



TRAINING STANDARDS
AUSTRALIA

GET ENERGISED ON TRADES

05

WINTER NEWSLETTER 2005

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Training Package Review Complete

The review of the suite of Ee-Oz Training Package is now complete. The packages are now with ANTA and are progressing towards endorsement. For copies of the latest versions presented to ANTA visit the following links on our website: Gas: www.ee-oz.com.au/index.cfm?pagelid=10,52,14,0 Electrotechnology: www.ee-oz.com.au/index.cfm?pagelid=10,51,14,0 ESI - Transmission, Distribution and Rail: www.ee-oz.com.au/index.cfm?pagelid=10,55,14,0 ESI – Generation: www.ee-oz.com.au/index.cfm?pagelid=10,54,14,0 Or contact our office.

Stalled: The Future of VET in Australia

When ANTA ceases operation on 30th June 2005 there will be no national system in place to take over the existing system. It is hoped that this matter will be addressed as a matter of urgency at the next the Ministerial Council (MINCO) meeting, to be held in June 2005 or a meeting out of session.

In late February 2005 The Department of Education Science and Training (DEST) released a Directions Paper setting out possible models for a new national training and skills framework. It was proposed that the new framework would come into effect on the 1st July 2005 and coincide with the transition of ANTA operations to DEST. The proposed framework would aim to build a world class, forward looking system that augmented the strengths of the current arrangements – including a cooperative and collaborative approach between the Australian Government, States, Territories, business and industry to deliver nationally recognised qualifications.

Since the establishment of the Australian National Training Authority (ANTA) in 1992, the training system has consistently improved through collaboration between governments and Australian business and industry. The proposed new arrangements aimed to build on this success.

The paper for Proposed Change outlined Guiding Principles, which formed the basis for nationwide consultations. The consultations were conducted

on the understanding that State and Territory Governments (the States) had primary responsibility for education and training, but that the Australian Government contributes approximately one third of the total government funding for training.

The guiding principles were:

1. Industry and business needs must drive training policies, priorities and delivery.
2. Better quality training and outcomes for clients, through more flexible and accelerated pathways, must be assured.
3. Processes should be simplified and streamlined.

A nationwide consultation process was undertaken during February and March 2005 by DEST with key training stakeholders. It resulted in the redrafting of the paper for submission to the Ministerial Council (MINCO) meeting of 15th April 2005. At its meeting MINCO deferred a decision to adopt the new framework. State/ Territory Ministers decided that unless funding arrangements were addressed between the Australian Government and States/ Territories they could not lend support to adopting the proposed framework.

In the interim ANTA and DEST have committed to work together to ensure functions are transferred to DEST in a smooth and seamless manner as possible. To this end ANTA and DEST have put in place a Transition Agreement. The purpose of the joint Transition Agreement is to outline:

- The arrangements for the transfer of business from ANTA to DEST;
- How they will communicate;
- How they deal with staffing matters;
- The respective responsibilities of ANTA and DEST during the transition;
- How to monitor and measure the progress of the transition; and
- Arrangements for winding-up ANTA as a statutory authority.

It is hoped that in the interests of the Australian economy and its international competitiveness there will be a willingness to adopt the proposed new National Skills Framework by MINCO in June. Also, that the transition from ANTA to DEST is indeed seamless and client focused.

For more information on the latest developments visit the DEST website at: http://www.dest.gov.au/sectors/training_skills/policy_issues_reviews/key_issues/anta/

Second Shared Technology Report released

A follow up report has been produced to the Shared Technology Report "A Roadmap for Traditional and Emerging Industries to 2008" report. The research activity carried out by the WA IEU-ITC on behalf of EE-Oz Training Standards as a national project under ANTA funding included the input of 30 leading edge Australian companies. The report released by ANTA and EE-Oz Training Standards in June 2003 and, used as a catalyst for the ANTA National Skills Forum in October 2003, illustrated the likely impact of converging and shared technology across a number of key industry sectors.

The second report recently released and titled, "New technology, training and public funding: The case for greater flexibility", 2005, found that training in new technology presents a range of problems for managers of publicly funded institutions as it is difficult to determine which technologies are likely to become important for industry. Additionally, public funding is not always available when training package units of competency have not yet been written as is often the case in new technology training. The data for this qualitative report was collected from enterprises using new technology and from representatives of Registered Training Organisations (RTOs) who were involved in new technology training. The report also examines the underlying structure of the modern workplace in relation to individual motivation for new technology training, technology adoption processes, an ageing workforce and increased insecurity in employment tenure.

The report investigates the views of enterprises that are using new technology and how they respond to new technology training requirements. The report also investigates the views of trainers in public and private RTOs and the difficulties faced when they attempt to meet the requirements of industry for new technology training through the restrictions of publicly funded vocational education and training. The report suggests, as a main finding, that differential funding be used where generic training costs are able to be reduced to allow for higher funding of new technology



training through a more diversified process. This would include the use of private training providers by the publicly funded RTOs. The report also suggests that the public RTOs consider restructuring in order to meet this requirement as well as to anticipate the impending retirement of a large percentage of the current publicly funded RTO workforce. Attention also needs to be paid to the development of teaching and learning materials in new technology using a voluntary and virtual community of interested persons. Career counselling is recommended to assist individuals in understanding how they can best utilise their skills in combination with upskilling.

Copies of the Reports are available from EE-Oz Training Standards website at: <http://www.ee-oz.com.au/index.cfm?pageId=9,195,6,0>

Or, visit the specific website for more information and developments - Shared Technology Project Stage 1 and 2 (it has all the chapters of the Stage 1 and 2 books available on-line): <http://www.sharedtechnology.net.au/>

Employability Skills

EE-Oz Training Standards has resolved to review the inclusion of the NTQC's 'Employability Skills' in the National Training Packages for the EnergyUtilities and ElectroComms industry.

The NTQC's 'Employability Skills' were developed by the NTQC with a view to their being incorporated into National Training Packages. David Rumsey was commissioned by ANTA to carry forward some of this work, drafting an initial paper which included some tools to assist developers. This paper formed the basis of discussions with peak industry bodies, ISCs, STAs, DEST, DEWR and ACTU. EE-Oz now understands that a refined paper has been distributed feedback and that the NTQC is in the process of considering the paper. Accordingly, the deliberations of the NTQC are awaited.

As a result of the debate about Employability Skills in 2001/2002, EE-Oz Training Standards developed its own 'Skills Enabling Employment' model framework in late 2002 and presented it to ANTA in March 2003. The EE-Oz 'Skills Enabling Employment' model framework identified six key areas of enabling skills that could lead to employment, and encompassed measurable criteria for each key area. Subsequently,

the model was used in each Competency Standard Unit in the suite of EE-Oz Training Standards National Training Packages – Generation; Transmission; Distribution and Rail; Gas; and Electrotechnology.

The 'Skills Enabling Employment' model framework drew on research undertaken at that time by RATIO (for a project commissioned by ANTA) and a similar project commissioned by the ACT State Training Authority 'Employability Skills for the Future' in March 2002. Findings and recommendations from both reports were examined and evaluated, and subsequently over two years the 'Skills Enabling Employment' model framework was developed. The model was tested during this period, through many consultation workshops with industry representatives and practitioners throughout Australia. EE-Oz found that the outcomes of the workshops supported both the initiative and 'Skills Enabling Employment' model framework.

It is now proposed that EE-Oz Training Standards undertake an audit of its Training Packages to ensure that the newly defined 'Employability Skills' have been appropriately embedded in the Training Packages. The audit would identify gaps by reviewing and mapping the 'Skills Enabling Employment' model framework used within the EE-Oz Training Standards suite of Training Packages with the NTQC defined 'Employability Skills'.

2005 Annual Conference: Skilled for 2010

The 2005 EE-Oz Training Standards Annual Conference will be held on the 8th and 9th November 2005 at Rydges South Bank, Cnr Grey & Glenelg Street, South Brisbane. The theme for this year is 'Skilled for 210', with a program that will highlight strategies for addressing skills shortages. Industry CEOs, Human Resource Managers, Training Managers, Training Organisations, Employers, Managers, Industry representatives, Regulators, Government Agencies and VET practitioners should all attend this important event.

Some of Australia's leading industry and training personalities will address key issues and topics affecting the Industry, including:

- Skills development towards 2010
- Developing a skilled workforce for the Industry
- The Industry – trends, issues and opportunities

- Current skill shortages – issues and options
- Recruitment, retention and reskilling
- Valuing apprenticeships, traineeships and cadetships
- New e-learning tools for training
- Exploring the new National Skills Framework
- Working towards a National Skill Strategy for the ElectroComms and EnergyUtilities Industry

The conference will include industry briefings, workshops, ample time for networking, a conference dinner and entertainment.

For more information regarding the Conference contact the Conference Manager – EE-Oz ACT, Annie Brown on 02 6241 8259 or ulmi@austarmetro.com.au

EE-Oz 2004 Industry Skills Report

The Industry Skills Report produced by the Australian National Training Authority (ANTA) and EE-Oz Training Standards for the ElectroComms and EnergyUtilities Industry Skills Council, has now been published (released April 2005) and is available at www.anta.gov.au. The draft of the Report was initially launched by ANTA Board Director Leone Clyne at the EE-Oz Training Standards 2004 Annual Conference, (held in Canberra on 26 and 27th October 2004). Following consultation and validation the report was endorsed by the EE-Oz Training Standards Board.

The report provides a picture of the current issues and how these issues may or may not affect the future skills base for the industry. Importantly, the report also suggests strategies to address future skill needs. These strategies look at a broad range of issues, depending on the causes of skill needs, but have a particular focus on training requirements.

ESI-NTAG Forum

The North Metropolitan Institute of TAFE hosted a meeting of the Electricity Supply Industry – National Training Advisory Group (ESI-NETAG) in May. This was the second meeting of the ESI-NETAG since it was established with a number of issues tabled for discussion. The main focus of the group is to support the currency and maintenance of the ESI – Transmission, Distribution and Rail Training Package, with the May meeting focusing on the review of the final draft of the ESI – Transmission, Distribution and Rail Training Package. The State Training Authorities are scheduled to evaluate the Training Package on 2nd June 2005.

