

## **Appendix I: Conduct of the inquiry**

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### **TERMS OF REFERENCE**

On 27 June 1996, the Commonwealth Minister for Employment, Education, Training and Youth Affairs, Senator Amanda Vanstone, wrote to the Chairman of the Committee, Mr Bob Charles, MP, requesting the Committee to inquire into and report on the factors influencing the employment of young people.

### **ADVERTISING THE INQUIRY**

The inquiry was advertised nationally in *The Australian Financial Review* on Friday 28 June 1996 and *The Weekend Australian* on Saturday 29 June 1996. The Committee wrote to the relevant Commonwealth Ministers and to State and Territory Governments. In addition, the Committee wrote to over 150 youth and community associations, industry training advisory boards, businesses and trade and industry associations inviting them to make a submission.

### **EVIDENCE TO THE INQUIRY**

The Committee received 144 submissions from 127 parties of which all but one were authorised for publication. These submissions are listed at Appendix II.

The Committee received 123 exhibits to the inquiry which were provided as attachments to written submissions or offered to the Committee at public hearings. These are listed at Appendix III.

### **Public hearings**

The Committee initiated the active phase of the inquiry at a private meeting with business and community representatives in Melbourne. Then followed a comprehensive schedule of public hearings at: Sydney, Blacktown, Nowra, Merimbula and Wagga Wagga, NSW; Melbourne, Sale and Seymour, Victoria; Brisbane, Roma, Charleville, Longreach and Mt Isa, Qld; Kununurra, Broome, Carnarvon and Kalgoorlie, WA; Adelaide, SA; Hobart, Tasmania; Canberra, ACT; and Darwin and Alice Springs, NT. Inspections were conducted in Melbourne and Adelaide. During the inquiry, the Committee conducted a public hearing using video-conferencing technology, the first such hearing by a House of Representatives committee. The Committee called 193 witnesses. Details of the hearings and witnesses who appeared are in Appendix IV.

## **School forums**

The Committee also took evidence from secondary students in years 10, 11 and 12 at school forums held at: Caboolture, Qld; Blacktown, Nowra and Wagga Wagga, NSW; Sale and Seymour, Victoria; Broome, Carnarvon and Kalgoorlie, WA; Hobart, Tasmania; and Darwin, NT. In total 303 secondary students and 4 teachers participated in the school forums. Details of the school forums and participating students and teachers are in Appendix IV.

## **Transcript of evidence**

At the school forums and public hearings combined, 1724 pages of evidence were recorded by *Hansard*. The transcript of evidence taken at public hearings and school forums, and copies of all written submissions on the public record will be made available for inspection at the Committee Office of the House of Representatives and at the National Library of Australia.

## Appendix II: List of submissions

Sub	Name and Organisation	Received
1	Mr Harold Day Jour Toujours	02/07/96
2	Mr Brett Dawson	03/07/96
3	Dr Tricia Fox Queensland University of Technology	03/07/96
4	Dr P N Junankar The Australian National University	04/07/96
5	Mr Collin Ball The Community Change Partnership	04/07/96
6	Ms Claire Payne David Payne & Co	09/07/96
6.1	Ms Claire Payne David Payne & Co	05/08/96
7	Mr David Norbury	16/07/96
8	Mr Graeme Pannell Fassifern Community Centre	17/07/96
9	Mr John Gilmour Gilmour's Comfort Shoes Pty Ltd	18/07/96
10	Mr Robert Day Homestead Award Winning Homes Pty Ltd	18/07/96
10.1	Mr Robert Day Homestead Award Winning Homes Pty Ltd	26/09/96
11	Mr Nick Murray Forest and Forest Products Employment Skills Company Ltd	19/07/96
12	Mr Marcus L'Estrange	24/07/96
13	Mr Geoff Brookes Property Services Training Australia	25/07/96
14	Mr John McCormack	29/07/96
15	Mr Graham Farrar Hotel Motel and Accommodation Association	29/07/96
16	Mr Tony Palladino Industry Training Advisory Body Ltd	30/07/96
17	Mr Colin Lang The Bensons Group Pty Ltd	30/07/96
18	Mr Ray Jamieson	30/07/96

<b>Sub</b>	<b>Name and Organisation</b>	<b>Received</b>
19	Ms Rosalie Karim Tourism Training Australia	30/07/96
19.1	Ms Rosalie Karim Tourism Training Australia	31/07/96
20	Mr Dionisio Camacho	30/07/96
21	Mr Frank Schaper Stirling Skills Training Incorporated	02/08/96
22	Mrs Cam Nguyen Australian Vietnamese Women's Welfare Association Inc	31/07/96
23	Mr P Naylor Australian Retailers Association	31/07/96
23.1	Mr P Naylor Australian Retailers Association	02/10/96
23.2	Mr Bill Healey Australian Retailers Association	10/02/97
24	Ms Emily Nixon Fairfield Youth Workers Network	31/07/96
25	Mr Phillip Hilton	31/07/96
26	Brother Barry Lamb Marist Brothers Monastery	31/07/96
27	Mr Ken McGill Greater Western Sydney Regional Chamber of Commerce & Industry Inc	31/07/96
27.1	Mr Ken McGill Greater Western Sydney Regional Chamber of Commerce & Industry Inc	23/09/96
28	Ms Jenny Walker Victorian Parents Council Inc	31/07/96
29	Mrs Marita Crowther Victorian Federation of Catholic Parents Clubs Inc	31/07/96
30	Mr Peter Coad Tasmanian Building and Construction Industry Training Board	01/08/96
30.1	Mr Peter Coad Tasmanian Building and Construction Industry Training Board	19/02/97
31	Mr Chas Cook	01/08/96
32	Mr James Tinslay National Electrical Contractors Association	01/08/96
33	Mr Rohan Jeffs Woolworths Ltd	02/08/96

34	Mr Peter Wilson	Construction Training Australia	02/08/96
34.1	Mr Peter Wilson	Construction Training Australia	09/08/96
35	Ms Susan Scott	The Royal Australian Institute of Architects	02/08/96
36	Mr Brian Charlton	Life Engineering	02/08/96
37	Mr David Barker	Diecraft	01/08/96
38	Mr Denis Wagner	Wagners	05/08/96
39	Ms Valerie Ahearn	Adult Community Education	05/08/96
40	Mr David Rosalky	Department of Industrial Relations	05/08/96
40.1	Mr David Rosalky	Department of Industrial Relations	15/10/96
40.2	Mr David Rosalky	Department of Industrial Relations	10/07/97
41	Mr Richard Bruggemann	Intellectual Disability Services Council	05/08/96
42	Mr Ron Stone	Australian Council of Education Centres	05/08/96
43	Mr P J K Broadhurst	MRAEL Group Training Company	06/08/96
44	Mr Ken Williams	WorkPlacement Inc	06/08/96
45	Mr Ian Lampl	ACT Chamber of Commerce & Industry	07/08/96
46	Mr Ian Baldock	Queensland Retail Traders and Shopkeepers Association	09/08/96
47	Mr Des Caulfield	National Mining Industry Training Advisory Body	08/08/96
48	Professor Pat Hope	University of Ballarat	08/08/96

<b>Sub</b>	<b>Name and Organisation</b>	<b>Received</b>
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49	Mr Ross Jones	Central Western Sydney Area Consultative Committee	08/08/96
50	Mr Mike Alves	Confederation of ACT Industry	09/08/96
51	Ms Carolyn Ovens	Australian Council of Trade Unions	12/08/96
52	Mr Greg Andrews	Arts Queensland	12/08/96
53	Mr Mike Stackpool	Association of Parents and Friends of ACT Schools Inc	12/08/96
54	Ms Annie Chapman	YMCA	12/08/96
55	Ms Joan Hutcheson		13/08/96
56	Dr John Burgess	University of Newcastle	14/08/96
57	Mr Larry Davies	Western Australia Department of Training	14/08/96
58	Ms Loretta Winstanley	Finance & Administration Industry Training Advisory Body Ltd	15/08/96
58.1	Ms Loretta Winstanley	Finance & Administration Industry Training Advisory Body Ltd	25/09/96
59	Mr Brett J Harvey	The Salvation Army	15/08/96
60	Mr Phillip Bushby	Real Estate Institute of Australia Ltd	16/08/96
61	Mr Noel Wulff		16/08/96
62	Ms Marea Moulton	South East NSW Area Consultative Committee	19/08/96
62.1	Ms Marea Moulton	South East NSW Area Consultative Committee	07/04/97
63	Replaced by Submission No 67		30/08/96
64	Mr Mic Emslie		12/09/96

<b>Sub</b>	<b>Name and Organisation</b>	<b>Received</b>
65	Ms Alison McClelland Brotherhood of St Laurence	5/09/96
66	Professor Sandra Humphrey Central West Area Consultative Committee	9/09/96
67	The Hon Bronwyn Bishop Defence Industry, Science and Personnel	09/09/96
67.1	The Hon Bronwyn Bishop Defence Industry, Science and Personnel	22/11/96
68	Mr Warwick Hough Restaurant & Catering Association of NSW	11/09/96
69	Mr John Braddy Automotive Training Australia Ltd	11/09/96
70	Mr Rafik Mankarious McDonald's Australia Limited	18/09/96
71	The Hon Amanda Vanstone Department of Employment, Education, Training and Youth Affairs	17/09/96
71.1	Ms Frances Davies Department of Employment, Education, Training and Youth Affairs	22/01/97
71.2	Ms Frances Davies Department of Employment, Education, Training and Youth Affairs	14/08/97
72	Mr Ian Harrison South Australian Employers' Chamber of Commerce & Industry Inc	26/09/96
73	Ms Jane Edwards Northern Interactive Education Coordinated Area Program (NIECAP)	23/09/96
74	Ms Georgina Ryder Glen Eira Youth Service's Network	24/09/96
75	Mr Greg Hatton Motor Traders' Association of New South Wales	14/10/96
76	Withheld from publication	16/10/96

