

RAVE News

Issue 9.

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<https://federation.edu.au/schools/school-of-education/research/research-groups/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 the last three quarters of 2018 and 2019 to date.

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

During 2018, RAVE was approved as one of the four Research Focus Areas for the School of Education. See <https://federation.edu.au/schools/school-of-education/research>

Our qualification for VET teachers and trainers has now changed its name to the Associate Degree of Vocational Education and Training to better reflect its content. Students complete their Associate Degree with only six subjects' study but must have a Diploma of VET Practice or Diploma of VET, a Certificate IV TAE, an industry qualification and industry experience. The program is offered by distance education with optional workshops. On-site workshops may be provided for cohorts of staff at RTOs.

The program has been approved as meeting the requirements of the 2018 Victorian TAFE teaching Agreement for an AQF level 6 qualification, and we also offer a subject in 'Applied Research' as a single-subject course. Contact Erica Smith on e.smith@federation.edu.au or apply direct at: <https://study.federation.edu.au/#/course/DTV3>

The newsletter reports on a number of completed and ongoing research projects, publications and initiatives by RAVE members and higher degrees students.

RAVE Research projects**'Young Futures' research project**

Research team: Erica Smith and Annette Foley (*Tim Harrison and Helen Weadon assisted with early stages of the project.*)

This project, *'Young futures: Education, training and employment decision making in non-metropolitan areas'* was funded by the Department of Education and Training (DET) Victoria as a Strategic Research Seed Funding Pilot 2018-19. It looks at how young people do, and could, imagine and navigate pathways related to post-school education, training

and employment. The project builds on a successfully completed pilot project in Western Victoria in 2016-17.

This major study examines the processes young people in rural, regional and peri-urban areas go through as they make choices about their post-school trajectories, what influences their decisions, and what they end up doing. As part of the project we are developing good practice models for communities, employers and education providers to support them, and policy recommendations.

We have interviewed key stakeholder organisations, school leaders and young people (year 11 and 12 students and young people 'one year out' from school), in six Victorian communities. In total we have interviewed nearly 200 people across the six sites. The project is nearing its conclusion, and more information will be available at on the RAVE web site under 'Current research'. The research assistant on the project is Marlon Gonsalves.

Apprenticeship research for the International Labour Organization

A number of projects have been undertaken by RAVE during 2018-2019 for ILO's Geneva office. Erica Smith and Jacqueline Tuck, undertook a project *Collaboration on ILO survey report of national initiatives to promote quality apprenticeships in G20 countries*. This research project was on G20 countries' policy initiatives on apprenticeships. This project involved the analysis of data from a survey sent by the ILO to three respondents in each country, representing government, labour unions and employer bodies. The context for the project is the G20 Hangzhou communique (item 40) on apprenticeships. [View project report](#)

Erica was asked to undertake the Australian component of another ILO project covering several countries: *'Tools for quality apprenticeships'*. She undertook research in five companies in Victoria, examining their management processes for apprenticeships. The report was published in 2019 at https://www.ilo.org/skills/areas/skills-training-for-poverty-reduction/WCMS_684158/lang-en/index.htm

The most recent project by RAVE for the ILO has been a *Discussion Paper on the Role of Intermediaries in Apprenticeship Systems*. Increasing attention is being paid across the world to the role of third-party or intermediary organisations that undertake different roles and responsibilities in some systems. These types of organisations provide a range of services in apprenticeship

systems, often focusing on improving the participation of SMEs and enterprises more broadly. Group Training Organisations in Australia are a prime example. However, there has currently been no research that examines the different types of organisations involved, the scope of services they provide and the means by which they are funded. Erica Smith was asked to review literature and current practices, to identify good practices, and to develop a typology of these organisations by type, by the services they provide and by sources of funding. This project has concluded and the report will be published soon.

Erica was invited to give a **keynote speech at a major international ILO event** in Geneva in July 2018, at which the report for the G20 project was launched. [‘International Conference on Innovations in Apprenticeships: A Skilled Workforce for the Future’](#) Representatives from government, employer and labour organizations from all G20 countries attended. Erica’s speech “Innovations and opportunities for quality apprenticeships: what next for this model of learning?” can be viewed from the RAVE web site.

