leadership and advice to the training system.
3. Determining how rapid adoption of technologies are linked to national workforce planning strategies and processes, aimed at improving the quality of Australia's skills pool and the training system.
4. The development of a national strategy to give effect to the above three points.

## Distribution 2003 exhibition – the place to see Australian firsts!

Companies from Australia and overseas are choosing to unveil new technologies and products at the 7<sup>th</sup> International Energy Transmission & Distribution Conference & Exhibition. With more than 120 booths already booked, the exhibition promises to showcase cutting-edge technologies and processes. Delegates have the added attraction of being able to see a selection of these products and services being put through their paces in the central arena known as the 'bullring'. The exhibition will feature a comprehensive range of products and services relevant to all aspects of the energy industry and will run from 9am to 5pm every day. The conference runs between 16-19<sup>th</sup> November and will be held at the Adelaide Convention Centre. Further details (03) 9645-6311 or [www.d2003.net](http://www.d2003.net)

## Training package implementation research

A consultation paper is due out in December with suggestions for future responses for training packages and their implementation. Consultants Professor Rod McDonald and Dr Kaye Schofield have been appointed to prepare the paper as part of the ongoing high-level review of training packages. Consultation will include focus groups and interviews with key stakeholders. ANTA has also commissioned a range of short papers as part of the review. Topics to be covered include:

- Access and equity in VET;
- The needs of small businesses;
- Public and private provider experiences and views; and
- The needs of mature-aged workers.

The Phase I report analysing the current and future context in which training packages will need to operate is already available at [www.anta.gov.au/tenders/tpkReview/highLevel.asp](http://www.anta.gov.au/tenders/tpkReview/highLevel.asp)

## Tomorrow's training workforce – the planning begins

Australia's training professionals of 2013: the work has started on finding out who they are, what they will need to know and how to "grow" them. Australia has at least 32,000 TAFE teachers, as well as teachers, trainers, assessors and developers in public and private training providers and enterprises. Over the next decade many of them will retire, taking their knowledge with them and leaving skill gaps. A project about to start will establish nationally for the first time:

1. Who they are;
2. How they are managed now; and
3. What needs to happen over the next 5 to 10 years.

ANTA board member John Smyth says it's all about looking after the training system's most valuable resource – the people.

***"We simply don't know enough about our current VET professionals, which means we can't make sound planning decisions about recruitment, retention, and training for the future".***

Tenders have been called nationally for work to commence in August. The job will be to collect and consolidate national and international research and best practice information on HR development and management appropriate to the Australian VET sector and the management of the future VET professional workforce.

# WHAT'S HAPPENING?

## ElectroNews

### Competency assessment - Profiling

Profiling is the industry (including Neca) preferred assessment model in the implementation of competency-based training. Attaining competency means the trainee's skills in both 'on and off' the job training requires measurement. Neca has advised EE-Oz Training Standards of its concern regarding the ability of contracting businesses in the voice and data communications sector having the capacity to deliver the work place exposure for apprentices to achieve the required profile for sign-off by an RTO. It questions whether a review of the profile benchmarks is possible without compromising the concept of competency? If not, the highly undesirable options left include:

- Standing by the profile benchmarks but requiring the apprentice to be moved to another employer who can provide the exposure to achieve the profile;
- Advising apprentices contracted to an employer that can't provide the complete profile to undertake an apprenticeship in another trade;
- Stopping employers who can't provide the complete profile from taking on apprentices.

Neca advises that these are extreme options and decisions should not be made in haste. The Neca Council is to be asked to consider a proposal in the following form:

- That businesses who meet the requirements to employ and train apprentices in Electrotechnology should be encouraged to do so;
- That NECA support the concept of competency-based assessment but only in a context of the provision of useful information to the employer, not as a barrier to completion of the training;
- That NECA requests an immediate review of the benchmarks for the profile as a platform for further review of competency based training.