<b>Sub</b>	<b>Name and Organisation</b>	<b>Received</b>
77	<b>Confidential</b>	19/08/96
78	Ms Sandra George Western Port Area Consultative Committee Inc	18/10/96
79	Mr K M Redfern Victorian Automobile Chamber of Commerce	25/10/96
80	Mr Warren Oxnam Royal Australian Institute of Parks and Recreation	31/10/96
81	Mr Warwick Hough Restaurant & Catering Industry Association of Australia	01/11/96
82	Associate Professor Graham Mulroney Victorian Industry Education Partnerships	01/11/96
83	Ms Kate Carnell ACT Legislative Assembly	08/11/96
83.1	Ms Kate Carnell ACT Legislative Assembly	17/01/97
84	Mr Roger Wilkins The Cabinet Office, New South Wales	08/11/96
85	Miss Kathryn Gunn	12/11/96
86	Mr Peter Hosking Coles Myer Ltd	14/11/96
87	Mr Terry Moran Australian National Training Authority	13/11/96
88	Ms Gabrielle Dorward National Food Industry Training Council Ltd	13/11/96
89	Ms Penny Carr Youth Affairs Network of Queensland Inc	13/11/96
90	Dr C H Payne Northern Territory Department of Education	19/11/96
91	Mr Douglas Strain Construction Industry Training Board	19/11/96
92	Mr Gil Kommer Greater Western Sydney Economic Development Board	28/11/96
93	Ms Sam Valich Hills District Youth Service	28/11/96



<b>Sub</b>	<b>Name and Organisation</b>	<b>Received</b>
94	The Hon Rob Borbidge, Premier Queensland Government	2/12/96
95	Mr Julian Pocock Australian Youth Policy and Action Coalition	03/12/96
96	Mr Vic Delosa Breaking the Cycle Ltd	06/12/96
97	Ms Judy Turnbull Dusseldorp Skills Forum	12/12/96
98	Mr Graeme Triggs	17/01/97
99	The Hon Norman Moore, MLC Minister for Employment and Training WA	17/01/97
100	Mr Brian Kinnear Licensed Clubs Association of South Australia	05/02/97
101	Mr Ian Blandthorn National Retail & Wholesale Industry Training Council Ltd	20/02/97
102	Mr Michael Delaney Motor Trades Association of Australia	24/02/97
103	Mr Stan Joiner Building Group Apprenticeship Scheme Ltd	14/02/97
104	The Hon Colin Barnett Minister for Education WA	10/02/97
105	Mr Richard Mulcahy Australian Hotels Association	05/03/97
105.1	Mr Richard Mulcahy Australian Hotels Association	13/05/97
106	Mr Peter Strachan Department of Employment, Education, Training and Youth Affairs, Alice Springs	18/03/97
107	Mr Mark Doecke Yirara College of the Finke River Mission Inc	24/03/97
108	Mr Kevin Jarick Golden West Group Training	02/04/97
109	Mr Frank Keenan Longreach Pastoral College	03/04/97

<b>Sub</b>	<b>Name and Organisation</b>	<b>Received</b>
110	Ms Jilinda Caldwell The Look, Hair & Beauty Cottage	03/04/97
111	Mrs Irene Smith Barcaldine Business Council	03/04/97
112	Mr Brett Walsh Barcaldine Progress Association Inc	03/04/97
113	Mr Norman Potter Shoalcare	07/04/97
114	Mr Peter Bartter Bartter Enterprises	09/04/97
115	Ms Peta Beelen Riverina Area Consultative Committee Inc	09/04/97
116	Ms Lancy Collins Carnarvon SkillShare Inc	30/04/97
116.1	Ms Lancy Collins Carnarvon SkillShare Inc	30/05/97
117	Mr Peter Kneebone Derby Chamber of Commerce Inc	29/04/97
118	Mr Mark Burke Mark Burke Constructions	07/04/97
119	The Hon Denis Napthine, MP Minister for Youth and Community Services VIC	30/04/97
120	Mr Lyndon Rowe Chamber of Commerce & Industry Western Australia	02/05/97
121	Mr Alan Humphreys Wellington Shire Council	26/05/97
122	Ms Helen Disney Relationships Australia	16/06/97
123	Mr Laqui Papalii Top End Group Training Pty Ltd	17/06/97
124	Mr Bob Herbert Metal Trades Industry Association of Australia	23/06/97
125	M J Parnell Toolooa State High School	20/06/97
126	Mr Brian Barber Brian & Fred Show	11/07/97
127	Mr Lin Petterwood	17/07/97

### **Appendix III: List of exhibits**

<b>Exh</b>	<b>Name and Organisation</b>	<b>Title</b>	<b>Related to Sub</b>
1	Ms Jenny Walker, Victorian Parents Council Inc	Business, Industry, Key Competencies & Portfolios	28
2	Mr Chas Cook,	Dont Panic, Where's that bloody rabbit	31
3	Mr Denis Wagner, Wagners	Wagners - brochure	38
4	Mr P J K Broadhurst, MRAEL Group Training Company	1996 ANTA National Conference summary of paper to be presented	43
5	Mr Ken Williams, WorkPlacement Inc	Youth employment towards best practice	44
6	Mr Greg Andrews, Arts Queensland	Contemporary creativity	52
7	Mr Mike Stackpool, Association of Parents and Friends of ACT Schools Inc	National Report on Schooling in Australia	53
8	Mr Mike Stackpool, Association of Parents and Friends of ACT Schools Inc	Introducing the concept of key competencies to parents	53
9	Mr Mike Stackpool, Association of Parents and Friends of ACT Schools Inc	Survey of employment opportunities for youth in ACT	53
10	Ms Lyn Sherwood, Building and Construction Industry Training Council	Building & construction industry skilled labour demand survey	
11	Ms Loretta Winstanley, Finance & Administration Industry Training Advisory Body Ltd	Information brochure	58
12	Ms Alison McClelland, Brotherhood of St Laurence	Sub. to the House of Rep Standing Committee for Long Term Strategies Inquiry into the Workforce of the Future	65

<b>Exh</b>	<b>Name and Organisation</b>	<b>Title</b>	<b>Related to Sub</b>
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13	Ms Alison McClelland, Brotherhood of St Laurence	Youth: a problem for whom?	65
14	Ms Alison McClelland, Brotherhood of St Laurence	Meeting the Needs of Disadvantaged Job Seekers	65
15	Ms Alison McClelland, Brotherhood of St Laurence	Aspects of Youth Unemployment in Australia	65
16	Ms Alison McClelland, Brotherhood of St Laurence	Attaining Independence: Addressing the Needs of Homeless Young People	65
17	Professor Sandra Humphrey, Central West Area Consultative Committee	Issues for Rural Youth (Our Lives Our Future)	66
18	Ms Christine Charles, Department of the Premier and Cabinet SA	Report of the SA Youth Employment Taskforce June 1996	
19	Ms Christine Charles, Department of the Premier and Cabinet SA	Report of the SA Youth Employment Taskforce Consultation Report and Literature Review	
20	Ms Christine Charles, Department of the Premier and Cabinet SA	Report of the SA Youth Employment Taskforce Implementation Strategy	
21	Mr Mic Emslie,	Paying for an Identity: Young Gay Men, Lesbians and Bisexuals Issues in the Workplace	64
22	Mr Rafik Mankarious, McDonald's Australia Limited	Part-time Work and Future Employment	70
23	Mr Rohan Jeffs, Woolworths Limited	Behind the Supermarket - Centre for Economic Education	33
24	Ms Rosalie Karim, Tourism Training Australia	Tourism Training Australia - Training for Success	19

<b>Exh</b>	<b>Name and Organisation</b>	<b>Title</b>	<b>Related to Sub</b>
25	Mr Peter Turner, Salisbury High School	Salisbury High School Pathways to Success	
26	Mr M Holland, General Motors- Holden's Automotive Ltd	General Motors- Holden's Automotive Ltd	
27	Mr Phil Naylor, Australian Retailers Association	Australian Retailers Association - Information Regarding the Workplace Relations Bill	23
28	Ms Jane Edwards, Northern Interactive Education Coordinated Area Program (NIECAP)	Essential Employment Skills for Young People - Document 1	73
29	Ms Jane Edwards, Northern Interactive Education Coordinated Area Program (NIECAP)	Key Competencies Across School, Training & Work - Document 2	73
30	Ms Jane Edwards, Northern Interactive Education Coordinated Area Program (NIECAP)	Training Reform Information Project - Document 3	73
31	Ms Jane Edwards, Northern Interactive Education Coordinated Area Program (NIECAP)	Vocational Education Training Programs in the Northern Corridor of Melbourne - Document 4	73
32	Ms Georgina Ryder, Glen Eira Youth Service's Network	City of Glen Eira Youth Services Needs Study & Strategy	74
33	Associate Professor Graham Mulrone, Victorian Industry Education Partnerships	The Industry Education Enterprise Program	82
34	Associate Professor Graham Mulrone, Victorian Industry Education Partnerships	Education and Training at Work	82
<b>Exh</b>	<b>Name and Organisation</b>	<b>Title</b>	<b>Related</b>

			<b>to Sub</b>
35	Mr Roger Wilkins, The Cabinet Office, New South Wales	Media Release - Basic Skills Test Results Encouraging	84
36	Mr Roger Wilkins, The Cabinet Office, New South Wales	Their Future - Options for Reform of the Higher School Certificate (Summary)	84
37	Ms Carolyn Ovens, Australian Council of Trade Unions	Study of Young People in Rural Areas of Queensland	51
38	Mr Terry Moran, Australian National Training Authority	Attachment A - Annual National Report 1995 Volume One	87
39	Mr Terry Moran, Australian National Training Authority	Attachment B - Annual National Report 1995 Volume Two	87
40	Mr Terry Moran, Australian National Training Authority	Attachment C - Annual National Report 1995 Volume Three	87
41	Mr Terry Moran, Australian National Training Authority	Attachment D - 1995 Graduate Outcomes Technical and Further Education, Australia (Australian Bureau of Statistics)	87
42	Mr Terry Moran, Australian National Training Authority	Attachment E - A Research Report on The Effectiveness of Promotional Activities Associated with the 1995 Australian Training Awards	87
43	Ms Gabrielle Dorward, National Food Industry Training Council Ltd	National Vocational Education and Training Plan - Processed Food Industry 1996-97	88
44	Ms Penny Carr, Youth Affairs Network of Queensland Inc	The Youth Affairs Network of Queensland - Employment, Education and Training Policy	89
<b>Exh</b>	<b>Name and Organisation</b>	<b>Title</b>	<b>Related to Sub</b>

