

2019 Teaching and Learning Conference

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Thursday 16 & Friday 17 May | RACV Torquay Resort



11:00am – 12:00pm

RTOs: Better Teachers Make Better Students

Anni Yaringa



#VDCTL19



/VETDevelopmentCentre

Before I begin, can I have a show of hands to indicate who among you are teachers, trainers, facilitators or similar?





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Trust

Our VET system relies on trust



Our VET system relies on **Trust**

- ...that the Council of Australian Governments (COAG) and their Industry and Skills Council (COAG ISC) are providing good leadership and direction
- ...that the Industry Reference Committees (IRCs) and Skills Service Organisations (SSOs) provide perspectives to the Australian Industry and Skills Committee (AISC) that are representative of industry, professions and employers
- ...that the AISC accurately reflects the needs of industry and professions when advising COAG ISC on policy directions

Our VET system relies on **Trust**

- ...that the Training Packages accurately represent the skills and knowledge required by industry and professions
- ...that training providers meet the requirements of the Standards for RTOs
- ...that auditors correctly and consistently interpret the Standards for RTOs

Our VET system relies on **Trust**

- ...that qualifications issued by RTOs are verifiably based on the candidate's competence
- ...that all assessment of student competence meets the principles of assessment and rules of evidence
- ...that ASQA is able and adequately resourced to monitor and assure the quality of the system

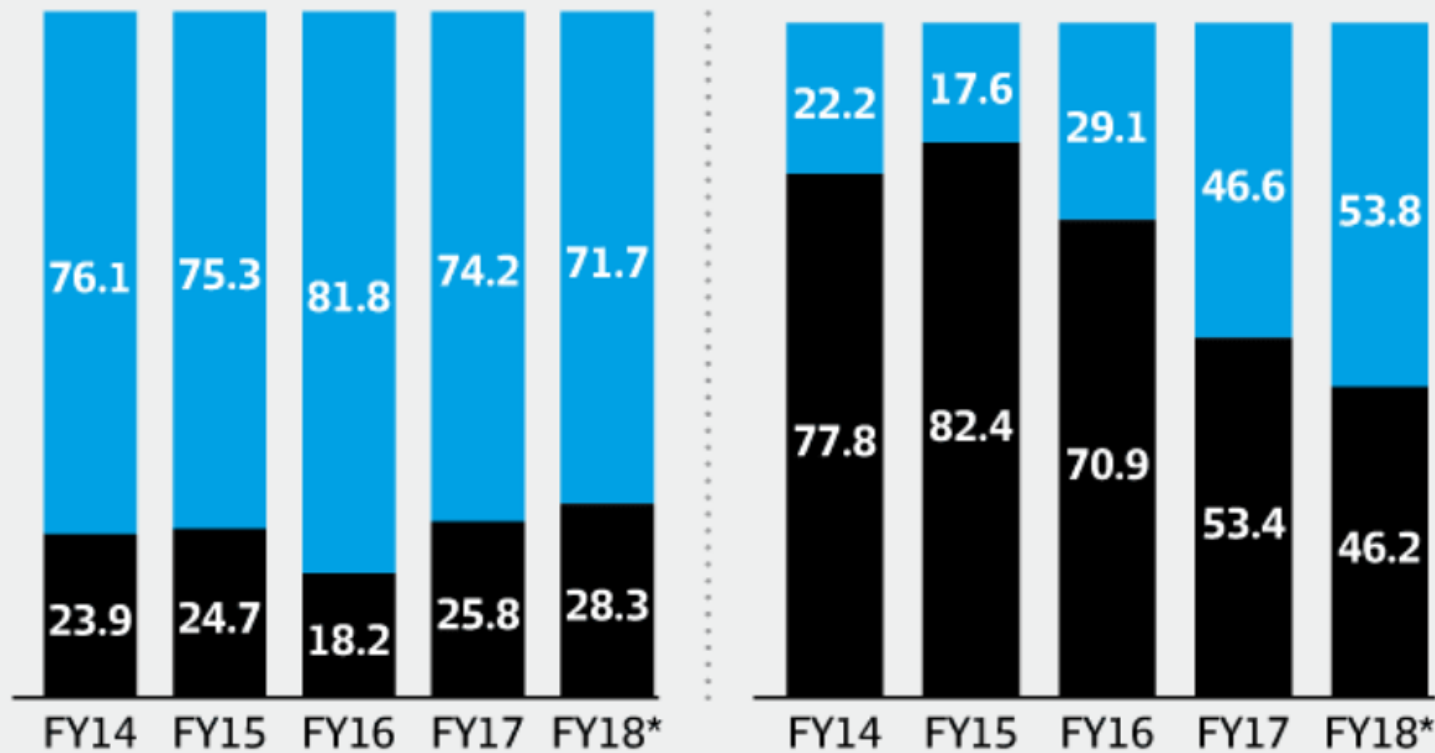
Trust

What if that trust is misplaced?

