



# skill<sup>2</sup>WORK

GROUP TRAINING NATIONAL CONFERENCE 14-16 APRIL 2010 ADELAIDE

Program is subject to change

# PROGRAM

## Wednesday 14 April 2010

3.30-5.15pm

**GTA In-house Session, Hilton Adelaide → BALLROOM C**



**Matt Church**

**Better Thinking, Better Business, Better World and a Better Conference**

Increase your business and personal productivity and maximise your return on investment in this conference with Matt's practical approach to delivering better business results.

*For GTA members only.*

5.45pm

Buses depart Medina Grand and Hilton Adelaide for the National Wine Centre

6.00-8.00pm

**Welcome Reception, National Wine Centre**



The National Wine Centre of Australia is a world first and is the home of the Australian wine industry, showcasing and promoting awareness of more than 10,000 different Australian wines and more than 60 wine regions in the open cellar. Central to the National Wine Centre of Australia is the **Wine Discovery Journey**, which will take you on an interactive journey through the past, present and future of the Australian wine industry. You can 'talk' with holograms of famous Australian winemakers, participate in the winemaking process and learn what makes our wines the envy of the rest of the wine-producing world. After having finely tuned your senses in the Wine Discovery Journey, you will be ready to enjoy some of the best of South Australian food and wine.



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## Thursday 15 April 2010

8.45-9.00am

### Welcome by Ellen Fanning, Conference MC → BALLROOM



Ellen Fanning is best known for her work as an award-winning current affairs journalist. At 24, she broke new ground, becoming the first woman to host one of ABC Radio's national current affairs programs. Two years at the helm of *PM* were followed by several years anchoring *AM* on ABC Radio and serving as occasional host of ABC TV's *7.30 Report*. Ellen Fanning has interviewed every current and former Australian Prime Minister from Kevin Rudd to John Gorton and has met and interviewed world leaders from France, Britain, Ireland, Israel and the United States. With a wealth of experience in communications, politics, social, cultural and business issues,

Ellen Fanning's informative and stimulating presentations make her an ideal MC for the 2010 Group Training National Conference.

9.00-9.45am

### Opening Address → BALLROOM



**Senator The Hon Mark Arbib**, Minister for Employment Participation, Minister Assisting the Prime Minister for Government Service Delivery

Mark Arbib was elected Senator for New South Wales at the 2007 Federal Election and commenced his term on 1 July 2008. Mark was appointed Minister for Employment Participation and Minister Assisting the Prime Minister for Government Service Delivery in June 2009. His portfolio includes the management of the Government's employment programs, such as Job Services Australia. He is also responsible for the roll out of the \$42 billion Nation Building Economic Stimulus Package — the Rudd Government's primary response to supporting jobs during the global recession. Prior to his appointment, Mark served as Parliamentary Secretary to the Prime Minister responsible for Government Service Delivery, helping to coordinate the infrastructure component of the stimulus plan. He has served as a member of the Senate Standing Committee on Education, Employment and Workplace Relations, the Parliamentary Joint Committee on Corporations and Financial Services and the Joint Standing Committee on Foreign Affairs, Defence and Trade. Prior to entering Parliament, Mark has worked as a Metal Trades Assistant, Lifeguard, trade union official, restaurant cook and most recently in Business Development for Bell Potter Securities. He also served as the General Secretary of the Australian Labor Party (NSW Branch) from June 2004 to December 2007 and as Assistant General Secretary from 1999. Mark has a Masters of Arts in Political Science and Economic History from the University of NSW. He is 38 years old, married with two daughters and lives in Sydney.



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## Thursday 15 April 2010

9.45–10.45am

**KEYNOTE → BALLROOM**



**Chris Richardson**, Director, Access Economics

### **Will the job recovery strengthen from here?**

Australia's recovery is not merely proceeding apace, but it is boosting the employment outlook earlier and more substantially than expected. That said, with the globe afloat on a sea of stimulus, the short term risks are increasingly to the upside, with continuing Chinese growth underpinning yet another surge in commodity prices. We still doubt the latter will last too long — but they'll last long enough to colour the next 12–18 months.

Chris Richardson is one of Australia's best known economists and heads Access Economics' forecasting and modelling unit. His expertise includes the Australian and global economies, the Federal Budget, ageing and industry trends. Chris Richardson writes the *Business Review Weekly's* Fundamentals column. His comments on trends in the economy and their effect on business regularly appear in daily media coverage.