45	Mr Douglas Strain, Construction Industry Training Board	1995/96 Annual Report	91
46	Mr Douglas Strain, Construction Industry Training Board	Annual Training Plan 1996- 97	91
47	Mr Douglas Strain, Construction Industry Training Board	South Australian Construction Industry Training Board - Strategic Training Plan, 1997-1999	91
48	Mr Douglas Strain, Construction Industry Training Board	CITB News	91
49	Mr Douglas Strain, Construction Industry Training Board	Whatever the Building or Construction Project	91
50	Mr Gil Kommer, Greater Western Sydney Economic Development Board	UWS Graduate Employment in Greater Western Sydney (Information Sheet)	92
51	Mr Gil Kommer, Greater Western Sydney Economic Development Board	Greater Western Sydney Economic Bulletin - Publication Issue No 5	92
52	Mr Gil Kommer, Greater Western Sydney Economic Development Board	Greater Western Sydney Economic Bulletin - Publication Issue No 4	92
53	Mr Gil Kommer, Greater Western Sydney Economic Development Board	Economic Powerhouse Issue No 4	92
54	Ms Sam Valich, Hills District Youth Service	The Stand - Youth Newspaper December 1996	93
55	Ms Judy Turnbull, Dusseldorp Skills Forum	Information Brochures from TRAC Inc	
56	Mr Julian Pocock, Australian Youth Policy and Action Coalition	AYPAC Information Kit	95
<b>Exh</b>	<b>Name and Organisation</b>	<b>Title</b>	<b>Related to Sub</b>
57	Mr Julian Pocock, Australian	AYPAC Annual Report	95

	Youth Policy and Action Coalition	1995/96	
58	Mr Vic Delosa, Breaking the Cycle Ltd	Breaking the Cycle Ltd - Brochure	96
59	Mr Allan Handberg, Australian Chamber of Manufactures	Think Industry - The Education Project for Industry and Industrial Values, April 1996	
60	Mr Allan Handberg, Australian Chamber of Manufactures	The "Think Industry" Program	
61	Mr Allan Handberg, Australian Chamber of Manufactures	"Think Industry" An Educational Program on Industry and its Values	
62	Mr Peter Coad, Tasmanian Building and Construction Industry Training Board	Tasmanian Building & Construction Industry Training Board Video	30
63	Mr Peter Coad, Tasmanian Building and Construction Industry Training Board	Building a Career (Career Kit)	30
64	Mr Terry Moran, Australian National Training Authority	Report of the Industry Reference Group (September 1996) on the Implementation of the Modern Australian Apprenticeship and Traineeship System	87
65	Mr Terry Moran, Australian National Training Authority	Report to the ANTA Ministerial Council on the Implementation of User Choice	87
66	Mr Andrew Evans, Macleay Valley Workplace Learning Centre Inc	Information Document (CREST Program)	



<b>Exh</b>	<b>Name and Organisation</b>	<b>Title</b>	<b>Related to Sub</b>
67	Mr Andrew Evans, Macleay Valley Workplace Learning Centre Inc	Macleay Valley Workplace Learning Centre Inc - Information	
68	Ms Elizabeth Cheong, WA Primary Industries Training Council Inc	Material presented by WA Primary Industries Training Council	
69	Ms Loretta Winstanley, Finance & Administration Industry Training Advisory Body Ltd	Vocational Education and Training Plan for 1997-1998	58
70	Mr Bob Black, ACROD Limited	Reforming Employment Assistance - Helping Australians into Real Jobs (Submission by ACROD to DEETYA)	
71	Mr Bob Black, ACROD Limited	Information Bulletin No 12 of 1996	
72	The Hon John Olsen FNIA MP, The Premier of South Australia	South Australian Youth Employment Statement (and additional information)	
73	Ms Frances Davies, Department of Employment, Education, Training and Youth Affairs	Report on Youth Consultations	71.1
74	Ms Frances Davies, Department of Employment, Education, Training and Youth Affairs	Small Business Owners, Their Employment Practices and Key Competencies: A Report of a Study	71.1
75	Mr Peter Derkley, Hospitality Services	A Working Partnership for Skills, Jobs and Futures (Information Sheet)	
76	Mr William Lawson, Beacon Foundation	No Dole '95 Report	

<b>Exh</b>	<b>Name and Organisation</b>	<b>Title</b>	<b>Related to Sub</b>
77	Mr William Lawson, Beacon Foundation	Pilot Project Report - The Beacon Foundation 1996 - Social Belonging	
78	Mr Peter Coad, Tasmanian Building and Construction Industry Training Board	Building and Construction Skill Requirements 1996-97	30
79	Mr Ian Blandthorn, National Retail & Wholesale Industry Training Council Ltd	Vocational Education and Training Plan 1997-1999	101
80	Mr Stan Joiner, Building Group Apprenticeship Scheme Ltd	1996/97 Performance Agreement	103
81	Mr Ian Lampl, ACT Chamber of Commerce & Industry	Northern Australia Skills Shortages Project - Volume One	
82	Mr Ian Lampl, ACT Chamber of Commerce & Industry	Northern Australia Skills Shortages Project - Volume Two	
83	Mr Ian Lampl, ACT Chamber of Commerce & Industry	National Skills Shortages Program - December 1996	
84	Mr Ian Lampl, ACT Chamber of Commerce & Industry	Outline of a Consultancy on the Northern Australian Skills Shortages Project	
85	Mr Ian McFarlane, Rural Training Council of Australia Inc	Skills Shortages in the Rural Industry - Information	
86	Mr Leo van Neuren, InfoComP Training	Vocational Education & Training Plan for 1997-98	
87	Mr Leo van Neuren, InfoComP Training	Demand for Skilled People in the IT&T Industry Toward the Year 2000	

<b>Exh</b>	<b>Name and Organisation</b>	<b>Title</b>	<b>Related to Sub</b>
88	Mr Peter Grant, Department of Employment, Education, Training and Youth Affairs	DEETYA Job Futures - May 1996	71.1
89	Mr Peter Grant, Department of Employment, Education, Training and Youth Affairs	Skilled Vacancy Survey - December 1996	71.1
90	Mr Peter Grant, Department of Employment, Education, Training and Youth Affairs	Skills Demand Bulletin	71.1
91	Mr W R Galvin, Tourism Training Australia	Tourism Workforce 2020	19
92	Mr Tony Palladino, Industry Training Advisory Body Ltd	Letter containing information	
93	Mr Tony Palladino, Industry Training Advisory Body Ltd	Career Education & Guidance for the Next Millennium	16
94	Ms Sally Davis, Community Services & Health Training Australia	1997-1998 Vocational Education & Training Plan for the Community Services and Health Industries	
95	Mr Geoff Brookes, Property Services Training Australia	Letter containing information on employer views on the recruitment and training of young people in their industry	13
96	Mr Paul Paynter, Charleville and District Chamber of Commerce	Outline of Proposed Apprentice/Trainee Share Scheme	
97	Mr Scott Roberts, Mount Isa Mines Limited	Report on Youth Unemployment - Mount Isa Mines	
98	Mr Brett Walsh, Barcaldine Progress Association Inc	Youth Unemployment - Information sheet	112

<b>Exh</b>	<b>Name and Organisation</b>	<b>Title</b>	<b>Related to Sub</b>
99	Mr Ian Brien, Mount Isa Group Apprenticeship, Traineeship & Employment Inc	Parliamentary Witness Brief on Youth Unemployment	
100	Mrs Joan Marshall, Youth and Community Combined Action (YACCA)	Issues Effecting Young People from Mount Isa and Surrounding Districts	
101	Mr Norman Potter, Shoalcare	About Shoalcare and the Elders - Information	113
102	Mr Norman Potter, Shoalcare	Shoalcare Annual Report 1995/96	113
103	Mr Norman Potter, Shoalcare	Shoalcare - Programs	113
104	Mr Rob High, Manna Park	Manna Park Youth Training Centre - Hostel	
105	Mr Brian Hanley, Shoalhaven Area Consultative Committee Inc	Shoalhaven - Earning a Living	
106	Mr Bruce Graham, Wellington Shire Council	In Celebration of Youth - Youth Services Directions Paper February 1997	121
107	Ms Diane Cameron, Gippsland Area Consultative Committee	Response to the House of Representatives Standing Committee on Employment, Education and Training - 8 April 1997	
108	Ms Valerie Ahearn, Adult Community Education	Youth Endeavour Project 1997	39
109	Mr Peter Bartter, Bartter Enterprises	ACC Links with Regional Development - Skillsforce 2000 ?	114
110	Mr Gil Court, Northern Territory Mining Industry Training Advisory Board	Northern Territory Mining Industry - Profile and Training Plan 1998	
<b>Exh</b>	<b>Name and Organisation</b>	<b>Title</b>	<b>Related</b>

