

<http://federation.edu.au/faculties-and-schools/faculty-of-education-and-arts/education-and-arts/research/rave-researching-adult-and-vocational-education>

Welcome

Professor Erica Smith, RAVE Convenor

In the current newsletter we report on activities of the Researching Adult and Vocational Education (RAVE) research group during 2017 and early 2018. Last year was so busy we omitted to prepare a newsletter, although we did circulate members with notices of a number of events.

Further information about all of our activities is available on our web site (see web link above) or email address is vet.research@federation.edu.au. Do not hesitate to email RAVE for more details about any items.

In the last newsletter we mentioned that VET Research had been designated as a Research Priority Area of Federation University; and we were anticipating a change of name for our group. We have, however, decided to retain the name RAVE as it is so well known.

Our qualification for VET teachers and trainers, the Associate Degree in Training and Education, is now specialised for people who already have a Diploma of VET or VET Practice. In this stream you complete your Associate Degree with only six subjects' study. The program is offered by distance education with optional workshops. On-site workshops may be provided for cohorts of staff at RTOs. Contact Erica Smith on e.smith@federation.edu.au or apply direct at: <https://study.federation.edu.au/#/course/1191>

RAVE's role in visit of international scholar

RAVE members have organised two national events for the VET sector with visiting academic Professor Kevin Orr from Huddersfield University: *Subject-specialist pedagogy in VET teaching* for VET practitioners, and *A conversation with Professor Kevin Orr: For AVETRA members who are active VET researchers*, in Melbourne, in collaboration with VET Development Centre and AVETRA, 8th March 2018. Over 70 people are attending the subject-specialist pedagogy event. Professor Orr is also visiting Ballarat to talk to RAVE members and to tour the SMB Campus of Fed Uni.

ACDEVEG conference 2018: Stop Press

The fourth conference of the Australian Council of Deans of Education Vocational Education Group will be in Melbourne. The conference specialises in VET teaching and VET teacher-training, and will be organised by Fed Uni VET academics together with colleagues from other Victorian Universities. The dates will be December 6th-7th with the

probable location CQU's campus in Spencer St. The cost of ACDEVEG conferences is always kept very low. Updates will be at <https://www.acde.edu.au/networks-and-partnerships/acde-vocational-group/>

Barry Golding's Honours

We are delighted to report on Barry Golding's Queen's Birthday Honours announced in June 2016, which was awarded in 2017 as he was overseas during the 2016 investiture. Barry was appointed as a Member of the Order of Australia (AM) in recognition of his 'significant contribution to tertiary education as a researcher and author, to professional organisations, and to the community. Barry was the founding convenor of RAVE and is now an Adjunct Professor at Fed Uni. Barry has held many senior positions in learning for older men and is currently the Chair of Board, International Men's Shed Organisation (IMSO). Barry's own web site is at <https://barrygoanna.com/about/>

OctoberVET 2017: Training for industry

Ballarat's OctoberVET 2017 event was held at SMB campus's Tech Park on November 9th 2017. It featured two well-known external speakers, Gary Workman (Apprenticeship Employment Network, Victoria) on the multi-industry apprenticeship pilot program, and Llandis Barratt-Pugh (Edith Cowan University) on learning in organisations. There was also an overview of a recent NCVER-funded research project by RAVE researchers (Erica Smith & Jackie Tuck) on employer training. The event also showcased Fed College's partnership with IBM in an international program for senior secondary school students: P-TECH (Eliza Lane and Steve Davies); and an update on Fed Uni's international research on apprenticeships, funded by the International Labour Organization (Erica Smith). 45 people attended.

This was the 10th annual OctoberVET event in Ballarat. OctoberVET is an initiative of AVETRA and was designed to fill the long gap between annual conferences. It was Barry Golding of RAVE who invented the name. Around Australia, OctoberVET happens between September and November.

