



Australian Government

AUSTRALIAN TRAINING AWARDS 2011

NOW HE'S COOKING!

COLIN WILSON—
AUSTRALIAN APPRENTICE OF THE YEAR

REACHING REGIONAL COMMUNITIES

TAFE SA REGIONAL—LARGE TRAINING
PROVIDER OF THE YEAR

NO PAWS FOR THOUGHT

JESSICA PENDLEBURY—AUSTRALIAN
SCHOOL-BASED APPRENTICE OF THE YEAR

Also in this issue:

Lifetime Achievement Award: **Stella Axarlis AM**

Employer of the Year: **Hutchinson Builders**

Australian Apprentice (Trainee) of the Year: **Abbey Sergeant**

Small Employer of the Year: **Murray Bridge Veterinary Clinic**

Aboriginal and Torres Strait Islander Student of the Year: **Joshua Toomey**

Small Training Provider of the Year: **Equalis**

Vocational Student of the Year: **Vanessa Corbell**

VET Teacher/Trainer of the Year: **Amanda Smith**

Industry Collaboration Award: **SPC ARDMONA in collaboration with
AMWU and the National Food Institute**

Skills for Sustainability—Educational Institution Award: **TAFE NSW—Western Sydney Institute**

Australian Apprenticeships—Employer Award: **Dardanup Butchering Company**

School Pathways to VET Award: **John Forrest Secondary College—MPA Skills Partnership**

Leadership in Quality Award: **Jeanette Allen**

Community Pathways to VET Award: **Western College**



Australian Apprentice of the Year
Colin Wilson

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A WORD FROM THE MINISTER

The Australian Training Awards recognise the outstanding achievements of individuals, groups, organisations and industries from across Australia for their significant contribution to Australia's vocational education and training (VET) sector. Winning an Australian Training Award is a commendable achievement and I extend my congratulations to each of the award recipients. Their stories of best practice and dedication are showcased in this publication and are testament to the diversity of excellence that can be found in the VET sector. To all of this year's finalists, many of whom are the best in their state or territory, your commitment and achievements to the VET sector are an inspiration to all of us.

The Australian Government, together with the state and territory governments, is committed to ensuring the quality of the VET sector and to providing a continuity of highly skilled workers, ensuring a strong and secure economy for Australia well into the future. To this end, we are investing in a range of initiatives to address the skills challenge confronting the economy and to ensure the benefits of economic growth are shared among all Australians. To give Australians the skills they need to make the most of the opportunities which lie ahead, we are working in partnership with industry to provide increased support and access to demand driven skills training. By working collaboratively with industry, we will reform the VET sector to improve its flexibility, responsiveness and social inclusiveness.

This year, the Australian Training Awards were expanded to include the National Focus categories. These categories recognise outstanding contributions towards the attainment of Australia's national VET sector priorities. This year's inaugural finalists and winners have made significant contributions to the sector at an individual, school, business or organisational level. Their achievements demonstrate the depth and range of excellence that exists across the sector.

I encourage you to take the time to read and be inspired by the stories of the winners and finalists of the 2011 Australian Training Awards.



Senator Chris Evans
Minister for Tertiary Education, Skills, Science and Research



NOW HE'S COOKING!

Australian Apprentice of the Year

The Australian Apprentice of the Year award is presented to an Australian Apprentice who has been outstanding in all aspects of their trade.



Colin Wilson

Victoria

Certificate III in Hospitality (Commercial Cookery)

As a child Colin Wilson regularly tended his parents' vegetable garden and helped prepare and cook meals. This love of food and of bringing people together through food is echoed in Colin's motto of 'full belly, happy family.' A qualified fitter and turner, Colin worked in various jobs and industries for twenty years before deciding to pursue his passion for food and cooking. In 2008 with the support of his wife and family, he left his well paying job to undertake a Certificate III in Commercial Cookery.

'Although it was a big decision to change careers, I believe you should follow a career path that involves something you are passionate about. I really believe that passion and planning were the keys to getting me through the last few years successfully,' Colin said.

Determined to succeed, Colin used his maturity to his benefit while completing his Australian Apprenticeship.

'I used my life experience to help me find the best way to get where I wanted to be. This helped me fast track my career by enabling me to gain competency in my studies as well as in the workplace.'

While gaining his qualification, Colin made sure to take advantage of every opportunity that came his way. As such, he competed

in individual and team competitions to increase his knowledge and experience.

Between 2009 and 2011 he was awarded a number of awards including Holmesglen's Iron Chef title, a silver medal at the 2010 AUSTAFE Culinary Challenge, a bronze medal in the 2010 Fine Foods Competition, and Best Overall Apprentice at the 2009 National AUSTAFE Culinary Challenge. Colin's success in these competitions led to him working with some of the most prestigious and best chefs in the world including Gordon Ramsey, Neil Perry, and Michelin Star chef, Thierry Marx in France.

'The benefits of competing are invaluable. By participating in competitions, I learnt the value of planning, preparation and research. I also realised the benefits of constantly improving my knowledge and skills. I found that whenever I prepared for a competition, by the time I turned up to compete, I had already gained so much that winning became unimportant. Through competing, I learnt how I worked under pressure, which had a direct effect on the way I conducted myself in the workplace.'

Colin now runs Chateau Yering's award winning Sweetwater Café in the Yarra Valley. This has inspired him to pursue further studies in Management and has awakened a passion for teaching.

'Once I complete my Certificate III in Training and Assessment I hope to be able to teach cookery part time. I also plan to own and run a small restaurant and I'm constantly planning and refining my ideas for that.'

'It was a really strong group of finalists—so I'm very honoured to have won.'

Colin Wilson

Australian Apprentice of the Year RUNNER-UP

Benjamin Standen

Tasmania

Certificate III in Hospitality (Commercial Cookery)

Benjamin Standen completed a Certificate III in Hospitality (Commercial Cookery) while employed at arguably Tasmania's best fine dining restaurant, Lebrina.

Benjamin had family responsibilities at a young age, but being able to study through on-the-job training while working full time made it possible for him to pursue a career in cookery while supporting his family.

Benjamin has a passion for food and loves his work at the award-winning Lebrina. With the support of his employer, Benjamin has been able to build his skills by attending special events like the Symposium of Australian Gastronomy and Crown Casino's Chefs in the City program in Melbourne.

In the next 12 months Benjamin hopes to promote vocational education and training throughout Tasmania, and he plans to travel to regional areas of south-western Europe the following year, to further his knowledge of food and cookery techniques.



100 YEARS STRONG

Employer of the Year Award

The Employer of the Year Award is presented to a medium to large enterprise which has achieved excellence in the provision of nationally recognised training to its employees.

Hutchinson Builders

Queensland

Established in 1912, Hutchinson Builders is Queensland's largest privately owned construction company, employing more than 1000 people including 160 Australian Apprentices. It is committed to developing in-house skills and spends about \$3.7 million annually on education and training. Hutchinson believes that one of the fundamental keys to achieving and sustaining high levels of motivation within its workforce is a comprehensive and committed approach

to the design and implementation of professional and personal development programs.

'At Hutchinson we offer a career not a job. We believe that people are our strength, therefore, we are continually building our capacity to provide our employees with skills and personal development support that stretches from recruitment right through to the tertiary level if needed. Our whole program is about valuing our employees and lifting their skills so that we can lift the capacity and capability of the company,' says Training Manager, Alan Waldron.

To support its employees, Hutchinson has developed a holistic Workforce Development Program which is structured around a series of teams that effectively operate as self-contained business units responsible for the cost-effective management of their range of projects. Hutchinson believes that the team-based structure not only provides numerous opportunities for diversification of

learning and skills development but has also led to increased productivity and higher apprentice retention rates. As evidence of this, Hutchinson has one of the lowest cancellation rates of apprentices in the industry, at less than 7 per cent.

Hutchinson's professional and personal development strategies are supported by the internal Workforce Development Group made up of professionals with education and training backgrounds. This group is responsible for developing strategies and resources, supporting mentors, coordinating key activities with strategic partners such as SkillsTech Australia and providing administrative support. Hutchinson is particularly proud of its involvement in the innovative Building and Construction Gateway School on the Gold Coast, in partnership with the Queensland State Government. The pre-apprenticeship program provided dynamic industry-based training to interested school students on a real construction site.

'Whilst there are many programs that provide simulated off-the-job experience for students in training, Hutchies believes that the only way to address the critical cancellation rates in the industry is to ensure that graduates have experienced real time work experience conditions so that they are fully aware of what their chosen career entails—both good and bad.'

2012 will see Hutchinson Builders celebrate 100 years of operations, but don't expect to see the company resting on its laurels.

'Whilst this award is a great start to our 100 year celebrations, 2012 will see a continued expansion of the company. As part of this expansion, Hutchies envisage that their Australian Apprentice numbers will continue to grow towards 200 and be spread across all our offices in Australia.'



Employer of the Year Award

FINALISTS

Sydney Ferries

New South Wales

Sydney Ferries is committed to providing a better, safer and more reliable ferry service for its 14 million customers each year, and has implemented a significant range of training and development programs to achieve this. Training initiatives and projects undertaken by Sydney Ferries cover all employees from induction to senior executive level, with an annual training plan for each crew member.

As a registered training organisation Sydney Ferries has sought to embed a 'training culture' within the organisation and to provide opportunities for professional development and promotion to its entire staff. Sydney Ferries has worked tirelessly over the last four years to build a nationally recognised maritime traineeship that integrates fully with on the job learning, leading to the position of Master Class 4. For Sydney Ferries investment in training and retaining employees is critical in avoiding the worldwide shortage of qualified mariners and keeping the ferries properly staffed in the future.

