Educating for Tomorrow's Industry - The integrated learning model of the future

SENIOR SCHOOL CERTIFICATE
EMPLOYED
APPRENTICESHIP

AUSTRALIAN INDUSTRY TRADE COLLEGE
The Future of Industry Begins Here

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WHAT DO WE KNOW ABOUT THE CHANGING LANDSCAPE OF LEARNING?

- The traditional concept of 'career' was progression up, an ordered hierarchy within an organisation or profession.

- The notion was that people 'chose' a career, which then unfolded in an orderly way. It was an elitist concept: some had a career; many only had a job; some did not even have that.

- For some time now, however, this traditional concept has been fragmenting. The pace of change, driven by technology and globalisation, means that organisations are constantly exposed to change.

- Organisations are less willing to make long-term commitments to individuals; where they do, it is in exchange for flexibility about the roles and tasks the individuals will perform.

•Increasingly, therefore, security lies not in employment but in employability. Individuals who want to maintain their employability have to be willing to regularly learn new skills.

•Careers are now increasingly seen not as being 'chosen' but as being constructed, through the series of choices about learning and work that people make throughout their lives.

GLOBAL HUMAN CAPITAL REPORT 2017

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Top 10 skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity

Source: Future of Jobs Report, World Economic Forum

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Finn Committee: 1991 **Competencies**	Mayer Committee: 1992 **Key Competencies**	Chamber of Commerce and Industry and Business Council: 2002 **Employability skills**
Language and communication	Expressing ideas and information	Communication
	Collecting, analysing and organising ideas and information	
Using mathematics	Using mathematical ideas and techniques	*[Contained in several of the employability skills]*
Scientific and technological understanding	Using technology	Technology
Problem solving	Solving problems	Problem solving
Personal and interpersonal	Working with others and in teams	Teamwork
	Planning and organising activities	Planning and organising
		Self-management
		Learning
		Initiative and enterprise
Cultural understanding		

The Framework for General Competencies and Skills

- Vocational Education and Training (VET) forms an integral piece of the Australian education system.

- The sector partners with industry and government to equip people, particularly younger people, with workplace-specific skills and knowledge designed to meet current and future employment demands.

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By 2025, it is predicted that there could be as many as 2 million new jobs in Australia.

CEDA, 2015, Australia's future workforce?

It is also expected that demand for additional qualifications could reach close to 12 million in the next 15 years.
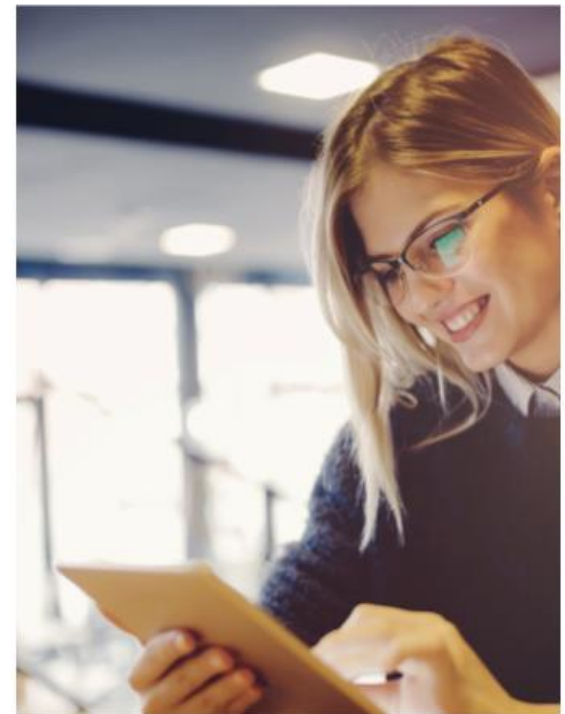
Skills Australia, 2011, Skills for prosperity: a roadmap for vocational education and training
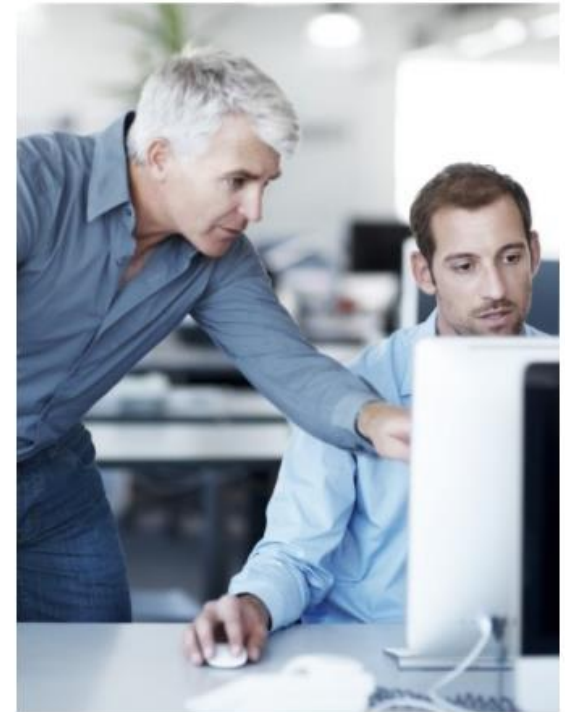
It is predicted that today's school leaver will have 17 jobs across 5 careers in their lifetime. The length of job tenure for working Australians, on average, is currently around 3 years.