Details, photographs as well as PowerPoint presentations of the 2017 OctoberVET event can be viewed at the link below. <https://federation.edu.au/faculties-and-schools/faculty-of-education-and-arts/research/fea-research-groups/rave-researching-adult-and-vocational-education/vet-events>

The themes of Ballarat's ten OctoberVET events have been:

- 2017: 'Training for industry'
- 2016: 'Teaching, training and learning: VET's true business.'
- 2015: Joint international conference with INAP: 'Architectures for apprenticeship: Achieving economic and social goals'
- 2014: 'New developments in research in Vocational Education and Training'
- 2013: 'The variety of Vocational Education and Training: Research into policy and practice for schools, training providers and workplaces'
- 2012: 'The value of VET'
- 2011: 'VET and social inclusion'
- 2010: 'News from the frontline of VET research: Teaching, engagement and apprenticeships'
- 2009: 'Research into practice: What's new in VET and adult and community education'
- 2008: 'Refocusing on learning & teaching'



Panel members OctoberVET Ballarat 2017 (left to right) Gary Workman, Jackie Tuck (RAVE), Eliza Lane, Erica Smith (RAVE), Steve Davies & Llandis Barratt-Pugh



Panel members Llandis Barratt-Pugh, Gary Workman & Steve Davies at OctoberVET Ballarat 2017

Fed-Uni funded international research projects

RAVE members will remember that Federation University hosted the 2015 apprenticeship conference for INAP, the **International Network for Innovative Apprenticeship**, which was opened by Minister Simon Birmingham. Thanks to

the generosity of FedUni in providing many support services, free of charge, a small profit was generated which was used to fund a couple of small research projects, as we reported in RAVE News Issue 7. These have now both concluded and the reported will be published on the INAP web site <http://www.inap.uni-bremen.de>

One was a German project on how workplace trainers in apprenticeships practice inclusivity; and the other was a project about apprenticeships in Valencia, Spain, managed by a Welsh researcher. An email from the German project leader illustrates the impact of even a small amount of funding.

We presented and discussed our results and compared them with results from colleagues who investigated inclusion in VET at the school level. Your funding enabled us to do a really important and critical work which will prepare the ground for next steps in this direction. Additionally, the funding gave me and the quite young research group „Specialized Didactics in Construction Technology“, which I head at the University Duisburg-Essen, the ability to contribute to our scientific community with an important piece of work. At the conference, participants told me, that we are in front of the research dealing with the topics Inclusion as well as Digitalization in VET.

2017 INAP conference, Washington.

The 2017 INAP conference was in Washington. Unfortunately RAVE members could not attend, but Erica Smith helped the Commonwealth government to organise an Australian Apprenticeships Ambassadors delegation to the event, which was also supported on the ground in Washington by Gary Workman and other delegates from the Victorian Apprenticeship Employment Network, who were including the conference as part of a study tour which incorporated Worldskills on the way back to Australia. The 2019 INAP conference will be in Konstanz in Germany. The 2017 papers are on-line at <http://www.inap.uni-bremen.de>

AVETRA award



Claire Rasmussen (above left) from FedUni TAFE won the 2017 Berwyn Clayton Award 'for an important contribution to research and the education and development of VET educators and other professionals'. This was presented by Berwyn Clayton at the 2017 AVETRA Australian VET Research Association conference (above right).

Claire writes, 'This award emphasises the value and importance of VET Practitioner research and the immediate benefits that applied research can have in leading conversations around policy, cultural change and professional

learning. For me, it is recognition of the commitment that FedUni has made to building the capability of the VET teaching workforce through research priorities and through the engagement in our professional learning model.'

RAVE student news

Higher degrees by research (HDR) students

Completions

Three doctoral students supervised by RAVE members have passed or almost passed their examinations and will be graduating at Fed Uni's May ceremony. Principal supervisors' names are shown in brackets. Congratulations to all!

- James Cannan: Learning a trade in New Zealand: On and off the job learning in engineering trades. (Erica Smith)
- Julianne Krusche: Negotiating policy-renegotiating practice: Understanding language, literacy and numeracy teachers' professional identities within discursive weather systems. (Annette Foley)
- Palaniappan Chettiar: The development of the Malaysian vocational education and training system (Annette Foley) (Examination committee to be finalised)

Also, in 2017 another PhD student graduated:

- Adam Baker: Higher education massification and pedagogic adaptation: An investigation of business teaching excellence in inclusive university environments. (Carolyn Johnstone)

HDR students currently writing up

Two of our higher degrees by research students are now writing up their theses. These two students were part of our PhD Masterclass program which began in 2012.

