Queensland Secondary Principals' Association

Submission to the

Commonwealth Inquiry into

Vocational Education in

Schools

Submission prepared on behalf of Queensland Secondary Principals' Association by: John Neville, Principal Stanthorpe State High School PO Box 318 Stanthorpe Qld 4380 Phone: 07 4681 5888 Fax: 07 4681 5899 email: the.principal@stanthorshs.qld.edu.au

Background

The Queensland Secondary School Principals' Association recognises and applauds the initiatives taken in the last decade to develop vocational education in schools.

Queensland state secondary principals have strongly supported the implementation of vocational education and training in recognition of the need to engage students in worthwhile learning in order to maintain and improve retention rates. Traditionally, vocational programs engage those students likely to leave full time education earlier than would otherwise be desirable.

While meeting the curriculum and support needs of a more diverse senior schooling population has been a focus since the late 1980s, the VET agenda has been the major curriculum focus for the majority of Queensland senior secondary schools for the past five to seven years.

The development of vocational subjects providing nationally recognised training programs by the Board of Secondary School Studies (now Queensland Studies Authority) provided a catalyst for the expansion of vocational education and training. The outcome has been that Queensland secondary schools now provide a significant amount of the entry level training previously delivered by TAFE. (See accompanying data tables).

A further significant catalyst to vocational education and training at the secondary level was provided by the Commonwealth New Apprenticeship scheme when it initiated school-based traineeships and apprenticeships.

Secondary principals have also supported the integration of TAFE courses, structured industry placement and school-based apprenticeships and traineeships in order to expand the delivery of vocational education and training in our schools. They have encouraged the involvement of staff and students, and have provided significant professional development at considerable local cost to ensure staff have the necessary qualifications. This is an on going commitment.

Present Situation

Queensland secondary schools are providing quality entry level training for many thousands of students each year across a wide range of industry areas. Schools as registered training organisations meet Australian Quality Training Framework compliance. Some schools have developed training programs and received registration to deliver Certificate III and IV qualifications.

Schools have invested significant resources, as available, and structured their curriculum and daily organisation to accommodate this dimension of the school curriculum.

All of this development has occurred without any additional staffing and minimal facilities and/or infrastructure support. While Queensland schools have managed the VET in Schools agenda to date in ways that now position Queensland at the forefront of national activity, they have done so without a recognisable, guaranteed and appropriate resourcing model. In essence, schools have made it work through creativity, entrepreneurial activity, internal crosssubsidisation of resources, collaboration and working ahead of policy settings in the interests of students.

School principals and their administration play a vital role in the success of VET in schools. Where principals are strong advocates for VET in Schools programs and the school ethos has been developed to embrace VET as a legitimate pathway through senior schooling to a Senior Certificate, supported by the School Council and Parents' association, schools have produced significant success in spite of limited resources.

Many of our schools have worked hard to foster strong links with the immediate and wider community, its industries and employers.

They have developed networks with a range of service providers and agencies to establish the necessary external infrastructural supports to school programs. School staff have been released from scheduled classes and duties to gain industry experience, visit employers and students on the job. This is also an ongoing commitment

Page 3 of 16

A major initiative of our State Government is the Education and Training Reforms for the Future strategy. A key element is the raising of the school leaving age from 15 to either 16 or 17. This will require significant resourcing, especially in the VET area, as well as flexible delivery models, to adequately engage students in meaningful training programs based on VET.

While rigorous AQTF compliance has placed an initial and ongoing demand on school resources, it is considered necessary in order to establish the legitimacy, veracity and status of these programs in schools. There is a strongly held view that withdrawal of the VET completed under the RTO status of a school and the subsequent AQF Certification of learning, to a new category of "school VET but not industry VET", would lead to schools withdrawing significantly from this area of the curriculum.

Issues

There are a number of issues that we would like to share with you to illustrate current and emerging areas of concern.

- Funding inadequacy. The use of "school grants" funds to support VET has been an internal school decision, but in Queensland systemic allocative models have not specifically recognised the VET in Schools agenda and its impact on school resourcing since the mid 1990s.
- 2. Lack of systemic support for VET through appropriate staffing and facilities resourcing. The administrative requirements of delivering VET in the school context, representing a significant extra responsibility, place enormous pressure on existing staff with no additional allocation through the staffing scale. Whilst schools may utilise their meagre

VET funding to put on an aide to assist, it is usually Head Of Department or Deputy Principal who has to maintain hands-on involvement at an operational level.