Key issues under consideration were the finalisation of the ESI-NTAG protocols; a report on how the revised Training Package has been adopted within Western Power's business operation, following an EBA with respective Unions; consideration of new EKAS learning specifications and guidelines and resourcing references; and benefits of profiling, graded assessment, skills passport, and more.

The ESI-NTAG received a report on the work that was continuing in developing a specification for an ESI-Skills Passport that could possibly be supported by all contracting companies and in particular the NEMs committee of the ENA. The contracting companies are particularly interested in a common passport due to increased mobility across the ESI Networks. Work is continuing on the Passport and it will use the Victorian Lineworker as the base standard.

was charged with the responsibility of inviting the Computer Systems and Electronics Training Advisory Committee (TAC) to carry out an investigation with Industry and RTOs of the issues and report to NETAG the outcomes.



General reports from the EE-Oz State/Territory Network ITABs and TACs were also received. Others matters under consideration included general learning strategies/specification issues as well as benefits of profiling, graded assessment, module updates and more. The next meeting of NETAG is scheduled to coincide with the EE-Oz Training Standards Annual Conference in Brisbane, in November 2005.

Certificate II in Split Systems Air Conditioning

The Certificate II in Split Systems Air Conditioning has been provisionally endorsed in South Australia and is now on the National Training Information System (NTIS) website (www.ntis.gov.au) under 40488SA. The qualification varies slightly to the one incorporated in the revised Electrotechnology Training Package (UEE05), as it cannot replicate the one in the Training Package.

The provisional qualification and the new Training Package qualification support the needs of a new regulation that has been introduced by the Australian Greenhouse Office (AGO). A Refrigerant Handling licence will be issued to a person with the said qualification(s).

The new Certificate II in Air-conditioning Split Systems

NETAG Forum

A NETAG meeting was held 9th and 10th March 2005 in Perth. The meeting primarily focused on the review of the final Electrotechnology Training Package draft, with reports from the respective Training Advisory Committees (TACs) feeding information into the Electrotechnology Training Package review. The TACs include Electronics and Computer Systems TAC, Electrical and DataComms, Refrigeration and Air Conditioning, Instrumentation, and Lifts.

As a result of matters related to the Advanced Diploma of Computer Systems and Electronics and Communications qualifications relevance to Victoria, the Electronics and Computer Systems TAC (ETAC)

(UEE20105) qualifications are required by individuals who mount split system air-conditioning units. Having been deemed competent in accordance with the qualification requirements they will be eligible to apply for the license to perform relevant work.

The decision to support provisional endorsement through South Australia is due to the delay in the finalisation of the endorsement of the Electrotechnology Training Package (UEE05). There is an urgent need for existing workers to access the qualification in order to comply with the new regulation.

Both new qualifications are supported by the National Refrigeration and Air Conditioning Council (NRAC) who originally commissioned EE-Oz Training Standards to develop the qualification for the Industry and AGO. Unfortunately, the new AGO regulation (**Ozone Protection and Synthetic Greenhouse Gas Management Regulations 1995** – new Regulation) was promulgated in January 2005 and the Electrotechnology Training Package has yet to be endorsed to allow immediate access to the qualification. Hence, the interim measure allows for immediate access to many existing workers in the industry that could qualify for qualification through RCC/RPL, only requiring related regulatory aspects to be trained and assessed for.

TAFE SA are interested in hearing about any resources which providers may have, use or develop in the future. Coordinator and contact person is Gerry Paay at Regency TAFE – (08) 8348 4355 or gerry.paay@regency.tafe.sa.edu.au.

2005 AQTF standards – Implementation

During 2004, the Australian Quality Training Framework (AQTF) standards were reviewed as part of a commitment to continual improvement. The review focussed on fine-tuning and clarification of wording. The changes strengthen the AQTF by providing a clearer basis for consistent interpretation, greater protection of clients and the integrity of VET qualifications and improved responsiveness to industry needs. The changes to the standards were endorsed by the ANTA ministerial council in December 2004 and will apply from 1 July 2005.

There are 4 new publications in the 2005 AQTF series for registered training organisations (RTOs), including:

1. Standards for Registered Training Organisations – revised standards for RTOs
2. Changes Booklet – explains the changes made to the standards and the impact of those changes on RTOs
3. Evidence Guide for Registered Training Organisations and Auditors – updated evidence guide to incorporate changes to the standards
4. AQTF Overview – explains how the AQTF fits into the national training framework and provides basic information on its operations.

During April 2005, state and territory training authorities were to send the 2005 AQTF series of publications to each RTO in April 2005, with printed copies only available from states and territories. To find out more, contact your state or territory training authority. Also, a revised set of Standards for State and Territory Registering/Course Accrediting Bodies has been released for state and territory training authorities.

Australian Network of Industry Careers Advisers

In the 2005 Budget the Australian Government announced \$143.2 million over four years to develop an Australian Network of Industry Careers Advisers to help young people aged 13 – 19 years achieve a successful transition through school, and from school to further education, training and work.

The Australian Network of Industry Careers Advisers (ANICA) will build on the existing network of Local Community Partnerships (LCPs) – effectively adding a career and transition capacity to each LCP based on the successes of the Career and Transition Pilot which has operated since 2002.

A Directions Paper which provides information on implementation of the initiative is available at www.dest.gov.au/careerdevelopment/ANICA

A formal request for proposals and tenders from organisations interested in being part of the ANICA is to be issued in June 2005. State and Territory and regional information sessions will be held, and organisations submitting proposals for LCP services will have about two months to prepare proposals. ➤

To support the expanding role of LCPs, it is anticipated that two industry-led networks will be established. A network of National Industry Career Specialists (NICS) will provide industry specific career information and resources to a national network of Regional Industry Career Advisers (RICAs) who will provide generalist industry career information, resources and services to and through the LCPs to support young people. Organisations submitting tenders for RICA and NICS services will have about one month to prepare tender proposals.

Discussion Paper on New Apprenticeships Support Services

(*Excluding the Northern Territory)
The Australian Government, through the Department of Education, Science and Training (DEST), is seeking feedback from interested parties, including industry groups, employers, New Apprentices, parents, schools, Area Consultative Committees, Local Community Partnerships and the general public, on a Discussion Paper relating to New Apprenticeships Support Services. ***A separate process will be undertaken for the Northern Territory.**

The Australian Government currently contracts 37 organisations, known as New Apprenticeships Centres, to deliver New Apprenticeships Support Services in 22 regions across Australia. The current contract expires on 30 June 2006, and DEST is seeking feedback prior to a new contract commencing.

Skills at work – Evaluation of New Apprenticeships

This report presents the key findings from the Skills at work Evaluation of New Apprenticeships. The evaluation was designed to examine the effectiveness of New Apprenticeships from an Australian Government perspective and compares arrangements before and after the introduction of New Apprenticeships. The evaluation identified growth in

New Apprenticeships as being highly responsive and relevant to industry need. For a copy of the report visit the new apprenticeships website: http://www.newapprenticeships.gov.au/whats_new/default.asp

'No Limits' publication available

The publication "No Limits" which contains a number of stories about women in interesting occupations is now available. To obtain a free copy please email DEST at training@dest.gov.au with your name and postal address. Several of the stories can be viewed at: www.newapprenticeships.gov.au/stories/apprentice.asp

National Training Information Service (NTIS) Rebuild

The National Training Information Service (NTIS) is the national online VET directory of registered training organisations (RTOs), accredited courses and the endorsed components of Training Packages. Redevelopment of the NTIS to improve its functionality and navigability is long overdue. Ministers agreed to the redevelopment with a view to ensuring that the NTIS is the authoritative source of information about Training Packages.

The rebuild project is being overseen by a Steering Committee chaired by ANTA and representing each State and Territory, the Australian Government through DEST, and industry through membership from ISCs.

The first phase of the project has focused on the development and collaborative implementation of a platform for live transfers of data between State and Territory records systems and the national register. The platform is now stable and robust and final testing is near completion. A Memorandum of Understanding has been developed by the Steering Committee for use between ANTA and each State and Territory Training / Registering Authority.

The second phase of the NTIS rebuild focuses on migrating Training Package data to the new NTIS, including packaging rules. The Training Packages

will be migrated from MS Word documents into a database format, which changes the way in which Training Packages will be stored and retrieved for the future. The third phase of the rebuild will develop a distributing authoring tool to facilitate the development and review of Training Packages.

With the completion of Phase 1 of the NTIS rebuild, the Steering Committee has been re-shaped to become the NTIS Management Committee to provide leadership, strategic advice and assistance to support the management, maintenance and further development of the NTIS.

WorldSkills Australia – Refrigeration Competition

Hayden Caine, a young Tasmanian Refrigeration Technician employed by Southern Air in Hobart, will represent Australia in the Refrigeration category at the next International WorldSkills competition during May this year in Helsinki, Finland.

There will be 20 countries competing in the 4 day, 22 hour Refrigeration competition. The competition includes the installation of a split air conditioning system and a refrigerated cabinet system, refrigeration and electrical fault finding and repair, refrigerant recovery and recycling and fabrication of refrigeration system components.

Hayden has been receiving expert training in the lead up to the event, from Refrigeration teachers and industry through Hobart TAFE, past Gold Medal winning competitors, Refrigeration teachers at Logan TAFE, Qld and TAFE NSW.

Skills Shortage Recognition – Lineworkers (Retrospective Incentives – reminder)

On the 11th January 2005 the Department of Education, Science and Training (DEST) formally advised EE-Oz Training Standards that it had considered its submission on behalf of the

EnergyUtilities Industry regarding application of the Rural and Regional Skills Shortage Incentives.

