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2004 Annual
ConferenceEE-Oz Training Standards
Conference 2004Date: 12–13 October 2004, Venue: Canberra
(TBA)See 'WHAT's on in 2004!' page 22 of this
newsletter for more information

New Industry Skills Council

The multi-billion dollar Electrotechnology and EnergyUtilities industry has a new voice in the vocational education and training sector – 'ElectroComms and EnergyUtilities Industry Skills Council' trading as EE-Oz Training Standards. The new skills council gained ANTA Board in principle approval as a new council on 29 October 2003. Its declaration took effect 1 January 2004. The new skills council is the official national representative of the Electrotechnology and EnergyUtilities industry in the national Vocational Education and Training (VET) system.

Training quality top of the agenda

A new national complaints code is set to strengthen the quality of Australia's vocational education and training system. The launch of the code last week heralds a commitment by training agencies around the country to prompt action and consistency in responses to consumer complaints. The code outlines the service standards consumers can expect from training authorities. To obtain a copy of the 'National Code of Good Practice for Responding to Complaints about Vocational Education and Training Quality', visit: www.anta.gov.au

Teaching and learning guides out soon

Need practical advice on how to put Training Packages to work? Three user-friendly guides for teachers and trainers are being developed to cover cross-industry teaching and learning, contextualising teaching and learning and working with Indigenous learners. Commissioned by ANTA in response to recent research, the guides will help teachers and trainers tailor delivery and assessment that is most suitable for their students. Printed copies of the guides will be available through Australian Training Products in mid-2004 and they will also be downloadable at www.resourcegenerator.gov.au

Further information: Les Comley, ANTA, comleyl@anta.gov.au

Have you checked out the
EE-Oz Training Standards web
site yet?

www.ee-oz.com.au

Latest
apprenticeship
trends

New research shows 'traditional apprenticeships' in trades such as carpentry and plumbing remain a major employment choice for young men. Of the 115,400 'traditional apprentices' in 2002, most were male (101,600) and under 25 years of age (101,200). The research looks at trends over the last six years and was produced by the National Centre for Vocational Education Research. Full results are available at www.ncver.edu.au/statistics/aats/trends/tradapp.pdf

The VET Gateway
– up and running
to help you

ANTA has established an excellent VET portal for those looking for information and links in Vocational Education and Training (VET). It offers a host of information on VET, apprenticeships/traineeships, training organisations, staff training and whole lot more. Visit: www.training.com.au

Produced by:

ElectroComms and EnergyUtilities
Industry Skills Council Ltd

New Industry Skills Council now operational

The multi-billion dollar Electrotechnology and EnergyUtilities industry has a new voice in the vocational education and training sector – ‘*ElectroComms and EnergyUtilities Industry Skills Council*’ trading as EE-Oz Training Standards. The new skills council gained ANTA Board in principle approval as a new council on 29 October 2003. Its declaration took effect on 1 January 2004. The new skills council is the official national representative of the Electrotechnology and EnergyUtilities industry in the national Vocational Education and Training (VET) system.

The council will cover:

Electrotechnology-Communications:

Electronics, electrical, communications including telecommunications—voice, data, video and information technology, computer systems, instrumentation, lifts, refrigeration and air conditioning and renewable/sustainable energy; and

Energy-Utilities:

- Gas Supply Transmission and Distribution;
- Electricity Supply Transmission and Distribution; and
- Electricity Supply Generation.

Collectively the Electrotechnology and EnergyUtilities industry employs more than half a million Australians. It will replace the existing ElectroComms and EnergyUtilities Qualifications Standards Body of Australia Ltd (EEQSBA) and formally the NUEITAB. It will continue to trade as EE-OZ Training Standards.

The new skills council is the second of a network of 10 new national Industry Skills Councils (ISCs) being formed as part of an Australian National Training Authority (ANTA) drive to boost forward planning for the nation’s skill needs. ANTA Board chair Stuart Hornery announced the first, the Resources and Infrastructure Industry Skills Council, in September.

The councils’ new role is:

- to support high quality, nationally recognised training products and services, including enhancing innovation and efficiency in their development; and
- assist industries, enterprises, and their workforce to integrate skill development with business goals.

Another element of the new system for channelling industry ‘intelligence about training needs into the VET system’ is a twice-yearly ‘think tank’ of industry and VET leaders. ANTA will bring business, industry (including ISC representatives) and VET sector leaders together, to meet twice a year to consider strategic plans developed from research and advice from the 10 new national skills councils.

The Australian National Training Authority (ANTA) has now finalised the legal transitional arrangements for declaring EE-Oz Training Standards as a new industry skills council. Contracts are to be finalised in March 2004 and the new council should be in full formal operation by 1 April 2004.

A Board of Directors comprised of key industry representatives will lead the new ElectroComms and EnergyUtilities Industry Skills Council. It will be the peak vocational education and training (VET) advisory and standards setting body for ElectroComms & EnergyUtilities.

To enhance the council’s operation and engagement with industry the Board of Directors have produced a business plan and, set about implementing a range of corporate and management processes and structures that will lead to its successful operation, now and into the future.

This includes ensuring:

1. Corporate Governance and Directors and Officials/Management duties and fiduciary responsibilities are actively exercised in the best interests of the company.
2. The company’s objectives and, roles and responsibilities as an industry skills council are actively pursued.
3. Clients and industry receive the best support and service possible.
4. Board processes are in place to engage industry.
5. Products/services developed are relevant, current and appropriate to the needs of clients.
6. Appropriate resources are obtained, retained and deployed in carrying out the activities of the company.

Business Plan

The Business Plan aims to address a range of key performance criteria sought by the ANTA Board in relation to ElectroComms and EnergyUtilities Industry Skills Council as envisaged for a prospective and successful industry skills council. That is a body that is effective and forward looking and will sustain industry leadership of vocational education and training for the rest of the decade with respect to its industry responsibilities. It is and will continue to engaged in:

- Facilitating international, national and local industry, enterprise and community involvement and linkages in vocational education and training and workforce development
- Undertaking research, analysis and policy development on industry-related training and skills development issues
- Providing leadership and strategic training, skills and workforce advice
- Assisting industry, enterprises, training organisations and the community in implementing nationally recognised training initiatives and products
- Formulating industry qualification titles, competency standards, assessment advice, career paths and resources for use by industry, enterprises, training organisations and the community
- Working with governments and industry to enhance industry leadership and involvement in vocational education and training
- Working and supporting enterprises, training organisations, assessors, careers aspirants and the community to utilise the national industry initiatives and products
- Promoting, communicating and providing specific technical training/assessment advice and progressing continuous improvement of the national products and services
- Advocating the industry's views to VET systems in Australia.

In developing its Business Plan the Board of Directors have endorsed the following:

Vision

To have ElectroComms and EnergyUtilities (EE) competencies acknowledged as critical to Australia's technological relevance and economic competitiveness. That such competencies are highly regarded and that investment in ElectroComms and EnergyUtilities skills development and related competencies is seen as a priority by industry, governments, and the community.

Mission

To continue being the peak industry training standards development and setting body and skills advisory council for the ElectroComms and EnergyUtilities industry.

Aims

To research, facilitate, set, improve and provide authoritative advice on the ElectroComms and EnergyUtilities (EE) industry's vocational skills strategies policies, competency standards, and related products.

To facilitate and contribute to, the development of a Skills Strategy and Delivery Plan for the Industry nationally, internationally and at enterprise level that includes:

The Skills Strategy

What future workforce is required?

The Delivery Plan (Industry/Enterprise)

- Workforce Planning
- Recruitment strategies
- Career Planning
- Peer Group/Community Benchmarks (e.g. competency standards)
- Enterprise \Benchmarks
- Third Party Certification/Verification.