Teressa Schmidt (now studying at Griffith University, supervised by ex-Fed Uni lecturer Steven Hodge). Teressa's title is 'From novice to expert – how do VET practitioners develop advanced skills?'

Teressa published a paper in the International Journal of Training Research with some emerging findings: Schmidt, T. (2017). Context and capabilities: tensions between managers' and teachers' views of advanced skills in VET. *International Journal of Training Research*, 15(1), 41-54. Teressa has also presented at two ACDEVEG conferences, in 2016 and 2017.

Barry Wright (supervised by Erica Smith) is writing up the thesis for his Masters by Research, with the working title *Apprentices' and employers' views of fully on-the-job training in the construction trades*.

Both students have been promoted to senior management positions while still keeping up their studies. Teressa is the Associate Vice-Chancellor of Central Queensland University's newly endorsed Sunshine Coast Region; and Barry is Executive Director, FedUni TAFE. Well done both, and we look forward to seeing your completed theses very soon!

New RAVE higher degrees student

Melinda Moore commences her Masters by Research on 1st March 2018 and her topic is: *What makes a successful Enterprise Registered Training Organisation (ERTO)?* Melinda will be studying part-time to accommodate her position as RTO and traineeship manager for the Commonwealth Bank of Australia.

Associate Degree in Training & Education

International recognition for student

Mani Nallasamy Gounder from Box Hill TAFE, one of our Associate Degree learners, presented a short paper at the IEEE (Institute of Electrical and Electronics Engineers) 2017 International Conference on Teaching, Assessment and Learning for Engineers. His paper was "Vocational Education and Training Policy and its Learners - What are the Links?". The conference was in Hong Kong. Mani writes, "The short paper is based on my Associate Degree courses studied in Semester 1 (EDTAS2001 and EDTAS1201) and taught by Prof. Foley and Susan Belardi."

After a peer review process, the paper was accepted for poster presentation at the conference, held on 12-14 December 2017 in Hong Kong. Mani's attendance was part-funded by Box Hill Institute's professional development fund.

World Skills competition 2017

Fed Uni staff and students attended Worldskills 2017 in Abu Dhabi. FedUni TAFE student Trystan Sammut won a bronze medal in bricklaying - a great result! And Barry Wright, Executive Director FedUni TAFE and RAVE HDR student helped to staff the Australian pavilion at the event (photos below).



Barry Wright at Worldskills Dubai



Trystan Sammut, FedUni Worldskills medal winner

RAVE Research grants

2018 **Smith, E.** Australian component of 'Tools for quality apprenticeships', Skills that Work project, (International Labour Organization, Geneva office. \$3,600 USD.

2017 **Smith, E. & Tuck, J.** *Collaboration on ILO survey report of national initiatives to promote quality apprenticeships in G20 countries.* (International Labour Organization, Geneva office. \$18,337 USD.

2017 **Smith, E.** *Research, Review and Development of a Revised Model of Quality Apprenticeship for Indonesia*. (International Labour Organization, Jakarta office), \$15,900.

2017 **Smith, E.** Research and preparation of chapter for publication on Skills and Future of Work: Strategies for Inclusive Growth in Asia and the Pacific. (International Labour Organization, Bangkok office), \$3,778.

RAVE members' publications and achievements *since RAVE News 7 (December, 2016)*

Peer-reviewed journal papers

Golding, B. & Foley, A. (2017) Men and boys: Sharing the skills across generations, *Journal of Intergenerational Relationships*, 17(1), 52-63.

Golding, B. & Foley, A. (2017) Constructing narratives in later life: Autoethnography beyond the academy, *Australian Journal of Adult Learning*, Volume 57, No. 3, pp.384-400.

Helene Ahl, H., Heegaard, J. & **Golding, B.** (2017) How the Men's Shed idea travels to Scandinavia, *Australian Journal of Adult Learning*, Volume 57, No. 3, pp.317-333.