Trust

Compliance at the time of audit... and after recification

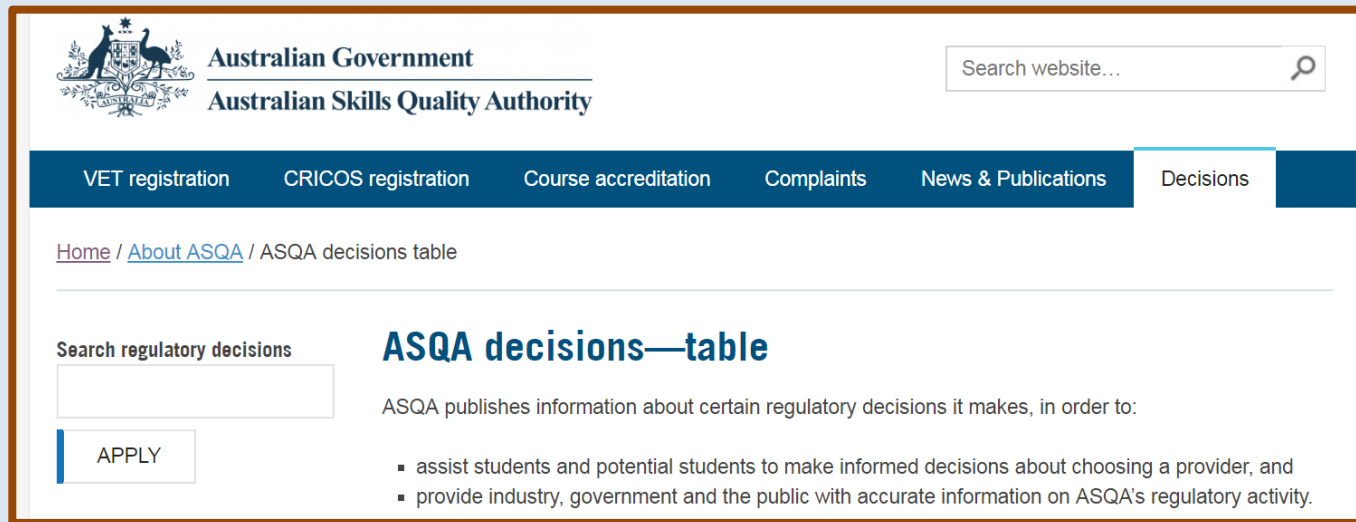
■ Fully compliant ■ At least one non-compliance



*To Mar 2018

SOURCE: AUSTRALIAN SKILLS QUALITY AUTHORITY

Trust



RTOs with cancellation of registration,
suspension of scope or subject to conditions
22 pages with approx. 50 records per page

Trust

What would be

- a logical reaction from students?
- a logical perception by the general public?
- a logical response from staff in those organisations?

Trust

4.2 million students enrolled in VET with an RTO in 2017, a 0.7% increase from 2016

There were 3.4 million NRT program enrolments, a 7.6% decrease from 2016

Trust

Slow qualification development, complex and confusing funding models, and ongoing quality issues with some providers were cited as issues that needed addressing.

These concerns are backed up by empirical evidence. Employer surveys show confidence in the sector declining, and numbers of qualification-seeking students decreasing.

2 April 2019, Steven Joyce, Department of the Prime Minister and Cabinet (Australia)

Trust

VET once held a proud place in Australia's education system... While interest in and need for VET has not lost currency, the sector has been drawn into a downward reputational spiral. Reforms have been introduced in abundance to reverse the problems of VET, but instead have contributed to loss of status and scandal after scandal.

At the heart of the debilitation of the VET sector has been lack of respect for and support for teaching professionalism in the reform process. Industry and government domination over what was to be taught in VET ...is bound to be doomed when the guardians of delivery and quality are not engaged professionally in the process.

May 23, 2016 - *Prof. Valerie Braithwaite of RegNet, ANU*

Trust

Hand up if you believe every
RTO is primarily focussed on
providing the best learning
outcome for each student

Trust

Hand up if you believe the
primary motivation of every
teacher/trainer is to provide
the best learning outcome for
each student

Trust

Hand up if you trust the national VET system knows what it is trying to achieve and has both a clear plan and the capability to achieve that

Trust

My point is not to lay blame,
deride the system
or to infer that it is irrevocably broken.