ETSA Utilities

South Australia

ETSA Utilities Training Services is a registered training organisation that delivers technical and safety-based training to ETSA Utilities' employees and external customers. There are 12 training programs covering 130 topics in areas including apprentices, powerline, electrical, mobile plant equipment and pre-employment programs. The primary qualification delivered is Certificate III in Electricity Supply Industry Distribution (Powerline). Training is delivered at dedicated training sites in Angle Park and Davenport (Port Augusta) and at depots across the State. 'Safe, skilled and committed people' is one of ETSA Utilities' key building blocks and this has created a culture that aims to help employees realise and grow their capabilities at the organisation, team and individual level. Training is woven throughout business planning at strategic and operational levels and includes individual performance plans to up-skill and motivate employees.

Traditional Credit Union

Northern Territory

Traditional Credit Union (TCU) was established as a Yolgnu-initiated response to the ongoing market failure and associated withdrawal of financial services by major banks from remote communities in the Northern Territory. Today, TCU remains Australia's only successful Indigenous member-owned financial institution, and has sustained the delivery of financial services to 11 remote communities over the past 15 years. TCU has a predominantly Indigenous workforce and has enabled major, ongoing cost savings to the Australian Government through being able to dispense with Centrelink entitlement payment by cheque, in favour of electronic payments to TCU members. It focuses on the social and economic wellbeing of members and communities in which it operates, and any profit earned is returned to the members in the form of education, employment, training and expanded services.

TCU's Structured Training and Employment Program has been a great success by supporting Indigenous Australians to take up training and employment opportunities. It is also supporting the sustainable financial independence for people in remote areas of Arnhem Land.

MAKING A DIFFERENCE

Australian Apprentice (Trainee) of the Year

The Australian Apprentice (Trainee) of the Year Award is presented to an individual who is undertaking a traineeship and has been outstanding in all aspects of their training.



Abbey Lee Sergeant

Western Australia
Certificate III in Community Services Work

An active member of her local netball, football and Rotary club means Abbey Sergeant is a well known and respected member of her community. Nineteen-year-old Abbey was always keen to stay in the Katanning Shire and make a positive contribution to her community. To achieve this she applied for a position as a trainee Youth Development Officer.

'I wasn't interested in moving away from Katanning.

So I decided to apply for an Australian Apprentice (Trainee) position because it meant I could finish my Certificate III in Community Services, while earning money and getting on-the-job training and experience,' Abbey said.

As a trainee Youth Development Officer, Abbey had a range of responsibilities which revolved around organising and delivering programs for young people in her community. She found working with experienced colleagues while learning how to implement programs to be extremely beneficial.

'During my traineeship I was always supported by a number of qualified people, all of whom were willing to share their knowledge and experience with me. Winning this award is not only great recognition for me, but it also recognises the Katanning Shire and everyone that helped me during my traineeship.'

In addition to delivering programs to young people in her community, Abbey was responsible for applying and administering program grants, producing a monthly newsletter and speaking to local high school students about upcoming events.

'It is really rewarding working on programs that help our disengaged youth continue learning or find a suitable career path,' Abbey says.

Even though she has to sacrifice some evening and weekends, Abbey takes immense satisfaction from her work.

'One of the key challenges working in Community Services is that a lot of work happens after hours and on weekends. As a young adult this can have a negative impact on your social life, however I have found being responsible for coordinating a successful event or program outweighs the sacrifices I have to make. One of my proudest achievements has been planning, organising and running the Graffiti Art Workshops that were held every Friday night for 12 weeks. Even though we would sometimes only get a few people, the satisfaction the youth were getting out of the workshops, kept me going because it meant that my program was working.'

Since successfully completing her traineeship Abbey has gained a position as a personal assistant to the acting Chief Executive Officer of Katanning Shire. Abbey would eventually like to further her studies at university, but until then she is more than happy to keep making a difference in the Shire of Katanning.

'During my traineeship I was always supported by a number of qualified people, all of whom were willing to share their knowledge and experience with me.'

Abbey Lee Sergeant

Australian Apprentice (Trainee) of the Year RUNNER-UP

Amanda Divola
Victoria
Certificate III in Retail

In 2010, while still completing a Certificate III in Retail at BendiGOTAFE, Amanda Divola realised her goal of opening her own business, Sweets and Treats Café and building her own home in Wedderburn, Victoria. One year later, her training is complete and her business is booming.

Initially worried that study would be too difficult for her, Amanda thrived in the course and says it has given her self-confidence, independence and a great deal of pride.

Training has not only enabled Amanda to grow and improve her business, it has given her the ability to train four employees (one being a trainee) and share her knowledge to continually develop their skills.

Amanda recently won BendiGOTAFE's Student of the Year Award in the traineeship category and also won the Food, Wine and Hospitality and Young Achiever categories the 2011 Loddon Powercor Excellence Awards.

In the year ahead she aims to keep her business strong, to show young people can achieve anything they put their mind to.



THEY'VE GOT TRAINING LICKED

Small Employer of the Year

The Small Employer of the Year Award is presented to a small enterprise which has achieved excellence in the provision of nationally recognised training to its employees.



Murray Bridge Veterinary Clinic

South Australia

The Murray Bridge Veterinary Clinic (MBVC) offers high quality animal veterinary services to all creatures great and small in the rural South Australian town of Murray Bridge and its surrounding districts. MBVC is committed to investing in vocational education and training (VET) in order to create a satisfying, productive working environment for its staff. MBVC provides nationally accredited training qualifications to every staff member and complements this with a range of internal and external training opportunities.

Practice Manager, Jacqui Kempe believes that a large part of the success of MBVC is due to its focus on staff development.

'For us it's about seeing people develop their careers within the business and seeing people have opportunities—particularly in the rural setting that we're in. Training, which is intrinsically linked to the goals of the Clinic and improved business performance, contributes to a happy productive team of employees who can prosper and develop personally while developing professionally in their careers. This award is fantastic recognition for our staff and what they have achieved,' Jacqui said.

MBVC also understands that individuals have different learning styles and training requirements. Staff members are, therefore, responsible for identifying their training needs and interests and developing personalised training plans. Individual training plans are then implemented through an internal mentoring system.

'Our veterinary nurses spend one day a week at TAFE then on-the-job we give them a senior nurse to mentor them so what they are learning at TAFE is brought into the real world and they can become competent within the workplace.'

To further cater for the individual needs of staff, MBVC offers multiple modes of training delivery, including online programs. MBVC staff participate in internal, formal fortnightly training and all staff have participated in external study via conferences, workshops, seminars and webinars. TAFE SA training is integrated with in-clinic training, with trainees and veterinary nurse students working with mentors and participating in case studies alongside their formal lectures and workshop training.

'Improved business performance and profitability are some of the significant benefits that can be attributed directly to our staff training. Of equal importance are the benefits we have seen through improvement in staff morale, in-house communications, and consistency in quality patient care and customer service—all of which result in improved customer satisfaction.'

'For us it's about seeing people develop their careers within the business and seeing people have opportunities...'

Jacqui Kempe

Small Employer of the Year FINALISTS

Gold Medal Services Northern Territory

Gold Medal Services is a family owned business that has been operating in Darwin since 1996. The company offers quick response maintenance plumbing, and prides itself on a high standard of workmanship and customer service to ensure jobs are attended to promptly and fixed right the first time. Training is a core function of the business, creating a multi-skilled, confident and happy workforce. Gold Medal Services has commenced 16 apprentices over the past 15 years, a significant achievement for a small business, with each apprentice attending two months off-the-job training at Charles Darwin University. Husband and wife team John and Jackie Maclean enjoy watching their employees grow and develop, especially their apprentices, into fine trades people. The company is proud of its achievements and the contribution it has made to skills training in the Northern Territory.

RNR Hairdesigners Queensland

Jody-Renee Ridgeway and Corey Roberts opened RNR Hairdesigners at Peppers Pier Resort four years ago and now have a workforce of six. Training has been an important part of the business from the beginning. About 10 per cent of turnover is committed to training, which is subject to continuous review and evaluation, both internally and through regular communication with TAFE trainers. Training is offered in work time when possible, with costs covered by the salon. Jody-Renee and Corey are proud to have guided employees through to successful completion of their apprenticeships and many have won awards along the way.



LIGHTING THE WAY

Aboriginal and Torres Strait Islander Student of the Year

The Aboriginal and Torres Strait Islander Student of the Year Award recognises the achievement of an Aboriginal or Torres Strait Islander student who displays a strong understanding and knowledge of the vocational education and training (VET) system and demonstrates the relevance of lifelong learning for themselves and their community.

Joshua Toomey

New South Wales
Certificate III in Electricity Supply Industry—Distribution (Power Line)

After hitting rock bottom and making the decision to take control of his life, Joshua Toomey joined Ausgrid in 2006 through their Aboriginal and Torres Strait Islander Pre-Apprenticeship Program. Joshua set about knocking down the barriers in his life that he had previously accepted. With focus and diligence he gained a highly sought after Australian Apprenticeship position and has now completed his Certificate III Electricity Supply Industry—Distribution (Power Line) and is proud to be a qualified tradesman.

'I decided I was going to be responsible and be a good role model for my child. It wasn't always easy getting up at five am for four years and dealing with different people, but the other side of the coin was that feeling I had of self worth,' Joshua said.

Joshua's strong academic achievements throughout his training reflect his dedication and determination to succeed, particularly as he began his pre-apprenticeship course with basic literacy and numeracy skills after dropping out of high school.

'Before, the 'c' word used to scare me because I had never 'c'ommitted to finishing anything, but I worked hard and kept it simple. I found extra help and just

kept coming back. My TAFE teachers walked with me and I put concentration into action. Now I love my job and the weapon of education. It's knowing—not guessing all the time, and asking questions for myself instead of relying on what someone else tells me.'

