



Fast-Track Apprenticeships Grant Funding Project Case Study

Name of Registered Training Organisation
TAFE SA Regional
Title of Project
Engineering - Indentured
Apprenticeship Details
<ul style="list-style-type: none">• MEM05 – Certificate III in Engineering• Reduced by 12 months• Apprentice numbers – 22• Industry Partners –<ul style="list-style-type: none">○ One Steel, Whyalla○ State Training Authority, Training and Skills division
Aim of the Project
<p>This project will address the requirements of fast-tracking current and future apprentices (indentured) working with OneSteel, Whyalla in order to meet the demand for highly trained employees for this company.</p> <p>With the increasing demand for skilled workers, OneSteel has partnered with TAFE SA to explore ways of maximising outcomes and providing skill development off job for its indentured employees in a range of apprenticeships - Electrician, Boiler Maker, Fitter, Instrument Fitter. The model for this proposal has been designed to enable indentured apprentices with OneSteel to develop skills in a shorter time frame so that they are able to complete their apprenticeship as they gain competency of the required skills.</p> <p>In this project, the project manager will investigate current OneSteel apprentices undertaking training at TAFE SA, to develop a model which will provide new and improved methodologies for attracting and employing new apprentices under the indentured program, and fast-tracking these to completion of their training and then the employment of these as fully trained skilled workers.</p>
Successful Strategies / Models
<p>Learning methodologies –</p> <p>The Skills Centre is currently located at TAFE SA Whyalla campus. OneSteel apprentices from the Whyalla, SA site undertake skill development at this location for the first 12 months of their apprenticeship with a limited range of on-site development. Prospective new apprentices from the groups describe above, may well be able to be fast-tracked through some of this training, as they may well bring many of the initial competencies with them. The model will be enhanced to incorporate recognition of prior learning (RPL), literacy and numeracy levels and project based learning where participants can further develop skills. The project officer will investigate options</p>

for each individual to be provided with a learning log to map their progress and mastery of skills. This log will be in the form of an e-portfolio which will allow each participant to develop an accessible log of their achievements, competency outcomes and examples of their work for ready access and portability. The project will identify the optimum solution and the costs associated with such a management tool.

The intention of the project is to develop a model where participants are trained initially off job using more project based activities in which they gain competencies and are assessed more holistically and complete their apprenticeship, not just on a time basis but in the ability of the individual to gain competence in the remaining skills required to complete the training plan for their particular trade area. The remaining skill sets would be clearly identified and using the skill/competency mapping tool the on job activity of the apprentice would be planned to match that skill set development. This would enable the the completion of all underpinning knowledge and practical competency skills in model which is not time dependent.

This project will identify the support systems and required information to enable the individual participant to take charge of their own learning. It will investigate ways to support and accelerate individual learning including access to a learning management system for e-learning opportunities, online activities and assessment, and holistic learning experiences that support fast tracking. An individual training plan and log book option, maintained in an e-portfolio where appropriate, will be identified. Other supporting tools that will be considered by the project officer to assist fast tracking will be literacy and numeracy tools, assessment and skill development activities in both text or web based formats. Advice will be sought from TAFE SA's specialist Literacy Numeracy lecturers for their development and sourcing.

The model would identify how each apprentice can be managed using a case management process. This methodology will enable the case manager to track each participant and identify barriers and issues as they arise. The Case Manager will provide a coaching and mentoring service to assist the participant to succeed.

Key Project Achievement

Awareness raising amongst staff and industry.
Competency based completion in apprenticeships not widely observed.

This methodology raises the profile of heavy industry apprenticeships and provides the opportunity for OneSteel to promote this opportunity to a wider pool of potential participants. The concept of 'managing your own learning' would entice older participants, career changers and other diverse groups to undertake an apprenticeship and obtain RPL for skills that would assist them to fast track their learning.

Many young people participating in an apprenticeship find that the term of indenture as it is a very long time. Providing a training plan and the ability to take charge of their own destiny would motivate them to work toward gaining competence to reduce the time taken. Providing tools and support (such as literacy, numeracy skills) through a variety of methodologies enable self management and achievement. Some of these prospective apprentices will already have completed some of their training through the VET in Schools programs, or that provided by the Spencer Gulf Technical College, providing an opportunity for them to fast-track their training will encourage more to seek the completion of an apprenticeship, and movement into the wider trade's workplace. Young people are more likely to respond to the ongoing support of a mentor or coach in supporting their learning, resulting in an expected greater chance of their completing the apprenticeship program.

Contact Details for Further Information

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* http://www.australianapprenticeships.gov.au/RTO/Fast_track.asp