111	Mr John Mahomet, East Kimberley Business Enterprise Centre Inc	Appeal Concerning Rejected AIC Claim (Letter)	
112	Mr John Mahomet, East Kimberley Business Enterprise Centre Inc	Paper for Standing Committee on Employment, Education and Training Kununurra Tuesday, , , 29 April 1997	
113	Mr John Mahomet, East Kimberley Business Enterprise Centre Inc	The Key to our Future (Report)	
114	Mr John Mahomet, East Kimberley Business Enterprise Centre Inc	Wunan Regional Plan 1996	
115	Ms Lancy Collins, Carnarvon SkillShare Inc	Gascoyne Region Economic Development Strategy - October 1996	116
116	Ms Lancy Collins, Carnarvon SkillShare Inc	Gascoyne Economic Perspective (Brochure)	116
117	Mr Greg Pullen, Shoalhaven City Council	Shoalhaven Earning a Living, Earning a Lifestyle (copy of slides presented on 7 April)	
118	Mr Scott Roberts, Mount Isa Mines Limited	Breakdown of Ages by Area as at April 3 1997	
119	Ms Crystal Stark, Octopus	Information sheets	
120	Mr Steve Balzary, Australian Chamber of Commerce and Industry	Report of the Consultation on the Possible Extension of New Apprenticeship and Traineeships into Schools	
121	Professor Richard Sweet, Dusseldorp Skills Forum	Vocational Education in Upper Secondary Schools: Some Comparisons Between the States and Territories	

<b>Exh</b>	<b>Name and Organisation</b>	<b>Title</b>	<b>Related to Sub</b>
122	Mr Darren Side, Djarindjin Lombadina Catholic School	Djarindjin/Lombadina. Video on factors influencing youth employment in remote aboriginal communities.	
123	Mr Terry Moran, Australian National Training Authority	ANTA Apprenticeship & Traineeship Statistics	87

## **Appendix IV: Witnesses at public hearings**

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**CANBERRA, THURSDAY 12 SEPTEMBER 1996**

### **ACT Chamber of Commerce & Industry - ACT**

Mrs Pam Scarr, Executive Director

Mr Graeme Trompf, Program Manager, ACT Youth Joblink

### **Department of Industrial Relations**

Mr Philip Drever, Assistant Secretary, Labour Relations Policy Branch

Mr Barry Leahy, First Assistant Secretary, Policy Division

Mr John Stewart, Director, Training & Skills Formation Section

**CANBERRA, THURSDAY 19 SEPTEMBER 1996**

### **Department of Employment Education & Training & Youth Affairs**

Mr Les Andrews, Director, Research & Communications Section

Mr William Bowron, Assistant Secretary, Client Strategies Branch

Mr Michael Burton, Director, Regional Employment Strategies Branch

Ms Frances Davies, Assistant Secretary, Youth Bureau

Ms My Linh Hardham, Acting Assistant Secretary, Economic Analysis Branch

Ms Eileen Newmarch, Director, Youth Training Initiative Section

Ms Lorraine White, Assistant Secretary, Industry Liaison Branch, Vocational Education and Training Division

Dr Peter Whitney, Assistant Secretary, Quality Schooling Branch

**SYDNEY, MONDAY 23 SEPTEMBER 1996**

### **Australian Retailers Association**

Mr Bill Healey, Director Education and Training

**ElectroSkills Australia**

Mr Norman Cahill, Former Chief Executive

Mr T Palladino, Chief Executive Officer

**Greater Western Sydney Regional Chamber of Commerce & Industry Inc**

Mr Robert Green, Project Manager, Labor Market Programs

Mr Ken McGill, General Manager

**Hotel Motel & Accommodation Association**

Mr Graham Farrar, National Industrial Relations Manager

**McDonald's Australia Limited**

Mr Rafik Mankarious, National Training and Development Manager

Mrs Julie Owen, Vice-President, Corporate Relations

**The Bensons Group Pty Limited**

Ms Janine Collins, State Manager (NSW)

Mr Colin Lang, Managing Director

**Tourism Training Australia**

Mr W R Galvin, Chief Executive

Ms Rosalie Karim, Project Director

Mr Phillip Spence, Director, Projects

**Woolworths Limited**

Mr Rohan Jeffs, General Manager & Company Secretary, Corporate Services

Mr Stephen Young, National Personnel Planning Manager

**MELBOURNE, WEDNESDAY 25 SEPTEMBER 1996**

**Australian Council of Education Centres**

Mr Ian Brain, Consultant

Mr Robert Burrows, Member

**Construction Training Australia**

Mr Peter Wilson, Chief Executive Officer

**Diecraft**

Mr David Barker, Human Resources Manager



**Finance & Administration ITAB Ltd**

Mr John Burge, Chairman

Ms Loretta Winstanley, Executive Officer

**Forest & Forest Products Employment Skills Company Ltd**

Mr Nick Murray, Executive Officer

**Gilmour's Comfort Shoes Pty Ltd**

Mr John Gilmour, Managing Director

**Victorian Parents Council Inc**

Mr Christopher Roberts, Honorary Treasurer

Ms Jenny Walker, Executive Officer

**WorkPlacement Inc**

Mr Rupert Myer, Chair, Melbourne Region

Ms Kirsten Palmer, Director, Melbourne Region

Mr Ken Williams, Chief Executive Officer

**ADELAIDE, THURSDAY 26 SEPTEMBER 1996**

**Flinders University SA**

Professor Judith Sloan, Director, National Institute of Labour Studies

**Homestead Award Winning Homes Pty Ltd**

Mr Robert Day, Managing Director

**South Australian Employers' Chamber of Commerce & Industry Inc**

Mr Ian Harrison, General Manager, Finance, Administration & Policy

**The Salvation Army**

Mr Brett J Harvey, Employment Officer, Employment Skillshare 2000

**CANBERRA, THURSDAY 7 NOVEMBER 1996**

**Department of Defence**

Mr Claude Neumann, Assistant Secretary, Compensation, Rehabilitation & Superannuation

Brigadier Kevin O'Brien, Director-General, Defence Force Recruiting

**BRISBANE, WEDNESDAY 13 NOVEMBER 1996**

**Australian Council of Trade Unions**

Ms Lurline Comerford, Industrial Officer, Social & Community Services  
Division

Ms Carolyn Ovens, Training Liaison Officer

**Australian National Training Authority**

Mr Terry Moran, Chief Executive Officer

Mr Peter Noonan, General Manager

**National Food Industry Training Council Ltd**

Ms Gabrielle Dorward, Chief Executive Officer

**Queensland Chamber of Commerce & Industry**

Mr David Fitzgerald, Manager, Human Resources, Employment &  
Training

**Queensland Retail Traders & Shopkeepers Association**

Ms Felicity Thomson, Traineeship Development and Promotional Officer

**Queensland Secondary Principals Association**

Ms Karyn Hart, President

**Queensland University of Technology**

Ms Geraldine Castleton, Lecturer, School of Language & Literacy  
Education

Ms Lynette Simpson, Acting Head, School of Communication

**Wagners**

Mr Denis Wagner, Managing Director

**Youth Affairs Network of Queensland Inc**

Ms Penny Carr, Policy and Research Coordinator

Ms Zarinah Hienekamp, Employment Working Party

Mr Kevin McDonald, Inala Youth Service

**CABOULTURE, THURSDAY 14 NOVEMBER 1996**

**Bribie Island State High School**

Mr Dale Barron, Student

Mr Stuart Bell, Student

Ms Karla Levings, Student

Mr Jethro Lyons, Student

**Caboolture State High School**

Mr Thomas Bywater, Student

Ms Melissa Hanlon, Student

Ms Sarah Harris, Student

Mr Roydon Moore, Student

Ms Leigh Talbot, Student

Mr Tusilima Talo, Student

Mr Simon Warne, Student

**Morayfield State High School**

Mr William Adams, Student

Mr Daniel Cavanagh, Student

Ms Loretta Fawcett, Student

Mr Shane Holmes, Student

Mr Matthew Koehler, Student

Mr Kevin Nugent, Student

Ms Jodie Robinson, Student

**Tullawong State High School**

Ms Jaime-Leigh Alexander, Student

Mr Johnathon Borg, Student

Mr Simon Cake, Student

Mr Ryan Colbran, Student

Ms Chrissie Hart, Student

Ms Emma Payne, Student

**CANBERRA, THURSDAY 21 NOVEMBER 1996**

**ACT Chief Minister's Department**

Mr Michael Ockwell, Director, Office of Strategy & Government Business

**ACT Department of Education & Training**

Mr Robert Edwards, Manager, Senior Secondary Studies Section

Mr Peter Gordon, Director, Vocation Education & Training Branch

**ACT Office of Financial Management**

Mr Timothy Spencer, Director, Economic Management Brancy

**Department of Business, the Arts, Sport & Tourism, ACT Government**

Mr Vladimir Aleksandric, General Manager, Business Policy Branch

Mr Geoffrey Keogh, Director, Employment Policy & Programs Section

**BLACKTOWN, THURSDAY 28 NOVEMBER 1996**

**Blacktown Boys High School**

Mr Mostafa Ahmed, Student

Mr David Griffiths, Student

Mr Mathew Kings, Student

Mr Brendon McKay, Student

Mr Greg Robertson, Student

Mr Salvador Tomas, Student

**Blacktown Girls High School**

Ms Lidija Aleksic, Student

Ms Amie Chapman, Student

Ms Allison Divertie, Student

Ms Andria Georgiou, Student

Ms Jemima Isbester, Student

Ms Janette Sosa, Student

**Evans Hill High School**

Ms Michelle Chown, Student

Mr Neil Gendle, Student

Mr Bilal Kebbi, Student

Ms Gabrielle Polczynski, Student

Mr Adrian Pye, Student

Ms Jeni Spears, Student

Ms Melanie Tilbury, Student

Ms Camille Wilson, Student

**John Paul II Senior High School**

Ms Jennifer Bautista, Student

Mr Daniel Booth, Student  
Ms Amanda Quinn, Student  
Mr Garth Quinn, Student  
Ms Lisa Rizzo, Student

**Quakers Hill High School**

Ms Krystin Balchin, Student  
Ms Cynthia Kwok, Student  
Mr Andrew Marshall, Student  
Ms Jodie Passmore, Student  
Ms Rajineel Prasaad, Student  
Mr Brent Ramsay, Student  
Ms Rebecca Sione, Student  
Ms Rachel Turner, Student

