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EXHIBIT A

report on a **strategic evaluation**
of reframing the future

DECEMBER 2004

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Previous Evaluations of FTF and RTF

Reframing the Future has been rigorously and comprehensively evaluated since its inception in 1997, with the conducting of 16 external evaluations to ensure the program has been modified and improved to meet the diverse and changing needs of the sector.

The evaluators have been Laurie Field, John Mitchell, Sarah Wood, Hugh Guthrie, Assoc Prof Andrew Smith, Assoc Prof John Henry, Peter Skippington, Berwyn Clayton, Andrea Bateman, Kaaren Blom and Daniel Hamilton, with assistance from Susan Young, Suzy McKenna and Carol Hampton.

The reports are as follows:

1. *Evaluation 97*. Review of the first year's operations.
2. *Evaluation 98*. Review of the second year's operations. This evaluation produced the brief which was publicly tendered to conduct a long-term impact study.
3. *A report on the long-term impacts of Framing the Future – Re-framing the Future – 1999*. This quantitative and qualitative study of 1997–1998 provided advice that Framing the Future processes and methodology could be broadened and its impact increased.
4. *High-skilled, High-performing VET – 2001*. Research was conducted with key people throughout the VET sector to inform on the staff development and change management needs of the sector. This research led to the formation of the 5 sub-programs that were piloted in 2001.
5. *Evidence of high-skilled VET practitioners and high-performing VET organisations – 2001*. Long-term impact study of 1999–2000. This research provided source material for new sub-programs in strategic and change management and networking.
6. *Evaluation of the Information and Research Dissemination sub-program – NCVER 2001*
7. *Evaluation of the pilot Policy Engagement Forum – NCVER 2001*
8. *A new model of workbased learning in the VET sector – 2001*. This research compared the workbased learning methodology used in Reframing the Future projects since 1997 with new and emerging theories about organisational learning and communities of practice and refinement to theories about adult learning.
9. *The potential of Communities of Practice to underpin the National Training System – 2002*. This research led to the expansion of the communities of practice sub-program in 2002–2003.
10. *The never-ending quest – effective strategy making and change management for high performing VET organisations 2002*. This research led to the expansion of the program in strategic management and change management.
11. *learning @ work – Case studies on good practice in workbased learning – 2001*. This research provided guidelines for improved uses of workbased learning.
12. *Not in the Frame – reasons for non-participation in Framing the Future – 2001*. This research has led to the ongoing focus on engaging new organisations with an average of 30% participation by new organisations annually.

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13. *Reframing the Future: Key Statistics 1997–2002*. 2002. The main aim in collecting and organising this data was to provide the National Reference Group and the Australian National Training Authority with a quantitative analysis of the program, to inform future decision-making.
 14. *110 Ways to implement the National Training system – 2002*. This report profiled 110 projects from 2002, providing models of good practice to subsequent project teams.
 15. *Effectively Structuring Communities of Practice – findings from the 48 communities of practice conducted in 2002*. 2003. This report led to the formation of Assessor Networks and Industry Training Networks in 2003.
 16. *Strategy making in Turbulent Times – findings from the 28 Strategic Management and Change Management projects conducted in 2003*. 2003. This report has led to the creation of 'faculty level' projects and the piloting of National Training Change Agents in 2003.