10.45–11.15am

**MORNING TEA → LEVEL ONE GALLERY**

11.15am–12.00pm

**KEYNOTE → BALLROOM**



**Prof Barbara Pocock**, Director, Centre for Work + Life, University of South Australia

### **Skill development, decent work and work-life issues: the case of low paid workers in Australia**

This presentation will reflect on the experiences of low paid workers and their participation in training, examining how their jobs and their larger lives beyond work intersect to affect successful skill acquisition and deployment. The Centre for Work + Life has been undertaking research

funded by the National Centre for Vocational Education Research Ltd on low paid workers, skill and work-life issues. Interviews with workers, educators, employers and unions in the retail, aged care and food processing industries reveal a set of issues that affect successful skill acquisition in these expanding areas of employment and a constellation of work-life circumstances that are important to outcomes. This presentation will reflect on findings and their implications for the ways in which work, skill development and work-life arrangements can be better organised to facilitate vocational skill development in Australia.

Professor Barbara Pocock is Director of the Centre for Work + Life, at the University of South Australia. Barbara has been researching work, employment and industrial relations for over 25 years. She has worked in many jobs — advising politicians, on farms, in unions, for governments and as a mother.



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## Thursday 15 April 2010

12.10-1.00pm

**KEYNOTE → BALLROOM**



**Dr John Buchanan**, Director, Workplace Research Centre, Faculty of Economics and Business, University of Sydney  
**Developing human capability, vocations and economic renewal**

Current education and work arrangements did not cause the economic crisis. They must, however, be central to its solution. Sustainable change requires that we need to move beyond the narrow visions of work and education informing the debates on skill.

The Australian economy is headed into a period of dramatic upheavals. We have a choice. We can have a re-run of increased unemployment followed by an extended phase of jobless growth which will eventually end with employer complaints of 'skills shortages' as the economy peaks. Or we can engage with modern realities and do something about improving the flows of learning and labour to achieve a better outcome. We have identified the leads to follow. It remains to be seen whether the stakeholders — especially governments, employers and unions — can break with current intellectual rigidities and are really open to the 'fresh thinking'.

Between 1988 and 1991 John was part of the team that undertook the first Australian Workplace Industrial Relations Survey (AWIRS). He joined the Workplace Research Centre (formerly acirrt) in 1991 and has been its Director since 2005. Until recently his major research interest has been the demise of the classical wage earner model of employment and the role of the state in nurturing new forms of multi-employer co-ordination to promote both efficiency and fairness in the labour market. Building on this research, he is now devoting special attention to the evolution of the labour contract, working life transitions and the dynamics of workforce development.

He was one of the authors of *Australia at work: just managing?* (1999) of *Fragmented Futures: New Challenges in Working Life* published by Federation Press in 2003. These texts provide an overview of the restructuring of work in Australia since the 1970s. His most recently co-authored book is *Safety in Numbers: Nurse-patient ratios and the future of health care*, published by Cornell University Press in 2008.

1.00-2.00pm

**LUNCH → BRASSERIE RESTAURANT AND VICTORIA ROOM**

2.00-4.00pm

**Group Training Market Place → BALLROOM**

Interactively explore GTO best practice, innovative projects, business opportunities and topical issues. Delegates can choose four 25-minute discussions from an extensive menu of options.

4.00-4.15pm

**AFTERNOON TEA → LEVEL ONE GALLERY**

4.15pm

**Delegate Networking**

5.00pm

**Day one concludes**

**Optional Dinners**



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## Friday 16 April 2010

9.00-9.45am

### CONCURRENT SESSION 1



#### 1a. Steve Bowman → BALLROOM

##### **Risk Management Rocks! Risk seen through the Lens of Strategic Opportunity**

What if risk was easy to identify, provided strategic advantage to your organisation, and added value to achieving your vision and mission? What if risk was perceived by your Board as strategic advantage, hidden opportunity, potential innovation? Would this change how you and your organization dealt with risk? Understanding risk will unlock invisible

opportunities. Risk is strategic advantage, not a compliance issue.