Erica was also interviewed during the event, along with other speakers, for a video series entitled “Voices on apprenticeships: A skilled workforce for the future”. The Geneva speakers and be seen at https://www.ilo.org/skills/projects/stwp/WCMS_655548/lang-en/index.htm

‘Learning to be greener’ research project

Research team: Erica Smith and Annette Foley

This small unfunded project has been studying the way in which Australian adults are learning about specific changes in recycling and waste practices. During 2018, Australians’ daily lives changed quite a lot due to changes affecting plastic shopping bags and recycling practices. We are interested in how people learned about these changes and how people changed their behaviour; and what education processes could improve practices in the future.

The project is a sequel to the RAVE research group’s 2009 project [‘Learning to be drier.’](#) led by Barry Golding, which examined how people living in the Wimmera-Mallee region of Victoria learned how to manage with drier conditions and how they changed their behaviour.

The research comprised an initial focus group and expert interview, examination of publicly-available educational materials on these two matters, and an on-line survey carried out with a population of 1500 adults working at a number of campuses of a regional university. The research has now concluded and preliminary findings will be presented in June at a conference in the U.K. The paper will be available on the RAVE website following the conference. We will continue to analyse the data, and hope to conclude that this year. The research assistant on the project is Morgan Wise.

Analysis of Federal Electorate Apprentice Data

During the recent Federal election campaign, RAVE was asked to assist the National Apprentice Employment Network

(formerly known as Group Training Australia) in interpreting information about apprentices from the Federal Electorate Apprenticeship data (2013-2018). The results were designed to be provided by the NAEN’s members to local Federal MPs and candidates, and were designed to be used to promote apprenticeships as an important election issue and to highlight the decline in apprentice numbers and the role that GTOs could play in increasing numbers and quality. For each electorate, the numbers of apprentices (directly-employed and those employed by Group Training Organisations) over the period of 2013-18 were compared with State and national averages, and ratios for total in-training versus employed population over the period of time were calculated. Marlon Gonsalves was the main research assistant on this project.

Erica Smith visits the Global Apprenticeship Network (GAN) headquarters in Geneva.

Erica visited the GAN offices during a visit to Switzerland and Germany in March 2019. GAN brings together major companies and other stakeholders to promote apprenticeship around the world. Erica is pictured here with the GAN staff.



During the visit Erica was interviewed for the first episode of GAN’s #SkillingNow series on lifelong learning, which is being undertaken to mark GAN’s fifth anniversary.

“#1: We join world-renowned expert Erica Smith, from Federation University and Charles Sturt University in Australia, to discuss lifelong learning and work and how it begins. In her research, she draws experiences from new full-time workers, part-time student workers, and youth going through new, school-based apprenticeship programmers. She offers insights on the interactions between young people, employment contracts and workplaces, and how this complex relationship can set the tone for establishing lifelong learning habits.” The podcast can be heard at <https://soundcloud.com/ganglobal/skillingnow-podcast-episode-i>.

While in the region, Erica also visited senior officials at the ILO in Geneva and at SFIVET in Bern, the Swiss Federal Institute for VET; as well as presenting at the 2019 INAP apprenticeship conference in Konstanz.

Higher degrees by research (HDR) students

Completions

Three Higher Degrees by Research students supervised by RAVE members graduated at Fed Uni's 2018 & 2019 ceremonies. Supervisors' names are shown in brackets. Congratulations to all! Julianne and Barry are also FedUni staff members.

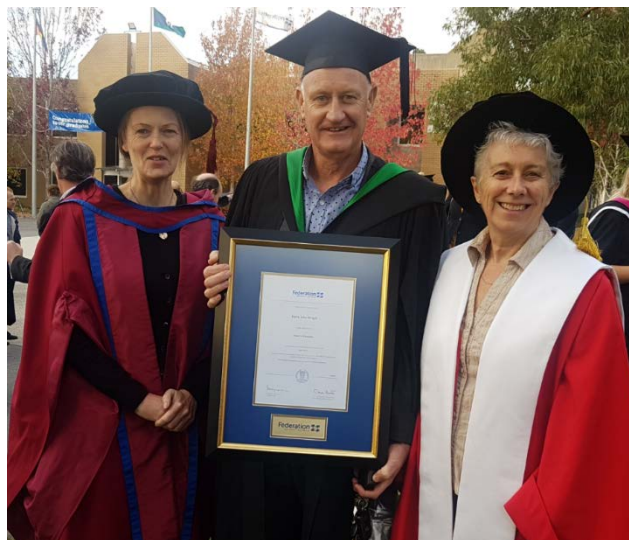
- James Cannan (EdD): Learning a trade in New Zealand: On and off the job learning in engineering trades. (Erica Smith and Annette Foley)
- Julianne Krusche (PhD): Negotiating policy-renegotiating practice: Understanding language, literacy and discursive weather systems. (Annette Foley and Barry Golding).
- Barry Wright (Masters by Research) : What is the perceived effectiveness of fully on-the-job training for carpentry apprentices? (Erica Smith and Carolyn Johnstone)



PhD graduate Julianne Krusche



Professor Erica Smith (supervisor) with PhD graduate James Cannan.