EE-Oz Training Standards has invited Neca to continue to participate in the Profiling Technical Committee and, submit relevant information evidentiary information to assist in the system's continuous improvement and relevance.

### Innovative Pathways Project

Advice has been received from Neca that in conjunction with the DEST it is now in the third year of an Innovative Pathways Project. Much valuable work has been completed in identifying new training pathways and overcoming barriers to change. In the long term it is envisaged that pathways will be implemented to address the need for tradespersons skilled across traditional trade areas. Pathways currently being investigated are:

1. Electrical/Data Communications;
2. Electrical/Refrigeration.

A need has also been identified for new 'school to work' pathways. We are currently working to implement a school-based traineeship in communications. However, the needs of the ET industry for a broad spectrum of skills has meant industry requirements do not fit readily into funding models geared to specialisation and vertical movement through qualifications levels. Some of the pathways and barriers to change are:

- State Training Authority Funding models;
- Jurisdictional differences across states;
- Industry resistance to change;
- Low understanding of training packages and competency-based training;
- Sufficient flexibility within specific training package pathways.

## **Leaders in Careers forum**

A 'Leaders in Careers' forum was held in Canberra on 20 August 2003. Industry, business and education sector leaders met to discuss career development strategies for schools and industry. The goal was to ensure students have access to a comprehensive range of career information, especially in industries experiencing skills shortages, to assist them to make well-informed career choices. The work of the forum will support the Australian Blueprint for Career Development, which aims to provide guidelines to integrate and strengthen career development programs and activities. Delegates were drawn from organisations including the Australian Retailers Association, Restaurant and Caterers' Australia, Housing Industry Association, Master Builder's Association, Rural Skills Australia, Business Council of Australia, Career Industry Council of Australia, Australian Parents' Council and the education sector. For further information contact Frances Regan on (03) 9645 5566 or [frances@neca.asn.au](mailto:frances@neca.asn.au)

## **Employability skills**

Research completed last year tells us that the world of work has changed beyond recognition and will continue to do so. This change not only applies to new industries but to traditional trades. These days, an employer is just not looking for a person who has a fixed set of technical skills but somebody who has strong employability skills that will help meet their future needs. Employability skills are those that contribute to an enterprise's strategic directions. They include communication, teamwork and self-management abilities. ANTA is currently investigating ways in which employability skills can be incorporated into training packages. School systems are also investigating ways employability skills can be incorporated into curriculum. For more information, visit [www.acci.asn.au](http://www.acci.asn.au) and follow the prompts to the education and training policy area.

## **Smartwiring – course upgrade**

Neca advises that in conjunction with the Copper Development Centre it now offers a course in smart-wired houses to electrical contractors. A smart-wired house has a comprehensive wiring installation with cabling for power, telecommunications, security, video, audio, computer/microprocessor controlled services and data facilities installed using an integrated approach. With constant improvements in technology, it is continuously identifying new training needs to maintain the course currency and relevancy for electrical contractors.

## **Year 2007 action plan**

The 'Communications Council Year 2007 Action Plan' sponsored by Neca and, the 'Forum Report and Industry Study' were released in August. An announcement was made in conjunction with the release of the 'Industry Code – Cabling Requirements for Business' document.

## **Enabling Our Future - A Framework for the Information and Communications Technology Industry**

This report was prepared for the Minister for Communication, Information Technology and the Arts and tabled in April 2003. It sees the ICT sector as having a broader role as "a set of enabling technologies and related products and services which underpin the development of Australia as an information or knowledge economy..." During an industry forum in August, NECA commented on SMEs, skills and connectivity issues, identifying that workers in the voice and data communications system areas require further upskilling on an ongoing basis. The solutions posed by NECA deals with revision to the entry-level requirements, removal of the barriers, acceptance of alternate exit and entry points and the current upskilling programme being rolled out nationally. The School to Work and Innovative Pathways Initiatives are extremely important elements of the programme and, are already proving their value. Advice has been received from the Industry, including Neca that it will continue to present a case within the Leaders Forum and also make submissions directly to Minister Alston.

