Advancing VET pedagogy
Lifelong learning: a tale of one trainer’s journey

Alan Maguire
Welcome to On Target Work Skills

Performance improvement

Are you seeking performance improvement? On Target Work Skills will support you in improving performance of your organisation, your team or yourself.

Skills advice service

A comprehensive skills advice service consists of:

- Training needs analysis
- Workforce development planning and budgeting
- Implementation of workforce development systems
- Identification of training providers and government funding
- Assistance with apprenticeship arrangements.
My journey

Trainer

Instructional designer

Project manager

Quality manager

Program manager

RTO auditor

RTO manager

VET advisor

Consultant
A brief history of the Certificate IV in Training and Assessment

1986: Train The Trainer
- BSZ98
- BSZ40198
- BSZ50198

1992: Workplace Trainer Competency Standards
- BSZ98
- BSZ40198
- BSZ50198

1998: BSZ50198

2004: TAA04
- TAA40104
- TAA50104

2010: TAE10
- TAE40110
- TAE50111

2016: TAE
- TAE40116
- TAE50116
What has changed?

1986
What has changed?

1986

Today
What has changed?

2005

Today
What has changed?

What has changed?

- Mayer Key Competencies
- Key Competencies
- Employability skills
- Foundation skills
## What hasn’t changed?

### Basic pedagogy for trainers

<table>
<thead>
<tr>
<th>Session structure</th>
<th>1986</th>
<th>2019</th>
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</thead>
<tbody>
<tr>
<td>Knowledge or theory session</td>
<td>Explain Activity</td>
<td>Explain Activity</td>
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<tr>
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<td>Summary</td>
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<tr>
<td>Skill or task-based session</td>
<td>Explain Demonstrate</td>
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<tr>
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Version July 2019
Some learning concepts and methods

- Distance learning
- Flipped learning
- Blended learning
- Flexible learning
- Open learning
Learning pathway in VET

Acquisition of knowledge and skills

Application of knowledge and skills

Assessment of knowledge and skills
The role of VET trainers

Apply pedagogy

Apply technology

Training methods
Research survey

• Access survey questions via the On Target Work Skills webpage or https://forms.gle/gJEivnsZzy3gs7pV6

• Five background questions

• Three questions
  – What tasks are performed by trainers?
  – What skills do trainers need?
  – What are some areas for improved training and assessment skills?
NCVER Conference 2019: Advancing VET pedagogy

About the NCVER

The National Centre for Vocational Education Research (NCVER) is the national organisation responsible for collecting, managing, analysing and communicating research and statistics on the Australian Vocational Education and Training (VET) sector. NCVER is an independent, not-for-profit Australian company. It was established in 1971 and is owned by the Commonwealth, state and territory ministers responsible for VET.

NCVER Conference 2019

The NCVER Conference for 2019 is being held in Adelaide between Wednesday 9 July and Friday 11 July.

Alan Maguire, owner and principal consultant at On Target Work Skills, has the privilege to be making a presentation at the 2019 NCVER Conference. The presentation theme is advancing VET pedagogy.

Soon a copy of the presentation PowerPoint slides and other resources shall be released.

Research survey

There will be an opportunity for people to participate in a survey about training and assessment tasks performed and skills required. Click or tap here to complete the survey.
What can be done to advance pedagogy in VET?

• Continue to develop trainers and assessors
  – Initial training
  – Ongoing professional development

• Enable trainers and assessors to embrace new approaches

• Overcome barriers to advancing pedagogy in VET
  – Rigid regulatory regime
  – Profit before pedagogy
  – Inapt management
Causes of poor quality assessment
Research conducted in 2017

- Skills deficiency
- Insufficient time and resources
- Assessment decision based on an incorrect definition of competency
- Other causes

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<th>Category</th>
<th>NCVER</th>
<th>BHI/CAE</th>
<th>Average</th>
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<td>Insufficient time and resources</td>
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<td>Other causes</td>
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Barriers to advancing pedagogy in VET

In conclusion

• Rigid regulatory regime
• Profit before pedagogy
• Inapt management
On Target

Work Skills

Why does the TAE40116 need to be changed?
Alan Maguire on LinkedIn
March 1, 2019

Are RTO trainers and industry trainers homogeneous?
Alan Maguire on LinkedIn
March 4, 2019

How to make the TAE40116 more flexible?
Alan Maguire on LinkedIn
February 25, 2019

Are RTO trainers and TAFE teachers homogeneous?
Alan Maguire on LinkedIn
March 1, 2019

Is the Education IRC seeking approval for nothing?
Alan Maguire on LinkedIn
February 25, 2019

Changes to the TAE Training Package: what next?
Alan Maguire on LinkedIn
September 11, 2019

Alan Maguire