



## Fast-Track Apprenticeships Grant Funding Project Case Study

### Name of Registered Training Organisation

Swan TAFE

### Title of Project

Fast Trackers Fitting and Machining

### Apprenticeship Details

- MEM30205 Certificate III in Engineering Mechanical (Fitting and Machining) Tradesperson.
- Our Fast Track project indicated a variation of between 1 – 1.5 years to nominal qualification/course duration. Since the onset of this project we have seen reductions in time served. One Fast Track Apprentice who commenced in December 2008 is expected to complete his trade studies by September 2009 as a result of Recognition of Prior Learning (RPL) and fast track processes.
- Apprentice numbers – 8
- Industry Partners –
  - Southside Engineering
  - Parks Industries

### Aim of the Project

- A reduction in time served to complete the apprenticeship.
- Making TAFE training more flexible and adaptable by taking into account and embedding workplace operations. This has resulted in higher productivity gains for the workplace.
- Assessments have been clustered and contextualised to take into account competencies that can be assessed at the workplace.
- Employers have been more actively involved and made aware of the trade training required under the Fast Track Program.
- Employers have been given greater exposure to and have gained a better understanding of the Metals and Engineering Training Package.
- There has been utilisation of a consistent approach to the Fast Tracking of Apprentices within the Engineering Fitting and Machining Division of Swan TAFE.
- A Fast Track Induction Pack has been developed which includes a Self Assessment Checklist which encompasses the Recognition of Prior Learning process, a flow chart portraying the Fast Track Process and a Guide to Portfolio of Evidence requirements for Fast Track Apprentices.
- Individual assessment plans have been prepared for each Fast Track Apprentice under a cluster arrangement for Stages 1A, 1B, 2A and part of 2B.

Stage 3A requires development of individual assessment plans.

- Third Party Evidence Forms require further employer review and understanding as employers using the Fast Track Program are taking on board an increased training responsibility in comparison to the traditional Apprentice training model.

### **Successful Strategies / Models**

The successful strategies / models that have been developed and utilised with proven results by Swan TAFE for Fast Track Apprentices undertaking the Certificate III in Engineering Mechanical (Fitting and Machining) Tradesperson which could be adapted/attractive to Apprentices in remote areas include:

- The development of a Tracking Program used to manage Fast Track Apprentices showing their current progress and completion of units at any given point in time.
- The setting up of an upfront RPL process for 4 mandatory units and 3 elective units to check underpinning knowledge and whether the Fast Track Apprentice has the ability to take control of their learning.
- Using logical clustering of units, project work or live work situations which are adapted to suit the individual Fast Track Apprentice. Any gap training is offered in a fully flexible mode e.g. day release, block release or evening class.
- On site assessment processes comprising of theoretical and knowledge based assessments to maintain a high standard of delivery.

### **Key Project Achievement**

The major benefits to the Fast Track Apprentice are outlined below:

- Reduction of time served.
- The recognition of previous skills.
- The flexible training approach.
- Use of online assessments and training systems.
- More motivated employee.
- Mentoring provided by the employer.

The major benefits to the employer of Fast Track Apprentices include:

- Less or reduced interruption to work schedules resulting in higher productivity.
- A more self directed workforce as the Fast Apprentice is able to manage his learning.
- Fully qualified employees in a reduced time.
- Increased opportunities to tender for larger contracts as a result of qualified staff.
- A closer working relationship with a Registered Training Organisation i.e. Swan TAFE.

### **Contact Details for Further Information**

Ian Wright  
Lecturer Fitting and Machining  
Tel: 9374 6340

Fax: 9374 6100

Email: [ian.wright@swantafe.wa.edu.au](mailto:ian.wright@swantafe.wa.edu.au)

\* [http://www.australianapprenticeships.gov.au/RTO/Fast\\_track.asp](http://www.australianapprenticeships.gov.au/RTO/Fast_track.asp)