

08/04/2005

Submission from Ray Mcinerney and Keith Mutton to Tony Windsor regarding training young people.

Views on current training.

-Traineeships- New entrant

-many trainees employed as cheap labour

-training is badly supervised

-much of the 'on the job training' is done by unqualified /poorly trained people themselves and expected to be accepted as ok

-possible for trainees to spend majority of time being used as cheap labour on repetitive jobs rather than having time set aside for them to receive proper instruction in all the areas the training is supposed to cover.

'Flick and Tick' mentality/approach from many trainers-quality/ability to do the tasks is often not properly assessed in order for payments to be made to employer and /or trainer.

-possible that we will end up with lots of young people with a little bit of training in lots of areas but not having mastered any because employers replace them as soon as the training money is finished with another trainee-NO security for trainee

-Existing worker trainees

-Being sold to employers as a product rather than as a means of improving staff skill levels

-Many existing workers are being put into traineeships at levels higher than they can cope with.e.g. a lawn mowing person who has only mown lawns for 6 months is put into a Certificate 3 traineeship(the equivalent of a trade qualification which takes 3 years at TAFE) and is expected to complete in 12 months.The quality of training has to be compromised for this to occur.

Accountability of trainers

-Auditing is carried out -but mostly for paperwork.

-very little SKILLS auditing is done-so if the paperwork is o.k. that is what matters-NOT whether the trainee can do the job or not.

-more skills auditing is needed-spot audits/independent assessments to ensure trainee is actually competent

-currently any RTO has to accept as competent any trainee who shows up with a qualification from another RTO. There is very little if ANY quality control on what level is satisfactory before an award is given. We are ending up with a large number of trainees with a qualification gained from second rate training. It is cheapening the idea of trade qualifications.

T V E T students

-Students are neither school or TAFE

-treat tafe as a cop out from school

Solution

-Reintroduce pre-apprentice type programmes-students can actually be getting first year of apprenticeship completed rather than treading water at school for a year or two

-this would also help a lot of rural kids stay in their towns for a bit longer while they matured and give them better job prospects

-pre apprentices have a better chance of getting jobs

-much of the existing school based training is done by school teachers who have no industry experience-yet they are training for industry entry

THE PROBLEM

How to ensure young people get the opportunity to gain and complete an apprenticeship in country areas?

SOLUTIONS

1. Employers given better incentives to take on apprentices (as happens with trainees)

2. Apprentices to be paid realistic wages while training

3. More group trainers to be encouraged to allow smaller towns to share apprentices-so they don't have to leave to get a job (maybe the govt could set up as a group trainer in country areas and share their apprentices around)

4. More money into TAFE to offer full time training (eg pre apprenticeships) for interested people so they are more attractive to potential employers.

5. Concentrate on existing infrastructure e.g. TAFEs rather than duplicating so called centres of excellence-why reinvent the wheel?

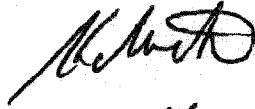
6. Look at the problems of compliance with O H & S, insurances, hiring and firing etc to make it more attractive to hire apprentices

7. Look at so called industry representative groups to assess just how representative they are - most tradesmen/small employers are not represented accurately by these self interested lobby groups

8. Encourage govt departments to employ more apprentices

e.g. railways/defence/health etc Private industry looks at the dollar - not any social responsibility to the community or young people

Keith Mutton



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Secretary: <i>Boalwan</i>
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