**BLACKTOWN, THURSDAY 28 NOVEMBER 1996**

**Central West Area Consultative Committee**

Professor Sandra Humphrey, Executive Chair

**Central Western Sydney Area Consultative Committee**

Mrs Monique Alamedine, Member, Youth Task Force  
Mr Graham Bargwanna, Community Sector Member  
Ms Moira Heath, Deputy Chairperson  
Mr Ross Jones, Chairman  
Ms Glenda Morgan, Member

**Dusseldorp Skills Forum**

Ms Judy Turnbull, Program Coordinator

**Fairfield Youth Workers Network**

Mr Dean Hart, Convener  
Ms Stella Hristias, Member

**Greater Western Sydney Economic Development Board**

Mr Gil Kommer, Board Member  
Mr William McNamara, Chairman

**Hills District Youth Service**

Ms Sam Valich, National Advertising & Research Manager

**June Voational Education Management Committee**

Mr Robert Barrett, Chairperson

**National Mining ITAB**

Mr Des Caulfield, Executive Officer

**Restaurant & Catering Association of NSW**

Mr Warwick Hough, Industrial Relations Manager

**TRAC Inc**

Ms Amanda Dobson, Student, Northside

Mr Frank Kennedy, Chairman, Northside

Mrs Sandra Wilson, Coordinator, Central Coast

**Youth Action & Policy Association (NSW) Inc**

Ms Simone Chrysochoides, Co-Chair

Mr Andrew Marsden, Executive Officer

Mr Mark Morey, Co-Chair

**HOBART, WEDNESDAY 19 FEBRUARY 1997**

**Bridgewater High School**

Ms Stacey Brown, Student

Ms Kristy Cooper, Student

Mr Matthew Millington, Student

Mr Phillip Novak, Student

**Claremont College**

Ms Allison Devine, Student

Ms Metka Faletic, Student

**Cosgrove High School**

Ms Renee Allwright, Student

Mr Luke Blanton, Student

Ms Miranda Clarke, Student

Ms Janelle Logan, Student

Mr Matthew Spotswood, Student

**Hobart College**

Mr Saul Darby, Student  
Mr Kaspar Findlay, Student  
Mr Beau Johnson, Student  
Mr David Hodgson, Student  
Mr Benjamin Nichols, Student  
Ms Aarthi Pathik, Student  
Ms Riannan Rottier, Student  
Mr Richard Schramm, Student  
Mr Dallas Winspear, Student

**Rosny College**

Mr Andrew Job, Student  
Mrs Annette Emmett, Teacher

**Taroona High School**

Ms Andrea Denholm, Student  
Mr Geoff Rayner, Student  
Mr Nick Richards, Student  
Ms Amy Spiers, Student  
Ms Claire Spiers, Student

**HOBART, WEDNESDAY 19 FEBRUARY 1997**

**Beacon Foundation**

Mr William Lawson, Director  
Mr Barry Palmer, Board Member  
Mr Brian Turnbull, Director

**Hospitality Services**

Mr Peter Derkley, Chief Executive

**INCAT Tasmania Pty Ltd**

Mr Dennis Baker, Manager, Human Resources & Industrial Relations

**Tasmanian Building & Construction Industry Training Board**

Mr Peter Coad, Executive Director

**CANBERRA, THURSDAY 27 FEBRUARY 1997**

**Australian Youth Policy & Action Coalition**

Ms Carol Croce, Policy Officer

Mr Julian Pocock, Executive Officer

**CANBERRA, THURSDAY 6 MARCH 1997**

**Retail Traders' Association of Victoria**

Ms Debra Templar, Training & Development Manager, Retail Training  
Victoria

**CANBERRA, THURSDAY 20 MARCH 1997**

**Australian Hotels Association**

Ms Denita Harris, Manager, Corporate & Industrial Relations

Mr Richard Mulcahy, National Executive Director

**ROMA & CHARLEVILLE, WEDNESDAY 2 APRIL 1997**

**Assembly of God Church**

Pastor Brian Petersen, Blackall Christian Fellowship

**Bidjara Housing & Land Co Pty Ltd**

Mr Garry Kinivan, Administrator, Community Development Employment  
Program

**Blackall/Tambo Shire Councils**

Mr Brian Arnold, Youth Development Worker

**Charleville & District Chamber of Commerce**

Mr Kenneth Bray, Committee Member

Mr Paul Paynter, President

**Golden West Group Training**

Mr Kevin Jarick, Manager

**Roma Business Development Association Inc**

Mr Patrick Mawn, President

**RSW Training Centre Inc**



Mr Perry Walters, Manager

**Southern Queensland Institute of TAFE**

Mrs Beryle Castley, Job Placement & Personnel Officer

Ms Mandy Hebbard, Counsellor

**United Graziers Association of Queensland**

Mr Graham Kenny, Executive Officer, Warrego Division

**LONGREACH, THURSDAY 3 APRIL 1997**

**Barcaldine Business Council**

Mrs Irene Smith, Secretary

**Barcaldine Progress Association Inc**

Mr Brett Walsh, Committee Member

**Central Western Queensland Remote Area Planning & Development Board**

Mr Lawrence Cremin, Chief Executive Officer

Mr David Loch, Business Development Officer

**Longreach Pastoral College**

Mr Frank Keenan, Director

**Longreach Unlimited**

Mr Brian Osborn, Operations Manager, Outback Heritage Centre

Mr Alan Strang, Chairman

Mr Steven Thompson, Vice Chairperson

**MT ISA, THURSDAY 3 APRIL 1997**

**Mount Isa Group Apprenticeship, Traineeship & Employment Inc**

Mr Ian Brien, Vice Chairperson

Mr Rodney Wilkinson, Managing Director

**Mount Isa Mines Limited**

Mr Reginald O'Connell, Recruitment & Employee Development Manager

Mr Scott Roberts, General Manager, Human Resources

**Mount Isa Skills Association Inc**

Mr Phillip Barwick, Manager

**Puttatama Aboriginal Corporation**

Mr John De Satge, Assistant Coordinator  
**Youth and Community Combined Action (YACCA)**

Mrs Joan Marshall, Youth Worker

**ALICE SPRINGS, FRIDAY 4 APRIL 1997**

**Individuals**

Mr Peter Toyne, MLA for Stuart

**Central Australian Tourism Industry Association**

Mr Glenn Wastell, Executive Committee

**Department of Employment Education & Training & Youth Affairs, Alice Springs**

Mr Peter Strachan, Regional Manager, Central Australian Region

Mr Roger Thompson, Manager, Youth Access Centre

**Northern Territory Chamber of Commerce & Industry**

Ms Elizabeth Mildred, Regional Manager, Central Australia

**Top End Group Training Pty Ltd**

Mr Laqui Papalii, Manager A/S

**Yirara College of the Finke River Mission Inc**

Reverend Mark Doecke, Principal

**NOWRA, MONDAY 7 APRIL 1997**

**Bomaderry High School**

Ms Alison Beavis, Student

Ms Katie Choice, Student

Ms Simone Duhme, Student

Mr Nick Duplessis, Student

Mr Gareth Ward, Student

Ms Kate Watson, Student

**Nowra Technology High School**

Ms Belinda Gurney, Student

Ms Kristy Love, Student

Ms Letitia Manley, Student

Ms Christine Rooks, Student  
Mr Lennon Wicks, Student  
Ms Courtney Woolley, Student

**Shoalhaven High School**

Ms Nikki Graham, Student  
Ms Melinda Healy, Student  
Ms Kaycee Lucas, Student  
Ms Karen Orford, Student  
Mr Troy Russell, Student  
Mr Sian Viney, Student

**St John the Evangelist High**

Mr Kurt Brissett, Student  
Ms Rochelle Davis, Student  
Mr Bradley Elbourne, Student  
Mr David Job, Student  
Ms Emma Kennedy, Student  
Mr Peter Koppman, Student  
Mr Anthony Lee, Student  
Mr Daniel Purvis, Student  
Ms Janene Snell, Student

**Ulladulla High School**

Ms Mareka Deka, Student  
Ms Amy Lovett, Student  
Ms Rachelle Wane, Student

**Vincentia High**

Ms Shelley Armour, Student  
Ms Anna Grounds, Student  
Ms Kelly Hilder, Student  
Ms Melanie Roach, Student

**NOWRA, MONDAY 7 APRIL 1997**

**Shoalcare**

Mr Desmond Devlin, Trainer, Elders Program

Mr Norman Potter, Chief Executive Officer, Elders Program

Mr David Smith, Director

**Shoalhaven Area Consultative Committee Inc**

Mr Brian Hanley, Chairman

Mr Milton Lay, Executive Officer

**Shoalhaven City Council**

Mr Greg Pullen, Industrial Development Manager

**Shoalhaven Employment & Training Inc**

Ms Stephanie Robinson, General Manager

**Silcar Maintenance Services**

Mr Anthony Mathew, Human Resources Manager

**TAFE (NSW)**

Mrs Dianne Laver, Senior Head Teacher, Tourism & Hospitality

**MERIMBULA, MONDAY 7 APRIL 1997**

**Bega Cooperative Society Ltd**

Mr David Mayer, Project Manager

**Manna Park**

Mr Rob High, Managing Director

Mr Mark Simonds, Building Contractor

**South East NSW Area Consultative Committee**

Mr John Dedman, Executive Officer

Ms Joanne Grant, Aboriginal Employment Development Officer

Ms Marea Moulton, Chairperson

Ms Coral Towney, Aboriginal Administration Assistant

**SALE, TUESDAY 8 APRIL 1997**

**Catholic College Sale**

Ms Claire Balwin, Student

Mr Liam Hogan, Student

Ms Jess Jones, Student

Mr Daniel Millane, Student

Mr Brett Speed, Student

**Catholic Regional College, Traralgon**

Mr Dan Blake, Student

Ms Prue Bergmeier, Student

Ms Aimee Glowacki, Student

Ms Kate Lyons, Student

Mr Ryan O'Doherty, Student

Mr Josh Pearse, Student

Mr Peter Schneider, Head of Senior Campus

**Gippsland Grammar**

Ms Sallie Bowen, Student

Ms Josie Graham, Student

Ms Shannon O'Donnell, Student

Ms Bronwyn Richards, Student

Ms Jacqui Smith, Student

Mr Tim Wallis, Student

Ms Allison Warren, Student

**Maffra Secondary College**

Mr Brad Bennett, Student

Mr Hayden Burgiel, Student

Mr Simon Dyce, Student

Ms Natasha Gieschen, Student

Ms Belinda Tricker, Student

**Sale College**

Ms Cassie Gilmore, Student

Ms Diana Newmann, Student

Ms Leah Staker, Student  
Ms Rachael Wheeler, Student  
Mr Mathew Wheeler, Student  
Mr Les Willis, Student

