

EXHIBIT J

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



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# RTF Performance

## RTF performance against goals and sub-programs, the National Strategy for VET 2004–2010 and the High Level Review of Training Packages

<b>RTF Sub-Program Key Goal</b>	<b>Outcomes relating to the National Strategy for VET 2004–2010</b>	<b>Outcomes relating to 5.1 of the High Level Review of Training Packages</b>	<b>Evidence of RTF aligning with priorities</b>
<p><b>1. Staff Development</b></p> <p>Enable VET practitioners to become highly-skilled in implementing the NTS</p>	<p>Take positive steps to achieve equality of participation</p> <p>Make learning pathways seamless</p> <p>Enable RTOs to partner with industry to drive innovation</p>	<p>Build RTO capability in Training Package implementation.</p> <p>Provide better guidance to teachers trainers &amp; assessors on teaching &amp; learning approaches.</p>	<p>The Interview Report cites the most often perceived goal of RTF as the provision of training to enable staff to better align their capacity to implement TPs with the NTF. Moral improved, knowledge was expanded and there was a better understanding of (and commitment to) the NTF.</p> <p>The East Gippsland case study provided evidence of a shift in commitment to the NTF.</p> <p>The MST case study provided evidence of better understanding of TPs, consistency with assessment outcomes and stronger links to other RTOs.</p> <p>The Survey Results Report showed increased access to high quality PD opportunities. The Survey Results Report, Table 13 provides quantitative data on the RTF Staff Development goal.</p>

RTF Sub-Program Key Goal	Outcomes relating to the National Strategy for VET 2004–2010	Outcomes relating to 5.1 of the High Level Review of Training Packages	Evidence of RTF aligning with priorities
<p><b>2a. Strategic and Change Mgt</b></p> <p>To enable VET managers to develop new skills in strategy-making and strategy-implementation so their organisations become high-performing in responding to the needs of the NTS</p>	<p>Employers and individuals will be at the centre of vocational education and training</p> <p>Make a sustained investment in RTO organisations</p>	<p>Identify organisational constraints affecting TP Delivery</p> <p>Strengthen professional identity and networking opportunities among VET practitioners</p>	<p>The Interview Report indicates that staff being included in strategy process resulted in empowerment, pride, improved knowledge of (and commitment to) change processes.</p> <p>The Centrelink case study showed valuable linkages between the strategic agenda and TP delivery. This resulted in a new competency based model of TP delivery.</p> <p>Survey respondents said that RTF projects had increased staff involvement and resulted in new initiatives and programs. The Survey Results Report, Table 13 provides quantitative data on the RTF Strategic and Change Management goal.</p>
<p><b>2b. Strategic and Change Mgt</b></p> <p>To enable VET practitioners to build their capabilities as change agents within the VET sector, to bring about changes required to implement the NTS</p>	<p>Enable training providers and brokers to partner with industry to drive innovation</p> <p>Enhancing the capability of the VET professionals</p>	<p>Explore how AFLF (Learnscope) could be used to enhance teaching and learning</p> <p>Build RTO capability in TP implementation</p>	<p>Interviewees said that RTF projects had helped individuals align effective delivery of TPs to organisation goals.</p> <p>The WLI case study highlighted the need to include change management in daily activities to retain their position as a best practice training delivery organisation.</p>

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			<p>Survey respondents said that RTF provided real benefits to employers through improved professional skills and knowledge of staff. This included improved capacity to implement national initiatives such as the NTF and the implementation of TPs. The Survey Results Report Table 13 provides quantitative data on the RTF Strategic and Change Management goal.</p>
<p><b>3. Policy Engagement</b></p> <p>To enable VET personnel and stakeholders to engage in constructive debate about how to continuously improve the NTF based on learning from both practice and theory</p>	<p>Generate strategies to enable VET professionals to respond to emerging skill needs for the future world of work</p>	<p>Initiate a robust national dialogue around alternative teaching, learning and assessment practices in the TP environment</p>	<p>Interviews and case studies showed that the RTF forums and planning and reporting seminars provide appropriate opportunities for dialogue between RTOs and stakeholders about continually improving the NTF.</p> <p>WLI (case study) found this especially valuable for training provision and research.</p> <p>Survey respondents identified other benefits for employers such as increased engagement in discussions about policy, managing ongoing RTF outcomes that transcended the funding period, and the</p>