With his communication skills, self determination and remarkable ability to motivate and encourage others, Joshua has not only transformed his own life over the last five years but also the lives of many other young Aboriginal people who have suffered educational and social disadvantages. With an acute awareness of the barriers that face many Indigenous young people during and after school, Josh is now strongly involved in the Aboriginal and Torres Strait Islander Pre-Apprenticeship Program, actively mentoring and supporting the new students. In 2010 Josh developed a session for the program, called 'Getting Right For The Fight' which highlighted a range of ways that the students could prepare themselves for training and employment challenges. Josh has also participated in a range of leadership training programs, and is determined to support others in the way he has been supported.

'Before I always thought people were better than me. Today I'm comfortable with myself. What kept me going when times were tough was my TAFE teachers—I got so much kindness, respect and love from them that they moulded me back to life. Now I've won this award, I can pass all of this on to so many other people.'



'Now I've won this award, I can pass all of this on to so many other people.'

Joshua Toomey

Aboriginal and Torres Strait Islander Student of the Year RUNNER-UP

Calvin Buckle

Western Australia
Certificate III in Engineering (Electrical)

Calvin Buckle has a history of excelling. He was the first Indigenous 'Head Boy' of Aranmore Catholic College in 2005, the Tom Price NAIDOC Apprentice of the Year Award winner in 2010 and he has completed his Certificate III in Engineering (Electrical) with consistently high assessment ratings.

Currently working for Rio Tinto Iron Ore, Calvin finds the iron ore industry motivating and challenging and gives credit for his success to the support he has received from his trainers, employers and Apprenticeships Australia. Calvin feels that his success as a young Indigenous person is important for his culture and his industry as it shows there are many options for Indigenous people.

In addition to studying and working, Calvin spends time encouraging young Indigenous high school students in his community to look at the opportunities available to them through pursuing a trade and further training. He also volunteers his time for community projects in the Paraburdoo Shire. Calvin hopes to be in a position in the future to pass on the knowledge and skills he has gained from his trainers, employers and colleagues to other apprentices in the electrical trade.



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Australian Training Awards Magazine 2011

REACHING REGIONAL COMMUNITIES

Large Training Provider of the Year

The Large Training Provider of the Year Award is presented to a registered training organisation with more than 1500 enrolled students for outstanding achievement in all aspects of the delivery of vocational education and training (VET).

TAFE SA Regional South Australia

TAFE SA Regional delivers 573 nationally accredited qualifications at 43 campuses and learning centres across regional South Australia catering to the needs of more than 24,000 students.

Flexible delivery is embedded in program values, with courses using a range of delivery methods, including classroom, e-learning, work-based, self-paced and through recognition of prior learning.

As a public registered training provider, TAFE SA Regional supports South Australia's social and economic development through training that enhances career options, fosters regional employment and increases access for the disadvantaged and disengaged.

Managing Director, Denise Janek, believes that TAFE SA Regional prides itself on its ability to identify opportunities, overcome challenges and work with, and for, its culturally diverse communities.

'We use established and emerging technologies, including video conferencing and a variety of social networking tools, to deliver and assess flexible, innovative and high quality training programs. This enables us to continuously reshape our delivery profile in response to student, enterprise and community demand.'

'As an example, through a combination of e-learning and flexible delivery, TAFE SA Regional developed a tailored program to meet the needs of regional engineering employers and their staff. This has seen a nine-fold increase in the number of fabrication and welding apprentices trained in the State's Murraylands region in less than five years,' Ms Janek added.

Such a result has not only assisted the local employers in reducing travel costs and time out of the workplace for their apprentices, it has had enormous flow-on benefits to the local communities in which these businesses operate and the apprentices and their families live.

'We understand that the ability to create and build positive relationships with all of our stakeholders is the means to our continued success. We have, therefore, created an organisational structure which provides customer and account management services at all levels of the organisation.'

'Our very deliberate strategy to broaden and deepen levels of customer and market engagement has resulted in TAFE SA Regional managers taking a very proactive approach to the management of our product range. Our scope of registration is regularly and critically reviewed—in 2010 alone we made 78 additions and changes in response to changes in market demand.'

'Our staff are part of our community, they belong to the community and they work for the community. This is an award for our 1000 staff.'



'We understand that the ability to create and build positive relationships with all of our stakeholders is the means to our continued success.'

Denise Janek

Large Training Provider of the Year FINALISTS

South West Institute of TAFE Victoria

South West Institute of TAFE is the largest vocational education and training provider in south-west Victoria. The Institute offers over 400 nationally accredited qualifications, industry-specific short courses, workshops and training programs, in subject areas ranging from engineering to equine studies. Training is offered in the workplace, on-campus, off-campus and online.

Over the past three years, online and blended delivery has increased by 205 per cent. Youth enrolments have also increased significantly, growing 19, 25 and 43 per cent respectively in the three years since 2008.

In 2010, the Institute employed the equivalent of 308 full time staff, received 12,500 enrolments and delivered 2.5 million student contact hours, reflecting a steady growth rate of 15 per cent in student contact hours over the past five years.

TAFE NSW— New England Institute New South Wales

TAFE NSW—New England Institute (NEI) delivers an extensive range of training and assessment services through New England and the North-West region of NSW. NEI offers over 400 courses and provides training and learning pathways to over 20,000 students. With students from isolated communities, rural areas and large regional centres, NEI uses innovative and flexible solutions to deliver training to meet a range of educational, economic and social needs.

Acutely aware that people living in remote areas are at an educational disadvantage, NEI aims to break down these barriers with innovative and flexible solutions for the delivery of their training. Working closely with the community and industry groups, NEI meets a high regional demand for training in the farming and agriculture industry. With support from local industry, communities and partner universities, NEI are constantly working to ensure students of all ages, backgrounds and ability are engaged, inspired and supported in their training experience.



NO PAWS FOR THOUGHT

Australian School-based Apprentice of the Year

The Australian School-based Apprentice of the Year Award is awarded to a student who is undertaking a Certificate III or above qualification as a part time Australian School-based Apprentice. The award recognises the student's commitment to both their formal studies at school and in the workplace.

Jessica Pendlebury

Victoria
Certificate IV in Veterinary Nursing

A love of animals and a determination to fast track her career through an Australian School-based Apprenticeship has seen Jessica Pendlebury become the first student at her TAFE to complete a Certificate IV in Veterinary Nursing as an Australian School-based Apprentice. After successfully finishing a Certificate II in Animal Studies in Year 10, Jessica decided she wanted to be a fully qualified veterinary nurse by the time she completed high school in 2012.

'When I finished my Certificate II I realised I wanted to do more study but I was told that it was impossible to complete a Certificate IV at high school, however, I convinced GOTAFE to let me try. It's pretty hard to balance TAFE and high school, but if it's something that you love you've got to put your mind to it and keep working. I was shocked and privileged to have won this award,' said Jessica.

Jessica's persistence and ambition has been rewarded with the 2010 GOTAFE Outstanding Animal Online Student of the Year Award and the 2010 Assumption College Kilmore VET Student of the Year Award.

'There are just so many advantages to completing an Australian School-based Apprenticeship. You learn about your

chosen field through TAFE, and then you are able to put your knowledge into practice while you are at work—it makes learning easier and more interesting. Not only are there education advantages, there are plenty of personal ones too, including: gaining confidence, networking, gaining a better understanding of the industry, meeting new and exciting people and you are able to 'earn while you learn'. On top of this, you can come away from high school with your school certificate and a TAFE qualification.'

In addition to her studies Jessica is an active member of her community.

'I mentor younger students through tutoring both Animal Studies and Maths. I think it's important to help them get through their studies and because I've been there before I know what it is like and how important help is.'

Thanks to the Australian School-based Apprenticeship Program at GOTAFE, Jessica has guaranteed employment with her current employer once she has completed her VCE and is considering her options of either working full time or working part time and undertaking further tertiary studies.

'When I finish my Australian School-based Apprenticeship, I'd like to go to university to study Veterinary Science. I always wanted to be a veterinary nurse, but working in the clinic has shown me that Veterinary Science is what I want to do.'



'You learn about your chosen field through TAFE, and then you are able to put your knowledge into practice while you are at work...'

Jessica Pendlebury

Australian School-based Apprentice of the Year RUNNER-UP

Alexander Nikielski

South Australia
Certificate III in Electrotechnology Electrician

Having an interest in the principles of electricity, Alex Nikielski participated in on site electrical work experience placements through Years 10 and 11 in domestic, commercial and industrial settings. Even though he enjoyed all of these experiences he discovered his preference for industrial settings.

Alex says he decided to undertake an Australian School-based Apprenticeship as it enabled him to gain employment and learning opportunities while completing high school. He currently combines studying at high school, with working on-site and attendance at TAFE SA in order to complete his Certificate III in Electrotechnology Electrician. Elected trade leader for the Electrotechnology group at St Patrick's Technical College, Alex is also a keen boxer and cricketer.



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Australian Training Awards Magazine 2011

BREAKING DOWN BARRIERS

Small Training Provider of the Year

The Small Training Provider of the Year Award is presented to a registered training organisation with fewer than 1500 enrolled students for outstanding achievement in all aspects of the delivery of vocational education and training (VET).

Equalis Pty Ltd

New South Wales

Operating across metropolitan and regional areas of NSW, Equalis offers a wide variety of courses in the Community Services sector, including disability, youth, aged care and children's services. The organisation is dedicated to expanding the education, skills base and professional qualifications of people working within the Community Services industry. This industry is where Narelle Henry, Equalis's Owner and Director began her career and she is passionate and committed to ensuring clients supported by this industry receive the highest level of support possible.

Equalis' training services and models are aimed at building the professional capacity of those working in the industry by working creatively and on a one-to-one basis with students and organisations to provide training to meet their specific needs.

Equalis uses innovation and flexibility to ensure accessible, quality training regardless of geographical location, ability and financial capacity.

