



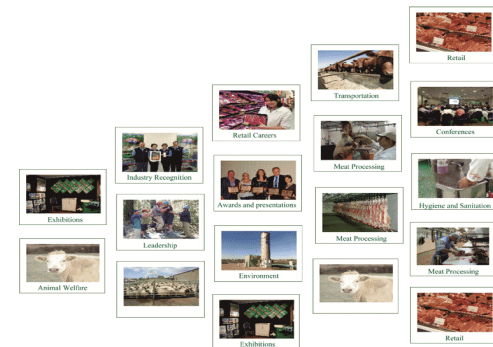
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NATIONAL MEAT INDUSTRY TRAINING ADVISORY COUNCIL LIMITED

Challenges for professional development for diverse VET practitioners

Based on the NCVET Occasional Paper “Continuing professional development for a diverse VET practitioner workforce” by Mark Tyler and Darryl Dymock, Griffith University, 2017

Sharon Fitzgerald, MINTRAC



Paper overview

- Standards for RTOs, 1.16 requires ‘trainers and assessors undertake professional development in the fields of the knowledge and practice of vocational training, learning and assessment including competency based training and assessment’
- Duality of trainer role
- Diversity of VET workforce means no single approach to, or measurement of, continuing PD can cover everyone

Paper overview

- Teachers have CPD hours, Doctors, nurses, lawyers accountants and similar roles have similar hours and/or points based systems
- Lack of any standard data on VET PD or profile of the workforce
- Recurring national survey is suggested in this paper, every five years, to gather more reliable data

VET practitioners

- “dual professionals” – over half of the VET workforce
- High proportion of part time and casual employees
- No typical pathway
- Variety of skills, experience and backgrounds
- Diversity of industries

CPD in VET

- Continuing Professional Development (CPD)
- Most CPD event focused, 'just in time' (e.g. in response to a policy change)
- Research supports longer term approaches, with more planning and structure
- Past submissions to the Productivity Commission have proposed a framework for VET, with hours, similar to teaching

Industry currency

- As well as CPD for VET, practitioners also need to maintain industry currency
- Can be a challenge if trainers spend most of their time in a classroom
- Approaches are typically ad hoc
- More compliance driven than improving practice
- Lots of challenges faced by trainers – time, cost, access, support, resistance, diversity of industries

Professionalisation

- Ongoing debate as to whether VET practitioners are 'professionals'
- Implications for CPD
- Diversity of roles and industries make this difficult
- Discussion about the need for a professional body and registration
- Concept of mandatory vs voluntary CPD – is mandatory feasible?

Cert IV in Training and Assessment

- Arguments that this is not enough as a minimum qualification
- May not prepare graduates for the complexity of tasks they will need to know how to perform – e.g interpretation on competency is a ‘highly sophisticated skill’
- Some practitioners are training ‘on the side’ – so may not see it as core, for others it is everything

Conclusion

- *“There is no single approach to CPD for VET practitioners that can meet the needs of every industry, every organisation or every teacher and trainer.”*
- Next step should be to explore how to overcome barriers and constraints to a more comprehensive approach to CPD

Discussion questions

- Would you agree that in the meat industry most trainers are 'dual professionals'?
- Is most of your CPD event focussed or just in time? Or do you try to plan CPD?
- What area do you feel is easier to complete - CPD for VET knowledge or industry currency? How do you find a balance?
- What are some of the barriers you face to undertaking CPD?
- How do you record CPD and industry currency?
- Would a formal CPD system (similar to teachers, doctors, nurses etc) work for meat industry trainers? Why or why not?
- Are expectations placed on trainers becoming a deterrent on taking on the role?