Key Result Areas

EE-Oz Training Standards Board of Directors have also identified five key result areas (KRAs) that they believe will assist it in achieving its corporate aims.

The five key result areas are:

Research and Advice

Establish, maintain and promote EE-Oz Training Standards as the industry's pre-eminent source for training/skills research, policy and advisory support, as well as establishing alliances with cooperative research bodies with similar philosophies.

Compliance

Monitor, contribute and promote quality assurance mechanisms to assure the integrity of skills/competency development outcomes for the industry.

Influence and Opportunities

Create, enhance, and coordinate effective stakeholder and industry networks to maximise EE-Oz Training Standards' sphere of influence and optimise opportunities for the industry.

Engage Stakeholders

Engage all relevant stakeholders, large and small, in the effective implementation of an industry national strategy and related skills planning and development arrangements.

Optimise Resources

Identify and utilise all available resources to optimise the capability and viability of EE-Oz Training Standards for the interests of the industry.

Priorities for 2004–2008

Skill shortages at trade and post-trade technical levels continue to limit the industry's ability to respond to expansion. Little reprieve expected in the short to medium term. This issue will be a key area of interest and consideration by the Board of Directors in the forthcoming years.

Other vocational education and training priorities that will need attention within Australia's ElectroComms and EnergyUtilities industry include:

- The need for the industry to promote careers and pathways available under the EE-Oz Training Standards suite of national training packages through:
 - Innovative marketing kits and the like
 - New Apprenticeship 'trade' promotional materials
 - Undertaking research & development – to ascertain the issues and opportunities surrounding employability of new Electro & Energy Apprenticeships
 - Furthering the implementation of the New Apprenticeship system.
- Assisting enterprises gear up their workforce skills development agenda and recruitment/retention/reskilling strategies and policies through leading edge advice.
- Tooling up for implementation of the revised national training packages.
- Facilitating skill enhancement of the existing workforce.
- Promoting the recognition of cross-industry skills.
- Fostering advice on how enterprises are accommodating and transforming their businesses as a result of new and emerging and converging/shared technologies.
- Enhancing consistent and quality workplace assessment.
- Increasing compliance and assuring national consistency and equity of AQF levels.
- Promoting the inclusion and use of renewable/sustainable energy technologies as a competitive business solution.
- Facilitating relevant VET in Schools programs including schools-based New Apprenticeships (SNAPs).
- Enhancing the prospects of introducing the provision of non-technical training in traditional 'trade' training.

As a means of continuing to engage stakeholders EE-Oz Training Standards has established and will continue with its array of consultative mechanisms that provide key stakeholders and practitioners with a sense of belonging and ownership of their industry skills advisory organisation. The range of consultative structures will be retained and enhanced as required to ensure opportunities are available to continue to engage varying levels of stakeholder and technical practitioner interest in VET-related issues.

EE-Oz Training Standards has a proven track record in contributing to and implementing training reforms in Australia and engaging industry, enterprises and training organisations in implementing the industry training products, policies and advice. It will continue to provide a critical leadership and advisory link between industry and ANTA/governments, including regulators in ensuring key Government industry policies and initiatives are promoted, accepted and implemented in the ElectroComms and EnergyUtilities industry.

It looks forward with enthusiasm to furthering the interests of the ElectroComms and EnergyUtilities industry with respect to the VET sector, working closely with ANTA to further implementation of a national consistent VET system and playing a key role as a facilitator between industry and the VET system.

2003 Conference Outcomes

The 2003 Annual Conference was held at Lorne Victoria at the Cumberland Hotel. Some 120 delegates attended the conference. The conference is the annual showcase and best practice event for the industry. Issues pertinent to the industry and the vocational education and training system are discussed. The theme for the 2003 Conference was – *Skills, the Business Advantage*. The Conference was held on 21 and 22 October.

Some of Australia's leading industry and training personalities provided keynote addresses on topics that included: valuing skills for business growth; the contribution of qualifications and skills to the productivity and competitiveness of the economy; skilling for the future; developing human potential – assessing and developing a skilled workforce; valuing skills and competence for business and individual prosperity; successful tendering – declaring competence of the workforce to win the tender; extending and developing human capital through skills education and training, and; responding to shared technologies in the new training paradigm.

The conference also included industry briefings, workshops, an expo of cutting edge industry and training technologies, and ample time for networking. The workshop events explored the key issues facing the industry and sought strategies to overcome them. The areas of interest and outcomes of the workshops are detailed below.

The Skills Strategy – a way forward

The EE-Oz Training Standards Annual Conference conducted workshops to discuss the following industry issues and workshop objectives:

- To confirm the key issues impacting on the EE-Oz industry in terms of the recruitment, skilling and retention of people and skills within the Industry
- To confirm if we respond as an industry nationally or continue on an Enterprise/State basis
- To identify and agree our priorities for action and agree on a process and strategies for addressing identified issues.

Three Action Areas for the EE-Oz Industry were explored

Recruitment

- How do we recruit new people to the industry?

Skilling

- What is our plan for skilling people within the industry?

Retention

- How do we retain people in our industry? (Targeted recruitment, skilling, job creation programs, creation of career paths, etc.)

Workshop Activities

EE-Oz Training Standards Annual Conference attendees were invited to undertake workshop activities and, explore and discuss the following propositions and report back with a view of reporting back on the three key issues – recruitment, skilling and retention:

1. **'Skills shortages at trade and post trade levels technical levels continue to maim industries...'**
2. **'In response, the short-term strategy of businesses has been to poach competitors' talent...locally and internationally...'**
3. **'Competitive pressures mean that short-term focus on productivity gains have allowed companies to take their eyes off long-term ageing and supply issues'**

Outcomes of the workshop activities with respect to each group were as follows, and have been typed as written on the respective group butchers papers used during the workshops

Group 1 **Group 3**

- Raise awareness
- Raise Profile
- Coordinate industry effort on marketing to parents, students and career counsellors.
 - Funding
 - Support of industry
 - Task force approach, including unions, employers, government, RTOs
 - Marketing the benefits of employer 'older' apprentices to industry
 - Technology has enabled non stereotypical recruitment
 - Survey students/parents/career councillors to determine perceptions
 - Target women through appropriate marketing
 - Need for more 'hard data'

Group 2

Recruitment

- Criteria not met, i.e. maths ability
- Lack of vocational information assessability
- Start at years 7 and 8 before electives
- Sell to teachers and parents
- (Pre apprenticeship, VET in schools – funding of)

Skilling

- Develop definition
- On/off job demonstration and absorption of knowledge (osmosis)
- Lack of trainers/mentors
- Loss of training regime/cultures
- Less by bottom line
- Just in time work – training reactive
- Economic reform
- Flexibility of RTO to keep up with technology
- Lack of tech quals in regards to trainers

Retention

- Define:
 - Role for own bank – raised the bar
 - Frustration with demand – support staff not available
 - Pay scales between organizations/industry
 - Adult apprentices
 - Structured career pathways
 - Multi-skilling
 - Incentives for to be trainers/ mentors

Recruitment

- Get right people
- Promotion, market the jobs
- Career path \$
- Parents, kids, career advisers
- Funding for industry's career advisers
- Mature age
- Job status

Skilling

- Innovative learning
- E-learning
- Pooling resources up skilling existing workers
- 5-year skill gap plan
- Mentoring
- Life long learning

Retention

- Life long learning
- Career paths
- Cost of training
- Wages and conditions
- Job status

Other

- National committee
- Funding to run it
- National strategy
- Review what's been done already, what worked

