**Welcome**

*Professor Annette Foley, RAVE convenor*

This is my first newsletter as the new convenor of RAVE. I take over this role from Professor Erica Smith who has convened the RAVE group for 10 years and who is retiring. It is a big responsibility and I hope that I can do the role justice.

We have had a productive period since the last RAVE News issue 15 in December 2022. This newsletter provides details about the group’s current and recent research, publications, engagements, and other activities. We do hope you enjoy reading through all of the news and achievements.

We welcome a new member to the RAVE group and to the University, Paschal Somers who has joined us as a senior lecturer to teach in the associate degree in VET program which continues to grow. Paschal brings to the program extensive experience in the VET sector, and we are excited to have him on the team.

More information about RAVE and our activities and achievements are available on our website <https://federation.edu.au/institutes-and-schools/ieac/research/rave-researching-adult-and-vocational-education>. You can also email RAVE about any of the items here or on the website.

Finally we will be sending out via email, information about this year’s OctoberVet in Ballarat which will be in November this year. Any queries about RAVE and requests to join the mailing list can be sent to [vet.research@federation.edu.au](mailto:vet.research@federation.edu.au)

.



**Erica Smith presents Ray Barker award to**

**Llandis Barratt-Pugh.**

At the Australian VET Research Association conference recently, RAVE member Erica Smith presented the Ray Barker award for services to VET research to Llandis Barratt-Pugh. Llandis is a longstanding VET researcher and was a guest speaker at RAVE’s OctoberVET event in 2017. <https://federation.edu.au/institutes-and-schools/ieac/research/rave-researching-adult-and-vocational-education/vet-events>

Erica is herself a former winner of the Ray Barker award.

**New funded RAVE research projects**

**Skills for work, study, and life: Adult learning in Adult Community Education in Australia**

This current project is funded by the Deakin University Support and Development Fund. RAVE Researchers: Annette Foley. Other researcher Tracy Ollis, Deakin University.

Adult and community education (ACE) has recently been recognised by the Federal government Minister for Skills and Training, Brendan O’Connor, as Australia's fourth sector of education. ACE has significantly contributed to providing formal and informal learning opportunities, often for hard-to-reach learners, older learners, those with English as a second language, early school leavers and other diverse groups, sometimes leading to pathways to further education or work (Nechvoglod & Beddie 2010). Some of the learners in ACE may have previous difficult experiences of the neoliberal education system, formal education, and schooling.

On the back of a national skill shortage (National Skills Commission, 2022) and the recent federal government summit on Skills (2022) in Australia and the need for hard-to-reach learners to gain skills for employment, the contribution of the ACE sector to the government work and skills policy agenda is more critical than ever. This mixed methods research aims to better understand the completion rates of pre-accredited and accredited programs to determine the effectiveness of these ACE programs for work and further education outcomes. The findings of the study will also highlight the significance of ACE for those learners who cannot gain employment or further education for complex reasons, including older learners. These learners can and do benefit from ACE in living healthier and more connected lives.

This research aims to provide an overview of adult learning in adult and community education (ACE) settings in two states in Australia,Tasmania and Victoria.

Preliminary findings of this project have been presented at the UALL/ SCUTREA Conference at Cambridge in June 2023. <https://www.uall.ac.uk/>

**Careers in Everyday Industries Project**

The project web site is at <https://federation.edu.au/research-everyday-careers>

RAVE researchers: Erica Smith and Andy Smith. Research assistant: Adrian Marshall.

This project, funded by the National Careers Institute, has concluded. Following a meta-analysis process to draw out the key findings from all stages of the project, a full report with all the research findings has been submitted to the funding body.

Five ‘At a glance’ advice leaflets for stakeholder groups have been produced from the project’s findings. The stakeholder groups are: career seekers, career practitioners, family, community and other career influencers, retail and hospitality businesses, and policy makers. Each individual leaflet is available on the project web site, together with a compendium containing all five with an introduction. The leaflets are for adaptation and use by individuals and groups for their own purposes, with due reference to the project.