'We ensure that there are no barriers to training. It's not about distance, it's not about ability and it's not about finances so we continue to challenge ourselves to meet a variety of needs,' said Narelle.

Providing training to many rural and remote participants, Equalis has established a number of training

models to meet the needs of clients and enable participants to choose the model that works best for them. Equalis tailor their training to meet individual and organisational needs and provide a comprehensive student support system.

'Not everyone is able to commit to formal training 2-3 nights a week or some people may be located in a rural or remote area that, in the past, has limited access to formal training. In response to this, Equalis has established a number of training models that enable participants to choose the model that works best for them. All our training products are developed in-house. As such, they are contextualised to the learning and work environment—which enhances learner outcomes.'

A continuous improvement approach is embedded in Equalis' business practices, including research and investigation of e-learning technologies along with regular student and stakeholder consultation to ensure practices are contemporary and meeting the needs of both parties.

'Equalis will move into 2012 confident in what we are doing, so we will keep doing this plus we will invest further in our technology, our internal professional development and our student support systems. We plan to move to a cloud business system and student support system. We are excited about the future!'

The future certainly looks bright for this innovative training provider.

'We ensure that there are no barriers to training.'

Narelle Henry



Small Training Provider of the Year

FINALISTS

Flexible Training Solutions

Victoria

Specialising in the transport and logistics industry, Flexible Training Solutions (FTS) offers vocational education and training (VET) opportunities in subject areas including human resources, business sales and marketing and transport and logistics.

The company delivers customised training packages to respond to individual businesses standard operating procedures and policies, delivering on-site training to high profile clients including Coles Group and Star Track Express.

Despite many of its clients having branches in urban, rural and remote settings, FTS offers a consistent training program to all individuals across the country. FTS was nominated as a benchmark provider of VET to the industry during the last strategic national audit of the transport and logistics sector. The company was also a finalist in the 2011 Logistics Training Council Training Provider of the Year Awards.

Council for Aboriginal Alcohol Program Services Inc (CAAPS)

Northern Territory

The Council for Aboriginal Alcohol Program Services (CAAPS) is a community-based substance misuse service supporting Indigenous families experiencing alcohol and other drug issues. As a registered training organisation, CAAPS delivers nationally accredited courses in community services to a number of remote and urban groups and communities.

Through its training, CAAPS aims to strengthen communities and improve their access to resources and support networks; increase employment opportunities and decrease the feeling of vulnerability often experienced by Indigenous people in communities; improve opportunities for the development of children as families are freed from dependence on welfare; and increase engagement with schools about employment responsibilities.



IN FULL BLOOM

Vocational Student of the Year

The Vocational Student of the Year Award recognises an outstanding student's achievement in a course of study leading to a nationally recognised qualification.



Vanessa Corbell

South Australia
Certificate III in Floristry

Vanessa Corbell believes that if an opportunity presents itself, you should grab it with both hands. Vanessa's passion for floristry began after a work accident in 2004 forced her to change career paths, and led to a job learning the basics of floristry. While she was unable to secure a traineeship in floristry at this time her passion for floristry never waned and in 2008 she commenced a Certificate II in Floristry at TAFE SA Adelaide North Institute. Through her

studies Vanessa was able to gain employment in the floristry industry where she could practice her skills and develop her talents further.

'So many people I speak with say that they have a dream, however they're not following it. Vocational education and training has allowed me to pursue my dream,' says Vanessa.

Despite being diagnosed with severe dyslexia, Vanessa excelled in her vocational education and training studies with her skills being recognised and rewarded both at a state and national level. She was awarded first place in South Australia in the 2010 Oasis Designz Cup Competition and second place in the 2010 South Australian district Interflora Rising Star competition. She was also the recipient of the inaugural Interflora student award of distinction and 2011 South Australian district and national winner of the Interflora Florist of the Future competition.

'Being part of and competing in floral competitions has really helped me to develop and broaden my skills and knowledge as a florist. It has given me the opportunity to compete against and work alongside the best of the best in the industry. The competition environment has really opened my eyes to the wealth of skill, talent and knowledge we have right here in Australia.'

While pursuing further study in Certificate III in Floristry, Vanessa found she was often pushed beyond her comfort zone, but she believes these experiences enabled her to gain confidence in her skills and highlighted to her what she is capable of achieving.

'I know that my training pathway has been and will continue to be crucial to my career and successes. To date my proudest moments in life and career can all be attributed to my training. I'm overwhelmed to have won this award.'

Vanessa is now working full time as a qualified florist while continuing her studies part time to ensure her skills are always of the highest standard. She is currently enrolled in Certificate IV in Floristry which she hopes to complete in 2012 and is very excited about the introduction of the new Diploma of Floristry Design. She believes that a Diploma qualification will open even more doors for her, provide her with an edge in a very competitive industry, and help her to achieve her ambition of one day owning her own business.

'To be able to keep up to date with current trends, I will continue on this training pathway for the rest of my career in order to continue to be successful. I would also love to teach and inspire younger students and represent Australia at the Interflora world cup.'



'To date my proudest moments in life and career can all be attributed to my training.'

Vanessa Corbell

Vocational Student of the Year

RUNNER-UP

Jonté Pike

Western Australia
Advanced Diploma of Fashion Design

In 2001 Jonté Pike's family immigrated to Australia from South Africa. Motivated, focused and talented Jonté has always wanted to be a successful fashion designer. In pursuit of her dream she enrolled in an Advanced Diploma of Applied Fashion Design and Technology in 2008.

Despite her youth, Jonté has achieved an enormous amount of success and recognition in the competitive world of fashion. Her ethnic influenced designs have been featured in a range of publications and catwalk shows. Jonté believes her success is in large part due to her vocational education and training course provided by Polytechnic West. As part of her studies she has developed and expanded her skills through work placements.

She has also had the opportunity to meet several Australian fashion industry icons and showcase her label *Jonté* at the Perth Fashion Festival, Melbourne Fashion Aid and in Japan.

Besides developing her own label, she hopes to show her designs at Sydney Fashion Week within the next two years and become an ambassador for the West Australian fashion industry. Jonté also intends to complete her Associate Degree in Fashion and immerse herself in the commercial market.

'Participating in the Australian Training Awards was an invaluable experience for me. It has opened my eyes to the range of opportunities Australia has to offer its upcoming talents,' says Jonté.



MASTER CLASS

VET Teacher/Trainer of the Year Award

The VET Teacher/Trainer of the Year Award is presented to a VET Teacher/Trainer who has demonstrated excellence and innovation in the delivery of nationally recognised training to students at a registered training organisation, or in partnership with a registered training organisation.

Amanda Smith

Western Australia

Amanda Smith is passionate about food and wine. For more than 30 years she has worked in the hospitality industry in both Australia and the United Kingdom as a chef, manager and trainer. Since 2005 in her role as a lecturer at South West Institute of Technology, she has been providing off-the-job training in Commercial Cookery to apprentice chefs from the Margaret River region. Through her training, Amanda aims to give students an

appreciation and understanding of the South West's local produce. In her highly practical 'Paddock to Plate' class, students meet with farmers, foragers, olive oil experts, truffle growers and vignerons to hear stories behind the food and how it gets to the table. Students also have the opportunity to press grapes and hunt for truffles and native bush foods indigenous to the area.

'Many apprentice chefs were perhaps too familiar working with food which arrives in their kitchens already picked, pressed, slaughtered, sliced or packaged. I believe the chefs of tomorrow require exposure to the realities and appreciation of how produce ends up in the kitchen; to enable educated preferences for sustainable and ethically sourced food and to be able to make choices about what produce to use on their future menus,' Amanda said.

As part of her training, Amanda also organises practical experience for her students through events such as the Leeuwin Estate Concert and the Margaret River Wine Region Festival.

'Through participating in authentic events students have experiences which cannot be recreated at an institutional level.'

Amanda has recently developed a Certificate II in Hospitality course known as 'Yummy Mummies', tailored for women with school-aged children.

'The motivation for this course came about as a contemporary approach to skilling our local workers particularly women in their 20 and 30's with children at school. I identified these women as needing re-skilling or as a potential existing workforce that could be used in the hospitality sector. The classes are held in school friendly hours to ensure any disruption to family life is minimised.'

To continue her professional development, Amanda recently visited China and Singapore as a guest chef. This year she plans further travel to broaden her knowledge and skills.

'Winning this award is a huge recognition and fantastic validation of the programs that I run. It will allow me the opportunity to travel to London and Paris in June and July 2012 to continue my professional development. During this trip I will visit other culinary institutions with a view to looking at programs I may be able to adapt to my institution and region.'



'Winning this award is a huge recognition and fantastic validation of the programs that I run.'

Amanda Smith

VET Teacher/Trainer of the Year Award

RUNNER-UP

Lewis Vaughan

South Australia

After 26 years of teaching at TAFE SA Adelaide North Institute Dr Lewis Vaughan remains very passionate and enthusiastic about animal science and technology. He believes that students must see the relevance of their studies to their current and future lives in order to enjoy and be engaged in the learning process. To this end, his classes involve hands-on practical investigations and access to expertise, facilities and resources beyond those available in the TAFE environment.

Testimony from his students support his dedication, his ability to make every class interesting and particularly his skill to accommodate students who are at a range of levels and abilities.

Lewis is committed to his own continued learning and has obtained postgraduate qualifications in adult education and management and has attended industry based professional development at many local and interstate institutions such as the Garvan Institute of Medical Research.

Next year Lewis will be undertaking exams in order to obtain membership with the Animal Welfare chapter of the Australian College of Veterinary Science. After this he is hoping to join the Education cross-sectoral group in the development of the National Animal Welfare Strategy.

'Gaining the runner-up VET Teacher/Trainer of the Year has fired up my enthusiasm to promote the role and status of animal carers, veterinary nurses and technicians in the animal industry sector.'