Masters Graduate Barry Wright with supervisors Dr Carolyn Johnstone (left) and Professor Erica Smith (right).

OctoberVET 2018 report

The eleventh annual OctoberVET event at Ballarat was on November 7th 2018 at the Tech Park in central Ballarat. The theme of the event was '*Apprenticeships and Traineeships: Research, Policy and Practice*'. Each October or November, RAVE hosts an 'OctoberVET' event open to all members of the community. The research-based event on vocational education and training is part of the series of annual national 'OctoberVET' events around Australia, an activity of the Australian Vocational Education and Training Research Association (AVETRA), see www.aveutra.org.au

This year we had keynote speeches from Carl Walsh (Manager, Tertiary Education Policy and Strategy from the Department of Education and Training Victoria) discussing 'New Victorian policy developments in apprenticeships and traineeships'; and Erica Smith and Jackie Tuck from Federation University, in 'What's going on overseas? Findings from FedUni's study on apprenticeship developments in the G20 countries'.

We also had parallel sessions presented by Gary Workman (Executive Director, Apprenticeship Employment Network); Barry Wright (FedUni TAFE Executive Director); Liam Frost-Camilleri (Language, Literacy and Numeracy Coordinator, Federation University) and Denielle Beardmore (Director of Clinical Education and Practice development, Ballarat Health Services) who presented a range of policy, practice and research topics. Their presentations are on the RAVE web site under 'VET Research events'.

Conferences of the Australian Council of Deans of Education Vocational Education Group (ACDEVEG)

ACDEVEG consists of representatives of the universities that deliver VET teacher-education. Federation University has been very active in this group. See www.acde.edu.au and go to 'Networks'. Among many other activities, ACDEVEG has mounted an annual conference for the past four years.

On the final page of this newsletter you can see details of the 2019 ACDEVEG conference, which will be in Wagga Wagga, NSW, on 9th-10th December 2019. RAVE members are involved with organising this conference. If you are interested in VET teaching and VET teacher-education, this is the conference for you. The call for abstracts for research papers and professional workshops is now open, with a closing date of July 31st. See the conference web site: <https://thinkspace.csu.edu.au/acdeveg2019/>

Erica Smith was the convenor of the successful 2018 ACDEVEG conference in Melbourne in December 2018. The papers and photos from the event are at <https://www.acde.edu.au/acdeveg-conference-2018/>. The photo below shows the final expert panel session, chaired by Erica Smith and including panel members Arvid Yaganegi from ASQA, Annette Foley from RAVE, and Denise Stevens, ex-CEO of the VET Development Centre. The panel responded to questions about the VET sector and VET teaching developed by conference attendees in table discussions.



Other activities

No peer-review but huge impact - Carolyn Johnstone reports

I had an article published in the 2018 issue of the *Journal Adult Education and Development*: <https://www.dvv-international.de/adult-education-and-development/>

My paper was about Cambodia, Bosnia-Herzegovina and Iraq, and the ways in which adult education, in post-conflict countries, can develop resilient people and strengthen the sense of community between different groups.

This journal is published annually by DVV International – the Institute for International Cooperation of the German Adult

Education Association (Deutscher Volkshochschul-Verband e.V., DVV). The journal is published in three languages (English, French and Spanish – curiously, not German) and is distributed in hard copy in over 160 countries.

Although AED is not a ranked peer-reviewed publication, its global reach and target audience of practitioners, researchers, activists and policymakers – many from the global South – meant I was delighted to have an article accepted. The 2018 issue came out in late November; and there was a spike in my LinkedIn profile views in early December. Of course, correlation is not causation but I wondered

Another way that AED generates impact is by linking to a virtual seminar after each edition. The International Council for Adult Education (ICAE) hosted this year's seminar in early March 2019 (www.virtualseminar.icae.global). Four articles from AED were selected as platforms for discussion. Along with a few other authors, I was asked to write a commentary/response to Henrique Lopes' article, "How adult education can save your life" which was on health education. These responses were all used to initiate online discussions. The conversation was global and the perspectives were diverse and stimulating.