DEST advised that it had approved the following qualifications for the Rural and Regional Skills Shortage Incentives throughout Australia, backdated to 24th November 2003:

- Certificate III in ESI – Distribution (Powerline) – UTT 3 01 01
- Certificate III in ESI – Transmission (Powerline) – UTT 3 02 98
- Certificate III in ESI – Cable Jointing (Powerline) – UTT 3 03 01
- Certificate III in ESI – Rail Traction (Powerline) – UTT 3 04 02

Electricity Supply Industry companies who have employed apprentices during this period and would like to access backdating of the incentives will need to formally apply to DEST. Companies seeking assistance through the process of making an application to obtain the incentives can contact their local EE-Oz State/Territory ITAB. Their contact information is detailed on the back cover of this newsletter.

Research Project – Skills Analysis

DEST has sponsored a project to conduct research and analysis of the skills requirements and skill set needs of the EnergyUtilities industry across Australia. The results of this research and analysis will provide overarching industry planning information for DEST, the industry and to EE-Oz Training Standards, but importantly enable the development a comprehensive action plan to address identified issues and needs. A draft report of the work completed to date is soon to be released. Further meetings of the NSG are proposed prior to the EE-Oz Training Standards 2005 Annual Conference. For more information contact Michael McNabb at EPIC, Victoria on (03) 9654 1299.

EEHA Extension to Scope – SA/NZS – EITO (P12 Committee)

Re-development of the Electrotechnology Training Package has shown during research of a need to extend the current scope of coverage for Electrical Equipment in Hazardous Areas (EEHA) to Hazardous Areas. EE-Oz Training Standards has asked the committee to be re-activated to progress this matter and at the same time provide feedback as to the extent of coverage and currency of the competency standard units. This was approved at the February 2005 meeting of the joint committee. An upgrade and new scope of the competency standard units was also approved.

Review of the NTP Equity Advisory Service

ANTA is undertaking a review of the Training Package Equity Advisory Service, with particular focus on evaluating the service provided. Objectives include:

- Review service to date
- Review possible options for the future provision of equity advice
- Identify areas of agreement and any major issues or gaps to be addressed
- Develop a preferred model or models
- Develop implementation recommendations to support the preferred model/models

The consultants are to provide a Final report to ANTA for handover to DEST.

New Qualifications – AQF Advisory Board

The Ministerial Council on Education, Employment, Training and Youth Affairs (MCEETYA) has endorsed the Vocational Graduate Certificate and Vocational Graduate Diploma as two new vocational education and training qualifications in the Australian Qualifications Framework (AQF), accredited through

vocational education and training processes in accordance with the Australian Quality Training Framework.

The new Vocational Graduate Certificate and Vocational Graduate Diploma will be offered in 2005 by Registered Training Organisations, including TAFEs, private VET providers, and higher education providers which have become Registered Training Organisations for the purposes of offering these qualifications. All approved providers will be listed on the AQF Register of Recognised Education Institutions and Authorised Accreditation Authorities in Australia. All guidelines are posted on the AQF website: www.aqf.edu.au.

National Project: Nominal Duration of Apprenticeships and Traineeships

ANTA is seeking assistance in a project to enhance the consistency of apprenticeship and traineeship nominal durations. The Victorian Office of Training and Tertiary Education (OTTE) has been commissioned by the Australian National Training Authority to undertake this work. Mr David Trembath has been appointed to undertake the work in consultation with a project steering committee headed by OTTE. The guidelines will be developed following consultation with all State Training Authorities, Industry Skills Councils and other major stakeholders.

AQFAB: Review of the AQF Guidelines for Certificates I – IV, Diploma and Advanced Diploma qualifications

The Australian Qualifications Framework Advisory Board (AQFAB) has commissioned work to review the AQF Guidelines for Certificate I – IV, Diploma and Advanced Diploma to ensure, firstly, their current and foreseeable future reliance and applicability to the VET sector, including what improvements can be

made to entry and progression pathways; and secondly, in respect of the dual sector Diploma and Advanced Diploma, their current and foreseeable future relevance as higher education qualifications.

A Working Group formed by the AQFAB has been established to provide strategic guidance and monitoring of the processes and outcomes of the study.

The project includes two stages:

- Stage One: Initial consultation to identify the main issues around the guidelines for each qualification in the VET sector and also consultation higher education representatives regarding the Diploma and Advanced Diploma as higher education qualifications.
- Stage Two: Development and circulation of an Options Paper followed with consultation of participants in Stage One and additional focus groups in each state/territory. Finally, preparation of final report and draft AQF guidelines for submission to AQFAB Working Party.

Please contact the Principal Consultant for the project, Mr Peter Noonan on (03) 53394426 for more information and/or clarification of any aspect of the project.

National Skills Shortage List 2004

Information on skill shortages is available at the Department of Employment and Workplace Relations (DEWR) website at: <http://www.workplace.gov.au/workplace/Category/ResearchStats/LabourMarketAnalysis/SkillShortages/>

The Skill Shortage Lists cover Trades, Professionals and Information and Communication Technology skills. Shortages are described as being state-wide, regional or metropolitan. The lists also identify recruitment difficulties in situations where 'skill shortages' are not evident, but where some employers have experienced recruitment problems.

The Skill Shortage Lists incorporate information on specialisations in shortage in particular States. For some occupations on the National Skill Shortage List, shortages are restricted to specialist skills.

Information on, and reports from, the industry-led skill shortage working groups, managed by the Department

of Education, Science and Training (DEST), is also available at www.skillsinitiative.gov.au.

Have your say about national research priorities for 2006

NCVER is to identify national vocational education and training (VET) research priorities for 2006 and would like to hear from education and training providers, researchers, policy bodies, industry and community organisations, employers and individuals about contemporary VET issues that warrant research. These priorities will lay the foundation for research work undertaken next year. Consultation meetings with key stakeholder groups have been organised and individuals and organisations are invited to email written submissions to directly to Andrea Averis, Manager, Research Management Branch, NCVER (an andrea.averis@ncver.edu.au). A copy of the consultation paper is available from NCVER's website: www.ncver.edu.au/aboutncver/research.html

New Adult Literacy Research Overviews for 2005 now available

Developing policy and teaching practices for literacy and numeracy skills for adult learners is an important focus of 'Shaping our future: Australia's national strategy for vocational education and training 2004–2010'. This set of overviews provides a comprehensive summary of NCVER's managed research projects from 2004 and 2005. The suite of research reports examine literacy and numeracy skills – from its definition in policy-making, teaching and learning terms, to literacy practices and various approaches across Indigenous and ethnic communities, and industry, volunteer and community settings.

For more information visit the website at: <http://www.ncver.edu.au/publications/1485.html>

One gateway, many pathways

training.com.au provides all the vocational education and training answers right under your nose. training.com.au – the gateway to vocational education and training has expanded to provide businesses and registered training organisations (RTOs) with even more information and services.

training.com.au has been providing businesses with a one-stop entry point into training information since its release in May 2003 and now has expanded to include information for RTOs.

Registered training organisations have been given access to enter their details in a secure area to allow clients to choose the best training to suit their needs. This then allows businesses to use this course and qualification search to find the right provider and course for their needs. The search includes access to details such as course schedules (including short course aligned with units of competency), campus localities, course availability, trainer profiles and much more.

Along with the 'old' features of a business calculator to assess the return on your training investment and practical information on topics such as New Apprenticeships, training costs, how to upskill staff and how to adopt a learning culture in your organisation, training.com.au now provides a unique 'Ask the Expert' feature. This enables you to have your specific questions answered direct by an expert in their field.



The training.com.au site also provides RTOs with comprehensive information aimed at helping them to market their business, manage the auditing process, available funding, developing markets, access training resource materials and more. As well as providing Online Communities in a variety of subjects.

The site also contains a variety of case studies and frequently asked questions. training.com.au provides a doorway to the many web sites and e-business facilities related to nationally recognised training in Australia. The training.com.au project is the result of a ministerial resolution to develop

a single point of entry for vocational education and training information.

Log on to training.com.au for all your training needs. For more information contact feedback@training.com.au

Flexible Learning: Industry advocates for e-learning

Naomi Dinnen is now the Flexible Learning Framework's Industry E-learning Advocate for the energyutilities and electrocomms. The role of the Industry E-learning Advocate is to promote the benefits of e-learning to businesses and peak bodies in the industry. In coming months Naomi will be undertaking a survey about the current use of e-learning strategies in the industry and looking at strategies to increase the uptake of blended learning solutions.

One of the first tasks of the advocates will be to act as a 'reference group' in the selection of e-learning exemplar projects. The exemplar projects will receive funding to develop and implement business plans that produce and use e-learning demonstration products (e-learning exemplars). The successful e-learning exemplar projects will be announced in early June. The advocates will also play a key role in the planning and presentation of two industry forums in Sydney and Melbourne in November.

flexiblelearning.net.au has a vast amount of information about innovative and cost-effective ways to enhance the delivery of e-learning education and training programs. As demand for e-learning from students and clients rises, technology continues to play an increasingly significant role in our professional, social and personal lives.

Many training providers are now looking to e-learning to meet client expectations, improve the skills of their teachers and trainers, and make their training more accessible, consistent and efficient. Since 2000, the Australian Flexible Learning Framework has recognised the need to help vocational education and training (VET) providers, industry and communities to get into more flexible ways of learning by developing effective and efficient products, resources and support networks.

Sustainable Energy Toolbox

The Sustainable Energy Toolbox contains a range of standalone resources that have been developed to support the delivery of the Certificate I in Sustainable Energy (Electrotechnology). The Toolbox supports the two units of competencies shown below and offers a range of learning objects containing resources and tools to support the elements and performance criteria for each of the competencies:

- UTENES061A – Provide basic sustainable energy solutions for energy reduction in domestic premises.
- UTENES062A – Apply sustainable energy practice in daily activities.

The Toolbox is available for purchase from Australian Training Products (ATP). You can place an order online at: <http://flexiblelearning.net.au/toolbox/series7/707.htm>

Phone: (03) 9655 0600

Fax: (03) 9639 4684

Email: sales@atpl.net.au

Please quote the product code: atp9717.

The resources and activities contained within this Toolbox introduce learners to the concepts of sustainable energy. Within the Toolbox setting learners take on the role of a 'Trainee Energy Consultant'. The 'trainee' works with the 'experts' employed by ener G smart, an international sustainable and renewable energy research consultancy company. The learning activities encourage 'discovery' learning and include interactive and engaging 'real life' simulated scenarios.