FINDING COMMON GROUND

Industry Collaboration Award

The Industry Collaboration Award is presented for exemplary skills development collaboration between an employer or industry body and, at least, one other organisation.



SPC ARDMONA in collaboration with AMWU and the National Food Institute

Victoria

Changing labour market conditions and a desire to support food processing industry workers led to a unique collaboration between SPC ARDMONA and the Australian Manufacturing Workers Union (AMWU). Occasionally on opposing sides of the bargaining table, SPC ARDMONA, the AMWU and NFI collaborated to develop an induction-to-leadership training program for more than 2000 workers, across three sites, in the Goulburn Valley.

With the financial support of government, the two parties successfully implemented training plans in conjunction with their registered training organisation, the National Food Institute. Resources were tailored to meet SPC ARDMONA site requirements with the delivery of training stretching over a 24 hour cycle, five days a week. The off season was used to increase off-the-job training, so more on-the-job training could be applied during the busy season.

'The collaboration has given all employees the opportunity to undertake Certificate I through to Certificate III courses, which has led to nationally recognised qualifications in the areas of food processing and transport competencies. The Certificate I has been delivered to over 1000 employees and has become the agreed induction program and minimum qualification for the site. The Certificate II and III are being delivered to operators and team leaders and have proved

effective and beneficial for both the individuals and the organisation's performance. Extension of the collaboration is planned in the future to provide employees with the opportunity for higher qualifications. The next steps include the introduction of a Certificate IV in Food Processing. Beyond this, the opportunity for a Management Diploma is being considered,' says Nick Bartholomew, Employee Engagement and Training Manager at SPC ARDMONA.

As a result of the collaboration the company and individuals have enjoyed bottom line, financial and equity benefits.

'The link between skill, accountability and pay is now much clearer and the importance of broad skills and knowledge to company success is better understood. The general community has also benefitted through the skill development of the employees, improving labour force flexibility and quality of service.'

Victorian AMWU Regional Secretary for Food and Confectionary, Tom Hale believes the collaboration was a success as it was mutually beneficial.

'Both parties had common goals, the AMWU wanted what was best for its members and SPC ARDMONA wanted highly skilled employees and it was really a matter of getting to a position where both of us understood that we would be more able to achieve our goals by working together. The workers who participated have recognised the benefits of this to themselves and the company,' Tom said.

It is hoped that the collaboration will continue well into the future and provide an opportunity for both permanent and seasonal workers in this rural community to gain a qualification.

'The general community has also benefitted through the skill development of the employees, improving labour force flexibility and quality of service.'

Nick Bartholomew

Industry Collaboration Award

FINALISTS

Service Skills SA—The Retail Executive Program

South Australia

Service Skills SA has partnered with registered training organisations, peak industry bodies, key employers and industry leaders to implement The Retail Executive Program to deliver Certificate IV and Diploma level qualifications in Retail Management.

The retail sector is a diverse and competitive environment. The Retail Executive Program offers skill recognition, case management, mentoring and support to boost the profile of the retail industry, attract and retain staff and assist participants in successfully acquiring their qualifications.

The Four Chefs Project

Australian Capital Territory

The Four Chefs Project was founded by four top Canberra and New South Wales Capital Region chefs, Tom Moore, Ross O'Reilly, Andrew Hollands and Chris Whitcock.

With an aim to help shape the culture of professional cookery in Canberra and to reach out and give back to the community, The Four Chefs Project developed and implemented an extracurricular program for all their staff, but particularly for their apprentice chefs, whereby they could foster personal and career development and encourage learning at levels above and beyond the standard criteria.

Determined to excel in the field of apprentice training, the Four Chefs Project's founders—described as driven young entrepreneurs—are accredited trainers and assessors with a shared philosophy to create success through knowledge, commitment and networking.



THE FUTURE LOOKS GREEN

Skills for Sustainability—Educational Institution Award

The Skills for Sustainability—Educational Institution Award recognises an education provider that demonstrates outstanding achievement in delivering qualifications and skills in sustainability, through programs, products and practices in nationally recognised training.

TAFE NSW—Western Sydney Institute

New South Wales

Leading the way in systems and skills thinking for environmental management and sustainable education, TAFE New South Wales (NSW)—Western Sydney Institute exemplifies best practice as a responsible corporate citizen. For Western Sydney Institute, sustainability is more than a single program or initiative; it is a whole of business philosophy in the delivery of green skills training to 114,000 individual, community and industry learners.

‘As the urban sprawl continues and domestic and rural land holdings shrink, sustainable practices in agriculture, horticulture and food production are becoming more crucial. Our implementation of sustainable solutions in traditional workplace practices has attracted widespread industry interest and enabled the Institute to forge strong industry partnerships to reduce their carbon footprints and make ‘going green’ a reality’.

With our industry partners we are leading training and research in vertical and rooftop gardens, land conservation and regeneration, and the latest farming technologies.’ explains Susan Hartigan, Western Sydney Institute Director.

Western Sydney Institute has leveraged industry partnerships and industry-led projects to access new and emerging technologies and practices, enabling training for new skills in state of the art facilities. The world class EcoSkills Centre and Green Skills Hub are flagships of the Institute’s systemic green skills philosophy.

The Green Skills Hub models sustainable practices and delivers a wide range of Green Skills sets and qualifications utilising emerging technologies in building management systems, carbon dioxide refrigeration technology and renewable energy systems. The innovative design enables multidiscipline, inter-related training across a range of areas including Building and Construction, Electrotechnology, Plumbing, Refrigeration and Information Technology.

The EcoSkills Centre comprises a green house, solar panels and gates, wind turbine, decagon with green roof panels and vertical gardens. Qualifications are delivered in areas such as sustainable management practices in agriculture, horticulture, farming; green roof gardening and food production to urban and rural communities. Community benefits include an improved environment for healthy living and well-being through sustainable practices and eco literacy.

Western Sydney Institute’s holistic approach is bringing sustainability to life and leading the region in environmental sustainability training for a sustainable future.

‘We’re very excited and humbled to have won this award. It is the culmination of a three year journey—we won the Large Training Provider last year and now we’ve won the Skills for Sustainability this year. We think this is a good indication of what we’re doing, the good work we’re doing in Western Sydney and the direction in which we are heading,’ adds Susan Hartigan.

‘Our implementation of sustainable solutions in traditional workplace practices has attracted widespread industry interest...’

Susan Hartigan



Skills for Sustainability—Educational Institution Award

FINALISTS

TAFE NSW—Illawarra Institute

New South Wales

TAFE New South Wales—Illawarra Institute delivers vocational education and training (VET) to meet the challenges of the changing national work environment by focusing on skill shortages, an ageing industry workforce, new models for Australian Apprenticeships, demands for re-skilling in trades and ways to retain young people in training. Each year, the Illawarra Institute provides VET training to over 34,000 students.

The Illawarra Institute has demonstrated environmental commitment and leadership in sustainable work practices through its internal operations and culture. Silver Recognition in the NSW Sustainability Advantage Program for innovative environmental and sustainability achievements, has enhanced the Illawarra Institute’s credibility with industry and community partners. These partnerships have increased engagement in environmentally sustainable practices across the region.

The Yallah Campus is an established green campus for environmental sustainability and demonstrates the ethos ‘Think Global—Act Local’. In 2011, educational staff completed targeted Green Skills programs and 10 per cent of student enrolments are in designated Green Skills training.

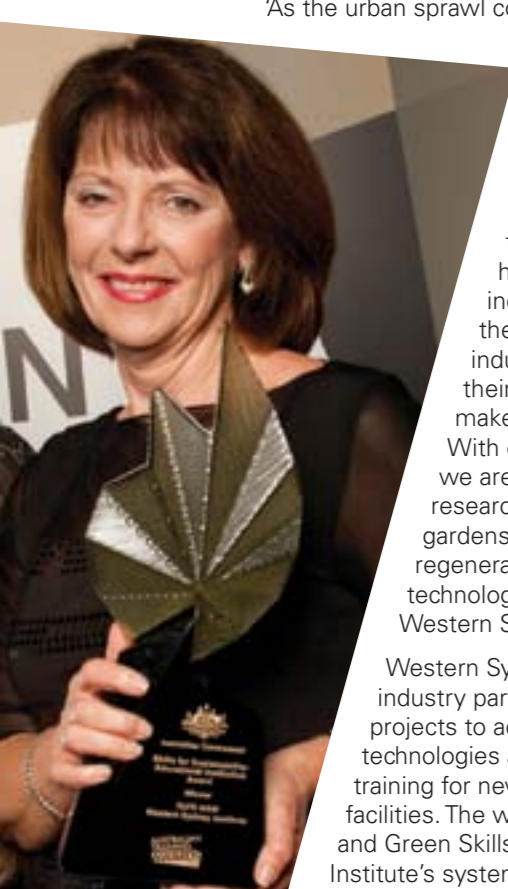
TAFE NSW—Northern Sydney Institute

New South Wales

When it comes to sustainability TAFE New South Wales—Northern Sydney Institute (NSI) practise what they teach. As a whole organisation, NSI’s environment management system is certified to ISO14001 standards for the delivery of more than 450 vocational education and training (VET) programs to over 50,000 students. NSI offers nationally recognised training in emerging skills for sustainability such as renewable energy and green plumbing. It is also a pioneer of conservation and land management programs, providing training in a range of courses including; bush care and ecological principles for biological control.

NSI’s influence in sustainability goes beyond teaching to the behavioural change of staff, students and industry clients, creating a multiplier effect for a more sustainable society. NSI is committed to embedding sustainability in all courses and training delivery, business operations, staff development, governance and communication processes, and recognition of staff and student excellence and innovation in skills for sustainability.