To complement the discussions in the virtual seminar, there was a webinar on 7 March. Being in Australia's timezone, I had to get up in the middle of the night on Friday 8th to join this event but there was engaging debate on putting preventive healthcare education in the same category as literacy and numeracy.

So, an article, a virtual discussion and a webinar: I had three chances to reach a huge audience and contribute to the developing understanding of the role of adult education.

Erica Smith chosen to headline new international resource on apprenticeship

Erica Smith was invited in 2018 to be the Featured Author for a new resource on apprenticeship developed by the National Centre for Vocational Education Research. The 'pods', on major issues to do with vocational education and skills, each have a featured author. Erica was selected for this honour as the result of her national and international research work on apprenticeship.

The 'pods' are part of the NCVER-managed VOCED Plus resource database, which is developed in conjunction with the UNESCO-UNEVOC Centre for Technical and Vocational Education and Training, based in Germany.

The pod can be seen at <https://www.voced.edu.au/pod-apprenticeships-and-traineeships>

RAVE Research grants (Since Feb 2018)

Smith, E., Weadon, H., Foley, A. & Harrison, T. (2018) *Young futures: Education, training & employment decision-making in non-metropolitan areas*. Department of Education and Training Victoria, Strategic Research Seed Funding, \$50,000.

Smith, E. (2018). *The role of intermediaries in apprenticeship systems*. International Labour Organization, Geneva office. \$14,000 USD. (\$19,663 AUD).

RAVE members' publications and achievements since RAVE News 8 (February, 2018)

Chapter in an edited book

Smith, E. (forthcoming October 2019). The importance of VET teacher professionalism: An Australian case study. In *The International Handbook of Education for the Changing World of Work*. edited by S. McGrath, J. Papier, M. Mulder & R. Suart, Springer.

<https://www.springer.com/us/book/9783319945316#aboutBook>

Smith E. (2018). Revisiting apprenticeships as a response to persistent and growing youth unemployment. In *Skills and the Future of Work: Strategies for Inclusive Growth in Asia and the Pacific*. International Labour Organization: Bangkok.

https://www.ilo.org/asia/publications/WCMS_650239/lang-en/index.htm

Smith, E. (2019). Occupational preparation for manual work: Fitter/machinists and concrete operators. In S. Loo (ed) *Multiple dimensions of teaching and learning for occupational practice*. Abingdon, UK: Springer, pp 37-55.

<https://www.routledge.com/Multiple-Dimensions-of-Teaching-and-Learning-for-Occupational-Practice/Loo/p/book/9781138585713>

Peer-reviewed journal papers

Schlagloth, R., Santamaria, F., Golding, B. & Thompson, H. (2018). Why is it important to use flagship species in community education? The Koala as a case study. *Animal Studies Journal*, 7(1), pp.127-148.

Barratt-Pugh, L., Hodge, S., & Smith, E. (published on-line, 2018). Learning and development practitioners: identity, profession and future trajectory. *Asia Pacific Journal of Human Resources*. pp.1-27. DOI 10.1111/1744-7941.12207
<https://onlinelibrary.wiley.com/doi/epdf/10.1111/1744-7941.12207>

Foley, A. (2018). Gender and its implications in Adult Learning and Education (Editorial) *Studies in Adult Education and Learning*. Vol 24 (3) pp. 3-9. <https://revije.ff.uni-lj.si/AndragoskaSpoznanja/article/view/8111/8305>

Foley, A. (2018). Masculine Gendered Space. *Studies in Adult Education and Learning*. Vol 24 (3) pp. 29-38.
<https://revije.ff.uni-lj.si/AndragoskaSpoznanja/article/view/7979/8300>

Smith, E. (2019). Apprenticeships and 'future work': Are we ready? *International Journal of Training and Development*, special edition on apprenticeships. 23(1), 69-88.