Learners will interact with the content, resources and 'virtual clients' to experience, gain and apply the skills, knowledge and abilities required to successfully monitor energy consumption and apply sustainable energy practices in domestic premises and the workplace.

Licensing Roundtable

Over the last three years, the National Training Quality Council (NTQC) has supported a number of initiatives to harmonise and link the competency aspects of occupational licensing, and industry regulatory requirements with the national VET system. These initiatives have drawn on the experience and expertise from the VET sector, industry and regulatory authorities. In particular the support and guidance of

a National Industry Licensing Working Group (NILWG) established by the NTQC has allowed:

- two series of round-table discussions across a range of industries during 2002 and 2003
- occupational licensing forums conducted in each State and Territory during 2004, bringing together jurisdictional training authorities and State and Territory industry regulatory authorities.

In order to bring these concerns to a national level, the first national round table, focused on construction trades occupational health and safety areas, and was held in March 2005. Representatives from national regulatory bodies in the building, construction, electrotechnology, plumbing, occupational health and safety, as well as the ACCI, ASCC (formerly NOHSC), Defence, Industry Skills Councils, the ACTU and the CFMEU considered and supported the issues raised at previous round tables. The group reached agreement to develop an action plan for moving forward for the NTQC's consideration and support.

In agreeing to an action plan, round table participants established a number of principles, with particularly strong support for a nationally focused, whole-of-government approach backed up by a shared understanding of how both sectors work. Any developments would be undertaken on a collaborative basis.

Based on these principles it was agreed to work on six research projects in priority regulatory/licensing areas over a 12 month period from July 2005 to June 2006. These projects are to draw on achievements, problems, barriers and issues that will feed into a model process for harmonizing the two sectors – regulation/licensing and VET – that could be used across all industry sectors.

Finally, it would be important that the work that has been started at the national level maintains momentum post 30 June 2005 (when ANTA ceases operation). It is proposed that an Action Group representative of stakeholders who have already provided their experience and knowledge in the work done to date continue to oversight any future work.

It is suggested that the NILWG (with additional membership drawn from the National Round Table attendees), which was established to lead and support the work on licensing at the national level in 2003, is in a prime position to fulfil this role, potentially as an Action Group in future.

With an already established membership, the first meeting could quickly focus on identifying and prioritising the projects (six) that should be >

undertaken, including establishing any relevant industry technical expert working groups required for each of the projects that would report back to the NILWG. The NILWG would then be expected to report back to the NTQC (or its replacement) through the Department of Education Science and Training (DEST).

eProfiling: the second generation

The second generation eProfiling system is currently undergoing final testing with an expected release date of 23rd May, 2005 at www.eprofiling.com.au. Some of the highlights of the new system include:

- Complements the existing paper based system rather than replacing it.
- Current Quarterly reports will be available for download
- Online Release of Information to simplify student registration
- National Training Plan Initiator/Online Training Packages database

The first Profiling system was developed in the late 1990s, and was primarily centred around a paper based system. This was in part due to the requirement of verifiable signatures of both the apprentice and the supervising tradesperson in order to maintain the validity of the data collected. Although the system has performed well over the years, performing the tasks for which it was implemented, the requirement of new features and the aim of simplifying the use of the Profiling system led to plans for a second generation. The original algorithm is still used to collate the Quarterly reports, and due to the availability of over 5 years of data these algorithms are being further refined to more accurately reflect the on-the-job work experience.

The eProfiling web site will deliver the same capabilities as the current system, although now allowing for cards to be submitted via fax, post or the web site.

Under the existing system Apprentices and Registered Training Organisations only had the ability to view the status of card submissions by viewing the Quarterly Report. Using the new eProfiling web site it is possible to view the current status of cards within the system – regardless of whether they were submitted using

post, fax or via the web site. As a result of consultation with Registered Training Organisations an Administrative Web page has been developed to assist implementation and management of the eProfiling system's operation. This will enable Registered Training Organisations to perform various operations, and can be utilised simply as an improved communications tool for those people wishing to continue in the manner of the previous system, or as a complete eProfiling management tool for those requiring more advanced capabilities.

To aid in the selection of Training Plans a database containing the Electrotechnology and ESI Transmission Distribution & Rail packages has been developed, with future work planned to incorporate the ESI Generation and Gas training packages. In combination with the upgrading of the EE-Oz National Training Plan Initiator (see story in previous issue) learners will be able to choose their pathway online and automatically populate their profile.

Further enhancements are currently under development, and are scheduled for release within the next few months. Please check the site at www.eprofiling.com.au for updates.

Recovering Electrician's Strong Message: Don't Risk Working Under "Live" Conditions

A licensed electrician with more than 30 years experience is living proof – but only just by all accounts – of the dangers of working under "live conditions".

Michael Jones (not his real name) only returned to near full-time work in early February 2005 after receiving severe burns and other injuries when completing the installation of a new switchboard at a Melbourne factory on Cup Day last year – 2 November, 2004.

He needed to be heavily sedated in the emergency ward of a Melbourne hospital for three weeks as part of his recovery process.

Michael's very strong message for all other electricians: "Never work under live conditions.

Always make sure the power is turned off no matter what. Never think for one moment that it can never happen to you.

"We think we are indestructible but we are not. Don't risk it."

So what happened?

Michael was involved in a large project which required the upgrade of the main switchboard and supply to a large Melbourne meatworks. The job was planned for the Cup Day long weekend shut down and involved removing the old main switchboard, and the supply to it, and the installation of two new switchboards, transformers and other equipment.



Michael's badly burned arms pictured after his release from hospital

By the evening of the Monday, supply could be connected to the new main switchboards as the work had been completed and certified by an electrical inspector.

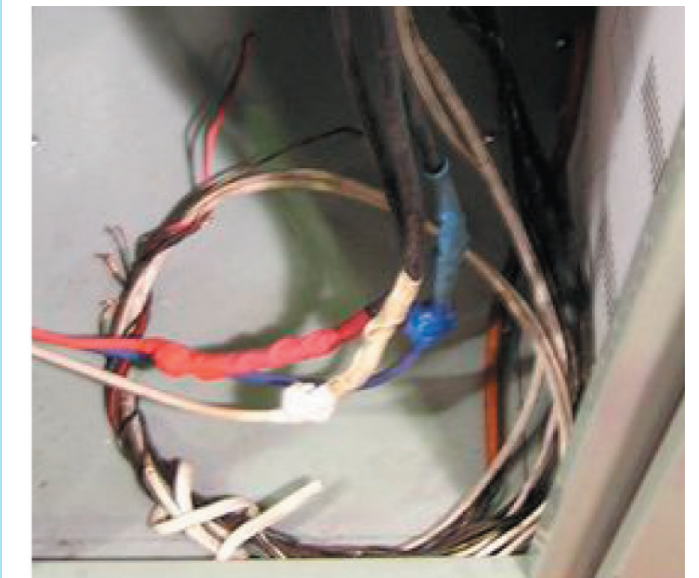
On the afternoon of Cup Day itself, three subcircuits remained to be connected to the load centre inside one of the main switchboards.

Michael was passing a 2.5 mm² TPS cable from the cable zone behind the load centre when the cable made contact with the line side of the fault current limiters attached to the main BUS bars.

The resultant arcing fault came around the back of the load centre, which Michael was kneeling in front of, and struck him. While his chest and the front of his body were somewhat protected because of the position he was in, he did receive severe burns to both hands and Issue 6 Summer/Autumn 3. A licensed electrician with more than 30 years experience is living proof – but only just by all accounts – of the dangers of working under "live conditions". arms, severe burning in the throat and mild burns to the side of the neck.

He had restored supply to the switchboard to enable another electrician to conduct tests, when the incident happened.

"I was passing the cable through and the next thing I knew there was a mighty f..... bang and I was pushed backwards. I then felt my face tightening up with the burns and noticed skin hanging off my arms. I then remember being in the ambulance on the way to the hospital emergency department."



Cable zone at main switchboards showing sub-circuit cables where the incident occurred

In all, Michael spent some 34 days in hospital, most of it in intensive care – and that included the three weeks heavily sedated to allow his badly injured throat to heal. A tube was placed down his throat so he could breathe and he needed to be sedated as part of the repair process.

When he first returned home he could hardly breathe and could only walk a few steps before he was gasping for air. And to keep out of the sun because of his burns injuries, Michael was also a prisoner in his own home for a number of weeks. Since then he has also received regular physiotherapy to get the movement back in his hands and fingers.

"I still cannot believe such a thing happened to me. The work was something I had done many times and although conditions were 'live' I did not think it was in any way dangerous. Unfortunately it was a case of familiarity breeding contempt.

"We had been working on the job all over the long weekend and I estimate we were some 20 minutes >

away from completing it when I was injured. "It was a freak accident, but nevertheless it would not have happened if the power had been turned off.



LEFT Rear view of fault limiters baseplate
RIGHT The main switchboard cable zone where Michael was working when the incident occurred.

"I put the power back on to accommodate other people who wanted to get on with the testing. I will not be so accommodating again in similar situations and I would strongly advise all other electricians to do the same.

"People should also realise the effects incidents like this can cause others, particularly close family and friends. Injuries to one self can be one thing, but the effects on one's nearest and dearest can be equally devastating.

"That's another reason – and an important one – of why we should work safely at all times." Michael's daughter started her VCE exams on the day after the incident, and while she received a score good enough to gain a university entry she feels she might have done better if she did not have the worry of her dad's injuries.



LEFT Arcing fault damage at fault limiters baseplate.
RIGHT Another view of the fault limiters baseplate

Another experience for Michael was some hallucinations he underwent when heavily sedated.

"I had some crazy dreams. At one stage I was in a helicopter which crashed and on another occasion I was back in the emergency ward just after the incident. "It was a weird experience and very distressing," he said.

Michael did not return to work until the middle of January, 2005, and even then it was only to carry out light office duties. Despite the visible scars of his injuries on his arms, hands and face he was ready to resume normal work at the start of February, 2005. "I just hope my experiences are a lesson for everyone else."