## **School to Work Pathways**

As part of the Business and Industry School to Work Initiative, Neca advises that it has been working to identify what members understand about school to work pathways and in how they go about taking on students in work experience and work placements. Employers may not be fully aware of current initiatives in this area leading to an initiative by it to disseminate relevant information. Further information on VET in Schools and School-Based Traineeships will be widely published to maintain interest.

## The International Line Mechanics Competition 2003



The International Line Mechanics Competition was held at Waikato Institute of Technology as part of the conference. At last year's inaugural event three teams competed however it increased to 10 teams drawn from across New Zealand this year. Teams competing included Counties Power, Energex Auckland, Energex Morrinsville, Marlborough Lines,

Northpower, Mainpower Contracting, Otago Power, The Lines Company, Top Energy and United Gooder. Marlborough Lines, Otago Power and Northpower competed in the finals on the last day of competition with Northpower taking first place.



Attending the ESITO International Line Mechanic Competition were: Phil Brown (UtiliTech Training); Paul Alsford (Electrical Workers Registration Board); and Graham Boxall (Ministry of Economic Development).



Attending the ESITO International Line Mechanic Competition were: Bernard vanden Bergen (Energex and EE-Oz Training Standards); Rod Greave (Energex); Kevin McCloskey (QUSITAB); and Rob Guallan (EPIC Training)



Attending the ESITO International Line Mechanic Competition were: Bill Fenton (British Electricity Training Association); Vic Camilleri (Cammatech); and Robert Stopps (Aurora Energy and Chair of T&D NTAG – EE-Oz Training Standards)

## **Electro and ESI – T&D national training package consultation – November workshops**

As part of the review process for both training packages, industry and training stakeholder feedback is sought. The feedback will be paramount to the ultimate success of the review process. In this light, workshops will be held in all states and territories in November to provide industry and its training partners with the opportunity to comment on the proposed changes to the packages. The workshop schedule is:

### **Darwin**

Mon 3 November 2003

9.30 – 12.00 T&D consultation workshop

1.00 – 4.00 Electrotech. consultation workshop

Tues 4 November 2003

9.00 – 11.00 Assessor Network meeting

11.30 – 1.00 NT STA & Electrical Regulator meeting

### **Perth**

Wed 5 November 2003

9.00 – 11.30 WA Training Authority meeting

1.00 – 3.30 WA Electrical Regulator meeting

Thurs 6 November

9.30 – 12.00 T&D consultation workshop

1.00 – 4.00 Electrotech. consultation workshop

### **Melbourne**

Fri 7 Nov

9.30 – 12.00 T&D consultation workshop

1.00 – 4.00 Electrotech. consultation workshop

Mon 10 November

11.00 – 12.30 VIC Training Authority meeting

1.30 – 3.00 VIC Electrical Regulator meeting

### **Adelaide**

Tues 11 November

9.30 – 12.00 T&D consultation workshop

1.00 – 4.00 Electrotech. consultation workshop

Wed 12 Nov

9.00 – 11.30 SA Training Authority meeting

1.00 – 3.00 SA Electrical Regulator meeting

### **Canberra**

Thurs 13 November

9.30 – 12.00 T&D consultation workshop

1.00 – 4.00 Electrotech. consultation workshop

4.30 – 5.30 ACT Training Authority Meeting

### **Sydney**

Fri 14 November

9.30 – 12.00 T&D consultation workshop

1.00 – 4.00 Electrotech. consultation workshop

Mon 24 November

10.00 – 12.00 NSW Training Authority meeting

1.00 – 3.00 NSW Electrical Regulator meeting

### **Port Macquarie**

Tues 25 November

9.30 – 12.00 T&D consultation workshop

1.00 – 4.00 Electrotech. consultation workshop

### **Hobart**

Mon 21 November

9.30 – 12.00 T&D consultation workshop

1.00 – 4.00 Electrotech. consultation workshop

4.30 – 5.30 TAS Training Authority/Regulator meeting

### **Brisbane**

Wed 26 November

9.30 – 12.00 T&D consultation workshop

1.00 – 4.00 Electrotech. consultation workshop

Thurs 27 November

10.00 – 12.00 QLD Training Authority meeting

1.00 – 3.00 QLD Electrical Regulator meeting

### **Townsville**

Fri 28 November

9.30 – 12.00 T&D consultation workshop

1.00 – 4.00 Electrotech. consultation workshop

For further information, please contact your local Electrotechnology/Utilities ITAB:

TAS (03) 6273 4445

VIC (03) 9654 1299

ACT (02) 6241 8259

QLD (07) 3252 0370

NSW (02) 9280 2986

NT (08) 8981 0077

WA (08) 9240 2688

SA (02) 6241 8259

## International Passport Forum

ESITO is working with its Australian counterparts to develop one of the most promising ways to overcome international shortages of skilled staff. Executive Officer of QUSITAB, Kevin McCloskey, outlined the development of the scheme to delegates. He said there was strong support for “Enterprise Passports” which will authenticate competencies “in the language of the industry rather than in education-speak” across state and national boundaries. “We need to use a common language and remove that which is state or nation specific.” A steering committee has been formed to develop the passport, initially for line mechanics in Australia. Bill Fenton said the UK industry was looking at similar issues and had recently completed a benchmarking report on the design, implementation and administration of occupational standards between the UK, New Zealand and Australia. This project, he said, would help to develop more common occupational standards programs between the three countries. “The Australian and New Zealand electricity supply sector occupational qualifications are rigorous, specific and can be interpreted without difficulty in the UK. However it seems difficult to avoid the weighty assessment paperwork systems that often say very little.”

## ‘Gap Report II’ shows greater uncertainty in skill needs

A reduction in spending on assets over the next ten years shows that the industry is either becoming more efficient or it is being ‘run into the ground’ according to Waikato University Researcher, Dr Scott Koslow. Whichever is correct there are significant implications for labour force planning. “For most of the last 10 years the industry has experienced a declining investment in its assets and a contraction of the labour force. Some argue this lower rate of investment may translate into lower prices for the consumer while other say that this is not sustainable and the system will eventually require a great deal of investment. If a declining investment in assets and skills is called for, ESITO must carefully manage a labour force in decline. If the industry is emerging from a period of under-investment then the limiting factor for delivering a stronger industry may be the quality and size of the labour force.” One of Dr Koslow’s findings was that while asset management plans were relatively detailed for the first year or two they tended to become very vague over the longer time frame. “The lack of long term detail may be associated with incorrectly anticipated decreases in spending. Many asset management plans appear to routinely underestimate future spending and labour demand.” Dr Koslow says that

consolidation in the industry may also tend to drive up spending on assets as acquirers discover that what they have bought is in need of further investment.

## Interactive workshop session

Delegates were formed into six syndicates to discuss the key issues facing the industry and what the priorities for ESITO need to be. A significant change from last year was industry perception. The problem of skills shortages and age was raised by all syndicate report back sessions. Another strong theme was the problems caused by continuous government intervention and regulation – the industry is one of the most regulated of all. The three key emerging themes were:

1. The importance of industry representation and promoting the industry as a good career option.
2. Assisting the industry to meet skill shortages by providing entry mechanisms such as taster courses, group training and a labour pool.
3. The need to consolidate qualifications and support materials.

## Another International Gold Medal to an Australian Refrigeration Mechanic

The International WorldSkills competitions are held every 2 years and cover 40 different trades with over 700 competitors under 23 years old competing against each other.

The Australian refrigeration and air conditioning industry provides strong support for WorldSkills Australia's Refrigeration competitions from regional to national and international competitions. Thank you to the major sponsors for their support:

Refrigerant Reclaim Australia (RRA)	Javac
Kirby Refrigeration	BOC Gases
Teco Australia	Cigweld
Quirks Refrigeration	NRAC
Fluke Australia	TAFE NSW.