Steven Bowman is a director and co-founder of 'LifeMastery' based in Melbourne Australia. Steve is sought after as an expert advisor to leading businesses worldwide on conscious leadership, strategic innovation and awakening the power of consciousness within organisations. Steve is one of Australia's leading Governance and Senior Executive Team specialists. He is a past President of the Australian Society of Association Executives, and has held numerous other Board positions. He has authored and co-authored over 14 books on Governance and Executive Leadership. He currently works with over 1,000 Not for Profit and corporate organisations each year in Australia and New Zealand in Governance, Executive Leadership and Consciousness at work. Steve brings 30 years of hands-on experience and delivers it in a down-to-earth style that speaks to everyone throughout the organization. He leaves his audiences inspired with practical leadership tools and tips that to apply at work, at home, and in their communities.



#### 1b. Ken Phillips, Independent Contractors Australia → BALCONY ROOM

##### **Where's OH&S law heading? History & Current Developments**

OHS laws are undergoing substantial change in Australia. Ken Phillips has been an advocate and lobbyist on OHS laws for close to a decade. Ken will give a run down on the history of OHS legislative design, recent and current developments towards OHS national harmonisation and the 'look' of the

new model OHS laws. The presentation will enable group training organisations to better understand how their OHS responsibilities will apply under new laws.

Ken Phillips is Executive Director of Independent Contractors of Australia. [www.contractworld.com.au](http://www.contractworld.com.au). Ken is Australia's foremost authority on self employed, independent contractor issues. He is author of *Independence and the Death of Employment*. He writes extensively on self-employment and general labour and management issues, currently most frequently for *Business Spectator* [www.businessspectator.com.au](http://www.businessspectator.com.au).

In the context of Ken's presentation for the conference he has been an active researcher, advocate and lobbyist on OHS issues for close to a decade. He authored a seminal report in 2006 for the Institute of Public Affairs on NSW OHS laws, *The Politics of a Tragedy*.



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**1c. Prof Erica Smith, University of Ballarat → SUITE 3**  
**Improving retention in apprenticeships and traineeships using the concept of the psychological contract**

For many years, researchers and practitioners have been trying to figure out how we can reduce turnover in apprenticeships and traineeships, without getting very far. This presentation looks at the issue from a new standpoint — the psychological contract. The notion of the psychological contract concerns mutual expectations and obligations between employers and employees. The paper reports on a major research study currently in progress, including the results of surveys of apprentices/trainees and employers.

Prof Erica Smith has researched and published widely, mainly in the area of apprenticeships and traineeships, competency-based training, training policy and VET practitioners. She is co-Chair of the International Network on Innovative Apprenticeship (INAP), based at the University of Bremen, Germany, and President of the Australian VET Research Association. Outside academia, she has worked in the retail and community services industry and in TAFE, and has managed a State ITAB and a private RTO.

9.50-10.30am

**KEYNOTE → BALLROOM**



**Robin Shreeve, CEO, Skills Australia**  
**Australia's future workforce**

In March 2010, Skills Australia released a comprehensive, new national workforce development strategy aimed at ensuring the nation has the skilled workforce it needs in the coming decades. Australian Workforce Futures — A National Workforce Development Strategy makes a number of significant recommendations which will help sustain economic growth, avoid future skills shortages, raise workforce productivity, and improve social inclusion. Central to achieving this vision is a vocational education and training sector and higher education system which have the capacity to respond flexibly to the changing needs of industry, the community, labour force and governments.

Robin Shreeve commenced the role of CEO of Skills Australia on 12 October 2009. Prior to this Robin was CEO of the City of Westminster College, London. This college provides vocationally orientated education and training for over 7000 students across 300 courses. Robin also has a long and distinguished career within the Australian tertiary sector. He was Chair of the Board of Directors of TAFE Global (Australia) Pty Ltd and served as the Deputy Director-General for Technical and Further Education with the New South Wales Government. Robin brings an impressive knowledge of skills development to Skills Australia.

10.30-11.00am

**MORNING TEA → LEVEL ONE GALLERY**



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11.00-11.40am **Opposition Address → BALLROOM**



**Senator Mathias Cormann**, Shadow Minister for Employment Participation, Apprenticeships and Training  
**Group Training key to help address impending skills shortages**

If we are to meet future skills needs, a key challenge for policy makers and practitioners is to find better ways to identify, attract and retain high quality apprentices. In particular, we need to find better ways to stem the flow of apprentices not completing their apprenticeship.

Mathias is a Senator for Western Australia and the Shadow Minister for Employment Participation, Apprenticeships and Training. Mathias has been a Senator for Western Australia since July 2007. In December 2009 he was appointed as Shadow Minister for Employment Participation, Apprenticeships and Training. Prior to this portfolio, he was the Shadow Parliamentary Secretary for Health Administration. He is also the current Chair of the Senate Select Committee on Fuel and Energy. Before his political career, Mathias worked for major Western Australian health insurer HBF in a range of senior management roles between 2003 and 2007. Originally from Belgium, Mathias received his law degree before migrating to Australia permanently in 1994.

