

Challenges

**Skills shortage of teachers/
Teacher's educational qualifications**

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Challenges

How many Plumbing teachers are there in Australia?

Are there enough?

How do you find out?

Data Collection - What data???

- Very little useful ABS or NCVET data available
- All key data held by individual RTO's and disparate state agencies
- No central repository of Plumbing or general VET specific data
- So, the question is....

On what facts and figures are policy makers basing their decisions?

Growth in Plumb App's 2007 - 2008

- In the 12 months to March 2008, numbers of Plumbing apprentices in-training around Australian increased by:

46% !

(Source: NCVET March quarter report, app's and trainees)

Growth in Plumbing Teachers 2007 - 2008

- No official national figures exist. However...
- In the 12 months to March 2008, numbers increased by approximately:

22% !

(Source: anecdotal - not confirmed)

What are the implications?

46%

- Increase of 'in-training Plumbing apprentices in 12 months.

22%

- Increase of Plumbing teaching staff over same period.
- Lack of baseline data makes inferences difficult but student/teacher ratios are revealing...

Student / Teacher ratio

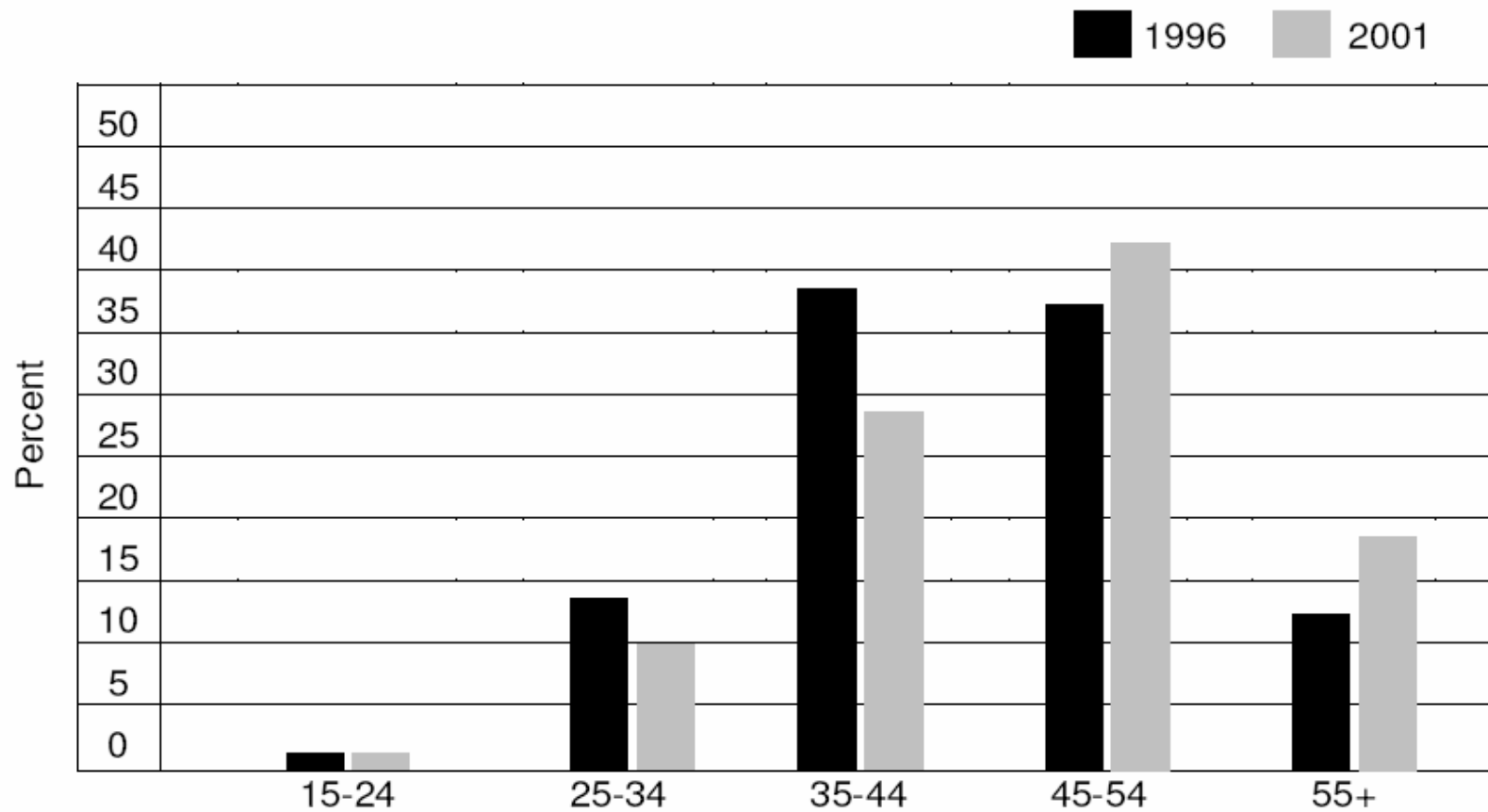
- Approximate figures suggest Student /Teacher ratios vary widely from state to state
- Ranges from as low as 10:1 to as high as 50:1

What can we learn from this...?

- Without baseline data and accounting for variables, NOT A LOT but...
- Plumbing industry statistics should not be lumped in with general construction or other apprentice groups
- As a licensed trade, centrally collated statistics should be kept on all training activities to ensure valid and fair policy development

The retirement bubble

Figure 7: Age profile of VET practitioners in TAFE, 1996 and 2001 (%)



Source ABS (1996, 2001b)

Retirement bubble - Implications...