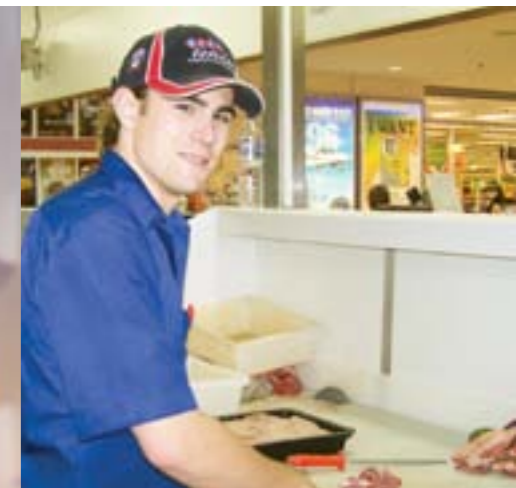
NSI extends leadership through partnerships with enterprises, government agencies, other TAFE Institutes and universities to proactively meet the challenges and opportunities of an energy efficient and ecologically sustainable economy.



CARVING A NICHE

Australian Apprenticeships—Employer Award

The Australian Apprenticeships—Employer Award recognises those employers who have made innovative improvements to training Australian Apprentices in Australia.



Dardanup Butchering Company

Western Australia

Dardanup Butchering Company (DBC) is a family-owned company situated in the South West of Western Australia. Founder, Frank Panizza, commenced operations in 1948, delivering door-to-door, the freshest and best red meat products that money could buy. Today, DBC employs over 200 Western Australians and is the only major integrated multi species abattoir in the state. DBC is comprised of five retail outlets, strategically located throughout the South West, three food service

divisions, an abattoir and a variety of complementary departments, each of which requires highly skilled and specialised staff in order to run profitably and effectively.

When DBC found modern butchering training did not expose its Australian Apprentices to the wide range of animals necessary to their business, it went about designing its own training courses in conjunction with registered training organisation Training Solutions Australia. These days most training is on-site which means employees do not have to make a two hour trip to Perth to undertake training.

'Every employee likes to feel valued and part of that feeling of being valued is being trained correctly. DBC realises skilled staff are more productive, efficient and dedicated. Therefore, we offer nationally recognised

training to every employee relevant to their role,' says Training Coordinator, Crystal Potter.

DBC credits its high level of employee retention and satisfaction with the provision of nationally recognised training.

'Our experience with vocational education and training has been extremely positive over the years. We've found qualifications specific to our industry are well planned whilst allowing adjustment for specific skill acquisition to shape our future workforce. At the moment, we have 35 Australian Apprentices completing Certificates II through to IV and four employees studying at the Diploma level.'

The provision of training not only provides immediate improvements on-the-job in regards to performance, yields, attitude and attendance, but it also prepares employees for future job responsibilities.

'Planning for the future is imperative, hence our recent initiative of employing Australian School-based Apprentices which has been a very rewarding project for us. While some business' shy away from employing Australian School-based Apprentices due to the training requirements involved, DBC looks at it as a great opportunity to train and skill our future workers the 'DBC Way'. We are trying to prevent 'True Butchers' like the good old days becoming a dying breed. It is an amazing honour to be recognised for our efforts, in 2012 we aim to further improve our training strategies, take on more apprentices and continue striving to be an employer of choice.'

'Every employee likes to feel valued and part of that feeling of being valued is being trained correctly.'

Crystal Potter

Australian Apprenticeships—Employer Award

FINALISTS

Essential Energy

New South Wales

Essential Energy has the unique responsibility of building, operating and maintaining Australia's largest electricity network—delivering essential services to over 800,000 homes and businesses across 95 per cent of New South Wales and parts of Queensland and Victoria.

As one of New South Wales' largest employers, Essential Energy has 4,600 employees, including 516 people undertaking vocational education and training (VET) qualifications of which 412 are Australian Apprentices.

Essential Energy sees the provision of nationally recognised training to its staff as one of its most important functions particularly while facing ageing workforce and skill shortage challenges. Essential Energy's safety and competency focused VET training delivery has contributed to the organisation's enviable retention rate of 98 per cent of its Australian Apprentices completing their trade.

Thiess Pty Ltd

Queensland

Thiess is one of Australia's leading construction, mining and services company and is committed to providing innovative vocational education and training (VET) programs for its employees including its 110 Australian Apprentices. With operations across Australia, New Zealand, Indonesia and India, Thiess requires a highly-trained workforce to deliver more than 200 quality projects in Australia and abroad.

Thiess is committed to investing in its future to ensure the company grows whilst retaining quality skilled workers. Of the 110 Australian Apprentices employed by Thiess, many are from Indigenous and non-English speaking backgrounds. With an 85 per cent completion rate, the Thiess Plant Apprentice Program is one of the most successful in Australia. Such positive results assure that Thiess will continue to build its skilled workforce to reach and exceed its own standards, and reach and exceed the highest possible industry standards.



INSTEP WITH THE TIMES

School Pathways to VET Award

The School Pathways to VET Award recognises eligible organisations including schools, registered training organisations, industry bodies and employers that have collaboratively delivered an excellent vocational education and training (VET) program to secondary school students.

John Forrest Secondary College—MPA Skills Partnership Western Australia

Perth based John Forrest Secondary College (JFSC) caters for approximately 700 students drawn from broad socio economic and ethnic backgrounds. The College's longstanding INSTEP program provides the framework through which a suite of vocational education and training (VET) pathways are provided for up to 100 students each year.

The College's Principal, Di Turner believes the INSTEP program has been successful as it:

'Provides flexible scheduling for students in Year 11 and 12, allowing them to engage in VET programs, traineeships and targeted workplace learning for two days each week. This means students can complete their secondary schooling, achieve Secondary Graduation and receive a Western Australian Certificate of Education on completion of Year 12, whilst also completing accredited training qualifications.'

In 2006, the College and MPA Skills (the principal training arm of the Master Plumbers & Gas Fitters Association of Western Australia and the Master Painters Australian Association) identified an opportunity to address the skills shortages in the plumbing trades while creating a greater variety of VET pathways for students. Since that time a unique partnership has evolved between

JFSC and MPA Skills to deliver Certificate II pre-apprenticeship or Certificate III apprenticeship programs in plumbing and gasfitting and painting and decorating at the College's state-of-the-art Trade Training Centre through the INSTEP program.

Through these programs, students begin the first stage of a mapped and highly supportive lifecycle for employment that begins with the integration of Australian School-based Apprenticeships within the senior school curriculum. This pathway continues through to potential employment by MPA Skills as a full time Australian Apprentice on completion of Year 12 or in lieu of finishing secondary schooling. In 2011, 15 plumbing pre-apprentices, eight painting and decorating Australian School-based Apprentices and 260 Try-A-Trade students were engaged in these opportunities.

'Try-A-Trade is an excellent opportunity to help students make an informed decision about a career in plumbing and gasfitting or painting and decorating. Try-A-Trade is a short practical 2 day hands-on program aimed at providing students with some insight into plumbing and gasfitting or painting and decorating,' says Di.

The program is expanding with student numbers increasing each year.

'Awareness of the program within schools and the community is continuing to grow—winning this award will certainly help people become more aware of the program and what it has, and can, achieve. We are confident that the program has a sustainable future.'



'Provides flexible scheduling for students in Year 11 and 12, allowing them to engage in VET programs, traineeships and targeted workplace learning...'

Di Turner

School Pathways to VET Award

FINALISTS

Bendigo Senior Secondary College Victoria

Individual student need is a key driver of the Bendigo Senior Secondary College (BSSC) curriculum. As such, BSSC in collaboration with external providers, offers each of its 1,650 students access to vocational education and training (VET) qualifications across a broad range of industry areas. Currently, there are 633 students enrolled in 670 courses, through 23 VET programs.

Self-selection into one of eight Pathway Communities ensures students receive targeted support to optimise their individual development. The flexible curriculum provides all students with achievable learning options and multiple transition points. Within this framework, its innovative Applied Learning Program allows students (256 in 2011) to combine VET with a mix of applied learning subjects, academic subjects and workplace learning. This highly successful program has improved the uptake of VET qualifications and student learning outcomes—notably an increased completion of senior certifications, a decrease in early exits and a shift to sustainable post schooling destinations.

Southern Cross Catholic Vocational College New South Wales

Southern Cross Catholic Vocational College (SCCVC) is committed to providing high quality personalised learning focussed on delivering vocational education and training (VET) qualifications. Since 2010 the \$23 million state-of-the-art college has offered 19 VET qualifications to its 220 students.

SCCVC students typically undertake three vocational course offerings, together with other complementary courses, to pursue their post school ambitions while successfully meeting nationally recognised training qualification requirements and the New South Wales Higher School Certificate.

SCCVC's Learning, Well-Being and Career Development programs are offered to students and tailored to their capacities, goals and aspirations. SCCVC is passionately committed to ensuring students become the best people they can be, undertake the best training on-and-off campus, so they can reach their full potential.



LEADING BY EXAMPLE

Leadership in Quality Award FINALISTS

Leadership in Quality Award

The Leadership in Quality Award recognises eligible individuals who have demonstrated outstanding leadership in promoting and advancing quality to achieve positive outcomes in the vocational education and training (VET) sector.

Jeanette Allen

New South Wales

Jeanette Allen is the Chief Executive Officer of Service Skills Australia (SSA), a not-for-profit, independent organisation that supports skills development across a range of industry sectors. Jeanette is also chair of WorldSkills Australia and founding member of the International Professional Standards Network.

Jeanette's VET journey began as a hairdresser and her commitment to education saw her move from running her own business to becoming a VET teacher/trainer, completing a Diploma of Education, a Bachelor of Education and a Masters of Education.

'I left school at 15 and did an apprenticeship. It took me 20 years to realise that I wanted to do more—VET provided me with the opportunity of doing it. This award is the culmination of the work of many people and I am extremely honoured to have been recognised in this way' says Jeanette.