Group 4

- Ageing workforce – replacing skills before they leave
- Training package (general) – RTOs not providing training
- Knowledge of career paths to the broader community
- Re-examining what students are learning for relevancy
- Development of a culture that encourages the learning of new technologies
- Downsizing and restructuring
- Reducing scope of work – core work to less challenging work
- Lack of a career pathways
- Quality and up to date skills of teachers/RTOs
- Retention of 'old' skills. 'Younger' workers not likely to acquire and retain. Pass on to other jobs.
- Recruitment an selection process
- Support for
- Does in company based training system fit in to an apprenticeship
- Redo the concept utilities training

Group 5

Recruitment

- Provision of funding for mature aged apprentices/trainees (greater = wages)
- Promotion/marketing of industry to increase demand – focus on students to develop skills required, i.e. maths
- Career as first choice
- Continual review of why people not choosing industry
- Common aptitude test across industry

Skilling

- Generic skills matrix for occupations
- Accessibility to training in the bush and remote area
- Recruitment of young blood to teaching/training
- Networking for benchmarking skills assessment
- Education of RTOs management/professional develop of training package
- Endorsement of support material for national training packages (including E-learning/shared network of resources)

Retention

- Career path planning (user friendly)
- Lobby Government for teachers to industry

Workshop Plenary and Next steps

The facilitator of the workshops invited attendees to review the group report backs and provide feedback. Discussion ensued. It was agreed that the following process would be appropriate to give life, focus and an action plan in response to the attending to the issues raised.

Next Steps in the Process

As discussed at the Conference, EE-Oz Training Standards will now begin the process of working with a team of industry representatives to flesh out an Action Plan for developing an industry strategy and carrying this important activity forward and will be advising stakeholders of this process in the near future.

TASKS:

1. Identify strategy for forming team
2. Discuss with industry and confirm
3. Identify interest
4. Confirm membership of team
5. Confirm 1st meeting
6. Organise and conduct Planning and Team Building Workshop
7. Review 2003 EE-Oz Training Standards Annual Conference findings
8. Develop team charter and ground rules
9. Confirm team charter and develop action plan
10. Implement Action Plan
11. Report back at 2004 EE-Oz Training Standards Annual Conference of progress

Indonesia's Power industry launches Competency Based Standards

Indonesia's power company – PT PLN has resolved to introduce competency based Human Resource Management in its organisation. PLN launched its new strategy at a competency based Human Resource Management Ceremony attended by over 400 representatives on 5 January 2004. It followed up its launch at a specific and technical Training Managers forum on the 6 January 2004. The managers were drawn from all its vast regions. EE-Oz Training Standards was invited to make presentations to both events, outlining the Australian competency based system and that of the Electricity Supply industry.

The introduction of the competency based Human Resource Management heralds a new approach for PLN. The competency standards framework that will be used is sanctioned by the Indonesian Government and is similar to the model and framework used in Australia. The introduction of a competency based system is a large undertaking for PLN and one that will take considerable effort and tenacity. It has a staff number of around 54,000 spread over many thousands of islands. It has recognised that the competency based approach will help it in part manage many of the forthcoming challenges the industry is expected to face as a result of international competition and, the prospects of anticipated privatisation by 2007.

The ceremonial launch is seen as the first step in helping manage the process of change. Dignitaries from collaborating and partner universities that were commissioned to assist in the process formed part of the ceremony. Memorandums were exchanged on the mechanisms for progressing full implementation of the competency based Human Resource Management model.

In relation to the technical area, the Indonesian Government has sponsored an independent body (Department of Electrical Engineering Institut Teknologi Bandung) to assist in developing the national industry competency standards that will be used by PLN in its internal processes. The Institute has established the independent body and is working closely with PLN and other power companies to develop the respective standards. Qualification structures will then follow.

Once the standards have been developed and promulgated for use within Indonesia, the prospects for benchmarking them between the Indonesia and Australia is enhanced. During the visit to Indonesia by EE-Oz Training Standards Executive Officer discussions regarding the opportunities for benchmarking with PLN and the independent body ensued. Mr Kartawan Muchtar, General Manager Education and Training Services and Dr Djoko Darwanto, Executive Officer c/- Department of Electrical Engineering Institut Teknologi Bandung led the discussions for PLN and independent body respectively. It was agreed that it would prudent to share as much information as possible between the two countries to help facilitate further discussions and, to enhance the prospects for exploring benchmarking and equivalences in due course.

The special invitation extended to EE-Oz Training Standards to visit Indonesia was timely and the relationships that developed as a result of the exchange of information and work underway was most interesting and exceptional. The invitation primarily arose from a visit by Indonesian Power industry, Government and Educational delegates led by Mr Djuanda Nugraha Ibrahim, Director PLN and Mr Kartawan Muchtar in December 2003. Special thanks from the CEO of EE-Oz Training Standards is extended to Mr Djuanda Nugraha Ibrahim, Mr Kartawan Muchtar and Dr Djoko Darwanto, the delegates and to all those in Indonesia for their kind and generous hospitality and to those who made the relationship happen, auguring well for furthering future links between both countries.



REVIEW OF LEM ASSESSMENT

To gain an Electrician's Licence in Victoria, the Office of the Chief Electrical Inspector (OCEI – the independent electrical safety and technical regulator in Victoria) has indicated that an apprentice electrician must complete a 4 year contract of training as an electrician that includes at least 12 months experience in carrying out electrical installation work, hold a Certificate III in Electrotechnology Systems Electrician and successfully complete the Licensed Electrical Mechanics (LEM) Assessment in accordance with the Electricity Safety(Installations) Regulations 1999.

The Licensed Electrical Mechanics Assessment (or more commonly termed the LEM) is a four (4) hour assessment, which involves both written and practical exercises.

Its purpose is for the individual/apprentice to show that they have an understanding of the safety rules and regulations in relation to electrical installations in Victoria.

The LEM is designed to assess whether an individual/apprentice is able to:

- Interpret and apply the Wiring Rules AS/NZS 3000:2000
- Demonstrate an understanding and apply the Code of Practice for Safe Electrical Work – Low Voltage Electrical Installations
- Interpret and apply the Electrical Safety (Installation) Regulations 1999
- Interpret and apply the AS/NZS 3008.1.1:1998 Electrical Installations – Selection of Cables
- Demonstrate the ability to test an electrical installation in a safe manner.

On 9 February 2004, a half-day workshop was held to begin the process of reviewing the arrangements for the provision of the LEM assessment to ensure that the assessment more closely meets the requirements of the 32 critical capabilities agreed with the Electrical industry nationally which are incorporated into the UTE99 Electrotechnology Training Package.

The ELECTROskills Council of the EPIC ITB at the request of the OCEI is managing the process of the review.

The agenda for the first workshop included discussion on such matters as:

- The purpose of the review
- The desired outcome of the review
- What defines good assessment practice
- Stakeholder issues to be considered/addressed
- Possible timeline for introduction.

As part of the workshop, Rob Stowell, now of Learning Australia, gave a very interesting presentation on what makes for good assessment.

(Copies of Rob's PowerPoint presentation are available on request from rgullan@epicitb.com)

By the next workshop to be conducted in early March it is expected that:

- The OCEI will have confirmed their expectations of the LEM assessment;
- The ELECTROskills Council will have mapped the existing LEM questions to the 32 Capabilities; and
- The ELECTROskills Council will have made contact with other States and Territories to find out what models of assessment are being used to address the 32 critical capabilities.





Victorian Rail and Tram Infrastructure Industry Project Update

Since the time this project was reported upon in the last issue of this newsletter, an amazing amount of progress has been made in developing new qualifications for all of the Victorian rail and tram infrastructure workforce.

As reported then, in mid 2003 EPIC was successful in its submission to the Victorian Department of Infrastructure for funding to develop a range of new qualifications for the industry.