Handy safety hint 1. Use only approved type hand lamps which are fitted with guards to protect the lamp. Home made hand lamps can cause fatalities.

THE DANGERS OF WORKING "LIVE"
The OCEI continuously stresses the importance of isolating and making electrical equipment safe.

In October last year, the OCEI issued a safety alert "The Dangers of Working on Live Electrical Equipment. Disconnect the Electricity Supply Before Commencing Work".

The alert – there was a major article about it in Issue 5 of LIVE with electricity – was issued after an incident in which a licensed electrician received significant burns to his body, hands and face and required immediate hospitalisation. He was working on a "live" switchboard and caused a phase to earth fault.

More recently the OCEI issued a warning about isolating and making equipment safe before work is carried out.

This warning was prompted by the electrocution of a bricklayer in NSW. It appears from initial inquiries that the victim was using tin snips to cut through wires he believed had been disconnected at the power board when the incident occurred.

Code of practice
Registered electrical contractors and licensed electricians are reminded that they must observe the Code of Practice for Safe Electrical Work – Low Voltage Electrical Installations. Attention is directed particularly to Section 13, Isolation and Making Safe (Preparation for Working on De-energised Equipment).

The Code of Practice can be obtained either by downloading it from the OCEI website at www.ocei.vic.gov.au or by contacting the Office on (03) 9203 9700.

The OCEI provides the following advice:

- Electrical safety depends to a great extent on appropriate job planning and correct testing procedures and techniques. – All electrical equipment, unless proven to be de-energised, must be treated as live. – The electrical equipment to be worked on must be isolated from all sources of supply.
- Equipment must be tested before touching.
- Persons required to work on electrical equipment must be appropriately trained and competent in testing procedures and in the use of testing equipment.
- Where practicable, appropriate warning tags should be placed at all points of switching, isolation or disconnection.
- When cutting cables, the cable should be treated as live and appropriate testing and inspection procedures must be implemented to ensure the cables have been isolated from electricity supply.

The "DO'S AND DON'T'S"
for electrical workers to work safe and stay safe

DO'S

- DO plan and discuss job.
- DO test with suitable instruments.
- DO isolate circuit.
- DO confirm control circuit is isolated.
- DO engage lock mechanism/fix danger tag.
- Always test before you touch.
- Always confirm connections are correct.
- Always wear appropriate clothing and personal protective equipment.
- Always work in a clear area that has adequate egress paths.

DON'TS

- DON'T try to save time by eliminating procedures.
- DON'T allow customers to leave supply on if unsafe.
- DON'T work on energised equipment.
- DON'T overlook isolating and proving all equipment and control circuits are safely isolated.
- DON'T work in confined spaces without suitable protection from live parts.
- DON'T work without carrying out a risk assessment.
- DON'T fail to test equipment.

Electrolysis Mitigation – A Non-stop Battle To Protect Underground Services

Corrosion of underground service pipes from stray electric current – and the need to be constantly on alert and do everything possible to mitigate the problem – is an age-old issue. Stray current from the DC operated train and tram services across the Melbourne metropolitan area is the principle cause of the problem.

For those who do not know: corrosion of underground and underwater metallic structures in Melbourne maybe caused by stray electrical current from either cathodic protection systems or the electric railway and tramway systems.

Electrolysis has been around from the time Melbourne's (and Australia's) first ever tramway route in Doncaster was established around 1890. With the rapid expansion of the tramway system and the switch to electric suburban train services, committees to manage the issue have been in existence since the 1920s.

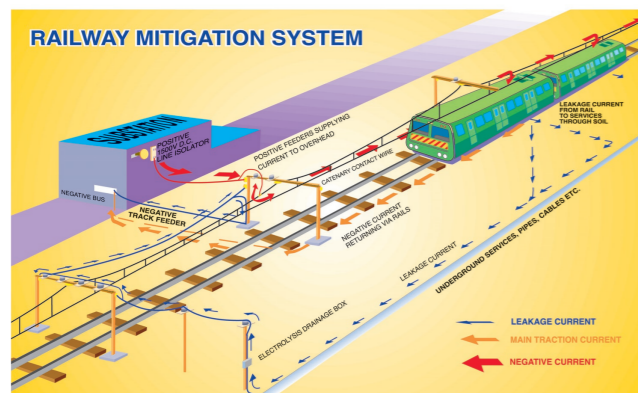
While many people may know everything that needs to be known about electrolysis, it is probably not well known that the task of electrolysis mitigation is another responsibility of the OCEI. There are some 700 hundred green boxes positioned on roadsides throughout metropolitan Melbourne, and it is in these boxes that the equipment required to control electrolysis are placed. So if you see someone peering into one of these boxes and monitoring the equipment it's likely to be one of the six staff of the OCEI's electrolysis group based in Nunawading.

Currents straying through the earth from either source frequently find their way to water, gas and oil pipelines, telephone and power cables, and other underground metallic structures. Wherever this current leaves these metallic structures through the earth, corrosion results and can cause damage to the structure, which may result in explosion, fire, electrocution and environmental pollution, at a very high cost to the community.

It is estimated that \$20 billion (present day replacement value) of underground community assets have stray current mitigation systems attached and a 1% saving would benefit the community by \$20 million per year. >

Thus, not only are the structures of many different companies subject to damage, but, by reason of the different public services dependent upon these structures, the public as a whole has a direct interest in this type of electrical interference.

Since the consequences of electrolysis across Melbourne were fully appreciated, the problem has been managed cooperatively by the organisations with a vested interest working together on joint committees.



LIVE with electricity acknowledges the enormous assistance of the OCEI's Manager Supply Safety Projects Ian Longmuir in the preparation of this article.

These joint committees comprised technical people from the utilities concerned and investigated local electrolysis situations to determine the best course of action to resolve them. The rationale was that the committees should attack the problem in an open and fairminded manner with the object of effecting in the most economical way a mitigation of the resulting corrosion.

The Victorian Electrolysis Committee was established in 1927 to resolve the complex problems arising from stray currents, and it still exists today doing the same job. At the time of its formation, the following authorities were represented on the VEC: The State Electricity Commission of Victoria, The Melbourne & Metropolitan Tramways Board, The Victorian Railways Department, The Melbourne & Metropolitan Board of Works, The Melbourne Gas Company and The Postmaster General's Department. The Melbourne City Council Electricity Department was included in the VEC from October 1929.

The VEC comprises a main committee, consisting of senior members of the authorities represented, and a technical subcommittee, comprising suitably qualified technical representatives to direct the field investigations.

From its inception, the VEC has acted in an advisory and consultative capacity and whilst the ownership of some of the assets has changed from public to private, the operation of the committee has hardly changed and still comes up with the most cost effective solutions to the problems.

The structure and composition of the Victorian Electrolysis Committee (VEC) is now nominated in the Electricity Safety Act 1998 and shows that it has remained substantially unchanged since formation in 1927: (a) Electricity Supply Industry representing the 5 distribution companies in Victoria; (b) Transport Industry representing the Tramway & Railway traction operators; (c) Water Industry representing the 4 Melbourne metropolitan companies; (d) Gas Industry representing the 3 distributors & 1 transmission company; (e) Telecommunications Industry representing Telstra only; (f) Australian Institute of Petroleum representing the private oil pipeline owners, and (g) Office of Chief Electrical Inspector as the safety regulator.

In the Act, the VEC has the following nominated functions:

- Establish and maintain standards for systems of cathodic protection and for the mitigation of stray current corrosion;
- Provide advice to the OCEI on any matter related to electrolysis and the regulations relating to the cathodic protection and to the mitigation of stray current corrosion, when requested to do so by the OCEI; and
- Encourage the development of new methods and technology to increase the efficiency of systems for the mitigation of stray current corrosion.

The VEC through its Code of Practice lists the processes for the registration of cathodic protection systems, drainage bond mitigation systems and other processes in relation to its operations and funding. The OCEI electrolysis department performs the various testing activities determined necessary by the VEC to meet the safety objectives associated with the mitigation of stray electrical currents. With trains and trams continuing to use the DC current system in Victoria – it would cost a huge amount of money to convert to AC operations – there will be a continuing role for electrolysis mitigation and the VEC.

Workers Do Not Fully Appreciate the Risks and Hazards of Electricity, says Research

The ETU's OH & S Officer, Allan Mulvena, was recently granted his Master of Applied Science (OH&S) degree by RMIT, following the submission of his thesis which analysed how aware electrical workers are to injuries and their effects.

The overwhelming conclusion of Allan's extensive research indicates that electrical workers do not fully appreciate the hazards and risks of electricity and the potential consequences of an electrical injury. It's a worrying conclusion for everyone involved in electrical safety.

LIVE with electricity acknowledges Allan's permission to reproduce briefly some of the major findings of his research, including the major conclusions:

The study identified that in general, electrical trades workers:

- Continued to receive a number of electric shocks, some of which resulted in electrical injury;
- Are reluctant to report all incidence of electric shocks;
- Identify electric shocks above some unidentified threshold as resulting in an electrical injury;
- Would prefer to work on de-energised equipment;
- See electric shocks as a personal professional failure rather than a failure of the occupational health and safety management system. The study, entitled "An Analysis On The Extent Of Awareness Of The Electrical Trades Community About Electric Injury And Its Effects", concluded that the occupational health and safety management system that most electrical trades workers work under is insufficient in the following way:
 - There are many instances where it would be practicable for the equipment to be de-energised before being worked on, but it is not done;
 - Training in safe work procedures and/or supervision is inadequate since electric shocks are still being received;
 - Training about the potential for injury from electric shocks, either as part of the trade apprenticeship, or as part of the safe work procedure, appears inadequate;
 - Reporting of all electric shocks is not actively encouraged. The study says that the environmental factors that influence the application of the occupational health and safety management system include:

- Measures, such as "Minutes off supply", adopted by the Essential Services Commission, may have a negative impact on safety, in that they do not reinforce elimination of the hazard (working deenergised) as a first option in the power industry;
- The low level of understanding about electrical injury and safe work procedures by "experienced" electrical workers influences attitudes of apprentices under their control, and will perpetuate the problem in the next generation of electrical trades workers.