**Traralgon Secondary College**

Ms Kelly Dunstan, Student  
Ms Lauren Gillam, Student  
Ms Leonie Harris, Student  
Ms Donna Healey, Student  
Ms Nicole Langley, Student

**SALE, TUESDAY 8 APRIL 1997**

**Gippsland Area Consultative Committee**

Ms Diane Cameron, Executive Officer

**Keith Boyd Holden**

Mr Keith Boyd, Managing Director

**Maxfield Engineering Pty Ltd**

Mr Kevin Maxfield, Proprietor

**Sale College**

Mr Ian Wallis, Principal

**Victorian Employers Chamber of Commerce and Industry**

Mr Tony Osler, Employment & Training Consultant

**SEYMOUR, TUESDAY 8 APRIL 1997**

**Broadford High School**

Ms Stacey Borg, Student  
Ms Jaye Frampton, Student  
Ms Amy Hughes, Student  
Ms Renee Jarvis-Parker, Student

**Seymour Technical High School**

Mr David Chittenden, Student

Ms Erin Creswell, Student  
Mr Matthew Fowler, Student  
Ms Emma Hendy, Student  
Ms Alison Henry, Student  
Ms Renee Morgan, Student  
Ms Rebecca Wallis, Student

**St Mary's College**

Ms Annette Foster, Student  
Mr John Kostopoulos, Student  
Mr Jarrod Melican, Student  
Ms Alyson Quadara, Student  
Ms Briony Tobias, Student

**Yea High School**

Ms Alissia Barker, Student  
Ms Chantal Daniels, Student  
Ms Catherine Jones, Student  
Ms Clare Walker, Student

**SEYMOUR, TUESDAY 8 APRIL 1997**

**Individuals**

Ms Elizabeth McCamish  
Mr Andrew Simson

**Coles Supermarkets**

Mr Wayne Murraylee, Manager, Planning & Development  
Mr Mark Spillman, Dry Goods Manager

**Hume Employment & Training Inc**

Mr Daniel Kavanagh, Manager

**Shepparton & Seymour Employers**

Mr James Crawshaw, General Manager

**WAGGA WAGGA, WEDNESDAY 9 APRIL 1997**

**Koorinal High School**

Ms Emma Jamieson, Student

Mr Matthew Zadow, Student

**Mount Erin High School**

Ms Kelly Dalglish, Student

Ms Cecilia Judge, Student

Ms Margaret Nugent, Student

**St Micheal's Regional High**

Mr Tim Cooper, Student

Mr Jason Heffernan, Student

Mr Orren Stephenson, Student

Mr Jason Turner, Student

**Trinity Senior High School**

Mr Clinton Brown, Student

Mr Andrew Cheng, Student

Ms Jamileh Harling, Student

Mr Daniel Hayes, Student

Mr Daniel Ward, Student

Ms Emma Ward, Student

**Wagga Wagga Campus, Riverina Institute of TAFE**

Mr Terry Bourke, Student

Ms Melissa Casey, Student

Ms Clare Hush, Student

Ms Emily Kay, Student

Mr Ashley Lucas, Student

Ms Joanne Morey, Student

**Wagga Wagga Technology High School**

Ms Natasha Anderson, Student

Ms Dominique Cook, Student

Ms Laura Gant Thompson, Student

Ms Ruth Sanders, Student

Ms Melissa Young, Student



**WAGGA WAGGA, WEDNESDAY 9 APRIL 1997**

**Barthers of Wagga**

Mr Geoffery Hemmings, Manager

**Bartter Enterprises**

Mr Peter Bartter, Joint Managing Director

**Byrne Trailers (Australia) Pty Ltd**

Mr Laurence Byrne, Managing Director

**NSW Farmers Association**

Ms Debra Strachan, General Councillor

**Wagga Motors Pty Ltd**

Mr Gordon Braid, Director

**DARWIN, MONDAY 28 APRIL 1997**

**Casuarina Senior College**

Mr Joel Carson, Student

Ms Jati Harburn, Student

Ms Ione Jolly, Student

Mr Mathew Kerle, Student

Ms Elizabeth Moore, Student

Ms Melena Rigg, Student

**Darwin High School**

Mr Tim Aldridge, Student

Ms Kate Stuchbury, Student

Mr Mario Tsirbas, Student

**Driver High School**

Mr Chris Bennett, Student

Ms Kylie Buckler, Student

Mr Paull Hart, Student

Mr Linh Nguyen, Student

Ms Maree Patroni, Student

Ms Belinda Wilson, Student

**Kormilda College**

Ms Jackie Bistak, Student  
Mr Daniel MacMillan, Student  
Mr Renfred Manmurulu, Student  
Ms Joanne Richards, Student  
Mr Charles White, Student  
Ms Kate Wickett, Student

**Sanderson High**

Ms Tracy Culgan, Student  
Ms Suzanne Graham, Student  
Mr Michael Hanlon, Student  
Mr Brian Jarick, Student  
Ms Tabatha McMahan, Student  
Mr James Sutherland, Student

**St John's College**

Mr Matthew Brightwell, Student  
Ms Kylie Clift, Student  
Mr Justin De Zylva, Student  
Mr Ben Hughes, Student  
Ms Michele Shanahan, Student  
Ms Anna-Maria Socci, Student

**DARWIN, MONDAY 28 APRIL 1997**

**Arnhem Land Progress Association**

Mr Henry Harper, Community Education Coordinator

**Beaufort Hotel**

Mr Michael Heap, General Manager

**Darwin TRAC Association**

Ms Tressna Martin, Coordinator

**Henry Walker Group Ltd**

Mrs Karen Murray, Company Secretary NT & Manager Aboriginal  
Employment Strategy

**Northern Territory Mining Industry Training Advisory Board**

Mr Gil Court, Executive Officer

**KUNUNURRA, TUESDAY 29 APRIL 1997**

**Individuals**

Mrs Elaine Gardiner

**Aboriginal & Torres Strait Islander Commission**

Mr Ian Trust, Chairperson, Wunan Regional Council

**Carlton Hill Station**

Mr Geoff Warrener, Station Manager

**East Kimberley Business Enterprise Centre (Inc)**

Mr John Mahomet, Manager

**BROOME, TUESDAY 29 APRIL 1997**

**Broome Senior High School**

Mr Patrick Clarke, Student

Mr Craig Cowdrey, Student

Mr Russell Francis, Student

Ms Tiarna Pigram, Student

Ms Kim Webster, Student

Ms Lisa Webster, Student

Mr Matthew Whitely, Student

Mr Kris Young, Student

**St Mary's Catholic College**

Ms Rebecca Darcy, Student

Mr Drew Gronow, Student

Mr Marcello Puertollano, Student

Mr Jamarra Ryan, Student

**BROOME, TUESDAY 29 APRIL 1997**

**Broome Chamber of Commerce**

Ms Robin Hanigan, Employment & Training Field Officer

**Derby Chamber of Commerce Inc**

Mr Peter Kneebone, President

**Millar Refrigeration & Airconditioning**

Mr Gregory Dearle, Managing Director

**Paspaley Pearls Pty Ltd**

Mr Russell Hanigan, Regional Manager (Broome)

**CARNARVON, WEDNESDAY 30 APRIL 1997**

**Carnarvon Senior High School**

Mr Barry Bellotti, Student

Mr Greg Brown, Student

Mr Des Christie, Student

Mr Adam Clews, Student

Mr William Dunning, Student

Ms Nora Eastman, Student

Mr Clinton Edel, Student

Mr Joshua Ellis, Student

Mr Mark Forbes, Student

Ms Annette Gibson, Student

Mr Lee Haines, Student

Ms Dallas Hayes, Student

Ms Mary Jugov, Student

Mr Garry Kealley, Student

Mr Trevarus Kelly, Student

Mr Nick Kosovich, Student

Ms Luci Lulich, Student

Ms Abby McArthur, Student

Ms Narelle McArthur, Student

Ms Leanne McKivett, Student  
Ms Melissa Mellan, Student  
Ms Jocelyn Merritt, Student  
Mr Tim Millson, Student  
Ms Kim Novak, Student  
Mr Jason Paxman, Student  
Ms Lisa Sweetman, Student  
Mr Jarrod Walker, Student  
Mr Scott Walker, Student

**St Mary's Carnarvon**

Mr Marko Alujavic, Student  
Ms Elisa Andreoli, Student  
Ms Tracy Basulla, Student  
Mr Nathan Condo, Student  
Ms Allison Della Bella, Student  
Mr James Fee, Student  
Ms Rene Herbert, Student  
Ms Shannon Li, Student  
Mr Wesley Payne, Student  
Ms Megan Perry, Student  
Mr Juan-Paul Rebola, Student

**CARNARVON, WEDNESDAY 30 APRIL 1997**

**Aboriginal Community Representatives**

Mrs Rowena Cooyou

**Carnarvon Senior High School**

Mr Noel Cuttiford, Coordinator, Instep

**Carnarvon SkillShare Inc**

Mrs Lancy Collins, Vice Chairperson

Mrs Rhonda Van Duyn, Manager

**Community Development Employment Project**

Mr Michael Mitchell, Manager

**Department of Social Security (Carnarvon WA)**

Mr Gregory Rose, Manager

**KALGOORLIE, THURSDAY 1 MAY 1997**

**Eastern Goldfields Senior High School**

Mr Gavin Atkinson, Student  
Mr Matthew Barclay, Student  
Ms Julie Brewster, Student  
Mr Chester Clifford, Student  
Ms Sky Croeser, Student  
Ms Riahna Foxon, Student  
Mr Ryan Huxtable, Student  
Ms Corianne Knop, Student  
Ms Sarah Ladgies, Student  
Ms Adel Leask, Student  
Mr Ben Murphy, Student  
Mr Lorenzo Pacitti, Student  
Ms Jodie Richardson, Student  
Ms Claire Roberts, Student  
Mr Marko Savic, Student  
Ms Linda Sharpless, Student  
Mr Grant Smith, Student  
Ms Sharynne Tonkin, Teacher