Findsen, B., **Golding, B.**, Jelenc Krasovec, S. & Schmidt-Hertha, B. (2017) 'Ma te ora ka mohio' - Through life there is learning, *Australian Journal of Adult Learning*, Volume 57, No. 3, pp.509-526.

Smith, E. & Yasukawa, K. (2017). What makes a good vocational education and training (VET) teacher? Views of Australian VET students and teachers. *International Journal of Training Research*, 15:1, 23-40.

<http://dx.doi.org/10.1080/14480220.2017.1355301>

Refereed conference papers

Ahl, H., Hedegaard, J. & **Golding, B.** (May 2017) 'The Nordic translation of a Men's Shed: A gendered model for adult learning', Paper to 7th Nordic Conference on Adult Education and Learning, 3-5 May, Jonkoping, Sweden.

Ahl, H., Hedegaard, J., & **Golding, B.** (2017) 'How the idea of The Men's Shed travels to Scandinavia', Refereed Paper to Getting of Wisdom Learning in Later Life, Melbourne, Australia Conference, 15 Feb 2017.

Cooper, M. & **Johnstone, C.** (2017) *Into the Unknown – Risk taking in intercultural experiences to develop resilience with socially and culturally inclusive teachers*. 4th Asia Pacific Conference on Advanced Research (APCAR - Mar, 2017), Melbourne, Asia Pacific Institute of Advanced Research.

Johnstone, C. (2017). Adult education in, between and for stronger communities. In G. Kong and E. Boeren (Eds.), *Adult Education for Inclusion & Diversity Conference Proceedings 2017* (pp. 240-246). Centre for Research in Education Inclusion & Diversity (CREID), University of Edinburgh, UK.

Smith, E. (2017). Teaching practices among college-based teachers of apprentices. Proceedings, ed. R. Lerman & E. Okoli (2017), *Modern apprenticeships: Widening their scope, sustaining their quality*, 7th Research Conference of the

International Network on Innovative Apprenticeship, US Bureau of Labor Statistics, Washington, 1-2 Oct, pp. 47-53.

Smith, E., Callan, V., Tuck, J. & Smith, A. (2017). Employer training in Australia: Building current and future skills in the workplace context. *Renovate or Rebuild? Exploring the Architecture of VET, 20th Annual Australian Vocational Education and Training Research Association Conference*, William Angliss Institute of TAFE, Melbourne, 18-20 April.

Tuck, J. & Smith, A. (2017). VET teachers' and trainers' participation in professional development: A national overview. *Renovate or Rebuild? Exploring the Architecture of VET, 20th Annual Australian Vocational Education and Training Research Association Conference*, William Angliss Institute of TAFE, Melbourne, 18-20 April.

Non-refereed conference papers

Smith, E. & Tuck, J. (2017). What a difference a qual makes: Pedagogical and vocational qualifications for VET teachers. *Driving the future quality of VET teaching in Australia*, 3rd Annual ACDEVEG Conference on VET teaching and VET Teacher Education, Southbank Campus TAFE Qld, December 7-8.

Harrison, T. & **Smith, E.** (2017). 'Stepping up': Navigating young futures in regional towns. *National Employment Solutions Conference*, Mantra Legends, Gold Coast, Qld, 16-17 November.

Smith, E. (2017). Australian VET: Quality teaching, quality teachers. *Community Education: Investing in our Future*, Community Colleges Australia (CCA) Annual Conference, Citadines Conference Centre, Melbourne, 26-27 July. Invited keynote presentation.

Smith E. (2017). Recruitment, qualifications and development of quality TVET teachers, Invited plenary address to *Re-thinking TVET for the Challenges of the Future in Latin America and the Caribbean*, organised by the Inter-American Development Bank, IDB, Washington, 12-13 June.

Smith, E., Callan, V., Tuck, J. & Smith, A. (2017). Why and how do employers use nationally-recognised training for their workers? *Skilling for tomorrow, 26th National Vocational Education and Training Research Conference ('No Frills')*, Hobart, 5-7 July.