The success this project has achieved to date in such a relatively short period of time has been due in the largest measure to the high level of commitment to the project by the participating companies, unions, regulators and employees.

Due to that whole of industry effort, by the end of February final validation workshops will have been held to endorse the following:

- Certificates II and IV, Diploma and Advanced Diploma in Rail & Tram Signalling
- Diploma and Advanced Diploma of Rail & Tram Communications Engineering
- Certificate II in Rail & Tram Traction Lineworker
- Certificates II, III and IV in Rail & Tram Track Maintenance.

Throughout the development period, EPIC and all the key stakeholders have been keen to have the new courses become part of the relevant EE-Oz training packages and the courses have therefore been modelled on those qualifications and competencies with that aim in mind.

While over the next three months EPIC will continue to manage the implementation phase of the new workforce training, it looks forward to the ongoing working partnership developed through this project.

Accreditation of a Certificate IV in Electrical (Systems Electrician/Instrumentation)

Over the past months the ELECTROSkills Council of the EPIC ITB has been constantly approached by its industry clients to develop enhanced apprenticeships at Certificate IV level that combine the competencies of a Systems Electrician with allied skills in new and emerging technologies such as data communications, security systems, process control and instrumentation.

Just recently following a submission from the ELECTROSkills Council the Victorian Qualifications Authority accredited a new qualification:

21529VIC Certificate IV in Electrical (Systems Electrician/Instrumentation)

The period of accreditation is for five years until 31.12.2008 and it is understood that it will be on NTIS shortly.

The ELECTROSkills Council expects that graduates from this type of training will be highly skilled people able to maintain a viable and competitive control and processing industry.

The course aims to provide training to enable an apprentice on completion of 5 years 'Contract of Training' to work:

- As a **Systems Electrician** by providing skills to install electrical wiring in a variety of settings and commission, maintain and repair associated equipment, apparatus and devices within the appropriate regulatory framework; and
- As an **Instrumentation Technician** by providing skills to install, maintain, commission and repair instruments, other control devices and other measuring devices and associated equipment.

The course is closely aligned to qualifications within the *UTE99 Electrotechnology Training Package*. However, no qualification presently exists under this training package for this type of industry-required apprenticeship 'as a perfect fit'. This has been recognised by EE-Oz and enhanced apprenticeships are a part of the current review of the training package.

The course development reference group convened and chaired by the ELECTROSkills Council to oversee the course development process comprised of Anthony Sheils, Instrumentation Teacher, RMIT; Roland Rogotowicz, Training Advisor, VICTEC; Allan Garraway Program Manager, Central Gippsland TAFE; Ross Settle, Reliability & Compliance Officer, Australian Paper and Klaus Bienert, Training Package Advisor, CMM Engineering, Box Hill Institute of TAFE.





Business Modelling

QUSITAB continues to consider its roles and functions and the operations of the secretariat into the future. Members recently agreed to pursue a business model that allows for the 'progressive embedding of QUSITAB within industry'. Details of the model are still being drafted.

QUSITAB Business Planning

On 10 December 03 QUSITAB endorsed the Business Plan 04-06 as proposed by the Manager, Kevin McCloskey. The Plan outlines the future direction of QUSITAB. It ensures the retention of the industry corporate and historical voice within a secure and sustainability financial structure under reduced funding. Principally, the concept is to progressively move to an 'embedded within industry' model of ITAB. Staff levels will be adjusted within the secretariat and QUSITAB will now share industry physical and support human resources. QUSITAB will retain its separate incorporation.

Profiling

Qld has signed a new 3-year contract with TAFE Qld systemically to operate the profiling system on a FFS basis. Currently there are 2100 Queensland apprentices on the system (i.e. nearly all Stage 1, 2 and 3 with some Stage 4 apprentices).

QUSITAB is keenly awaiting the outcomes of work in Victoria where they are trialling a new '2000 software platform', which integrates a 'web front end' for input. If this is stable, the Qld bureau will work to adopt the platform as early as possible.

Training Package Review Workshops

Validation workshops for both the Transmission and Distribution and Electrotechnology Industry Training Packages were held in Brisbane (26 November) and Townsville (28 November) with separate meetings being held for the Industrial Parties, State Training Authority representatives and Regulators.

ESI International Passport

A meeting of the wider industry was held in Sydney on 17 December 2003 to finalise editing of the content of the proposed Passport. The project aim was to develop a skills passport written in 'plain English' for use by all supply authorities and companies and registered training organisations. The project charter was to produce a Passport for a distribution lineworker only at this stage.

Graded Assessment

The graded assessment workshop was held in Lorne on the back of the National EE-Oz Conference. NETAG members and guests attended. Rob Stowell from Learning Australia facilitated the workshop which looked at criterion referenced graded assessment within a CBT system.

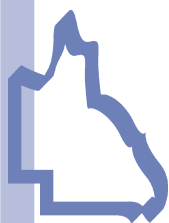
NETAG agreed to form a subcommittee to develop national principles for graded assessment for use within the Electrotechnology Industry. The first meeting of this group was held on 18 November 03. Work in progress has been distributed for comment to NETAG members. For details of workshops and handouts contact Lyn at qusitab@qusitab.com.au

Skills Recognition Protocols

As previously advised, the Electrotechnology Division of QUSITAB (QEITC) had funded QUSITAB to develop a Skills Recognition Protocol by December 2003. Policy development is now complete. The overlapping issues of recognition of current competency and credit transfer were also discussed with a submission being prepared to the Training Recognition Council to seek dispensation from generic governmental policy as the needs of the Electrotechnology industry require special consideration. For details contact Lyn at qusitab@qusitab.com.au

Water Industry Training Needs Analysis

As previously advised, the purpose of the project is to quantify where training may be required and potential number of trainees across Queensland (including Indigenous communities). Use information available from EPA licences, local government permits and other sources to identify industries where training in water management will be required. QUSITAB will coordinate, manage and conduct the project under the guidance of a small Project Steering Group. The project is expected to be completed by mid 2004.





Electrotechnology News

For your information some recent successful QUSITAB policy/protocol initiatives has been working on behalf of its Electrotechnology Division and the wider Electrotechnology Industry in Queensland include:

1. Credit Transfer Policy (i.e. from school based and part time apprenticeships into full time apprenticeships).
2. Skills Recognition Policy (Trade Recognition (Qld only) excluding but complementing TRA outcomes).
3. Skills Recognition Policy (Cert. II – Qld only).
4. Cert. I in Electrotechnology (Engineering and Renewable Energy) – both institutional and ‘pre-voc’ pathways.
5. Cert. I in Electrotechnology (Sustainable Energy) – both institutional and ‘pre-voc’ pathways.
6. Profiling ‘PD’ within RTOs and clarification of report interpretation.
7. Content, delivery and timing related issues associated with the Electrical Safety Assessment (capstone).
8. Mature Age entry into Electrotechnology Industry trade qualifications.
9. Funding allocations to qualifications within the coverage of QUSITAB.

These initiatives can ‘stand alone’ but also complement the existing School Based and Part Time Policies, which are now subject to annual review. Minor amendments are expected.

And The Winners Are

Proud sponsors *ElectroGroup Apprentices and TORGAS (Townsville)* are pleased to advise the winners of the prizes for the most consistent and correct profiling data entry card entries for 2003:

- 1st Prize – Mark Laing, Bundaberg Sugar \$300 voucher
2nd Prize – Marcus Staatz, Alphapharm \$200 voucher
3rd Prize – Quinton Hardess, PT Hardess Electrical \$100 voucher

Highly Commended – Kelvin Robinson, Craig Stocks Electrical \$50 voucher

Many thanks to sponsors *ElectroGroup Apprentices and TORGAS (Townsville)*.