<https://doi.org/10.1111/ijtd.12145>

'Video-byte' summary at <https://vimeo.com/309882710>

Conference papers – other

Smith, E. (2019). A small study of big issues in apprenticeship: Companies' apprenticeship management practices in Australia, *Contemporary Apprenticeship Reforms and Reconfigurations*, 8th International INAP Conference, March 21st-22nd, Konstanz, Germany

Smith, A. (2018). Do Dual Sector Universities work? A practitioner perspective. *3rd International Conference of the Association for Research in Post-Compulsory Education (ARPCE)*, Harris Manchester College, Oxford, 13-15 July

Foley, A. and Smith, E. (2018) What's happening Internationally: A systematic review of VET teacher Qualifications. *ACDEVEG 2018 national conference on VET Teaching & VET teacher Education*. Building Confidence in VET practice, 6-7 December 2018.

<https://www.acde.edu.au/acdeveg-conference-2018/>

Smith, E. (2018). VET teacher professionalism: How is it developed, and what is its current state? *4th National ACDEVEG Conference on VET Teaching & VET Teacher Education. Building confidence in VET Practice*, Melbourne, 6-7 Dec. <https://www.acde.edu.au/acdeveg-conference-2018/>

Smith, E. & Downing, J. (2018) VET teacher-training courses in universities – what's old, what's new and what can be improved? Workshop at the *4th National ACDEVEG Conference on VET Teaching & VET Teacher Education. Building confidence in VET Practice*, Melbourne, 6-7 Dec.

Smith, E. & Tuck, J. (2018). What's going on overseas? Findings from Fed Uni's study on apprenticeship developments in the G20 countries. *OctoberVET Ballarat*, 7 November. <https://federation.edu.au/schools/school-of-education/research/research-groups/rave-researching-adult-and-vocational-education/vet-events>

Smith, E. & Tuck, J. (2018). An analysis of current apprenticeship activity in the G20 countries. *New VET Research Perspectives: Issues, practices, insights*. AVETRA Research Forum, Canberra Institute of Technology, 26 October.

Smith, E. (2018). Innovations and opportunities for quality apprenticeships: what next for this model of learning? *International Conference on Innovations in Apprenticeships: A Skilled Workforce for the Future*, International Labour Organization (ILO), OECD and Global Apprenticeship Network, Geneva, July 4-5. **Invited keynote speech.**

Smith, E. (2018). Enterprise Registered Training Organisations: Training and learning practices. *Skills for a Global Future, 27th National Vocational Education and Training Research Conference ('No Frills')*, Sydney, 15-17 August. Available at <http://www.voced.edu.au/content/ngv%3A80491>

Smith, E. (2018). How can apprenticeship systems adapt to the changing nature of work? *Preparing for the Skills Future, Now*, 2018 World Congress for the World Federation of Colleges and Polytechnics (WFCP), Melbourne, 9-10 October. Available at <https://www.tda.edu.au/wfcp-world-congress-2018/> Password WFCP2018

Smith, E. & Tuck, J. (2018). What is the added value of higher qualifications for vocational education and training (VET) teachers in Australia? *3rd International Conference of the Association for Research in Post-Compulsory Education (ARPCE)*, Harris Manchester College, Oxford, 13-15 July. <http://arpce.org.uk/conference-2018/> Password ARPCE2018.

Publications (un-refereed)

Shreeve, R. (2018). A new set of national priorities for VET would make great economic and social sense. The Conversation, 2 October 2018. Retrieved from: <https://theconversation.com/a-new-national-set-of-priorities-for-vet-would-make-great-social-and-economic-sense-101516> 2,649 readers

Shreeve, R. (2018) . A fifty per cent self-funded TAFE system, the Scott and Deveson reports 28 years on. LinkedIn, February 2018. Retrieved from: <https://www.linkedin.com/pulse/fifty-percent-self-funded-tafe-system-scott-deveson-reports-shreeve/>

Erica Smith (2018) 'Teachers and trainers are vital to the quality of the VET sector, and to the success of its learners'. Published 5 October 2018. 3328 reads. <https://theconversation.com/teachers-and-trainers-are-vital-to-the-quality-of-the-vet-sector-and-to-the-success-of-its-learners-101384>

Johnstone, C. (2018). How to develop resilient people in stronger communities. *Adult Education and Development* <https://www.dvv-international.de/en/adult-education-and-development/editions/aed-852018-role-and-impact-of-adult-education/>

Reports

Shreeve, R. & Palser, J. (2018). Marketisation of VET: The New South Wales response 1990s-2017. In *Vocational education for the twenty-first century: a series of policy discussion papers*. Melbourne: LH Martin Institute, University of Melbourne. Retrieved from <https://melbourne-cshe.unimelb.edu.au/lh-martin-institute/news/vocational-education-for-the-21st-century-a-series-of-policy-discussion-papers/vocational-education-for-the-21st-century-a-series-of-policy-discussion-papers>.