With a fundamental belief in the power of education and how it can change lives, combined with a commitment to deliver outcomes, Jeanette is proud of the balance and underpinning principles that guide her work in VET. After working as a teacher and curriculum designer, she

progressed to facilitating advice on training and skills needs setting the standard for quality in the development and implementation of service industries training. Under her guidance Service Skills Australia is leading the way in VET reform and setting benchmarks on the global stage along with developing innovative approaches to improving quality outcomes for service industry workers in Australia.

'Without realising that I was doing it, I was actually pursuing a quality outcome in a whole range of areas. I looked at WorldSkills as an opportunity to enhance the status of skills and benchmarking internationally to measure our qualifications and skills against other countries.'

Jeanette has worked hard to ensure outcomes maintain a focus on careers and jobs. She is fully cognisant of the returns to both learners and employers when skills development is based on quality principals and delivers on its promise. Her vision for VET is one that encompasses applying skills, learning through the work place and gaining recognised qualifications.

'I think the whole future of the economy rests on quality outcomes for VET. About 75 to 80 per cent of our workforce works in skills areas so it's important that we have high skills and quality training and delivery for those skills.'

Jeanette has proven that there is a career path in services, that people can overcome challenges, keep up with changing times and shape a career by seizing opportunities to meet their needs.

'I think the whole future of the economy rests on quality outcomes for VET.'

Jeanette Allen

Peter Coyne

Victoria

Beginning his career as a teacher in Victorian technical schools, Peter Coyne has always been enthusiastic about building meaningful links between education and careers. In his current role with Crown, a major hospitality employer, he has changed the organisation's learning and development philosophy from 'training for a job' to 'learning for a career', creating an exemplary model of vocational education and training (VET) in private enterprise.

Peter has been instrumental in developing Crown's innovative Learning Pathways, which give employees a clear career path that is linked, at each level, to a relevant nationally recognised qualification. Employees progress from Certificate II and III qualifications to Certificate IV and then Diploma qualifications, building their knowledge and skills, as well as their career prospects. He was also a key instigator of Crown's highly successful Indigenous Employment Program, which provides sustainable employment, support, and professional development to Indigenous Australians.

More than happy to share his insights and enthusiasm, Peter is a member of the Victorian Skills Council, where he advises the state government on training, particularly in relation to skill development in the private sector.

Kay Ganley

Queensland

Kay Ganley is the owner and CEO of Australian RTO CHARLTON BROWN® and immediate past National Chair of the Australian Council of Private Education and Training (ACPET).

Kay began her professional education and training career as a primary school teacher graduating from Kedron Park Teachers College. This was followed by specialist training as a teacher of the deaf in Christchurch, New Zealand. Professionally, Kay has occupied teaching positions and leadership roles in secondary schools, and for the last 16 years has been engaged in the VET sector.

As the owner of a private RTO Kay managed the transition from an Approved Training Organisation offering accredited courses to a registered training organisation offering courses from the National Training Package complying with AQF locally and internationally.

Kay was elected as the Queensland State Director to the National ACPET Board in 2002, and was subsequently elected as the National Chair in 2009.

Paul Templer

South Australia

Since 2006 Paul Templer has been employed as an Apprenticeship and Traineeship Consultant in remote and regional areas of South Australia where he engages with 25 different employers and 221 Australian Apprentices.

In this role, Paul works closely with disengaged Indigenous students to successfully connect them with Australian School-based Apprenticeships provided by local employers.

Many of these students are now progressing towards successful completion of their training and long term employment.

Paul believes it is extremely important to foster positive relationships with all his stakeholders, in particular schools and employers to increase the number of prospective Australian Apprentices. He regularly visits schools in the Spencer Gulf, including Port Augusta, to provide career advice and information on vocational education and training (VET) pathways.

Paul has acquired a number of qualifications throughout his career, including two trades. He is a qualified sewing machine mechanic and boiler maker, and has completed a Diploma of Business (Human Resources), and Certificate IV in Training and Assessment. In 2012 Paul is re-enrolling with Charles Darwin University to complete a Bachelor of Education.



ENGAGING COMMUNITIES

Community Pathways to VET Award

The Community Pathways to VET Award recognises community-based, not-for-profit organisations that demonstrate excellence and/or innovation in delivering pre-vocational education and training (VET) to their local community. The award acknowledges the importance of an integrated system of quality training that offers multiple pathways to VET, particularly for hard-to-reach learners.

Western College

New South Wales

Located in Dubbo, 500 km west of Sydney, Western College assists its community of over 40,000 people to meet the challenges of geographical isolation, periodic droughts and limited employment options.

Using flexible training delivery methods, Western College offers nationally accredited programs for nearly thirty different qualifications ranging from

Certificate I qualifications through to the Diploma level. More than 1,300 people participate in these vocational education and training programs annually across the fields of business studies, retail, hospitality, agriculture, construction, aged care and community services.

'What we do at the College is engage our students back into education. In smaller, regional communities young people can be well known for their lack of achievement and it's very difficult for them to reinvent themselves. It's a challenge to get them reengaged and accepted in a community that already sees them negatively,' says Kate Davis, the Links to Learning program coordinator.

To address this challenge, the College uniquely tailors services for disengaged youth, unemployed adults and people with disabilities and social and economic disadvantages. In particular, the College is addressing the challenge of raising numeracy and literacy levels, particularly among the

2,500 local Indigenous Australians enrolled at the College.

'At Western College, so-called marginalised people are the mainstream. They are made to feel that they are welcome and they belong. Western College not only caters for people seeking pathways into jobs but also for those seeking to improve their job competencies, career prospects or business skills. Student outcomes commonly include a nationally recognised qualification, new skills, the securing of a job, growth in confidence and a higher level of participation in the community and the workforce,' adds Chief Executive Officer, Ron Maxwell.

A key to the success of the College is its use of the Skilling Regional Australia model which pinpoints the four areas in which the college makes a difference—at the regional, community, enterprise and individual student levels.

'In focusing on these four areas, Western College is supporting regional and community development, increasing workforce participation, improving workforce productivity and skilling individuals. The Skilling Regional Australia model provides a clear message to the colleges' clients and communities that we are focused on adding value in four areas and that social inclusion programs are an important part of creating these benefits. These programs include the Beacon program which offers unique training employment opportunities for Indigenous Australians and the Links for Learning and Partnership Education Program which involves parents with youth re-engagement programs.'

'Winning this award is a fantastic achievement for our organisation because we work really hard with the local community.'

'To be recognised at the national level as a regional provider is fantastic.'

Kate Davis



Community Pathways to VET Award

FINALISTS

NGT Tasmania—Huon Aquaculture Collaboration

Tasmania

NGT Tasmania commenced operations in 1987 and has since assisted Tasmanian businesses to flourish with skilled and capable employees through delivery of two major services—Group Employment and Training Services.

In 2010 NGT Tasmania worked in collaboration with Huon Aquaculture to create real employment opportunities for disadvantaged job seekers in the North Western region of Tasmania.

Commencing in 2010, the collaboration opportunity arose when Huon Aquaculture relocated their salmon processing facility to North West Tasmania and as a consequence required 30 new employees to commence work in a remote location. To address the urgent need for skilled workers in this area, NGT Tasmania, in collaboration with Seafood Training Tasmania, Choose Employment and Huon Aquaculture developed a seafood processing pre-employment training program resulting in 25 unemployed people from one of Australia's most disadvantaged regions finding a new career with a new employer in the region.

Today 21 of the participants remain employed after completing their Certificate II qualifications and all are progressing to the Certificate III level

Sandybeach Centre

Victoria

The Sandybeach Centre is an independent not-for-profit community co-operative society established in 1982. An adult and community education organisation, the Centre is a registered training organisation, a registered occasional child care centre, a Learn Local Organisation and offers vocational education and training qualifications in language, literacy, numeracy, work readiness, community service, Training and Assessment and Information Technology.

The Centre assists its 800 learners, the majority of whom are hard to reach learners, to articulate and attain their vocational and personal goals through the development and monitoring of learner engagement and pathway plans.

Key to the Centre's success is the provision of personalised learning experiences for its clients and maintaining strong relationships with local businesses including local Aged Care Providers, Childcare Centres and retail businesses. These relationships allow the Centre to respond quickly to local business and community needs.



A STELLA ACHIEVEMENT

The Lifetime Achievement Award

The Lifetime Achievement Award is Australia's most prestigious vocational education and training (VET) award. The award is presented to an individual who has an established history of distinguished service and who has made a lasting contribution to VET practice.

The inaugural recipient of the 2011 Lifetime Achievement Award is Stella Axarlis AM.

From teacher to opera singer, managing director, industry representative and community advocate, Stella Axarlis' career has been one of diversity, determination and inspiration.

Born in Egypt of Greek origin, Stella migrated to Australia in 1950 with her parents and four brothers.

After graduating from the University of Melbourne with a Bachelor of Arts in Mathematics and History in 1964, Stella spent three years teaching high school mathematics while studying opera at night. Under the guidance of her mentor and teacher Madame Erica Burkewitch, Stella moved to Europe and spent the next two decades performing as an internationally acclaimed soprano, frequently returning home to sing with the Australian Opera.

In 1990, Stella abandoned her successful opera career to assume responsibility for her mentor's struggling family-owned engineering company. Despite having no experience in this traditionally male dominated industry, under her direction the company prospered and was awarded numerous accolades including the prestigious Australian Quality Award. During this

period, Stella's passion and commitment to the VET sector was reflected in her representation on a number of peak training and education bodies.

Amongst her numerous appointments, Stella was chair of the National Training Quality Council, the Modern Australian Apprenticeships and Traineeships Scheme, the National Industry Skills Council and deputy chair of the Australian National Training Authority. In these roles she was responsible for negotiating outcomes through diverse and often divergent stakeholder interests in order to implement crucial reforms in the VET sector.