Electrotechnology and Transmission and Distribution Training Package Reviews

Training package reviews are well under way with validation workshops having been conducted in Townsville and Brisbane in late November. Feedback to date is constructive and will enhance the new package enormously.

Gas Industry Training Package Review

Detailed work including the development of evidence guides and critical aspects of evidence tables is progressing well after a National Steering Group (NSG) meeting in Lorne Victoria on the back of the EE-Oz Conference. For details of the detailed work or any outcomes of the NSG meeting contact Brad at qusitab@qusitab.com.au

The Gas Training Package Review is drawing to a close. Friday 13 February was the last date for feedback from interested stakeholders. The project is now in the final phase of feedback collation and remodelling for the final product to be submitted to ANTA. QUSITAB would like to thank all those who assisted and provided feedback to the review project.

Water Industry Training Needs Analysis

QUSITAB, in conjunction with its Water Division (WITA), has commenced this project. Its purpose is to quantify where training may be required and potential number of trainees across Queensland (including indigenous communities). Access to ‘useable’ statistics is causing some delays. Information available from EPA licences, local government permits and other sources will be used to identify industries where training in water management will be required.





Review of the Electricity Supply Industry – Transmission & Distribution Training Package

The review of the ESI-T&D Training Package has been a major project for Energy Skills Australia. The project is now in its final stages and validation workshops for the project were held in November 2003 with well-attended workshops held in all states and territories. ESA would like to thank all who have participated in the project.

The validation workshops provided participants information with regard to the units of competency and qualification structures that have been developed for the new ESI-T&D Training Package. Subsequent to the validation workshops, a period of one month was provided for comments.

All comments received have been reviewed and responded to by the executive committee of the NSG for the project. The comments and the responses will be placed on the EE-Oz Training Standards web site.

Profiling

The beginning of the new year has been a busy time for Energy Skills Australia with Profiling books being sent out to apprentices that are continuing on their apprenticeships into 2004. This year sees a small change to the profiling books with many of them having the year printed on each sheet rather than the apprentice having to fill it out.

Diploma and Advanced Diploma SFWG

A specific focus working group meeting was held in Melbourne on 5 and 6 February 2004 to finalise the development of qualifications at the Diploma and Advanced Diploma level. The meeting was highly productive with over 20 people in attendance across the two days.

Resulting from this meeting there will be a Diploma in ESI Power Systems and an Advanced Diploma in ESI Power Systems. These qualifications will consist of a defined core at each qualification level with three elective streams (Design, Testing and System Operations) available at each qualification level.

The Project Management Team would like to take this opportunity to thank all the numerous people and organisations that have participated in the course of the project.

Training Demand Profile

The services of Energy Skills Australia have been contracted by the Office of Post Compulsory Education and Training (OPCET) to review, update and improve their Training Demand Profile for the Tasmanian Energy industry. This contract will ensure the strategic direction for VET in Tasmania and the purchase of training services from training providers is informed by the most up to date industry intelligence.

In order to gain information for the Training Demand Profile, ESA will be conducting surveys of the Electrotechnology, Electricity and Gas industries, which are grouped together to constitute the Energy industry, as well as a number of face-to-face interviews.

If you would like to input into the Training Demand Profile please telephone ESA 03 6273 4445.

PEER Opens New Group Training and Skills Centre

The Manager of the PEER Training and PEER TEC, Graham Bryant said, 'A major long-term objective of the industrial parties that are members of the Boards of both PEER Training (group training organisation) and PEER TEC (registered training organisation) in South Australia is reaching finality – the consolidation of the employment and training arrangements for the plumbing, electrical, electronic and refrigeration apprentices for South Australia under one roof.

'A purpose built facility at 1042 Port Road Albert Park in South Australia is almost complete.

'The facility will not only be the training facility for the 400 plus apprentices currently under contract of training in South Australia, the facility will also serve as a venue for the numerous existing tradespersons and contractors in the building and construction industry in South Australia who need to receive additional training to meet ever-changing compliance and regulatory arrangements.

'An official opening ceremony for the facility is being progressed.'





TRAINING PACKAGE REVIEW WORKSHOPS

As a follow up to key player workshops held earlier in the year, further industry and RTO workshops were held on Thursday 6 November at the Power Training Service facilities at Jandakot.

A morning session involving Transmission and Distribution personnel and an afternoon session for the Electrotechnology sector were held. Both sessions resulted in substantial local input with participants having a further consultation/feedback period in which to contribute.

For the opportunity to comment on the Electrotechnology Training Package, please contact Bob Taylor ulmi@austarmetro.com.au and for the Transmission and Distribution, John Karznia teuitb@bigpond.com.au

Briefings were also carried out with the Office of Energy and the Department of Education and Training, both of which accepted the general principles and changes being proposed.

Generation Phase 2 Review – Progress Report

The TXU Torrens Island Power Station in Adelaide was the venue for a two-day packaging workshop in November as part of the review of the UTP98 Electricity Supply Industry Generation Training Package.

The National Steering Group at its meeting at the Lorne Conference reviewed the findings of the consultations conducted in each State and Territory and recommended that a working group be established for the purpose of progressing the redevelopment of the UTP98 Training Package. The intention being to develop a package that is reflective of today's electricity supply industry which places a specific emphasis on power station operations as its major point of focus.

The working group made impressive progress in developing over 30 new units of competency and responding to the requests for changes to almost 60 units of competency that are currently in the training package.

The working group also provided direction in the packaging of the units into qualifications that are based on the energy source (e.g. thermal, hydro, combined cycle gas) together with the recognition that the maintenance of power station plants requires tradespersons to acquire some very specific generation contextualisation competencies to provide for development opportunities beyond the trade qualifications obtained through other industry training packages.

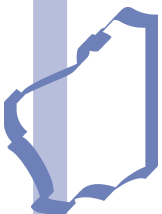
ITAB ROLES AND RESPONSIBILITIES

Western Australian ITABs are currently negotiating specific Key Performance Areas for the year ahead with the Department of Education and Training. This is a bilateral process with each ITAB having the opportunity to focus on the issues specific to the industries they represent.

In this context we will move away from the old industry training plan to a new market intelligence approach. This is intended to provide consistent industry intelligence to STA as well as some distillation into the ANTA National Skills Forum.

With much of the infrastructure and policy for off-the-job delivery of training packages either in place or underway, the ITAB in Western Australia intends to place greater focus on and assistance to the training capabilities of the workplace, as well as the compliance of training providers with the on-the-job assessment requirements of the packages.

An interesting year ahead.





EE-OZ NEW SOUTH WALES & CANBERRA network

National Electrotechnology Training Package Review – Phase II Update

EE-Oz Training Standards has commissioned the ACT Utilities and Light Manufacturing Industry Training Board (ACT ULMITB) to undertake Phase II of the National Electrotechnology Training Package Review.

Phase II of the Review is to take place between October 2002 and March 2004. The key aim of this phase of the Review is to redevelop the National Electrotechnology Training 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 completion of Phase I.

Since last publication, the ITAB has undertaken a series of validation workshops in regional and metropolitan centres in all States and Territories.

The EE-Oz Training Standards Draft National Electrotechnology Training Package Qualification Structure and Units of Competency Compact Disc has been distributed to all industry, training and other interested parties across Australia for consideration and comment as necessary.

Should you wish to make comment or gain further information on the National Electrotechnology Training Package review, go to the EE-Oz training standards web site www.ee-oz.com.au

Development of Student Workbooks to support Renewable and Sustainable Energy Qualifications

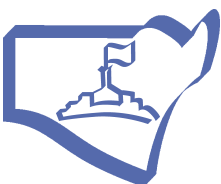
EE-Oz Training Standards, on behalf of and in consultation with the Australian Renewable Energy industry and the Australian Greenhouse Office, is currently enhancing the endorsed and non-endorsed components of the National Electrotechnology Training Package through national consultation and the development of non-endorsed components for the delivery of quality training and assessment against modules underpinning the Renewable Energy qualifications and related units of competency in the national training package.