A massive loss of experience over...

- A short period of time...
- During a general skills shortage...
- At the same time as the training environment is becoming more complex

Roles of a modern Plumbing Teacher

Direct Duties

- Traditional face to face delivery across AQF 2-Dip
- Development of delivery solutions
- Assessment and assessment tool development
- E-Learning
- Recognition duties
- Personalised case management

Indirect Duties

- AQTF compliance
 - validation
 - assessment records
 - Site visits
- Training plan development
- Marketing
- Reporting
- Learning resource and instructional design across multiple AQF levels

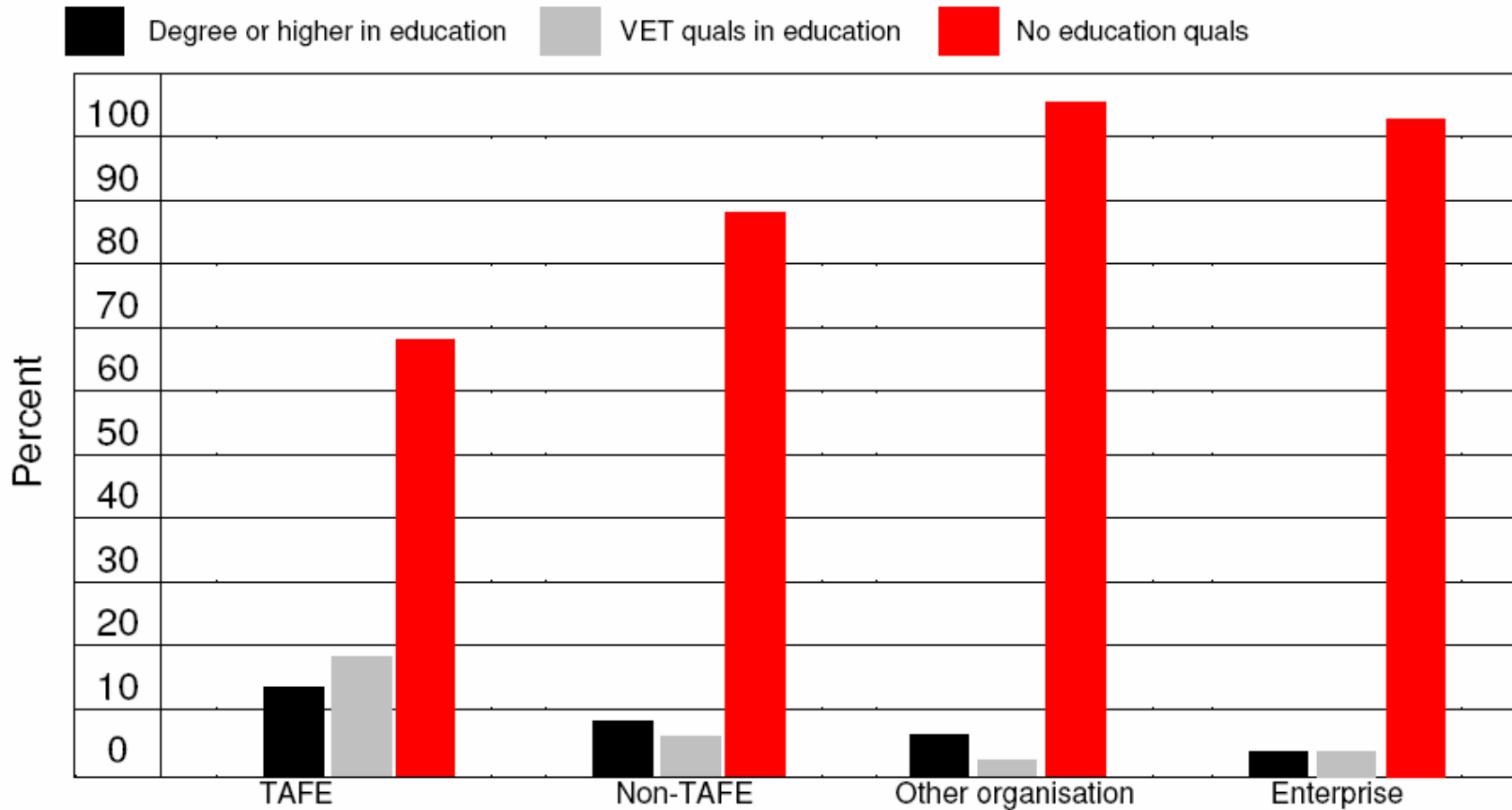
Current minimum educational requirements

- Minimum national educational qualification is a Certificate IV in Training and Assessment
- Is this sufficient? With over 45% in excess of 50 years of age...
- ‘There is a risk in the near future that much of the education knowledge of the teaching profession will be lost, as teachers with experience and graduate qualifications resign or retire. Certificate IV level qualifications in assessment and workplace training are not an adequate replacement for higher teaching qualifications’.

(NCVER, 2003, p.31)

Current spread of educational qualifications

Figure 13: Education and training qualifications of vet practitioners, by type of training provider, 2001 (%)



Challenges and opportunities

- A licensed trade deserves a professionally recognised training sector
- Opportunity to become more innovative with the removal of old ideas, but...
- Passing down of knowledge and learning from group osmosis will need to be replaced by higher formal educational qualifications.

Cert IV is not enough - but what is?

- Bachelor Degrees encouraged, but not for all.
- Diploma of Training and Assessment - with Plumbing delivery focus?
- Instructional design training?
- New technologies?
- Teaching cadetships?

Challenges

THANK YOU