Smith, E., Tuck, J. & Chatani, K. (2018). *ILO Survey Report on the National Initiatives to Promote Quality Apprenticeships in G20 Countries*. Geneva: International Labour Organization. ISBN : 978-92-2-030909-4 (print), 978-92-2-030910-0 (web pdf)

Other activities and awards

Annette Foley has become a member of the editorial board of Australian Journal of Adult Learning.

Barry Golding became a Member of the Editorial Board, *Australian Journal of Adult Learning*.

Barry Golding's Professor (Adjunct) appointment has been formally renewed for another 3 years by Fed Uni to June 2021.

Carolyn Johnstone is the convenor of the Australian Coalition for Education and Development (ACED). In that capacity, she attended the World Assembly of the Global Campaign for Education in Nepal (14 – 18 November 2018).

Robin Shreeve was elected as President of the Australian VET Research Association (**AVETRA**) at AVETRA's AGM in April 2018. Erica Smith was elected as an Executive member and is currently Secretary.

Annette Foley managed the peer-reviewing of abstracts and full written papers for the AVETRA conference June 2019.

Erica Smith Was co-convenor, of the AVETRA research forum 2018 - *New VET Research Perspectives: Issues, practices, insights, Canberra 26th October*.

Erica Smith continues to serve on the Education Industry Reference Committee, which develops and maintains the TAE and Foundation Skills Training Packages.

Erica Smith was invited to write a feature article on International Labour Organization web site based on keynote speech to ILO conference in Geneva: 'Innovations in apprenticeships for the future world of work.'

Erica Smith Invited to 'Tertiary Education Futures' consultation by KPMG, initiative led by Prof Stephen Parker, May 2018, Melbourne. Attended by senior Higher Education and VET experts. Report 'Reimagining tertiary education' published August 2018.

Erica Smith Invited to provide specialist advice on suitable qualifications for teachers in the Foundation Skills Training Package, October 2018.

Erica Smith was invited to present a seminar to staff of the National Centre of Vocational Education Research (NCVER) on her ILO-funded research project on apprenticeships in the G20 countries, November 2018.

Erica Smith Invited, with Andy Smith, to present webinar organised by NCVER to staff in various government departments on findings of the RAVE NCVER-funded project about employer training, October 2018.

Erica Smith Organised two national events for 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.

ACDEVEG

Australian Council of Deans of Education Vocational Education Group

'Diverse Pedagogies for Diverse VET Contexts': 5th Annual Conference on VET Teaching and VET Teacher Education

Wagga Wagga, NSW: 9-10 December 2019

Charles Sturt University's Wagga Wagga Campus, Boorooma St, North Wagga Wagga NSW 2650
(see conference website for venue location and area guides)



Monday 9 December, 2019, 11.00am - 5.00pm

Tuesday 10 December, 2019, 9.00am – 3.00pm

Note: these timings allow for flights arriving and departing Wagga Wagga on the first and second day of the conference.

Keynote Speaker

Professor Kevin Orr, University of Huddersfield

Professor Kevin Orr is a Professor of Work and Learning and Associate Dean (Teaching and Learning) at the University of Huddersfield, UK. Prior to joining the university sector, he taught in Further Education (FE) Colleges, focussing on ESOL and teacher education provision. In 2014 Professor Orr was awarded a National Teaching Fellowship for his work around vocational education by the Higher Education Academy. Professor Orr's research expertise includes vocational education and training and Teacher education and professional development in the Further Education Sector. He is currently leading a three-year national research project on initial teacher education for science, engineering and technology teachers working in colleges.

More speakers to be announced later

Do you want to present a paper or workshop at the conference?

A call for research-based papers and workshop proposals will be issued in the near future (see conference web site). Papers and workshops proposals will need to relate to VET teaching/training, or VET teacher qualifications/professional development.

To be placed on the conference mailing list, please email ACDEVEG_2019@csu.edu.au

The conference website is at <https://thinkspace.csu.edu.au/acdeveg2019/> and will be updated regularly.

The conference is administered by Charles Sturt University. For more information about ACDEVEG including previous conferences please visit our webpage at: <http://www.acde.edu.au/networks-and-partnerships/acde-vocational-group/>