Rather, it is to suggest
opportunities to change it.

Trust

To develop trust, we must have confidence in the intentions and capability of all involved.

Intentions are difficult to influence.

However, we can do a lot about developing capability.



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Brainstorm

What skills and knowledge does a
teacher/trainer need?

(Not personal characteristics)

Educate

Hand up if you believe TAE40116
(or TAE40110 with additional units)
adequately prepares your
teaching/training staff for the role they
play in your organisation

Educate

Hand up if TAE40116
(or TAE40110 with additional units)
is the only qualification required for
teaching/training staff in your RTO

Educate

I propose that
...some students learn
because of their teachers
...some students learn
despite their teachers
...and some are left behind

NCVER media release 13 August 2018

New data estimates that 47% of (VET) programs started in 2016 will be completed.

- Fee-for-service programs undertaken by international students (70%)
- Commonwealth and state funded programs (50%)
- Fee-for-service programs undertaken by domestic students (39%)

Educate

All students should have the benefit
of effective teachers who are
committed to their craft.

Educate

Capability development is an
investment NOT a cost.

RTOs must invest in their staff

Educate

TAE40116 is not enough

Educate

If our system is to address the quality issues being consistently found in ASQA audits and identified by both inside participants and outside observers, we need to invest in capability development beyond the CIV TAE



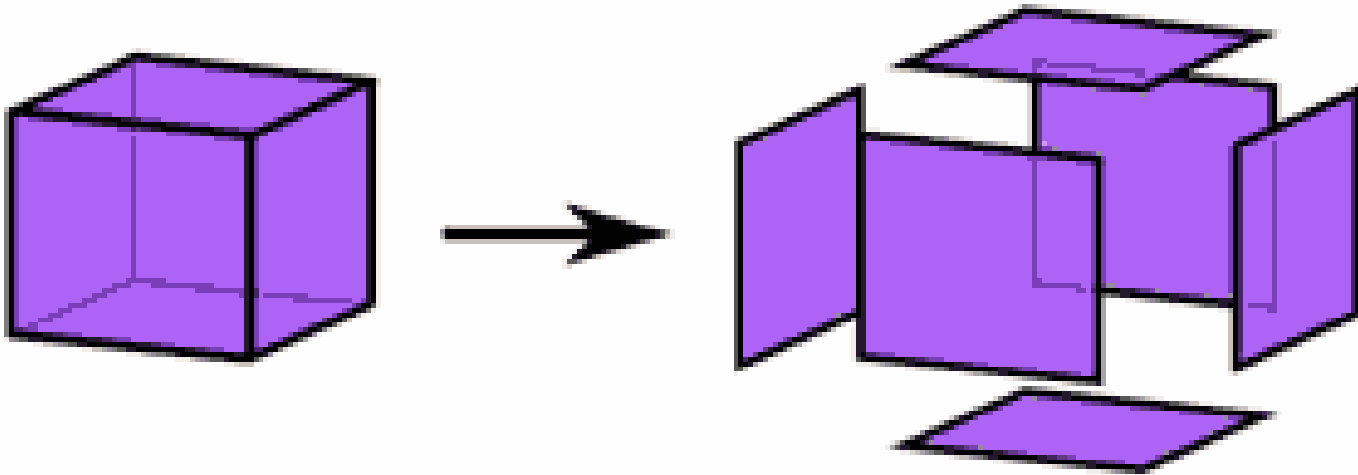
I left the word 'inspire' until the end
for a reason.

Inspire

I suggest that in order to be inspired,
you must trust the system you are
working in and be appropriately
prepared to fulfil your role in it

Inspire

*It is easier to change a
system from within,
than from the outside*



Trust

My point is not to suggest a pessimistic
view of the system.

My point is to encourage individuals to
critique their role in creating change.

Inspire

*Saying and/or doing nothing is
tacit approval for the status quo*

Speak up
Point out the problem
Ask why and why not

Inspire

*“Change will not come if we wait for
some other person or some other time.*

We are the ones we’ve got to believe for.

We are the change

Barack Obama



Inspire

We're not all in a position to change the big stuff; but we can all start with our own sphere of influence



Make a move! Do something!

Even the smallest efforts can contribute to big change.

Their effects are not always or immediately obvious.

However, the effect of doing nothing is... nothing.

Don't underestimate the small.



“Any change, even a change for the better, is always accompanied by drawbacks and discomforts.”

Arnold Bennett

Discomfort is only temporary

Staff who don't believe in, and trust the system they work in, will not be inspired to do their best.

Staff without the capabilities they need, can't effectively fulfil their role.

Uninspired teachers can't inspire students.

*Go and make a
difference*

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thank you!