Specifically, the support resources developed will support the following qualifications:

- Certificate IV in Electrotechnology Servicing *specialisation of Renewable Energy*,
- Certificate IV in Electrotechnology Renewable Energy, and
- Diploma of Electrotechnology Renewable Energy.

A student workbook has been developed for the following modules underpinning the above qualifications. The workbooks will soon be made available for public access.

- | | |
|---|---|
| ■ Photovoltaic Power Systems | ■ Fundamentals of Renewable Energy Technologies |
| ■ Stand-alone Renewable Power System Components | ■ Introduction to Renewable Energy Technologies |
| ■ Micro-hydro Systems | ■ Electronics for Renewable Energy |
| ■ Hybrid Energy Systems | ■ Photovoltaic Installations |
| ■ Solar Water Heating Systems | ■ Introduction to Electronic Renewable Energy |
| ■ Wind Energy Conversion System 1 | ■ Greenhouse Reduction Strategies |
| ■ Wind Energy Conversion System 2 | ■ Energy Efficient Building Design |
| | ■ Sustainability |





Certificate III in Electricity – Supply Industry Cable Jointing

The NSW Utilities and Electrotechnology Industry Training Advisory Board is currently undertaking a project to develop training support resources for the Certificate III in Electricity – Cable Jointing qualification in the national training package.

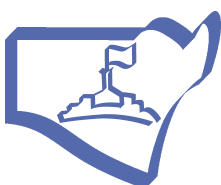
At the Steering Committee Meeting on 20 November 2003 it was agreed that the activities to be conducted before the next meeting were:

- Revise modules NUE201, NUE216, NUE217, NUE218, NUE219
- Develop 4 new module descriptors and Learner Guides
- Include additional material in modules as requested.

Very few comments have been received to date so the revision of the modules sent for comment will be held until the next meeting scheduled for 30 March 2004 at the combined ACT/NSW ITAB Conference.

Activities undertaken by Robin Bishop and Associates, the project consultant, since the November meeting include:

- Consultation with personnel at Energy Australia Matraville Training Centre to identify availability of any relevant resources
- Consultation with Energy Australia Testing Branch at Chatswood
- Consultation with personnel at Intergral Energy Contracting to identify availability of any relevant resources
- Consultation with Integral Energy Testing Branch at Seven Hills
- Consultation with Hugh Ross on HV Switching and Underground substation Switching
- Revision of Module NUE219 to cover additional requirements and address industry needs after consultations
- Revision of Module descriptor and Learner Guide for Public Lighting into new format



- Development of Module Descriptor and Learner Guide for Install and Maintain Underground Services in new format
 - Development of Module Descriptor and Learner Guide for new module Underground Cable Testing, Fault Finding and Diagnosis
 - Development of Learner Guide NUE209 into new format after consultations
 - Mapping of the proposed new Cable Jointing units of competency against existing modules and identification of gaps where information is required
- To progress the project the following is required:
- Identification of additional key stakeholders to consult for the development of the new Module Descriptors and Learner Guides
 - Revise all modules distributed for comment
 - Develop Module Descriptors and Learner Guides by 29 April 2004 for three remaining modules.

The National Apprentices Profiling System – an ACT overview

The ACT was one of the first states to introduce the National Apprentices Profiling System. Since its introduction, the system has proven an efficient and effective quality assurance mechanism for CIT to gather evidence for making an informed assessment on the apprentices' on-the-job exposure to competencies.

This gathering of quality evidence for use in final assessments is timely given the new industrial manslaughter legislation recently introduced into the ACT.

Further to this, another layer to assure quality has been added, namely CIT has implemented an independent panel of industry experts to examine apprentice's workplace exposure to competencies on a case-by-case basis. This panel is comprised of the following members: Mick O'Malley (NECA), Neville Betts (CEPU), Greg Arnold (BEPCON, regulator), Darrell Hills (Profiling Consultant – ex chief regulator), Bob Taylor (ACT ULMITB) and Keith Marchioni (CIT).

This structure combined with CIT results allows industry in consultation with its training provider to assess whether the apprentice qualifies to undertake the final module, NUE 505, of their Certificate III qualification.



2004 Stop Press!

Charles Darwin University, the new institution created through the amalgamation of the Northern Territory University, Centralian College and NT Rural College, is now official.

Territorians urged to 'Get VET'

The Territory's new VET marketing campaign 'Get VET' was launched by the Minister for Employment, Education and Training, Syd Stirling, on 12 November 2003.

Minister Stirling stated that recent national research showed that most people have little idea about what VET is, how it works and what it can do for them. The 'Get VET' campaign aims to raise the profile of VET in the community and make Territorians aware of the enormous range of job opportunities it can offer.

'VET is practical training for practically everything.'

The campaign is aimed at employers, young people aged 14 to 25 and parents. It consists of television, radio and print commercials, a 'Get VET' bus and testimonials from Territorians who have benefited from VET.

It is anticipated VET will play a vital role in boosting our skills base and making up shortfalls in the workforce in both traditional trades and emerging industries.

Assessor Networks in Action

Major Industries Training Advisory Council (MITAC) was contracted by the Australian National Training Authority (ANTA) to conduct an Assessor Networks in Action project. The project specifically targeted workplace assessment of electrical apprentices and was undertaken in the last quarter of 2003.

Invitations to participate in the project were extended to industry members, regulators, RTOs and other stakeholders. It was anticipated their input would assist in making the outcomes of the project a success by supporting consistency in assessment, promoting ongoing professional development and improving stakeholder confidence in the VET system.

Unfortunately MITAC's attempt to establish effective working relationships among industry, RTOs and other stakeholders, and an assessor network, was unsuccessful.

In the lead up of the project, industry members and stakeholders willingly discussed issues and concerns, however gaining commitment for their active involvement in the 'network' was another matter. In fact, what at the beginning looked very promising became very frustrating as attendance quickly dwindled.

RTO trainers/assessors had the best attendance while industry and key stakeholder involvement was minimal. EE-Oz Training Standards State/Territory ITAB Network was supportive throughout the project and included attending meetings and forums and sharing information. Thanks for your support guys. It was great!

There is no doubt that the project did not achieve its aims. What the project did achieve was a renewed respect on the part of the project team for the obstacles facing quality assurance in the area of workplace assessment and a desire to complete the task that the project failed to do.





ElectroComms Foundation Post Apprenticeship Awards 2003

Four outstanding 2003 fourth year electrical apprentices have been awarded funding from the Foundation to pursue further training in a chosen field of Electrotechnology. This is part of the Foundation's work in supporting training, education and professional development to advance the development of the industry.

Thomas Hutton from Queensland is studying a Bachelor of Engineering Technology – Electrical at the University of Southern Queensland part time and off campus. He has already completed a number of units while finishing his apprenticeship. The further study will enable him to improve his technical knowledge and skills and understand planning and design. He has the full support of his employer Halmac Services and Electro Group Training.

Grant Fleming from NSW is completing a Certificate of Attainment in Renewable/Reusable Energy. He has a passion for renewable energy, which he considers to be the way of the future. He wants to make a difference to better use resources and protect the environment. QVR Communications and NECA Group Training recognise his commitment and enthusiasm to the industry.

Daniel Stone from WA shows great potential for a career in the electrical and communications industry according to his host employer Leader Cabling Systems and Electrical Group Training. Daniel is completing a Diploma of Electrical Engineering and pursuing his interest in drafting.