The study also says that the occupational health and safety management system that companies utilise to oversee the safety of electrical trades workers is insufficient in many ways, including lack of safe systems of work, supervision and training.

It adds: "If the systems of work were appropriate then workers would not receive electric shocks. Legislation in relation to working safely on electrical equipment is generally ineffective and ignored."

What should be done

- More research needs to be conducted on the potential damage of current flow on the body;
- Programs need to be developed in regards to appropriate safe systems of work in relation to electricity;
- An attitudinal survey needs to be conducted to identify why electrical trade workers do not appear to consider electricity as an inherent risk; Fundamentals of voice and data cabling (ACA Open Registration incorporating endorsements) Call today for more information on the next course (03) 9286 9210
- Should the programs and attitudinal survey be conducted, a longitudinal survey needs to be conducted to identify whether the perception by electrical trades workers changes in relation to the hazard and risk of electricity.

The research

A total of 537 persons participated in a survey to identify what they believed could be the potential outcome of electric shock and electrical injury. Industry experience varied between 0.15 and 50 years, with the workers' ages being between 18 and 67 years.

Less than half of the workers identified that an electric shock was an injury, but 89% of the workers identified having received an electric shock, with the highest being 100 electric shocks over the worker's working life.

There were 66 apprentices (4 years or less in the industry) who participated in the survey, many of them advising having received an electric shock, with two >

workers, 10 electric shocks each. It was also found that 60% of the workers identified having witnessed an electric shock. Burns, death and heart problems were the problems most identified in relation to a worker's belief of the potential outcome of an electric shock and an electrical injury.

Some workers spent a large proportion of their working week on energised equipment with most of the workers showing a preference to working on de-energised equipment. Almost half of the workers identified that they were required by their employer to work on energised equipment with cost and production being factors that they believed influenced their employer's decision to do so.

For more information, Allan Mulvena can be contacted through the ETU on (03) 8341 5555.

Peer's Annual Apprentice Awards And Graduation Presentations For 2005

On 18 April 2005, PEER held its annual Apprentice Awards and Graduation presentation evening at the AAMI Stadium Convention Centre at West Lakes.

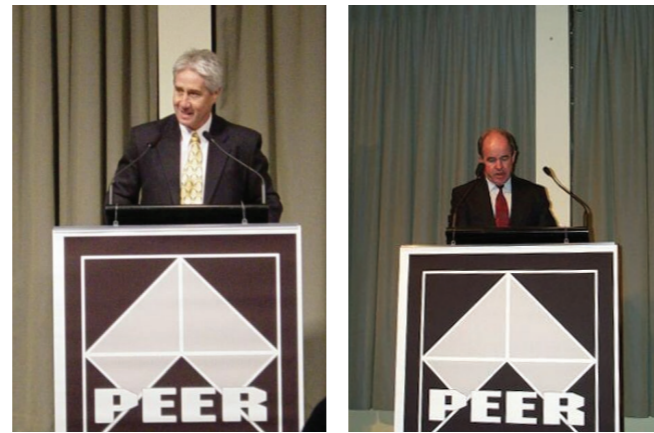
Before an audience of 400 industry representatives, host employers, parents, care givers and friends, Guest Speaker Mr Brian Cunningham, the Chief Executive of the Department of Further Education, Employment, Science and Technology related his experiences associated with the administration and operations of the Port Power (AFL) Football Team.

Mr Cunningham told the audience about the principles and procedures for administering and managing the assets and the liabilities of a football club and how these principles and procedures can be readily applied to running any type of business activities.

He emphasised that planning, management and appropriate supervision and training of all persons is an important catalyst in achieving key performance indicators for the business.

PEER Training's other Guest Speaker, Mr Stephen Larkins, the Chief Executive Officer of the South Australian Construction Industry Training Board spoke about current and future trends for the building,

construction and related contracting industry in South Australia. Mr Larkins provided an insight on the range of training support offered by the CITB and the CITB's commitment to ensure the industry's current and future workforce remains highly skilled.



Over 100 PEER Training New Apprentices and Trainees successfully graduated as Tradespersons & Trainees or in trade related occupations.

Of these, 75 were graduating as electrotechnology-based Tradespersons or in trade related occupations.

Award winners included Encouragement Awards for 4th year dux, 3rd year, 2nd year and 1st year dux.

Most Outstanding Apprentice Academic Award winners were as follows:

Awards for Excellence in Plumbing/Gas Fitting – winner Rhett Digance. Roy Ellin Award for Excellence in Electro Technology – winner Matthew Rhyne.

The night was a tremendous success and highlights PEER Training and PEER TEC's commitment to developing and securing South Australia's Skills Future.

The Enterprise Workforce Skills Project

The Enterprise Workforce Skills Project was commissioned by EE-Oz Training Services on behalf of the Australian National Training Authority. QUSITAB was appointed to act as the consultant to undertake the

project was to assess the need for an industry one stop shop and a job matching service for applicants and employers in the ElectroComms and Energy Utilities Industry.

Two potential options were established after consultation with 93 people from a number of ElectroComms and EnergyUtilities Industry companies, Industrial organisations, RTOs, Group Training Schemes, NACs and State Training Authorities across Australia. The options were:

1. Development of an electronic database to be housed on an EE-Oz Training Services 'lay person friendly' career website; and
2. Develop an electronic database to be housed on a new EE-Oz Training Services 'lay person friendly' career website with an associated New Apprenticeship Centre service.

Within these options is the ability to further promote and market the careers that the ElectroComms and EnergyUtilities Industry has available to career aspirants.

The consultations also found that a 'job matching service' role was not seen as one that needed to be undertaken by the industry skills council. A number of other issues came to light during the consultations, with the following recommendations included in the final report:

Industry Specific New Apprenticeship Centre – With the current NAC arrangements in place until 30 June 2006 an EE-Oz Training Standards NAC pilot would need to commence on or before 1 July 2005. As the current NAC arrangements are based on Regions and not Industry groups, DEST will need to be convinced of the merit of an industry specific NAC.

Industry Promotion – There is a high level of support for an industry website that provides a portal for aspirants looking for contacts in the industry. However, any activity needs to be supported by a broader program and support within the industry, which should include targeting school careers advisors/teachers to 'spread the word' about the industry's careers.

Improved Recruitment Practices – Although the idea of job matching service as an entity was not widely supported, there was enthusiasm for the concept of coordinated recruitment. Many industry representatives and RTOs felt, for example, that if Energy companies were able to coordinate recruitment, RTOs could manage the flow of work for their staff in delivery of training. This would in turn enhancing the delivery function to better meet industry needs.

Language, Literacy and Numeracy (LLN)

EE-Oz Training Standards commissioned a project to investigate Language, Literacy and Numeracy (LLN) within the electrotechnology industry. The subsequent report aims to provide EE-Oz, and those connected with the industry, with information, insights and recommendations.

Language – On the whole, there exists satisfaction with apprentices' language skills, including reading skills, and to a lesser extent writing skills. Individuals with less developed language skills are often further impeded by unnecessarily long, complex or detailed documents.

Numeracy – Numeracy skills are problematic, especially when apprentices study at a TAFE/RTO. The inability to cope with the maths demands of Certificate III level qualifications is cited as a major reason for apprenticeship drop-outs and class disruptions. Many TAFEs run remedial maths programs in an attempt to address numeracy skills as a matter of course.

Literacy – There are two basic models of literacy: the autonomous and the socio-cultural. The autonomous model focuses on providing the skills needed to get the job done, the sociocultural on developing and empowering the individual. Both have their merits but the current skills shortage has skewed preference for the instant results an autonomous approach can provide. However the autonomous construct of literacy is limited. Its partitioned approach and reliance on testing are unsustainable in a changing 'post-modern' world.

The underlying concepts of socio-cultural literacy power the idea of multiple literacies which are becoming increasingly familiar: Australia's mobile phone addiction means your kids are probably txt lit8; my wife wants me to be renovation literate; the Federal Government wants us all to be financially literate. Therefore, it may be prudent to reconsider the electro-technology industry's current interpretation of literacy. And what it thinks literacy can deliver. Future industry expansion and increased complexity may require different approaches Electrotechnology is an expansive industry and requires expansive thinking.

Literacy may well be the conduit through which ideas flow to address a range of issues. The socio-cultural construct of literacy may provide a broad scaffold around which an industry identity and an industry language can be built.

Barriers Report Update

The EE-Oz ACT project to identify skills recruitment barriers and options for overcoming the three critical areas of misalignment and under-representation in the ElectroComms and EnergyUtilities industry, namely; women, disadvantage group and technical college teacher recruitment that was commissioned by EE-Oz Training Standards, is nearing completion, with the Final Draft Report awaiting endorsement from the Industry Skills Council Board.

Country Energy Project

The Department of Education, Science and Training (DEST) has contracted EE-Oz Training Standards to work with Country Energy to research and develop a range of strategies and implementation plans aimed at enhancing the recruitment and retention of line workers. Phase I of the two-phase project to increase the recruitment and training of apprentices in the Electricity Supply Industry is drawing to a close. Country Energy has already started to implement some of the strategies identified through the project and interest in the project outcomes has been shown by organisations across Australia. It is expected that this project will serve as a model for the Electricity Supply Industry in rural and regional areas nationally and, potentially, internationally.



Northern Territory

Northern Territory
Major Industries Training Advisory Council
Executive Officer: Gil Court
GPO Box 1610
DARWIN NT 0801
Ph: 08 8981 0077
Fax: 08 8941 7470
Email: mitac@mitac.org.au

MITAC is one of six training advisory councils within the Northern Territory, each funded by the Northern Territory Department of Employment, Education and Training to provide advice from an industry perspective on vocational education and training within an agreed scope of coverage.

Industries under MITAC's scope:

- Building & Construction
- Drilling
- Furnishing
- Electrotechnology
- Mining and Quarrying
- Process Manufacturing
- Telecommunications
- Upstream Oil and Gas
- Utilities

Supervising a New Apprentice/Trainee?