Australian Bureau of Statistics - 2018

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As we head further into the age of digital disruption and rapid automation, it is becoming clearer that the jobs of the future will require individuals to possess a broad range of transferable skills. The workforce of the future will be dependent on creativity, problem solving and critical thinking.

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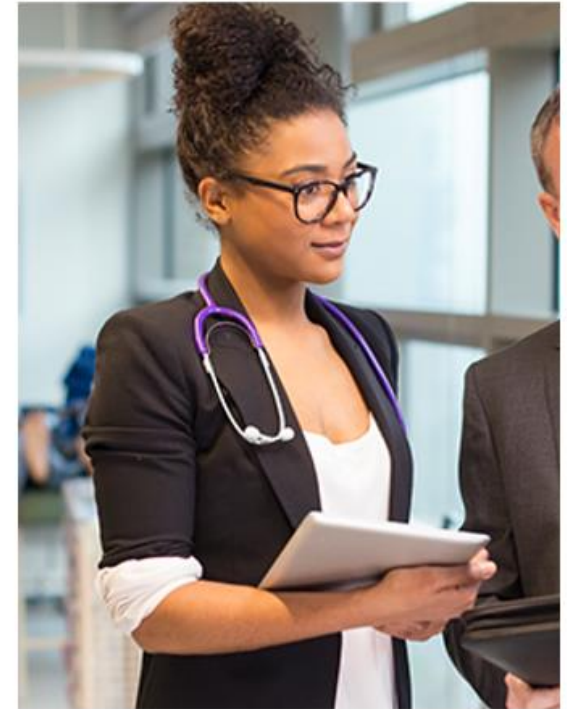
Although technology and automation threaten to disrupt the Australian labour landscape, there are some occupations that carry a low risk of being replaced by technology. These irreplaceable jobs are those which require a high level of human interaction, empathy and individuality.

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Future projections show substantial growth in industries which are dominated by human relational skills.

The largest industry growth areas are predicted to be health professionals, carers and aides, administrators, chefs and electricians.

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Of the 10 industry subgroups with the largest projected employment gains by 2020, all can be trained for via VET courses.

Corporate giants are among a growing cohort of big business to relax their degree requirements for new recruits, focusing on more merit rather than credentials.

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THE MEDIAN FULL-TIME INCOME OF A VET GRADUATE IS $55,000.

WHO IS THE AITC?

Why we exist -   A private independent school
                 Created by Industry for Industry

What we do -   Select technical talent
                Develop technical talent

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How is schooling at the AITC different from a traditional school?

➤ Senior schooling PLUS an Apprenticeship or Traineeship:

➤ Year 10, 11 and 12

➤ 5 weeks at College

➤ 7 weeks at work

➤ Enrolments in July and January

➤ The program is facilitated by specialist Employment & Recruitment staff

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Evidence of Success

➢ 93% Graduated with a full time apprenticeship in 2015

➢ 94% Graduated with a QCE in 2015

➢ 1158 full time apprentices signed up to date

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Why are applicants unsuitable?

Professions

- Lack of experience
- Inadequate specific experience or specialist skills
- Not holding relevant qualifications
- Low quality applications (including failure to adequately address selection criteria), unsatisfactory interview performance, poor references or work history
- Lack of additional qualifications or registration with a professional association

Technicians and Trades

- Being unqualified
- Lack of experience in the occupation
- Inadequate specific experience or specialist skills
- Lack of technical skills, or low quality or speed of work

Source: Department of Employment, Survey of Employers who have Recently Advertised

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What does the future hold this form of Education?

THE 2020 PROJECT
Establishing a partnership for learning and working in Law, Engineering, Medicine, Business, Education, Information Design Technology

tafe
Queensland

Southbank
Institute of Technology
Education for aspiring minds

CQUniversity AUSTRALIA

QUT

Griffith UNIVERSITY

THE UNIVERSITY OF QUEENSLAND AUSTRALIA

UNIVERSITY OF SOUTHERN QUEENSLAND AUSTRALIA