In 2023 so far, the project findings have been presented at three conferences: The Australian VET Research Association conference in April: [Retail: The industry that VET forgot](https://federation.edu.au/__data/assets/pdf_file/0010/596350/AVETRA-retail-2023.pdf), the Journal of VET conference in the U.K. in July, and the NCVER conference in July: <https://www.voced.edu.au/content/ngv%3A97279>. In addition, the findings about retail have been presented to Coles management, and the findings of the project as a whole to the Skills IQ NSW ITAB forum.

Also, a team member from UQ co-led an invited presentation addressing workforce issues and solutions to Austrade’s Visitor Economy Workforce Capability Team, March 2023 in Canberra. The project’s findings, particularly related to career choice and deep and persistent structural barriers to the attractiveness of tourism, hospitality and retail occupations, were canvassed.

**New unfunded research**

**VET teachers’ motivations for entering and remaining in the VET workforce.**

This is an unfunded research project investigating why people become VET teachers and what motivates them to remain in the job. Currently concerns are expressed about a VET workforce shortage in Australia, but there is a lack of data to inform policy development. The research project is being undertaken by Erica Smith, Annette Foley and Morgan Wise from RAVE and Daryl South from Charles Sturt University, and has received Human Research Ethics Committee (HREC) approval at both universities.

The research aims to better understand why people make the move into the VET sector and what would make more people remain as VET teachers. To this end, we have administered an anonymous online survey of students in current VET teacher-educations program at Federation University and Charles Sturt University, and also graduates of those programs over the past two years. All of these students are already working as VET teachers/trainers. There were 146 valid responses, from a wide range of VET teachers, eliciting interesting and sometimes surprising data, and many detailed responses to the qualitative questions. We are very grateful to the participants for their responses, and impressed by their clear passion for the sector.

The findings from the project are already being used to inform the development of government policy on the VET workforce, and we hope they will also provide ideas for TAFE Institutes and other RTOs to help with recruitment and retention of VET teachers. We’ll also be informing the VET community via conference presentations and articles, including at Ballarat’s OctoberVET and the annual ACDEVEG conference in Melbourne on December 4th. For more information and updates, see the project entry on the RAVE web site under ‘current research’.

**Research impact and engagement**

**Annette Foley**

* Invited speaker at the Malaysian senior management resources (SMR) Group. Topic: Contemporary Thoughts on Adult Education.
* Immediate past president of adult learning Australia (ALA) where she was president for 3 years. Elected Vice president in May 2023.
* Conferred with Honorary Doctorate in Education Leadership in December 2022 at the Cyberjaya University in Kuala Lumpur Malaysia.

**Barry Golding**

* Coranderrk Portraits, short film, National Reconciliation Week, 27 May - 3 June 2023, Uncle Ricky Nelson & Barry Golding in Conversation, On Country at Neereman & Lalgambuk / Mount Franklin, <https://youtu.be/CpGAgUmDPRY>
* Seminar Barry Golding, 'Men's Sheds: Australia's gift to the world' to Tokyo Metropolitan Institute for Geriatrics and Gerontology, Tokyo, Japan, 4 August 2023.

**Erica Smith**

* Continued as Advisory Board member, National Careers Institute (part of DEWR), and as member of DEWR’s VET Workforce Blueprint Steering Group.
* Invited speaker, Skills IQ NSW ITAB forum, 17 July 2023.
* Invited to appear before the House of Representatives Standing Committee on Employment, Education and Training inquiry into the perceptions and status of VET, 3 May 2023, Canberra (on-line). Erica’s submission, no. 72, can be seen via <https://www.aph.gov.au/Parliamentary_Business/Committees/House/Employment_Education_and_Training/VETInquiry/Submissions>
* Meeting with 7 senior DEWR staff March 20th 2023 in Canberra, for the ‘Qualifications reform’ initiative.
* Invited to join the Industry Advisory group for The Pivot Institute & Mine Training Australia, January 2023.