<http://www.voced.edu.au/content/ngy%3A76804>

Smith, E., Billett, S., Webb, S. & Barratt-Pugh, L. (2017.) Re-interpretations: Researchers present new ways of looking at their research. *Renovate or Rebuild? Exploring the Architecture of VET, 20th Annual Australian Vocational Education and Training Research Association Conference*, William Angliss Institute of TAFE, Melbourne, 18-20 April.

Smith, E. (2017). The politics of skill in Australia: How occupational power struggles have reduced access to training. Invited contribution to 'Politics of Skill' stream in the *American Association of Geographers Annual Meeting*, Hynes Convention Centre, Boston, April 5th-7th.

Chapter in reports

Smith, E. (2017). Reforming the Indian apprenticeship system to boost local engagement, In OECD/ILO, *Engaging employers in apprenticeship opportunities: making it happen locally*. Paris: OECD Publishing.

<http://www.oecd.org/industry/engaging-employers-in-apprenticeship-opportunities-9789264266681-en.htm>

Reports

Smith, E., Smith, A., Tuck, J. & Callan, V. (2017). *Employers' use of training and partnerships with RTOs in Australia: continuity and change*. Adelaide: NCVET.

Report and good practice guide at:

<https://www.ncver.edu.au/publications/publications/all-publications/continuity-and-change-employers-training-practices-and-partnerships-with-training-providers> or
<http://ow.ly/Kyuj30d4WYS>

Golding, B. & Brown, M. (2017). *Rural chances: Executive Report*. Creswick: Macpherson Smith Rural Foundation.

Golding, B. & Harvey, J. (2017) Survey of Australian Men's Sheds, 2017: Final Report to Australian Men's Shed Association, *Tertiary Tracks & Federation University Australia, 15 July*.

Other activities and awards

Erica Smith was selected as member of the Education Industry Reference Committee, 2017-2020, responsible for Foundation Skills and Training and Education Training Packages.

Erica Smith was selected as member of national cross-industry Project Reference Group to develop national units of competency in Teamwork and Communication, 2017-2018

Erica Smith was an invited participant in the Inter-American Development Bank TVET forum 'Re-thinking TVET for the Challenges of the Future in Latin America and the Caribbean' In Washington DC, Jun 13-14, 2017. Erica was a presenter, and expert advisor on round-tables advising Chile and Argentina.

Erica Smith has been an invited participant in a series of five national forums on apprenticeship during late 2017 and early 2018, serving as a panel member in two of these. She was also invited to a two-day Victorian workshop on the future of apprenticeships.

Annette Foley will be a guest editor for a forthcoming special edition of the European Journal of Andragogic Perspectives. The special issue is on 'Gender and its implications in adult learning and education' and aims to connect researchers and thinkers to the notion of gender from different parts of the world and from different perspectives. The goals are to address very diverse aspects of gender issues, connected with other dimensions such as citizenship, ethnicity, location, migration, movement, nationality, racialization, religion, space. Please contact Annette if you are interested in writing a paper: a.foley@federation.edu.au
Deadline for papers: 1 July 2018.

Barry Golding was a joint guest editor of the *Australian Journal of Adult Learning*, Vol 57 No. 3, 2017, titled 'The Getting of Wisdom', on the theme of 'Learning in later life'.

Andy Smith was Acting Vice-Chancellor of Federation University for five months before Professor Helen Bartlett's appointment in May 2017. He has now returned to his role of Deputy Vice-Chancellor (Academic), managing both VET and Higher Education portfolios

Erica Smith is an Invited member of International Scientific Committee for *International Conference on Human Capital, Taylor's University and Malaysian government*, Subang Jaya, November 2018.

Erica Smith Created Federation University's submission to NSW government inquiry into School to Work transition 2017. Submission number 61 at

http://www.aph.gov.au/Parliamentary_Business/Committees/House/Employment_Education_and_Training/School_to_WorkTransition/Submissions

Fed Uni's research on apprenticeships

Apprenticeship is high on the agenda of most governments worldwide when they are looking for strategies that address both youth unemployment and the need for rapid upskilling of their workforces. This is because apprenticeships involve both paid work and training, and are monitored by governments. Professor Erica Smith from RAVE has been co-chair of the International Network for Innovative Apprenticeship research group, based in Germany, since 2006. She has managed over a dozen national and international research projects on apprenticeship.