The New Apprenticeship Centre and the Chamber of Commerce recently held two information sessions for employers who have an apprentice or trainee in their company. These free sessions provided information about competency based training, the apprenticeship scheme and management and coaching tips, as well as the opportunity to share ideas and experiences.

Electrotechnology and Apprentice Profiling

Funding to implement Electronic Profiling for Electro-Technology apprentices has recently been released by DEET. The early stages of an implementation strategy are currently being conducted by MITAC. If you are an employer, trainer or apprentice connected with the Certificate III Systems Electrician qualification then look forward to our next newsletter for more details.

Six-dimensional Thinking

Would you like to:

- Effectively lead teams and meetings?
- Maximise input and ideas & improve results?

- Defuse emotional topics and balance thinking objectively?
- Speed up thinking, be more productive and save time?
- Build clear problem definitions from different perspectives?

MITAC is now able to offer a new service to the industries under its scope; replace one-dimensional thinking with six-dimensional thinking.

EE-Oz Network – New South Wales

New South Wales
NSW Utilities and Electrotechnology Industry
Training Advisory Body
Project Officer: Naomi Dinnen
Ground Floor, 68 Campbell Street
Surry Hills, NSW 2010
Ph: 02 9280 2986
Fax: 02 9211 6870
Email: nswueitab@ozemail.com.au

VET in Schools

The NSW U&E ITAB is working with the NSW Department of Education and Training to develop strategies that address skills shortages. The NSW U&E ITAB recently convened an industry group to meet with the VET in Schools Directorate with a view to extending VET in schools in all sectors of utilities and electrotechnology. The meeting included private and public RTOs, and both NECA and ElectroGroup Training. One of the main themes to come out of the meeting was the need to promote a variety of pathways and to target the promotional activity according to demographic need.

The NSW UE ITAB's Board is particularly interested in assisting DET in identifying barriers to entry and looking for pathways to help young people get "job ready". The NSW U&E ITAB hopes to promote VET in schools as part of a broader program to address skills shortages. The ITAB will also be developing a National Training Package (NTP) implementation plan for NSW, and anticipates that a part of this plan will be to encourage the uptake of the new Career Start program in the new NTPs.

Tradestart

The NSW Premier has announced a comprehensive \$7 million package of measures designed to increase apprenticeship participation and make apprenticeships more attractive to young people and employers. Part of 'The NSW Government's Plan for Securing our Skilled Workforce' is the introduction of TradeStart.

TradeStart is a 12-month pilot scheme in which 450 apprentices will be able to do their first year of TAFE training in 16 weeks before they start work. This program will meet strong demand for more job ready apprentices in skill shortage areas. **The trade areas of Refrigeration/Air-Conditioning (Mechanic),**

Electrical (Mechanic) and Electronics Trade (Servicing) will be involved in TradeStart.

NSW 2005 Annual Conference

The NSW Utilities and Electrotechnology Industry Training Advisory Body Limited is holding its 2005 Annual State Conference on July 25 & 26, at the Citigate Sebel Waterfront Resort, The Entrance, NSW.

Delegates will have the opportunity to explore the new National Training Packages and participate in dynamic workshops led by the Developers, and find out more about the NSW Government's plans for Securing A Skilled Workforce.

Delegates will contribute their opinions in open forums discussing the market, skills shortages, the national training agenda and other industry issues. The information gathered will assist in the development of statistical information for NSW and national strategic planning.

To register your interest or for general enquiries please contact the Conference Manager, Lorraine Saladino on 0411 55 0044 or email itab2005@egt.com.au. Or call the NSW U&E ITAB office on (02) 9280 2586. Places are limited so book early to avoid disappointment.

Cutting Edge professional development for 2005

The Department of Education and Training's 2005 professional development program provides assistance to trainers, assessors, managers and coordinators with their roles in the vocational education and training (VET) sector.

The program focuses on good practice in learning and assessment, and helps participants to understand and meet the requirements of the Australian Quality Training Framework. Where possible we have aligned our workshops to the new competency standard units from the Training and Assessment Training Package – TAA 04. The workshops are:

- Working with Training Packages in VET
- Assessment -Building Better Practice
- Develop Assessment Tools
- Conduct Validation
- Develop Learning and Assessment Strategies

Workshops are held regularly in Sydney and major regional areas, and can be conducted on demand. DET can also customise these workshops for your organisation. Workshop costs vary from \$200 each (inc GST). To find out more, or to register on-line

check out DET's website, www.det.nsw.edu.au/industryprograms, under forums and events, or phone the Skills Development Unit on 02 9266 8135 or 02 9266 8541.

Corporate Partners for Change Graduates

Dianne Beamer, Minister for Western Sydney, presented certificates to trainees who had completed the Electrotechnology Corporate Partners for Change program. CPC is a unique initiative that works in partnership with government agencies, businesses and the community to address skill shortages and long-term unemployment in Western Sydney. It is supported by major industries and business associations which make a commitment to provide jobs/traineeships/apprenticeships to Western Sydney people who successfully complete nationally accredited vocational training.

Graduates, who ranged in age from 17 to 35, received a Certificate I in Electrotechnology and a Statement of Attainment in CII Electrotechnology Servicing for their efforts. A number of the modules the students have undertaken will count towards an electrotechnology apprenticeship. At least three of the graduates have already being offered employment in the industry and all others have been interviewed and should be placed in jobs with Electro Group or electrical contractors in the very near future.



Two of the ITAB's Directors spoke at the presentation, Norm Cahill the CEO of the Electro Skills Centre/Electro Group Training, and Joe Calabrese, Manager HSE Training & Procedures, Agility Services. Both praised the CPC initiative and the efforts of the graduates.

CPC has provided training and jobs for more than 350 socially disadvantaged people living in Western Sydney and has achieved, on average, a 90% success rate. Participants include early school leavers, long-term unemployed, people with disabilities, people

from non-English speaking backgrounds, mature age workers returning to work and public housing estate residents.

CPC is an initiative of the Office of the Minister for Western Sydney, in partnership with Electro Skills Centre and Electro Group Training and is funded by the Department of Education and Training. The next Electrotechnology program begins in June and there is currently discussion about the development of a program for the Gas industry.



EE-Oz Network – Western Australia

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The Industry Training Council in Western Australia has recently completed two Australia wide major research studies on behalf of EE-Oz that will impact upon training across the electrical, electronic and energy sectors. A brief synopsis of outcomes from each follows.

New Technology, Training and Public Funding: The Case for Greater Flexibility

Training in new technology presents a range of problems for managers of publicly funded institutions as it is difficult to determine which technologies are likely to become important for industry. Additionally, public funding is not always available when training package units of competency have not yet been written as is often the case in new technology training. The data for this qualitative report was collected from enterprises using new technology and from representatives of Registered Training Organisations (RTOs) who were involved in new technology training. The report also examines the underlying structure of the modern workplace in relation to individual motivation for new technology training, technology adoption processes, an ageing workforce and increased insecurity in employment tenure.

This report investigates the views of enterprises that are using new technology and how they respond to new technology training requirements. The report also investigates the views of trainers in public and private RTOs and the difficulties faced when they attempt to meet the requirements of industry for new technology training through the restrictions of publicly funded vocational education and training. The report suggests, as a main finding that differential funding be used where generic training costs are able to be reduced to allow for higher funding of new technology training through a more diversified process. This would include the use of private training providers by the publicly funded RTOs. The report also suggests that the public RTOs consider restructuring in order

to meet this requirement as well as to anticipate the impending retirement of a large percentage of the current publicly funded RTO workforce. Attention also needs to be paid to the development of teaching and learning materials in new technology using a voluntary and virtual community of interested persons. Career counseling is recommended to assist individuals in understanding how they can best utilise their skills in combination with upskilling.

Issues for Employment Based Training in the Electrotechnology and Energy Sectors

A number of themes evolve from both the qualitative and quantitative data.

- Whilst a healthy training ethos relative to many other sectors exists within the electrotechnology and energy industries, understanding and effective utilisation of the reformed training system is low.
- Whereby the issues of labour supply and demand and apprenticeship uptake as well as attrition have been widely previously discussed and reported, there seems little cohesive and overall industry strategy to address these issues.
- Senior RTO personnel from across Australia at a meeting in Perth in March 2005 indicated an improved uptake of apprenticeships (particularly in the electrical sector) for 2005. Whilst the uptake rate increases so equally withdrawals and cancellation rates are being maintained according to the National Centre for Vocational Education and Research, with trends differing across states.
- The principles, priorities and attitudes that underpin publicly funded training as managed by the states differ from state to state. This impacts upon the processes and the benefits available to enterprise and individual across the country. Whilst the rhetoric is about a national, industry driven electrotechnology and energy training system, the evidence indicates a more supply driven, state by state approach to be more a reality.
- The focus of the reformed system seems to revolve around the role of TAFE RTOs despite the universal acceptance of on-the-job training being the most effective as well as producing a better return on investment than other forms of training. This current focus is outweighing the need for governments to assist and support on-the-job training and workforce development.
- Part of the study involved an Australia wide job advertisement scan for the month of June across the

period 2001-2004. It was expected that this would demonstrate a move from advertising for generic electricians to more specialist requirements over the period. Whilst there has been anecdotal evidence that this was of a major dimension, that was not supported by the research data. As this data may have been skewed due to job advertisements being distributed to training package qualifications, the raw data in the appendices may also be of benefit to interested readers

- Positive initiatives and productive thought abound across the sector regarding employment based training. From the interview process, many believe an industry summit which brings together all the relevant players may be a valuable starting point for moving forward. There is clearly the need and appetite for sector models that address the issue of workforce development (one that integrates skills issues into wider industry planning) which encompasses a greater government focus on assisting enterprise investment in training

Currently, research projects to ensure specific Western Australian needs are being addressed in terms of both of the above.

A major study of the electronics/telecommunications sectors, both in a singular and overlapping context are also set down for 2005.