**RAVE Members’ Achievements**

**RAVE members’ publications and achievements since RAVE News 15 December 2022.**

**Journal Articles**

Fieger, P., Prayag, G., Dyason, D., Rice, J., & Hall, C. M. (2023). Exploring CBD Retail Performance, Recovery and Resilience of a Smart City Following COVID-19. *Sustainability*, 15(10), 8300.

Golding, B. (2023) Men’s Sheds: Australia’s gift to the world, Dyskursy Młodych Andragogów / Adult Education Discourses  24/2023. pp.143-159.

Paynter, M., Hua Sharpe, W., Halabi, A.K., Reimers, V., Ma, H. & **Johnstone, C**. (2023). Chinese students’ decisions to study in Australia after the COVID pandemic-based on the PESTLE factor analysis, *International Journal of Intercultural Relations.* *96* (September). <https://doi.org/10.1016/j.ijintrel.2023.101867>

Article link: [https://authors.elsevier.com/sd/article/S0147-1767(23)00115-3](https://protect-au.mimecast.com/s/IhbmCzvkP3cKorxoHg1KL9?domain=authors.elsevier.com)

Rice, J., Martin, N., Raziq, M. M., & Fieger, P. (2023). A reconsideration of Jack Welch's managerial legacy. *EuroMed Journal of Business*.

Rice, J., Raziq, M. M., Martin, N., Fieger, P., & Rice, B. (2023). The debt crisis and the adoption of Asset-Light and Fee-Orientated (ALFO) arrangements at Marriott: 1980-1995. *Journal of Tourism, Heritage & Services Marketing*, 9(1), 58-66.

Smith, E. & Smith, A.(2023).Informal training and learning in Australian firms: A new perspective. *International Journal of Training and Development.* Published on-line 9.8.23.<http://doi.org/10.1111/ijtd.12307> (Paper is open-access – contact Erica for copy at [e.smith@federation.edu.au](mailto:e.smith@federation.edu.au))

Smith, E. & Tuck, J. (2023). Do the qualifications of vocational teachers make a difference to their teaching? *Research in Post-Compulsory Education*. 28:1, 1-25. <https://doi.org/10.1080/13596748.2023.2166690>

Smith, E. (2023). Apprenticeships: The problem of attractiveness and the hindrance of heterogeneity. *International Journal of Training and Development.* 27:1, 18-38. Was published on-line 27.8.22. <https://doi.org/10.1111/ijtd.12281>

**Non peer reviewed journal articles**

Smith, E. (2023). *How young people combine education and work: An under-explored phenomenon.* NORRAG News (Network for International Policies and Cooperation in Education and Training), special issue #8, on The Education-Training-Work Continuums: Pathways to Socio-Professional Inclusion for Youth and Adults (ed. Michel Carton & Christine Hofmann), 61-64. [*https://resources.norrag.org/resource/view/779/441*](https://resources.norrag.org/resource/view/779/441)

**Conference papers**

Foley, A. & Ollis, T (2022) Neighbourhood Houses and Mens sheds: Adult Learning in Community Spaces. *The Australian Association for Research in Education (AARE)* 27th November – 1st December, Adelaide, 2022. <https://www.aareconference.com.au/>

Foley A. & Ollis, T. (2023) Skills for work, study and life: Adult learning and flourishing in adult Community education in Australia. *Universities Association for Lifelong Learning/SCUTREA. Global* *Citizenship and lifelong learning.* Mandingley Hall Cambridge University UK. 26th – 28th June 2023.