Nathan Murray from NSW is completing an advanced Diploma in Electrical Engineering to develop his knowledge and skills in the field of automation design engineering and hopes to continue studying for a degree in Engineering. Both NECA Group Training and his current employer TPE support his further studies and recognise his high standard of work.

These four award winners, while being supported financially to complete their courses, will also have the support of an industry mentor. An industry mentor generally provides timely advice and encouragement and acts as sounding board for issues that might arise in work situations.

The ElectroComms Foundation Council is made up of representatives from the wide industry. The vision is 'to meet the demands of today and the challenges of tomorrow'.

Application forms for post apprenticeship awards will be available in April 2004.

If you would like further information about the Foundation please telephone Frances Regan 03 9645 5566 or visit www.eccf.org.au

Industry vetos 'Short Cut' Cabler Registration Training

On behalf of the ElectroComms industry, NECA has advised that it has become aware that the Cabling Provider Rules are in some cases being applied at an interpretation that allows cablers to obtain the qualifications required for registration by taking a shortcut.

It has raised the matter with the ACA as the Authority is better placed to conduct the investigation required and initiate the remedy. In the meantime, NECA has advised that it will be undertaking its own discussions to stem the demand for this training.

The rules and interpretation that creates the problem is that a Registered Training Organisation (RTO) needs only to deliver the prescribed modules of training to issue the Certificate of Attainment necessary for the Cabler to obtain Open Registration. The issue for industry including NECA and the ACA is that these modules are constructed and delivered on the premise that the Cabler has knowledge of electrical principles and cabling experience.

The Cabling Provider Rules require that the Cabler is competent in the skills, including earth testing and earthing systems. However, the training packages are constructed in a manner that provides the defined training outcomes on the basis of competence achieved for modules that require prerequisites that contain knowledge of electrical principles.

The shortcut opportunity arises when an RTO offers the training without requiring the prerequisites to be met. The training package does not mandate but advises of the prerequisites, i.e. the modules that can be undertaken without proof that the cabler has the relevant six months cabling experience. Accordingly an assessment is not required for all the necessary skills.

In an industry where we all declare the need for higher-level skills on entry is important as is safety of personnel and the Network, it is unfortunate that there exists this nature of behaviour. Hopefully, the information proves to be incorrect, that there has been no problem and that there is no challenge to the validity of those Certificates of Attainment that have been issued.



Excellence Awards, 2004
New Category

Environment and Energy Efficiency

This new award has been added to the list of awards that will be presented in 2004. It is in recognition of the role of the Electrical and Communications Contracting industry in the introduction and management of these aspects of the technology and our social responsibility.

The award is designed to recognise outstanding achievements made by the industry in relation to waste management and other resource efficiencies, which will help to meet the challenges facing the nation.

The award will be based on information supplied against the following criteria.

- Selection and use of materials including recycle and reuse of materials;
- Management of existing landscape and native flora and fauna;
- Incorporation of energy-efficient passive design principles into the building;
- Incorporation of renewable energy power sources;
- Incorporation of energy-efficient services for lighting, heating, airconditioning and ventilations;
- Cost effectiveness of the energy efficiency measures employed taking into account the initial capital investment;
- The overall energy efficiency rating of the building as measured by an appropriate energy rating system;
- Commercial potential of the energy efficiency measures employed, including buildability, adaptability and the potential for market uptake.

Application forms for the 2004 awards will be available within the next few weeks, allowing judging to commence by April.

Electrotechnology Industry – Secondary School Student Award 2004

(State and National Awards)

These awards are an opportunity to demonstrate the skills and knowledge of secondary school students. The awards are open to students currently enrolled in years 9, 10, 11 and 12 at a secondary school in Australia.

Many students have completed excellent work in the field of Electrotechnology in maths, science and other school and extra curricula activities, e.g. theatre sound and lighting, computer networking, electronics projects, robotics, science/physics projects incorporating renewable energy and work experience.

Schools and industry members are invited to nominate students who have demonstrated skills in electrical, electronic or communications technology through:

- School projects
- Vet in Schools
- Extracurricular projects
- School-based New Apprenticeships
- Community or individual projects.

To nominate a student complete the attached form including a description of the student's work. If you wish to supply any further supporting evidence attach and submit with the form. (Note that further evidence may be sought by the judges at a later date but is not necessary for nomination for the awards.)

State award winners will receive a cash prize of \$200 and the National winner will be flown to Sydney, with a parent/guardian to receive the award at the NECA National Apprenticeship Awards on 10 November 2004.

To enter the award complete the nomination form and submit to the NECA national office any time up until the closing date of Tuesday 31 August 2004.

We encourage you to nominate any eligible young person for these awards.

For more information and entry forms visit www.electrotecfutures.com.au or contact Frances Regan telephone (03) 9645 5566, email frances@neca.asn.au





Innovative training pathways

Dual Outcome Training Pathways

Three new qualifications are under development for training in the industry. The qualifications have been included to satisfy the industry need for dual outcome training pathways in a number of areas. The qualifications are:

- Certificate IV in Electrotechnology Electrical and Data Communications
- Certificate IV in Electrotechnology Electrical and Instrumentation
- Certificate IV in Electrotechnology Electrical and Refrigeration.

All of these qualifications will be available for training once the training package review is complete.

A similar qualification to the first, Certificate IV Electrical and Data Communications has been developed in NSW and should be available soon.

School Based New Apprenticeship

NECA has advised that it is continuing to work on advancing School Based New Apprenticeship (Traineeship) in Telecommunications/Data Communications in a number of jurisdictions. In this traineeship, young people would have the opportunity to begin training in the Electrotechnology industry while they finish their senior secondary certificate, and ultimately make an informed decision about choosing a career in the industry.

There are also a number of other pathways that have been promoted in various jurisdictions throughout the project. These are under review. Contact Jenny Callahan on tel 03 9645 5566 for more information.

WHAT'S on in 2004!

The following helps you keep in touch with what's on in the vocational education and training (VET) sector.

VISTA Annual Conference 2004

VISTA is the peak professional association for vocational education and training (VET) professionals in Victoria. The 2004 VISTA conference will explore the theme *Skill-ability – Managing for the Future, Now*.

VISTA Annual Conference

Date: 23–25 May 2004

Venue: Sheraton Four Points, Geelong, Victoria.

More information: www.vista.org.au

Postsecondary International Network (PIN) Annual Conference

PIN (Postsecondary International Network) is an alliance of technical/community further education colleges in Canada, the United States, the United Kingdom, New Zealand, and Australia. The 2004 PIN Conference, held in Australia, will explore the theme *Shaping the Future*.

PIN Annual Conference

Date: 24–31 March 2004

Location: Canberra and Sydney

More information: www.pinnet.org

2004 VETnetwork Biennial National Conference

VETnetwork is a national network of teachers, trainers, program coordinators, administrative and support personnel committed to vocational education and training (VET) in schools. The 2004 VETnetwork Biennial conference will explore the theme *Stand and Deliver: Delivery Strategies for Vocational Learning*.

VETnetwork Biennial National Conference
Venue: Wrest Point Convention Centre, Hobart
Date: 17–19 November 2004
More information: www.vetnetwork.org.au

Pathways 7 National Conference

Tertiary Education Disability Council of Australia (TEDCA) is the auspicing body of the inaugural Pathways Conference, which will interest people who advocate, or work with students with disabilities in education and training environments and students with disabilities themselves. The theme for the 2004 Pathways 7 Conference is *Inspire, Include, Increase*.

Pathways 7 National Conference
Venue: Alice Springs Convention Centre
Date: 30 November – 3 December 2004
More information: <http://student.admin.utas.edu.au>

2004 HR Summit

This two-day event will feature a series of presentations, workshops and seminars dedicated to the needs of human resource professionals.