**Kambalda High School**

Ms Sumarti Amirell, Student  
Mr Suharti Arab, Student  
Ms Kristy Bland, Student  
Ms Asti Poole, Student  
Ms Alissa Schwabe, Student  
Ms Debbie Ralston, Teacher

**KALGOORLIE, THURSDAY 1 MAY 1997**

**Greenhill Electrical Pty Ltd**

Mr Roger Greenhill, Managing Director

**J R Engineering Services Pty Ltd**

Mr Tony Patrizi, Area Manager

**Kalgoorlie Consolidated Gold Mines Pty Ltd**

Mrs Leonie Lee, Senior Employee Relations Officer

**CANBERRA, THURSDAY 29 MAY 1997**

**Berwick Secondary College**

Mr Matthew Cave, Student

Mr Stuart Gray, Ex-Student

Mr Owen Jolly, Student

Mr Brennan Pell, Ex-Student

Mr Terry Trevena, Assistant Principal

Ms Adele Williams, Student

Mr Chris Yette, Student

**Breaking the Cycle Ltd**

Ms Sarah Maddock, Youth Support

Mr Paul McKessy, Director

Ms Rebecca Turnbull, Graduate

Ms Rosemary Weir, Graduate

**ECHO Inc**

Mr Wayne Collins, Coordinator

Mr Timothy Dewar

Miss Christina Griffin

Miss Naomi Griffin

Mr Joshua Mark

Mr Robert Mitchell

**CANBERRA, MONDAY 2 JUNE 1997**

**Australian Chamber of Commerce & Industry**

Mr Steve Balzary, Project Director, Employment and Training

Mr Mark Paterson, Chief Executive

**CANBERRA, THURSDAY 5 JUNE 1997**

**Dusseldorp Skills Forum**

Professor Richard Sweet, Research Coordinator

**John Paul College**

Mr Cecil Munns, Principal and Chief Executive



## Appendix V: References

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- Ainley J and Fleming M, Australian Council for Educational Research, *School-Industry Programs: National Survey Summary Report 1996*, ASTF, 1997.
- Ainley J and Fleming M, Australian Council for Educational Research, *School-Industry Programs: National Survey 1996*, ASTF, 1997.
- ANTA, *The Report of the Industry Reference Group on the Implementation of the Modern Australian Apprenticeship and Traineeship System*, September 1996.
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- Australian Bureau of Statistics (1996) *Schools, Australia 1996*, Catalogue No. 4221.0
- Australian Council for Educational Research, *Reading and Numeracy in Junior Secondary School: Trends, Patterns and Consequences*, March 1997.
- Cumming J and Carbines B, *Reforming Schools Through Workplace Learning*, March 1997.
- Dorrance G S and Hughes H, *Working Youth: Tackling Australia's Youth Unemployment*, The Centre for Independent Studies, September 1996.
- Flatau P and Simpson M, Part-time youth employment and training: evidence from the Australian Youth Survey, *Labour Economics and Productivity*, Vol 8.
- Goddard D and Ferguson K, et al., *Small Business Owners, Their Employment Practices and Key Competencies*, Department of Employment Education and Training
- House of Representatives Standing Committee on Employment, Education and Training, *The Restless Years: An inquiry into Year 12 retention rates*, October 1989.
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- Sweet R, The Naked Emperor: Training Reform, Initial Vocational Preparation and Youth Wages, *The Australian Economic Review*, 2nd Quarter 1995.
- Sweet R, Training Young People. Do Wages Matter?, *Conference on Formalised Training Towards 2001*, Adelaide, November 1995.

## **Appendix VI: The Industry Reference Group's proposals on the implementation of the Modern Australian Apprenticeship and traineeship system (maats)**

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### **Proposal 1**

The Reference Group proposes that:

- (a) (a) client demand through User Choice combined with flexible and responsive practices should drive resource management and training delivery.
- (b) (b) VET systems should maximise opportunities for structured training, where relevant, in all industries through the development of new products such as Training Packages.

### **Proposal 2**

- (c) (a) The Reference Group proposes that a professionally designed and implemented marketing strategy be developed.
- (d) (b) Such a strategy needs to identify and effectively target audiences. Key audiences include:
  - (i) (i) employers in a manner that is appropriate to their size, with a special emphasis on small business
  - (ii) (ii) employees who require information on pathways and outcomes
  - (iii) (iii) parents, educators and career advisers
  - (iv) (iv) young people, and
  - (v) (v) those disadvantaged in the labour market.
- (e) (c) The strategy should focus on products and outcomes, not systems and processes, must emphasise the added value to business of new skills, must be tailored to the needs of different industry sectors, and must coincide with the development of new products and administrative arrangements.
- (f) (d) The strategy shall be supported by simple, easily accessible information.

### **Proposal 3**

The Reference Group proposes the inclusion of structured training leading to outcomes at levels 5 and 6 of the Australian Qualifications Framework (AQF) where programs involve an employment element. However, the application of these arrangements through contracts of training should be optional and the prohibition on junior employment should not be extended to these areas.

#### **Proposal 4**

The Reference Group proposes that State/Territory and Commonwealth Governments agree on resource levels to underpin growth in employment through Group Training Companies under the joint Commonwealth-State agreement on group training.

#### **Proposal 5**

The Reference Group proposes that strategies to encourage employment growth through group training should reflect the need for Group Training Companies to demonstrate their value to industry and ensure that extra funding results in an increase in the number of apprentices/trainees rather than greater administrative overheads.

#### **Proposal 6**

The Reference Group proposes that Group Training Companies should not be given regulatory responsibilities within the MAATS framework, in particular approving Training Agreements, developing or approving the elements of Training Packages, acting as approving authorities or monitoring contracts of training where they relate to the apprentices/trainees of other employers.

#### **Proposal 7**

The Reference Group proposes that VET in schools should increase, rather than limit, pathways for those leaving school at the end of Year 12. Senior students who undertake VET in schools need to do so as part of a broad general education program that combines a senior secondary certificate with nationally recognised vocational education and training.

#### **Proposal 8**

The Reference Group proposes that arrangements be established for apprenticeships/traineeships which are commenced in schools through guidelines that clearly determine the relationships between and responsibilities of the school, the employer and the student apprentice/trainee. The Training Agreement will generally include provisions for further work and training after the secondary school certificate has been completed.

#### **Proposal 9**

The Reference Group proposes that coordination at the local level for work placement be improved between:

- (g) (a) schools, VET employers and government sponsored agencies and programs to ensure adequate placements for students without undue pressure on employers.

- (h) (b) school systems and VET to facilitate maximum credit transfer.
- (i) (c) schools, VET and employers to ensure maximum take up of apprenticeships and traineeships for students.

### **Proposal 10**

The Reference Group proposes that labour market assistance containing training elements should articulate into recognised VET activity by utilising the National Training Framework to link labour market training to endorsed national competency standards through recognised training programmes and the formal incorporation of recognition of prior learning arrangements or other assessment mechanisms.

### **Proposal 11**

The Reference Group proposes that the National Training Framework be enhanced by the adoption of the principles and processes set out in Section 3.1 to Section 3.5. This includes:

- (j) (a) establishing endorsed national competency standards and national qualifications as the cornerstones of the National Training Framework, with nationally endorsed competency standards driving the outcomes achieved under the Australian Qualifications Framework.
- (k) (b) implementing quality assurance mechanisms, including rigorous audit processes involving industry representation, to underpin implementation of the Framework and to guarantee quality outcomes.
- (l) (c) developing Training Packages, based on endorsed national competency standards, assessment guidelines and national qualifications. These three components are to be the only endorsed elements of the package. A range of industry relevant training tools and resources may support the endorsed elements of the Training Packages, including:
  - (i) (i) assessment materials
  - (ii) (ii) learning strategies
  - (iii) (iii) professional development materials, and
  - (iv) (iv) unit cost information.
- (m) (d) implementing nationally consistent recognition arrangements that, at a minimum, provide for:
  - (i) (i) provider registration that is focused on the delivery of national competency standards and which allows for customisation
  - (ii) (ii) course accreditation (should it continue to be required) which may be delegated/devolved to providers, and

- (iii) (iii) simplified processes for the Declaration of Vocations (if they continue).
- (n) (e) empowering the National Training Framework Committee (replacing the SCC) to resolve inconsistencies in the alignment of standards to qualifications where agreement cannot be reached between individual jurisdictions.
- (o) (f) funding for national Training Packages, particularly standards development and review and assessment guidelines activity, be given high priority. The costs of audit and other quality assurance strategies should be given appropriate priority and reflected in Commonwealth/State business arrangements through ANTA.
- (p) (g) implementation by MINCO of effective mutual recognition arrangements which:
  - (i) (i) ensure that providers registered in one part of the country can operate on a national basis
  - (ii) (ii) ensure that providers fully recognise and credit the outcomes of all other providers, and
  - (iii) (iii) include the mutual recognition of declared vocations (if they are to continue).
- (q) (h) implementation arrangements should include transitional provisions related to recognised training where national competency standards do not exist.

## **Proposal 12**

The Reference Group has identified three options for the future handling of Declaration of Vocations. The majority of members prefer Option A. It is the view of the Reference Group that a consistent system be adopted across all States/Territories.