Smith, E. (2023). **Training of VET teachers and trainers: An absence of governance?** 32nd  National Vocational Education and Training Research Conference ‘No Frills’, ***Skilling Australia’s current and future workforce,*** RMIT, Melbourne, 19-21 July. <https://www.voced.edu.au/content/ngv%3A97279>

Snell, D., Robinson, R. & Smith, E. (2023). Why don’t young people want to pursue careers in retail and hospitality? 32nd  National Vocational Education and Training Research Conference ‘No Frills’, ***Skilling Australia’s current and future workforce,*** RMIT, Melbourne, 19-21 July. <https://www.voced.edu.au/content/ngv%3A97279>

\* Smith, E. and Smith, A. (2023) Retail work: Ubiquitous, undervalued and uncertificated? *The context and purpose of VET: Journal of Vocational Education and Training conference*, Oxford, 19-21 July.

Smith, E. (2023). Rescue and recovery: The effects of COVID and post-COVID measures on apprenticeships. *Global Citizenship and Lifelong Learning: UALL/ SCUTREA conference*, Madingley College, Cambridge, 28-30 June. (will be on new UALL website)

Smith, E. & Smith, A. (2023). Retail: The industry that VET forgot. *VET and challenging times: AVETRA 25th conference*, Citadines Hotel, Melbourne, 26-28 April.

Smith, E. (2022). VET teachers’ reflections on the practicum component of their Diploma of VET and university VET studies. *A new focus on VET teachers: Eighth Annual ACDEVEG conference on VET teaching and VET teacher-education*, online, December 8th Presentations accessed via <https://www.acde.edu.au/networks-and-partnerships/acde-vocational-group/>

**Other Achievements**

**PhD candidature:** Congratulations to Anthony Pearce who has begun his PhD with Deakin University under the supervision of Associate Professor Tracey Ollis and Kellie Tobin.

**Research Project Aims**: To explore the impact of applied learning reforms on the education of secondary students studying applied learning programs in non-school senior secondary providers; TAFEs and community education settings. Based on the recommendations of the Firth Review, VCAL, Victoria’s applied learning pathway, is being replaced with the VCE Vocational Major (VCE VM), and the Victorian Pathways Certificate (VPC), beginning the transition to the VCE VM and VPC in 2023. Recent reforms have brought applied learning and vocational education for secondary school students into the spotlight and has turned the focus back onto program and student outcomes, inviting further research in this area.

**Welcome Paschal Somers**



Paschal has joined the University as a senior lecturer in the Associate Degree of VET and a member of RAVE.

Paschal has previously taught on the Associate Degree on a casual basis. Paschal has worked in the vocational education and training sector for the past 19 years in the areas of adult education and VET educator development. At Box Hill Institute and later RMIT, he specialised in designing, developing, and facilitating workplace trainer programs across a range of industries, including education (Graduate Diploma teachers), health, aged care, rail, automotive, gaming industries (Tabcorp & Crown College), manufacturing (Cryovac) and justice.

At Australian Industry Standards skills services organisation (now Industry Skills Australia) Paschal spent five years in industry workforce and training package qualification development projects approved by the Department of Employment and Workplace Relations. His work as an Industry Engagement Manager involved multiple projects in the research, design and development of occupational standards in aviation, defence, police, public safety, and correctional practice.

**Graduation**

Its always wonderful to attend graduations to celebrate the achievement of our Associate Degree of VET students at federation University. This is a picture of two of our graduates, Brett White and Jake Baird with myself after the March graduation ceremony this year.

We currently have 170 students, and details of the program are at https://study.federation.edu.au/course/DTV3 . Our students study part time while working as VET teachers.



**ACDEVEG conference in Melbourne on**

**4th December**

The annual conference of the Australian Council of Deans of Education Vocational Education Group (ACDEVEG) is back in-person after three years on-line. This conference is very popular with VET teachers and managers. The one-day low-cost conference, on VET teaching and VET teacher-education, will be sponsored by, and held at, the VET Development Centre in Melbourne’s CBD.  Federation University RAVE staff are involved in the conference organising team.

Further details and registration details will be available soon at <https://www.acde.edu.au/networks-and-partnerships/acde-vocational-group/>  A call for papers will be issued shortly. Interim enquiries about papers can be sent to Annette Foley on [a.foley@federation.edu.au](mailto:a.foley@federation.edu.au)