Her significant contribution to the VET sector in Australia was recognised in 1998 when she was appointed a Member of the Order of Australia and in 2003 when she received a Centenary Medal.

Today Stella lives in Melbourne and continues to share her experience and knowledge with various community organisations.

'Winning this award was an absolute honour. I am lost for words.'

Stella Axarlis

HONOUR ROLL

Following the 2009 Review of the Categories of the Australian Training Awards the Honour Roll will now reflect the categories presented from 2011 as determined by the review. All previous winners can be viewed at www.australiantrainingawards.gov.au/HonourRoll

LIFETIME ACHIEVEMENT AWARD

2011 Stella Axarlis AM

SMALL EMPLOYER OF THE YEAR AWARD

2011 Murray Bridge Veterinary Clinic South Australia

EMPLOYER OF THE YEAR AWARD

2011 Hutchinson Builders Queensland

SMALL TRAINING PROVIDER OF THE YEAR AWARD

2011 Equalis Pty Ltd New South Wales

LARGE TRAINING PROVIDER OF THE YEAR AWARD

2011 TAFE SA Regional South Australia

INDUSTRY COLLABORATION AWARD

2011 SPC ARDMONA in Collaboration with the AMWU and National Food Institute Victoria

VET TEACHER/TRAINER OF THE YEAR AWARD

2011 Amanda Smith Western Australia
(Runner up) Lewis Vaughan South Australia

AUSTRALIAN SCHOOL-BASED APPRENTICE OF THE YEAR AWARD

2011 Jessica Pendlebury Victoria
(Runner up) Alexander Nikielski South Australia

VOCATIONAL STUDENT OF THE YEAR AWARD

2011 Vanessa Corbell South Australia
(Runner up) Jonte Pike Western Australia

ABORIGINAL AND TORRES STRAIT ISLANDER STUDENT OF THE YEAR AWARD

2011 Joshua Toomey New South Wales
(Runner up) Calvin Buckle Western Australia

AUSTRALIAN APPRENTICE (TRAINEE) OF THE YEAR AWARD

2011 Abbey Lee Sergeant Western Australia
(Runner up) Amanda Divola Victoria

AUSTRALIAN APPRENTICE OF THE YEAR AWARD

2011 Colin Wilson Victoria
(Runner up) Benjamin Standen Tasmania

AUSTRALIAN APPRENTICESHIPS – EMPLOYER AWARD

2011 Dardanup Butchering Company Western Australia

SCHOOL PATHWAYS TO VET AWARD

2011 John Forrest Secondary College—MPA Skills Partnership Western Australia

COMMUNITY PATHWAYS TO VET AWARD

2011 Western College New South Wales

SKILLS FOR SUSTAINABILITY – EDUCATIONAL INSTITUTE AWARD

2011 TAFE NSW—Western Sydney Institute New South Wales

LEADERSHIP IN QUALITY AWARD

2011 Jeanette Allen New South Wales



WHAT A DIFFERENCE A YEAR MAKES

2010 Employer of the Year

Crown Melbourne

2011 has been another successful year for Crown Melbourne. As the 2010 Employer of the Year, the company has firmly established itself as an employer of choice in the hospitality industry, offering nationally recognised training along with strong career opportunities for employees.

Their outstanding commitment to vocational education and training is evident in the fact that of their 6500 staff, over 1000 are currently completing nationally recognised qualifications that are delivered in partnership with educational institutions, and their investment in Crown College, a \$10 million purpose-built learning centre, which includes a training kitchen and restaurant called Culinarium.

In addition, they have launched a new website (crown-careers.com.au) which takes visitors on an engaging and interactive journey where they match their skills to potential careers at Crown Melbourne. Showing the depth of careers available at Crown, the

website includes video profiles of staff in different areas, career advice, and links to their diverse range of employment opportunities.

Crown Melbourne's Executive General Manager, Human Resources, Peter Coyne, says that investing in staff through training contributes to the company's success.

'Our executive team is thrilled with our successes, and is genuinely committed to building on these and providing our employees with meaningful learning so that Crown continues to be an industry leader in hospitality and training and learning. Our employees are given every opportunity to broaden their knowledge and move across the organisation,' Peter says.

Peter Coyne was also a finalist in this year's Leadership in Quality Award—read his story on page 31.

2010 Australian Apprentice of the Year

Jason Bryan

Since winning national recognition for his achievements as an electrical apprentice, 2010 Australian Apprentice of the Year, Jason Bryan, has volunteered much of his spare time in 2011 to assist the Australian Government in promoting the benefits of the VET sector.

'I certainly didn't expect to win the award last year. I guess I didn't realise I would get that far. I didn't think that someone from little old Tassie would take out such a huge award,' he said.

In his home state of Tasmania, Jason was appointed to the Employment, Education, Training and Skills Committee with the Tasmanian Chamber of Commerce and Industry to assist the Chamber in developing student retention and re-engagement strategies. He also attended the Safe Work Australia National Work Health and Safety Strategy Workshop in October 2011 which gave him the opportunity to express his views

on how businesses and industry can improve our work health and safety performance in the next ten years.

Also in October, Jason was a key ambassador for National Skills Week, where he attended its official launch in Canberra with Senator Chris Evans, Minister for Tertiary Education, Skills, Science and Research. He has also spent some time working alongside Try-A-Trade where he has been a key presenter at numerous engagements throughout the year to young people about the benefits of trades based occupations.

'I've had a fantastic year as an ambassador for vocational education and training. I've enjoyed meeting new people, travelling to new places and encouraging others to take up a trade—the electrical industry has opened so many doors for me, the opportunities are huge, the salary is good, it has not been a hard sell!'

Further speaking opportunities have included an address at the Tastec Group Training Awards, and the Skills Tasmania Conference where he spoke about the challenges and highlights of his apprenticeship.

In addition, he addressed fellow up and coming skills leaders at Group Training Australia's Today's

Skills, Tomorrow's Leaders forum where he also had the privilege of meeting Her Excellency, Governor General of Australia, Ms Quentin Bryce.

Before handing over his crown, Jason was also involved with the Australian Training Awards as a judge for the selection of the 2011 Australian Apprentice of the Year.

WHERE ARE THEY NOW?

2008 Runner-Up Australian Apprentice (Trainee) of the Year

Clinton Scott-Knight

Clinton Scott-Knight is a young Indigenous man with a keen passion for sourcing vocational education and training (VET) pathways for young Indigenous students in both remote and metropolitan communities.

In 2008, Clinton completed his Certificate IV in Training and Assessment and was awarded the Australian Capital Territory's Apprentice Trainee of the Year and runner-up Australian Apprentice (Trainee) of the Year at the Australian Training Awards. At this time, Clinton was working for Indigenous Training Pathways, a subsidiary of the Wiradjuri Condobolin Corporation and the ITMS Group. Soon after Clinton's success at both the territory and national level, the Wiradjuri Condobolin Corporation took full ownership of Indigenous Training Pathways and restructured to become the Indigenous Social Inclusion Company (ISIC). Clinton was engaged to assist in the formation of the ISIC and was subsequently appointed General Manager.

In his role as General Manager, Clinton spent the next 12 months sourcing sponsorship and interest from local Canberra and Condobolin schools, businesses and registered training organisations to implement Australian School-based Apprenticeships for young Indigenous students.

'As I completed a traineeship, I have a good understanding of the VET sector. This understanding has enabled me to implement

and manage Indigenous traineeship programs in the public and private sectors', says Clinton.

By 2010, Clinton had secured Australian School-based Apprenticeships for 30 Indigenous students through partnerships with Erindale College in Canberra and Condobolin High School and Riverina TAFE in New South Wales. In addition to organising and securing these apprenticeships, Clinton was also responsible for delivering the certification content. Adopting this model ensured there was 100 per cent Indigenous involvement in the process. As a result, a 95 per cent completion rate was achieved for these apprentices.

'Australian School-based Apprenticeships provide Indigenous students with the leadership and life skills they need to build their own career pathways. Importantly, it gives students a practical understanding of the VET sector which builds their confidence and assists them to reach their full potential.'

Clinton continues his work with Erindale College and Condobolin High School, but is now also working with Parkes High School, Forbes High School, Queanbeyan High School and Karabar High School in New South Wales, and Melba High School in Canberra, where he has a combined total of over 100 Indigenous students enrolled in Australian School-based Apprenticeships. In fact, he cannot keep up with demand at the moment!



Get recognised for your training success!

Get recognised for your efforts in vocational education and training by entering the 2012 training awards in your state or territory (in aligned categories) or by nominating directly to the Australian Training Awards.*

The Australian Training Award categories include:

Organisation Categories

- Small Employer of the Year Award
- Employer of the Year Award
- Small Training Provider of the Year Award
- Large Training Provider of the Year Award
- International Training Provider of the Year Award
- Industry Collaboration Award

Individual Categories

- Australian School-based Apprentice of the Year Award
- Vocational Student of the Year Award
- Aboriginal and Torres Strait Islander Student of the Year Award
- Australian Apprentice (Trainee) of the Year Award
- Australian Apprentice of the Year Award
- VET Teacher/Trainer of the Year Award
- Lifetime Achievement Award

National Focus Categories

All entries for the following categories are made directly to the Australian Training Awards.

- Australian Apprenticeships—Employer Award
- Community Pathways to VET Award
- School Pathways to VET Award
- Skills for Sustainability—Educational Institution Award
- Leadership in Quality Award

* For more information on the 18 award categories visit or phone:

www.australiantrainingawards.gov.au 13 38 73

**AUSTRALIAN
TRAINING
AWARDS**

So go on!

Get some recognition for your training excellence and apply for the 2012 Australian Training Awards.