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New SA Skills Board Up & Running

The Skills Board in South Australia has held its first Board meeting under its new name and focussing on its changed role: to be the reference point for up-skilling, re-skilling, trend analysis, regional issues, national trends, and associated reference material. Over the course of the first year (2005/2006) detailed examination will be made in all industry sectors under our coverage, including Power generation, Renewable energy, Transmission and Distribution, Electronics, Refrigeration, Gas, Water, Communications and Electrical.

Powerline Apprenticeships

It has been pleasing to note the successes of the apprenticeships program being developed in SA for Powerline workers. Currently, there are 8–10 workers completing training each year, along with some overseas Powerline workers up-skilling to meet requirements. Together with System Electricians, 53 apprenticeships are in various stages of completion.

Priorities: Refrigeration and Data Comms

Two areas have been identified specifically by the Board for special attention – refrigeration and data communications – where employers are not able to find suitable applicants. In general, the demand is unfulfilled because there is no profile for careers in the industry among potential applicants either young people or mature age. The industry has a low profile because it is not being promoted to young people by vocational coordinators or in schools. There are a number of initiatives underway to address this problem. One of EEEWSB's initiatives is to create a focus group for Refrigeration. This focus group will look at creating printed promotional materials, and eventually a visual presentation of the refrigeration trade. It is hoped that efforts such as these will contribute in the trade eventually gaining greater profile. >

Emerging Affordable Technologies

The chairman of EEEWSB Mr L More visited Germany in April examining the production of future commercial and industrial power control technologies, followed by attending the Hannover Fair. In both cases the range and sophistication of emerging affordable technologies to apply to electricity and power-line industries is "staggering". Of particular note was the range of supply from former eastern block countries and underpins the constant changes because they are affordable that will flow through these industries in the near future: As a consequence, there will need to be training and up-skilling.

The Executive Officer is a representative on the PEEC Association, a body of industry practitioners advising on peak electricity minimisation where a multitude of technologies are being proposed to reduce peak use including the Shaw method of air-conditioning saving up to 50%, Economist addition to RAC reducing summer peak by 40%, ripple over powerline providing controls, and Sustainable Energy Credits and all these future technologies will require re-skilling. The EE-Oz Shared technology report is alive and well.

EE-Oz Network Queensland

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QUSITAB Electrical Seminar

28 July will see the annual QUSITAB Electrical Seminar take place. Once again the seminar will be held at the Queensland Rugby Union Club – Ballymore. Over 130 people attended last year's seminar with people from as far away as Cairns making the trip down to Brisbane to be involved.

This year, the focus of the day will be on Addressing Skills Needs. Once again, there will be a number of Key Note speakers from Industry and Government, as well as there being a facilitated forum with Industry and Government representatives discussing training issues with particular emphasis on training apprentices. Brochures about the seminar are due to be sent out in June.

Electronics Skills Formation Strategy

The Electronics Skills Formation Strategy that QUSITAB has reported on in recent Newsletters, is about to begin. The project will be run as a joint venture between the Department of State Development and the Department of Employment and Training.

This project is taking a collaborated approach between ITABs as well with the Queensland Manufacturing ITAB, known as the Queensland Industry Skills Council and QUSITAB involved.

The aim of the project is to develop strategies that address the manufacturing and servicing of electronics equipment. The process of appointing a Project Officer is being undertaken during the week that this article is being written and QUSITAB looks forward to this appointment of the Project Officer and the progressing of the strategy.

Electrotechnology Apprentices Numbers on the Way Up!

It will come as no surprise that the numbers of electrical apprentices in Queensland has been on the rise. A brief view of statistics gathered by the Department of Employment and Training shows a significant increase, when compared with results from 5 and 10 years ago (2004):

In Training Apprentices – All Electrotechnology Trades

1994	1999	2003	2004
2563	2999	3484	3771

New Commencements – All Electrotechnology Trades

1994	1999	2003	2004
897	1141	1153	1569

A real analysis of this data should also include cancellations, although anecdotal research highlights that many cancellations recommence with new employers and are therefore not always lost by the industry.

Cancellations/Withdrawals – All Electrotechnology Trades

1994	1999	2003	2004
247	256	346	504

The final statistic involves the completions. We need to keep increasing the rate and numbers of completions to try and meet the current industry skills shortage.

Completions – All Electrotechnology Trades

1994	1999	2003	2004
315	637	961	657

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Electrical Trade Nights

The Electrical Trade Nights held in Hobart (April 12th), Launceston (April 13th) and Ulverstone (April 14th) where a resounding success with approximately 400 people attending State wide. Participants heard presentations from Electricity Standards and Safety, Aurora Energy, TAFE Tasmania and Energy Skills Australia as well as having an opportunity to see the latest products displayed by a number of Electrical Wholesalers & Manufacturers.

VET in Schools

Energy Skills Australia has held a number of meetings with a number of Northern Senior Secondary Colleges and TAFE Tasmania in an effort to establish a VET in Schools Program for the Launceston area. The VET in Schools program which utilises the Certificate I in Electrotechnology (which contains a work placement component) allows students to undertake HSC studies as well as gaining a VET qualification. The program is currently running in the South of the State. It is hoped that the program will be available in Launceston in the 2006 school year.

EE-Oz Network – Victoria

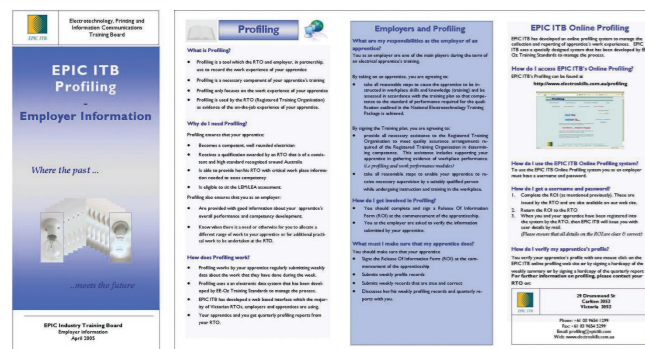
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With the increasing success of online profiling, the development of the Licensed Electrical Assessment (LEA) Centre at 29 Drummond Street, and the exciting plans arising from the newly formed Energy Skills Industry (ESI) Council, the offices of EPIC Industry Training Board have indeed been a hive of activity during recent months.

Profiling educational materials

The success and escalating inquiries from both employers and apprentices about profiling prompted EPIC to produce educational material detailing responsibilities and requirements of all parties in the profiling process. In consultation with RTOs, the ETU and NECA through EPIC's ElectroSkills Council, two frequently-asked-questions brochures were created, one directed at employers and the other at apprentices. These brochures will be widely distributed amongst the industry throughout the coming months.

Here is a sneak preview of EPIC's Employer Profiling Brochure:



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EE-Oz ACT / ACT ULMITB Industry Forum

The inaugural EE-Oz ACT / ACT ULMITB Industry Forum was held at the Craigieburn Conference Centre & Resort, Bowral on 28–29 April 2005. The forum was aimed at addressing current and new training arrangements, new workplace practices, licensing, regulatory and safety requirements that affect the ACT Electrical, Electronic, Refrigeration and Air-Conditioning and Electrical Supply Industries within the ACT.

Information regarding the National Training Infrastructure and Assessment service that is available in the Electrotechnology Industry was also presented. Additionally, incorporated into the forum was a series of Industry Sector workshops for each industry sector comprising the Electrotechnology Industry (Electrical, Electronic, Refrigeration and Air-Conditioning and Electricity Supply Industry) (Refer to attachment 2 for the Conference Schedule of Events).

This conference was well attended by a select group of Electrotechnology and Electrical Supply Industry members including representation from small, medium and large employers/contractors, public and private Registered Training Organisations (RTOs), Communication, Electrical & Plumbing Union (CEPU), National Electrical Contractors Association (NECA - ACT), New Apprenticeship Centres (NACs), State Training Authority (STAs), regulators, the Australian Safety Institute, ACT Workcover, Electrotechnology Industry Assessors and Ee-Oz Training Standards.

Discussion focused on the following areas:

- Area of Growth/decline in Industry
- Current Training Arrangements
- Emerging Technologies and future training requirements to address these advancements
- Changing workplace practices and future training requirements to address these changes

Mr. Darrell Hills (Chair of Ee-Oz ACT / ACT ULMITB) was the Master of Ceremony for the forum and the

following speakers were invited and presented to a knowledgeable and appreciative audience. Ee-Oz ACT / ACT ULMITB would like to thank the following speakers for their contribution to the forum:

Mr Mick O'Malley	Managing Director, Network Electrical Services Pty Ltd
Mr Peter Crowe	Managing Director Applied Building Services
Mr Greg Arnold	Manager Electrical Safety, BEPCON
Mr Erich Janssen	OHS Commissioner and Chief Executive Officer of ACT WorkCover.
Mr Tony Palladino	Chief Executive Officer, EE-Oz Training Standards
Mr Alex Frazer	Workplace Consultant, Connect Assess
Mr Peter Mulligan	Acting Manager, Program Evaluation & Planning, TAE Branch

Continuing Activities

EE-Oz ACT is at present assisting the Training and Adult Education section in initiating expanded qualifications delivery to the existing RTO network in the ACT. Industry is becoming aware of the potential to train across a range of VET qualifications, however, are being hampered by the unavailability of an RTO to deliver a specific of qualifications due to the diversity and the thin market conditions that exist in the ACT.

EE-Oz ACT / ACTULMITB has completed a project for the ACT Building and Construction Industry Training Fund Board to provide Industry Training advice across the Electrotechnology and Electricity Supply Industries.

This report will highlight the training needs of Industry and Individual enterprises to the Training Fund Board, allowing access to resources for individual companies and the Industry to up-skill the existing and future workforce.

EE-Oz ACT has just completed a Support Resource for VET teachers in the ACT. This resource is a generic document designed to assist VET teachers to navigate through the VET Training system.

Milestone

May 2005 marks the 13th anniversary of EE-Oz ACT / ACT ULMITB incorporation, however its operations commenced in October 1992. Board members that have been involved since its inception are Mr. Darrell Hills and Mr. Neville Betts. Mr. Bob Taylor has also been the Executive Officer of the ULMITB for this period of time.



GET ENERGISED ON TRADES

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TRAINING STANDARDS
AUSTRALIA