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			<p>positive impact RTF has on the VET sector. The Survey Results Report, Table 13 provides quantitative data on the RTF Policy Engagement goal.</p>
<p><b>4a. Networks and Communities of Practice</b></p> <p>To enable VET practitioners to develop communities of practice – reaching across organisations, industries and borders – to better implement the NTS</p>	<p>The role of VET in building social and economic capital in communities and regions</p>	<p>Strengthen professional identity and networking opportunities among VET practitioners</p> <p>Provide better guidance to VET practitioners on teaching and learning approaches</p>	<p>The interviewees reported that the results of their Communities of Practice and networks had been so successful that third parties were expanding their involvement to ensure that the work continued.</p> <p>Participants interviewed saw the community of practice RTF project as fostering a more cooperative working relationship between stakeholder groups.</p> <p>The BIITE Networks and Communities of Practice case study provides evidence of an RTF project strengthening the links in an industry, including remote locations, and supporting the training of future indigenous community arts and craft managers.</p> <p>Respondents to the Survey said Communities of Practice and informal networks were positive outcomes of RTF. They said they contributed to</p>

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			<p>sharing of skills and knowledge, expansion of ideas about practice and delivery and overcoming isolation. The Survey Results Report, Table 13 provides quantitative data on the RTF Networks and Communities of Practice goal.</p>
<p><b>4b. Networks and Communities of Practice</b></p> <p>To enable VET practitioners to establish innovative and effective networks between industry and providers and other stakeholders, to improve the implementation of the NTS</p>	<p>Develop a co-ordinated approach that will address shortages on an industry and regional basis and increase industry engagement.</p>	<p>Strengthen professional identity and networking opportunities among VET practitioners</p> <p>Build RTO capability in TP implementation</p>	<p>Participants interviewed saw the community of practice RTF project as fostering a more cooperative working relationship between stakeholder groups.</p> <p>The Brite Industries PD case study provides evidence of an RTF project providing ongoing outcomes. A Network was established after the project to improve RTOs' abilities to provide TP delivery to the disability sector. This sectors uptake of TP is poor compared to other sectors. The network was addressing how to improve this situation.</p> <p>Survey Results Report, Table 13 provides quantitative data on the RTF Networks and Communities of Practice goal.</p>

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<p><b>4c. Networks and Communities of Practice</b></p> <p>To enable VET practitioners to establish innovative and effective networks between VET teaching &amp; learning practitioners or assessors to improve the implementation of the NTS</p>	<p>The nature of partnerships with VET, including how they can be formed, sustained and used to address skills supply and demand at the local level</p>	<p>Strengthen assessor networks and encourage innovative approaches to sharing strategies among assessors – both within and across industries</p>	<p>Participants were most likely to describe the networks created as a result of their RTF project as a formal network with external VET stakeholders that were related to the achievement of NTF outcomes.</p> <p>The East Gippsland TAFE PD case study provides evidence about how effective networking and partnering within VET teaching and learning/ assessment practitioners has improved the consistency of implementation and assessment processes in TP delivery.</p> <p>Survey respondents said that networking opportunities resulting from RTF projects linked to job satisfaction including increased levels of motivation, positive feelings towards change, feelings of empowerment, a sense of being valued and inclusion in decision-making. The Survey Results Report, Table 13 provides quantitative data on the RTF Networks and Communities of Practice goal.</p>

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<p><b>5. Information and Research</b></p> <p>To enable VET practitioners to develop skills in accessing and applying information and research findings</p>	<p>Develop a set of indicators and measures to assess the contribution of VET to communities and regions</p> <p>Shared Technology a road map for traditional and emerging Industries to 2008</p>	<p>Test options in connection with the Enhancing VET Capabilities Project access to good quality up to date information on teaching learning and assessment</p>	<p>Participants interviewed about RTF's capacity to disseminate information and research identified positive outcomes such as an increased staff support of the NTF, increased innovation, improved quality of outcomes and the adoption of new ideas throughout their organisations.</p> <p>The Survey Results Report identified that the capacity of RTF to contribute to participants' skills and knowledge was largely due to the opportunities to reflect on and discuss policy, best practice models, research and information. The Survey Results Report, Table 13 provides quantitative data on the RTF Information and Research goal.</p>