Over the past five years Erica has undertaken research for the International Labour Organization (ILO), (an agency of the United Nations, the World Bank, and the OECD), and has provided advice to national governments in many countries worldwide as well as to European Union agencies.

Erica's first major international project in the area was for the World Bank and the International Labour Organization in 2012, to help reform the Indian apprenticeship system prior to its expansion. The project, with Ros Brennan Kemmis from Charles Sturt University, entailed collection of good practices from ten other countries worldwide which were then used to suggest options for solutions to identified problems with India's apprenticeship system. The options, presented to 80 senior officials and stakeholders in New Delhi, led to major changes in that country's system in legislation, enacted in 2015. These enable the growth of apprenticeship both by encouraging more employers to participate, and by bringing awareness to more potential apprentices. The change in the apprenticeship system has supported India's 'Make in India' expansion of manufacturing, announced in 2014.

During 2017 into early 2018 Erica has managed four funded international projects on apprenticeship. She worked in Indonesia, with the ILO's Bangkok and Jakarta offices, to support the country's national target for expansion of apprenticeship. She devised a system for expansion to assure quality as well as additional numbers, which was supported by stakeholders at a national meeting in Jakarta. She also travelled to Bangkok in a good practice sharing exercise between world experts on VET and senior tripartite officials from six south-east Asian countries.

'Apprentice systems are complex but very rewarding to research' says Erica. They generally involve Ministries of Education and Labour in all countries, and fierce debate takes place among the industrial parties to make sure that apprenticeships are manageable for employers while not exploiting workers. Researchers require a knowledge of education, labour markets, industrial relations and industrial trends, as well as a strong awareness of social justice and how systems can address disadvantage. 'Debate at national and international meetings between union officials and employers can be quite heated' Erica says. 'Experienced apprenticeship researchers need to be able to anticipate potential issues and head off conflict.'

Since 2008 a major issue in the field has been apprenticeship's role in ameliorating the effects of the Global Financial Crisis on young people. Erica's work was used a few years ago to inform the development of G20 policies on youth unemployment and to assist in governance and financing matters for EU agencies. She has recently developed a theoretical model that helps national governments to understand the potential risks as well as the benefits of using apprenticeships primarily as a tool to address youth unemployment.

Developments in world economies need to be addressed immediately in apprenticeship systems. 'In 2017 I noted that the key issue for developed nations has been how apprenticeships can support Industry 4.0; and for developing nations it is how apprenticeship can support the 'leapfrogging' from a rural base to service industries.' Erica has also needed to address how apprenticeship can respond to global voluntary and involuntary migration, and emerging developments like the gig economy. She is currently working on a framework to explain how some apprenticeship systems are more likely than others to be able to cope with such developments.

Erica was selected by the International Labour Organization (ILO) office in Geneva in October 2017 to undertake an important project analysing current apprenticeship initiatives in the 'G20' countries. RAVE researcher Jackie Tuck is the co-researcher on this project. They are evaluating how the countries are developing apprenticeships in response to the 'Initiative to Promote Quality Apprenticeships' which was adopted at the Beijing meeting of G20 Labour and Employment Ministers in July 2016. The project involves the analysis of data from a survey sent by the ILO to respondents in each country, representing government, labour unions and employer bodies. The analysis will be used as the basis for a good practice sharing workshop in 2018 in which countries will be encouraged to progress their efforts further. As part of the same ILO quality apprenticeship initiative, Erica has also been asked to undertake four Australian case studies on good practice in apprentice management, for an ILO publication and web resource featuring good ideas from many countries. These case studies are in Western Victoria, Ballarat, and Melbourne.

Working in a dual-sector university, where we are in regular contact with colleagues from Fed Uni TAFE, keeps RAVE's apprenticeship research firmly rooted in practice, as does our teacher-training work in VET, where many of our students are trade teachers from around Australia.