Thank you to John Kuilart for coordinating this sponsorship and Matthews training in the lead up to this competition.

Matthew started his apprenticeship at 15 years old in Toowoomba and received his trade training in the Refrigeration section at Logan Institute of TAFE Queensland, whose teaching staff gave freely their time and expertise over the last six months to enable Matthew to train 3-4 nights per week in preparation for this competition. Thank you also to Matthew's current employer, Retrofit Technologies in Brisbane, for the strong support they provided to him in the lead up to both the national and international competitions.

Matthew has once again proven that Australia's young refrigeration and air conditioning mechanics can take on the best in the world and win.

The next round of Regional WorldSkills competitions will be conducted from now until the end of this year with the National competition being held in Brisbane in June 2004 and the international competition being held in Helsinki, Finland, during May 2005. For further information or regional competition application form, contact WorldSkills Australia: Phone: (02) 4932 4349 Fax: (02) 4932 0858 or visit their web site: [www.worldskills.com.au](http://www.worldskills.com.au)

**EE-Oz Training Standards  
ANNUAL CONFERENCE 2003**

# **Skills – The Business Advantage**

**Cumberland Lorne Conference & Leisure Resort, Lorne, Victoria.  
21st & 22nd October 2003**

**The 2003 EE-Oz Training Standards Conference is not to be missed!**

Presentations at this year's EE-Oz Training Standards Conference will be given by some of Australia's leading industry and training personalities from ACCI, ACTU, OTFE, Monash University, Alinta, RMIT Consulting, Energex, IOS Solutions, Genesis Power (NZ) and Moysour Pty Ltd.

The conference will also include industry briefings, workshops, ample time for networking, a conference dinner and entertainment. Initial work towards a National Skill Strategy for the ElectroComms and EnergyUtilities Industry will also be undertaken. The conference fee includes all proceedings, meals, accommodation and return transport from Melbourne airport to the Cumberland Lorne Resort.

The conference is proudly sponsored by Ergon Energy, TAFE NSW, ElectroGroup Training, Appliance Industry Association and Energex.

To register a place at the peak Industry Skills Conference of the year, contact the conference managers - Bob Taylor or Michelle Strapp on (02) 6241 8259 or visit [www.ee-oz.com.au/index.cfm?pageId=1,172,14](http://www.ee-oz.com.au/index.cfm?pageId=1,172,14)