### ***Option A***

State/Territory VET legislation be amended to remove the Declaration of Vocations or equivalent, and as an alternative use nationally endorsed competency standards and qualifications outcomes supported by national Training Packages leading to specific training programmes approved at the industry, State/Territory or regional level. This would:

- (r) (a) require the establishment of a new resource allocation model at the Commonwealth (employer subsidies) and State/Territory (off-the-job training) level for publicly funded VET.
- (s) (b) mean industrial relations arrangements would be triggered on the signing of a Training Agreement.

- (t) (c) require that endorsed standards specify not only how standards may be packaged for a particular AQF level but also how apprenticeships and traineeships may be packaged in those levels.

This approach could be implemented over an agreed time frame, with the effective operation of the National Training Framework and the development of Training Packages being a prerequisite for implementation. Consideration might be given to trialing the approach in selected industries as packages come on stream.

### ***Option B***

States/Territories cease to declare vocations from an agreed date but leave existing declarations in place while the relevant industry uses them. Under this option:

- (u) (a) all new training arrangements will be based on national Training Packages as per Option A.
- (v) (b) a new funding model is required as funding would be uncoupled from declarations.
- (w) (c) enhancements to the National Training Framework will need to be in place and working effectively.

### ***Option C***

Retain the existing arrangements for Declarations of Vocations. If declarations are to stay in place, States and Territories should agree:

- (x) (a) that there be mutual recognition of declared vocations between all jurisdictions so that once a vocation is declared in one jurisdiction it will be recognised in all.
- (y) (b) that all declarations adopt a common nomenclature and consistent classification.
- (z) (c) that all declared vocations be based on endorsed national competency standards, provide an outcome against the AQF, and that articulation and progression through all levels be established.
- (aa) (d) that declarations be subject to review and abolished if no longer used.
- (bb) (e) that approval of new arrangements be based on industry/enterprise demand and that approval powers rest with a broad cross-section of industry, including adequate representation from the industry seeking the declaration.
- (cc) (f) that client service standards for processing applications be established.
- (dd) (g) that resource allocation processes be separated from the declaration process.

Under each option those under Training Agreements should continue to have access to publicly funded training, taking into account government priorities.

Declarations of Trades provide for the prohibition of junior employment in those declared occupations. In the absence of any research on the likely effect of the removal of this prohibition, the Reference Group has not proposed the current arrangements be changed.

### **Proposal 13**

- (ee) (a) The Reference Group proposes that under MAATS, Training Agreements:
  - (i) (i) become more focused on the achievement of competencies while continuing to provide a bridge to industrial relations provisions
  - (ii) (ii) should involve only the employer and person (parents in the case of minors) or people in training as parties and continue to be a binding contract on the parties to them, with State/Territory Training Authorities or their delegates being a point of registration
  - (iii) (iii) could act as a single trigger for industrial relations arrangements and Commonwealth and State/Territory payments consistent with government priorities
  - (iv) (iv) have a nationally consistent format with specified minimum requirements, and
  - (v) (v) continue to be registered in a manner that allows effective monitoring and data collection.
- (ff) (b) A group representative of governments and industry, including unions, should be established to provide advice on a nationally consistent format and the minimum requirements for Training Agreements. It should also advise on streamlined approval and monitoring processes which avoid conflicts of interest, protect apprentices/trainees, and provide industry leadership.
- (gg) (c) The Reference Group also proposes that the approving process for agreements should continue to be a State/Territory function, possibly subject to delegation. It should be based on quality processes and not front-end inspection.

### **Proposal 14**

The Reference Group proposes that:

- (hh) (a) the monitoring of Training Agreements be reformed to focus on quality training outcomes in the context of competency based training.
- (ii) (b) all aspects of compliance with the agreement should initially be able to be dealt with by one body so the parties to the agreement face a simple system. This would mainly relate to matters affecting the acquisition of the

agreed competencies such as training activities, assessment, and associated work. This should continue to be dealt with by State/Territory Training Authorities or their delegates. Alleged breaches of the industrial awards or agreements referred to in the Training Agreements should be resolved as determined under the appropriate legislation.

- (jj) (c) consideration should be given to the delegation of all or some of the monitoring functions to appropriate bodies with necessary expertise and independence from, or a strategy to handle, conflict of interest. The responsibility for registering and terminating agreements and for conduct of appeals should remain with the State/Territory Training Authority.
- (kk) (d) the costs of the audit and other quality assurance strategies should be given appropriate priority under Commonwealth/State business arrangements.

### **Proposal 15**

The Reference Group proposes that following the passage of the Federal Workplace Relations Bill, approving authorities established under that legislation should be underpinned by the following principles:

- (ll) (a) no conflicts of interest exist, or where they do, a strategy to manage those conflicts is in place.
- (mm) (b) they have the technical skills and resources to be able to participate effectively in the national VET system.
- (nn) (c) they are able to operate in a manner which respects individuals' rights to privacy.

### **Proposal 16**

The Reference Group proposes that in establishing MAATS, the Commonwealth and States/Territories collaborate to ensure a single system of training administration is developed that meets the needs of both industry/enterprises and individuals in training.



### **Proposal 17**

Noting decisions Ministers have taken regarding the implementation of User Choice by 1 January 1998, the Reference Group proposes that a clear timetable for full implementation of new arrangements across Australia be established.

### **Proposal 18**

- (oo) (a) The Reference Group endorses the decision taken by Ministers at their July meeting to adopt User Choice as the basis of public funding of apprenticeships and traineeships. The Reference Group believes the best way to achieve an industry led system is through User Choice combined with a system more flexible and responsive to industry/enterprise needs.
- (pp) (b) The Reference Group proposes that the principles for User Choice prepared by the User Choice Working Party be endorsed, noting that the issue of regional provision needs to be further developed by the User Choice Working Party.

### **Proposal 19**

The Reference Group proposes that industry involvement in decision making should be increased through:

- (qq) (a) the introduction of the National Training Framework to ensure that national qualifications are linked to national competency standards developed by industry and enterprises. Greater capacity for industry leadership in the development of the accompanying Training Packages for key sectors.
- (rr) (b) the National Training Framework allowing enterprises, industries and regions to develop and implement in direct partnerships with providers their own training programmes without the need for external approval.
- (ss) (c) industry involvement in the process of auditing the performance of training providers and assessment arrangements to ensure that the national competency standards are in fact being achieved.
- (tt) (d) delegating State/Territory training approval and monitoring processes in respect of apprenticeship and traineeship agreements to industry groups that meet agreed quality assurance requirements.

### **Proposal 20**

The Reference Group supports the development of an integrated entry level training support service on a regional or industry sector basis and proposes that the Commonwealth's evaluation of the Contracted Entry Level Training Agencies (CELTA's) pilot in 1996-97 be a collaborative exercise involving industry, State/Territory Training Authorities and ANTA.

## Proposal 21

The Reference Group proposes that:

- (uu) (a) information on MAATS be widely available, and that there be access to advice which is appropriate in form and content to the different groups likely to require it.
- (vv) (b) educational support programmes be enhanced to boost completion rates and to assist young people who may experience difficulties in dealing with workplace requirements.
- (ww) (c) all groups participating as brokers on behalf of governments should enter into equity performance agreements with the government funding agency.
- (xx) (d) entrants to MAATS should include long term unemployed youth and those at risk. Labour market programmes involving organised training wherever possible should articulate into MAATS activity.
- (yy) (e) further research into the groups likely to seek entry to MAATS is required. Such research should aim to:
  - (i) (i) identify any groups which have in the past sought but failed to gain entry to apprenticeships and traineeships and the barriers that have excluded them
  - (ii) (ii) identify elements of existing arrangements which have operated to discourage women and those in other disadvantaged groups from seeking or gaining entry to apprenticeships and traineeships
  - (iii) (iii) identify those groups who would undertake further entry-level training if they were aware of it
  - (iv) (iv) establish some benchmark data on the level of understanding of further education and training options, especially other than university, among senior high school students, and
  - (v) (v) identify mechanisms to ensure that User Choice decisions by employers improve access by disadvantaged groups.
- (zz) (f) opportunities should be expanded by directing initiatives for the expansion of MAATS into industries and areas of strategic importance, those not currently benefiting from existing apprenticeship and traineeship programmes, and/or those occupations where apprenticeships and traineeships exist where there have not been structured training opportunities. This is not to be undertaken through the reduction of funding for traditional traineeships and apprenticeships.
- (aaa) (g) government should investigate and address the need to develop/increase structured training in areas traditionally dominated by women where there has not been recognised/structured training.

- (bbb) (h) government should participate in initiatives that increase/progress the participation of women in traditional apprenticeships.

### **Proposal 22**

- (ccc) (a) In the implementation of MAATS the Reference Group proposes that the Commonwealth, States and Territories establish an effective implementation arrangement for MAATS based on the following principles:
- (i) (i) a clear statement of roles and responsibilities
  - (ii) (ii) transparency of process
  - (iii) (iii) minimal duplication
  - (iv) (iv) clear accountability arrangements which are driven by specific outcomes, not process, and
  - (v) (v) clear timetable for implementation, noting the agreed timetable for full implementation of User Choice arrangements.
- (ddd) (b) The Reference Group proposes that the objectives, roles and responsibilities should be reflected in the current business arrangements, that is:
- (i) (i) State Training Profiles (or their replacement)
  - (ii) (ii) performance agreements with Group Training Companies, ITABs and ITCs
  - (iii) (iii) contracts with industry bodies or community groups undertaking brokerage or regulatory roles, and
  - (iv) (iii) purchasing arrangements with training providers.

### **Proposal 23**

- (eee) (a) The Reference Group is concerned to ensure that the MAATS initiative is adequately resourced and believes it is the main priority within the National VET system and proposes that funding priority go to employees/enterprises that have entered into Training Agreements within available resources and identified priorities. This needs to be supported by funding for the development of National Training Packages and the adequate resourcing of groups which through delegation or devolution take on the administrative functions associated with regulating a quality structured training system.
- (b) In terms of the broader resource policy issues it is proposed that the ANTA Board provide policy options for the future basis of resource allocation for VET in a changed regulatory environment proposed for MAATS.