11.40am **Group Training into the Future → BALLROOM**

This session provides an overview of GTA's Future for Group Training Project findings and a mechanism for group training policy development in the 2010 federal election year.



**Dr Peter Brain**, Executive Director, National Institute of Economic and Industry Research (NIEIR)

Peter Brain is the Executive Director of the National Institute of Economic and Industry Research (NIEIR) and a key consultant working on the GTA-funded project looking at what the future might hold for group training. He is one of Australia's most experienced econometric model builders and previously spent 12 years at the Institute of Applied Economic and

Social Research. Over the last twenty years Peter has written widely on the Australian economy, publishing three major books on its structure and performance. Peter has spent many years developing NIEIR's IMP model of the Australian economy and has specialised in medium to long term projections, industry policy and regional and energy issues.

1.00-1.45pm **LUNCH → LEVEL ONE GALLERY**



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1.45-2.30pm

### CONCURRENT SESSION 2



#### 2a. Steve Bowman → BALLROOM

##### **Ditch your strategic plan, create strategic awareness with your Board instead**

Organizations devote much time, energy and money to strategic planning, but the outcomes are often not worth the investment. Yet, more than ever we need decisions that are in line with the organizational vision, that take into account ramifications, budgets, staffing, image and more. How do you, your staff and your board examine situations from a broad perspective and develop solutions that benefit your organization?



#### 2b. Dr Tom Karmel, Managing Director, National Centre for Vocational Education Research (NCVER) → BALCONY ROOM

##### **Do wages matter, or the value of completing an apprenticeship or traineeship?**

Low completion rates of apprenticeships and traineeships have been of concern for many years. Competing explanations have been the low level of apprentice and trainee wages on one hand, and other factors, such as the quality of workplaces and training, on the other. The focus of

this paper is on wages, and the impact they have on the decision not to continue with an apprenticeship or traineeship.

Dr Karmel took up the position of Managing Director, National Centre for Vocational Education Research in August 2002. Prior to this position he has held senior positions in the Federal government in the areas of education, employment, labour market research and the Bureau of Statistics. His research interests have centred on the labour market and the economics of education. He has a doctorate from the Australian National University in the area of economics of education.

#### 2c. Ben Bardon, CWGA, Mike Harrison, GTNT and Nick Wyman, WPC Group Facilitated by Anthony Fernando, Branch Manager, Workforce Development Branch, Tertiary Skills and Productivity Group, Department of Education, Employment and Workplace Relations → SUITE 3

##### **Greening Group Training**

This session will explore three themes:

- How green skills have been integrated into the GTO model
- What does green skill training look like
- Sustainability initiatives for your organisation

Three GTO case studies will showcase what is being currently done, explore the pitfalls and encourage others on practical ways to take this agenda seriously.

2.30-2.45pm

### Life Member Presentations → BALLROOM



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## Friday 16 April 2010



2.45-3.35pm **Closing Address** → BALLROOM



### Rex Pemberton

#### Rising to the Challenge

*Rising to the Challenge* is the inspiring story of Rex Pemberton's climb of Mt Everest at the age of 21. Mixing storytelling with dramatic video, Rex takes the audience on a captivating journey that demonstrates:

- Skills necessary to achieve large and compelling goals
- Self leadership built on passion, drive and commitment
- Building strong support teams

Before he could even step foot on Everest, Rex had to overcome the financial challenge of raising in excess of \$100,000 from sponsors. Then he faced the mental and physical challenges of training and preparing for something bigger than anything he had attempted before. Not only did Rex overcome these challenges, he leveraged his success on Everest to become the third youngest person in the world to climb the Seven Summits — the highest summit on each continent.

3.35-3.45pm **Conference Close**

3.45-4.00pm AFTERNOON TEA → LEVEL ONE GALLERY

7.00-11.45pm **Conference Dinner & National Awards Presentation, Hilton Ballroom**



### MC: Ellen Fanning

Theme — Red, White or Sparkling

Dress code is evening wear and attendees are invited to join in with the red, white or sparkling themed celebration.

Entertainment by The Fab Four — world renowned as the ultimate Beatles experience.