## CONFERENCE SPEAKERS & TOPICS

### Day 1

Name	Organisation	Topic & Details
Mr Steven Balzary	ACCI	<p><b>Valuing Skills for Business Growth</b></p> <p>Steve will speak, from ACCI's point of view, on the importance of workforce knowledge and skills to the growth, development and ongoing competitiveness of industry enterprises. Following all presentations on this topic, Steve and the other presenters will participate in a panel to discuss the issue further.</p>
Mr Rex Hewett	ACTU	<p><b>Valuing Skills for Business Growth</b></p> <p>Rex will speak, from the ACTU's point of view, on the importance of workforce knowledge and skills to the growth, development and ongoing competitiveness of industry enterprises. Following all presentations on this topic, Rex and the other presenters will participate in a panel to discuss the issue further.</p>
Phil Clarke	OTFE	<p><b>Valuing Skills for Business Growth</b></p> <p>Phil Clarke will speak, from a Government point of view, on the importance of workforce knowledge and skills to the growth, development and ongoing competitiveness of industry enterprises. Following all presentations on this topic, Phil and the other presenters will participate in a panel to discuss the issue further.</p>
Mr Michael Long	Monash University	<p><b>Qualifications and Skills Contributions</b></p> <p>Michael and John Fischer, through the Centre for the Economics of Education and Training (CEET), Melbourne, have recently authored the working paper: <i>Project 2000-3 Leading edge enterprise: Insights into employment and training practices</i>. Michael will speak to the key issues and findings presented in this very interesting and relevant paper.</p>
Mr Peter Magarry	Alinta Gas	<p><b>Skilling for the Future</b></p> <p>Peter will speak about the importance of identifying competencies/skills sets that exist within an enterprise; competencies/skill sets that will be required in order to maintain pace with technological change and development into the future, and; the development of strategies and practices to facilitate successful progression between the two.</p>
Mr Alex Frazer	RMIT Consulting	<p><b>Developing Human Potential assessment</b></p> <p>For many years, Alex has provided industry enterprises with workplace training and assessment services. From this foundation, Alex will provide an insight into how industry enterprises can use training and assessment to realise the potential within the workforce.</p>
Mr Peter Smith	Elecraft	<p><b>Valuing Skills &amp; Competence</b></p> <p>Peter will speak about the implications of skilling the existing and future workforce from an industrial relations point of view. Peter will give a balanced presentation identifying the issues that face a technical and innovative industry.</p>
Mr Bernard Van Den Bergen	Energex	<p><b>Human Capital through Education and Training</b></p> <p>Bernard is currently the manager of EsiTrain, Energex's Registered Training Organisation. Bernard will provide an insight into why Energex established, and continues to operate, a Registered Training Organisation and the benefits of EsiTrain to Energex.</p>
Mr Peter Moore and Mr Dean Smith	Genesis Power	<p><b>Genesis eLearning</b></p> <p>Peter is the eLearning Solutions Manger of Genesis Power in New Zealand. Peter will present from a point of view of a business involved in generation that has tackled the issue of capturing existing worker knowledge for the future through the e-learning medium</p>

## CONFERENCE SPEAKERS & TOPICS

### Day 2

Name	Organisation	Topic & Details
Mr Brian Seymour	Moyseur Pty Ltd	<p><b>Successful Tendering</b></p> <p>Brian has an extensive knowledge of the Electrotechnology industry and proven expertise in successful tendering. Brian will speak on necessary considerations, common issues and pitfalls inherent to tendering in a competitive industry environment, including the identification of existing and required workforce skills and strategies necessary to address shortfalls.</p>
Mr Andrew Lindhjem	WA IEUITC	<p><b>Responding to Shared Technologies in the new training paradigm</b></p> <p>Andrew is the primary author of the recently published text: <i>Shared Technology: A Roadmap for Traditional and Emerging Industries to 2008</i>. Andrew will provide a summary of the technologies that are likely to have an impact in a range of industries over the next five years and the influence of these technologies on training within the industries.</p>
Mr Laurie Cooper	IOS Consulting Group	<p><b>The Industry's Skills Strategy - developing the plan of action?</b></p> <p>Laurie will continue the process of canvassing the purpose, use and ways of developing a national Skills Strategy that can then be adopted by Enterprise in the Industry. Through this process an Action Plan can be developed and communicated, with the aim of stalling the continuing growth in skill/job shortages across the Industry.</p>
Mr Bernard Van Den Bergen	Energex	<p><b>Human Capital through Education and Training - Enterprise perspective</b></p> <p>Bernard is currently the manager of EsiTrainm Energex's Registered Training Organisation. Bernard will provide an insight into why Energex established and continues to operate a Registered Training Organisation and the benefits of EsiTrain to Energex.</p>
Mr Laurie Cooper	IOS Consulting Group	<p><b>A National ElectroComms and EnergyUtilities Industry Skills Strategy - Why?</b></p> <p>Laurie with expertise in strategic industry development and workforce planning, will inform and help Annual Conference participants to gain an appreciation of the merits of developing a national industry focused Skills Strategy and why there is a pressing need to develop one for ElectroComms and EnergyUtilities.</p>
Mr Peter Moore & Mr Dean Smith	Genesis Power	<p><b>E-Learning - the Genesis approach</b></p> <p>Peter is the e-Learning Solutions Manager for Genesis Power in New Zealand. Peter will present from the point of view of a business involved in Generation that has tackled the issue of capturing existing worker knowledge for the future through the e-learning medium.</p>