The annual HR Summit Expo will be held alongside the two-day conference and will allow delegates and trade visitors to view all the latest developments in HR products and services, network with other HR professionals, meet the industry's leading HR advisers and discuss their HR needs face-to-face with exhibitors.

2004 HR Summit
Date: 9–10 March 2004, 9 am – 5 pm
Venue: Sydney Convention & Exhibition Centre
More information: www.thehrsummit.com

Australian Institute of Training and Development National Conference

The Australian Institute of Training and Development (AITD) is the leading specialist national association for professionals involved in training, learning and human resource development in Australia. The 2004 AITD National Conference will explore the theme *Learning for Performance* in six streams: delivering performance in a competitive environment; technology-supported learning and performance; innovation and excellence in learning; the business of learning; coaching and mentoring; the VET sector's contribution to performance.

AITD 2004 National Conference
Date: 10–12 March 2004
Venue: Sydney Convention and Exhibition Centre
More information: www.aitd2004.com

Australian Vocational Education and Training Research Association (AVETRA) Conference

The 7th Annual conference of the Australian Vocational Education and Training Research Association (AVETRA) will be themed 'Learner and Practitioner – *The Heart of the Matter*'. A range of issues will be explored at the three-day event, including meeting learner needs: diversity, equity, flexibility; innovations in workplace learning; the pedagogy of VET: practitioners as professionals; involving the learner in the process: partnerships in teaching and learning; current issues and research in VET.

7th Annual AVETRA Conference
Date: 17–19 March 2004
Venue: Rydges Eagle Hawk Resort, Canberra
More information: www.avetra.org.au

2004 AHRI National Convention

The Australian Human Resources Institute (AHRI) is Australia's peak human resource and people management association. AHRI's 2004 National Convention is themed 'People leading business'.

2004 AHRI National Convention
Date: 9–12 May 2004
Venue: Melbourne Convention Centre
More information: www.ahri.com.au





WorldSkills Australia National Finals

Get ready for a skills feast! The WorldSkills 2004 National Competition has joined forces with the Employment and Careers Expo to create Australia's largest careers, training and employment event. The Brisbane Convention and Exhibition Centre will play host to the event this year. This year over 600 of the country's finest young skill experts will compete in 60 categories of non-stop vocational action at WorldSkills. The expo will feature displays from education and training organisations, businesses and recruitment firms from around Australia. A highlight of the expo will be the WorldSkills interactive Try-a-Trade program where visitors can experience working hands-on in a range of highly technical careers.

WorldSkills Australia National Finals

Date: 28–30 May 2004

Venue: Brisbane Convention and Exhibition Centre

More information: www.worldskills.com.au or www.eocexpo.com.au

2004 Group Training National Conference

The 2004 Group Training National Conference will provide an opportunity to explore the current issues arising in today's competitive environment, including changing skill requirements, implementation of industry/education/agency partnerships, the changing face of the workplace and increasing community engagement with VET.

Professor John Hewson, Dr John Buchanan, and Dr John Polesel will be joined by key VET stakeholders in exploring how group training can maximise its impact on current and future skill needs.

Group Training – Made in Australia

Date: 24–26 March 2004

Venue: Crown Promenade Hotel, Melbourne

More information: www.grouptraining.com.au

ANTA National Conference 2004

ANTA has decided not to proceed with the conference in Adelaide so that its attention and resources can be focused on a series of smaller forums and roundtables rather than on a larger event. The next ANTA National Conference was being planned on 20–23 June 2004 at the Adelaide Convention Centre as a forum to discuss the National Strategy for VET 2004–2010.

However, it is intended at this point that Action Plan will be submitted to the May/June 2004 meeting of the ANTA Ministerial Council and between now and then ANTA will organise a series of smaller forums and roundtables, such as the high profile industry skills forum already planned for March/April 2004.

EE-Oz Training Standards Annual Conference 2004

Some of Australia's leading industry and training personalities will provide the latest trends and issues affecting the ElectroComms and EnergyUtilities industry. Keynote addresses will cover such topics as: recruitment, retention, and reskilling for the Industry; career strategies; developing a skilled workforce and managing human capital; and implementation issues associated with the introduction of the revised suite of EE-Oz Training Standards National Training Packages.

The conference will also include industry briefings, workshops, an expo of cutting-edge industry and training technologies, ample time for networking, a conference dinner and entertainment.

EE-Oz Training Standards Conference 2004

Date: 12–13 October 2004

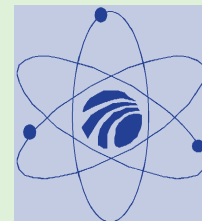
Venue: Canberra (TBA)

More information: EE-Oz Training Standards.

ACT ULMITB & NSW UEITAB JOINT ANNUAL CONFERENCE



29 & 30 MARCH 2004



The 2004 ACT ULMITB & NSW UEITAB
JOINT ANNUAL CONFERENCE is to be held at the

Hunter Valley Gardens Lodge,
Corner Broke & McDonalds Roads
Pokolbin via Maitland, NSW.

The Conference will include Keynote addresses, Discussion Panels and Workshops on topics including:

Day 1

Industry Training Advisory Arrangements – alive and well??

addresses will be given by representatives from the following key stakeholder groups:

- National Skills Councils
- RTOs
- STAs
- Employer Representative Organisations
- Employee Representative Organisations

NSW & ACT ITAB Report Cards

addresses will be given by the Executive Officer of the ACT and NSW ITABs.

Day 2

The Revised National Training Packages – what's in 'em?

addresses will be given by the Project Managers for the revision of the following National Training Packages:

- Electrotechnology
- Gas
- ESI
- ESI – Generation
- Transmission and Distribution
- Water

The conference will also include a conference dinner, entertainment and ample time for networking.

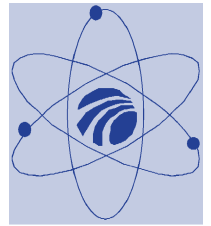
Please direct all enquiries to the Conference Organiser: Ph: (02) 6241 8259

The Conference Registration Form is on the NEXT PAGE.....

Registration Form



ACT ULMITB & NSW UEITAB JOINT ANNUAL CONFERENCE



29 & 30 MARCH 2004

Delegate Details

Name: Organisation:
Phone: () Fax: ()
Mobile: () Email:

Travel Arrangements

Arrival: Date Time
Departure: Date Time

Accommodation

Please complete the following table by placing a tick (✓) in the appropriate cell:

Apartment type: **Deluxe Room** Sunday 28th Monday 29th

Conference Fees (Note: All Fees include GST)

| | |
|--|-----------------|
| 1. Monday & Tuesday Conference – Day 1* & 2 + Sunday & Monday night accommodation | \$675.00 |
| 2. Monday & Tuesday Conference Day 1* & 2 + Monday night accommodation only | \$475.00 |
| * <i>Conference Dinner included.</i> | |
| <hr/> | |
| 3. Monday Conference – Day 1 + Sunday night accommodation | \$325.00 |
| Conference – Day 1 only | \$ 95.00 |
| 4. Tuesday Conference – Day 2* + Monday night accommodation | \$395.00 |
| Conference – Day 2 only | \$ 95.00 |
| * <i>Conference Dinner included</i> | |

Payment Details

Please forward invoice for \$to the following:

Name: Organisation:

Address:
.....

OR Please find enclosed a money order/cheque for: \$

Please direct all enquiries to the Conference Organiser:
Please return Registration via Post or Fax to:

Ph: (02) 6241 8259 Fax: (02) 6241 8295
ACT ULMITB, PO Box 626, DICKSON, ACT, 2602