- 3. Increased complexity for schools in balancing the demand for flexibility in delivery of VET programs with the time requirements of senior academic subjects. Innovative solutions including such measures as earlier starts, split days etc. are often thwarted by exisiting award requirements, class sizes, and bus schedules (especially in rural areas).
- 4. The increased rigorous, bureaucratic accountability under AQTF, places enormous stain on:
 - administration resources
 - teacher time
 - teacher professional development to maintain qualifications.
- Class sizes often schools are forced to group 25 students in vocational classes.
 Education Queensland's secondary staffing allocations have never been adjusted to meet the demands placed on personnel in schools to run these vital VET programs.
- 6. Lack of coordination, or indeed relationships, between stakeholders e.g. Education Queensland (schools), TAFE, Industry, ECEF etc.
- 7. Fundamental difficulties exist in schools accessing TAFE facilities for cooperative programs, which is at least partly due to the fact that secondary education and TAFE are administered by different departments in Queensland.
- 8. Shortage of trained teachers and apparent failure of the system to instigate measures to arrest teacher shortage. Further, the requirement to retain recency in skills is further burden on school resources and personnel.
- 9. Rural schools around the State have minimal opportunities for their students to access appropriate work placements within the local area. Many feel the need to leave their town

and move to larger coaster towns and cities where such experiences are more easily obtainable.

Recommendations

- That formal arrangements be developed between Commonwealth and State governments to ensure the provision of an adequate, ongoing resource model support the delivery of VET in secondary schools.
- 2. That the resource model provide for;
 - facilities infrastructure,
 - adequate staffing allocations,
 - staff professional development, and
 - administrative support.
- 3. That workforce planning commence immediately at a systemic level to ensure the availability of suitably trained teachers into the future to support the inevitable expansion of VET in schools.
- 4. That principals be engaged as strategic stakeholders in the development of a comprehensive planning and resourcing model for the delivery of VET in schools.

VET In Schools Data, Queensland State Schools

Table 1:

VET Certificates issued, Education Queensland Schools, 2001

Certificate Level	Number Issued	Number of Students
Certificate I	6,949	5360
Certificate II	4,892	4033
Certificate III	70	70
Certificate IV	2	1
Total	11,913	

Note: The total number of students is not the same as the total of each row, as some students attained more than one certificate.

Table 2:

School-Based Traineeships & Apprenticeships Queensland State Secondary Schools at 4 November 2002

Number of Schools	Total
Offering SAT's	Number of Students
210	3959

Table 3:

Education Queensland Year 12 Students who received a VET Certificate by Category, 2001

TYP	RURAL	GENDER	CODE_DESC	COURSE_NAME	STUDENTS
EQ	R	F	Arts and Entertainment	Certificate II in Arts Administration	1
EQ	R	F	Arts and Entertainment	Certificate II in Music Industry Skills	6
EQ	R	F	Automotive	Certificate II in Automotive (Sales - Service Station Operations)	1
EQ	R	F	Business Services	Certificate II in Business (Office Administration)	76
EQ	R	F	Business Services	Certificate II in Small Business Management Fundamentals	2
EQ	R	F	Business Services	Certificate III in Business (Office Administration)	3
EQ	R	F	Community Services	Certificate II in Foundation of Child Care & Education	22
EQ	R	F	Engineering	Certificate I in Engineering	4
EQ	R	F	Fitness, Sport & Recreation	Certificate I in Recreation	2
EQ	R	F	Fitness, Sport & Recreation	Certificate I in Recreation Practices	21
EQ	R	F	Fitness, Sport & Recreation	Certificate II in Outdoor Recreation	4
EQ	R	F	Fitness, Sport & Recreation	Certificate II in Racing (Thoroughbred) - Stablehand Level 1	2
EQ	R	F	Fitness, Sport & Recreation	Certificate II in Sport & Recreation (Traineeship)	1
EQ	R	F	Furnishing	Certificate I in Furnishing	4
EQ	R	F	General Education & Training	Certificate I in Communication for the Workplace	71
EQ	R	F	General Education & Training	Certificate I in Trade & Business Mathematics	47
EQ	R	F	General Education & Training	Certificate I in Vocational Communication	3
EQ	R	F	General Education & Training	Certificate I in Vocational Mathematics	101
EQ	R	F	General Education & Training	Certificate I in Work Education	4

TYP	RURAL	GENDER	CODE_DESC	COURSE_NAME	STUDENTS
EQ	R	F	General	Certificate II in Communication for the	225
			Education &	Workplace	
50		-	Training	O antificante II in Transla & Ducine and	07
EQ	R	F	General	Certificate II in Trade & Business	37
			Education &	Mathematics	
EQ	R	F	Training General	Contificate II in Markelase Drastices	
EQ	ĸ	F		Certificate II in Workplace Practices	3
			Education &		
EQ	R	F	Training	Course in Joh Cooreh Skille	2
EQ	ĸ	F	General Education &	Course in Job-Search Skills	3
			Training		
EQ	R	F	Health	Certificate III in Residential Aged Care	1
	R	Г	riealui	(Traineeship)	1
EQ	R	F	Hospitality	Certificate I in Hospitality (Kitchen	7
		I	riospitality	Operations)	'
EQ	R	F	Hospitality	Certificate I in Hospitality (Operations)	109
EQ	R	F	Hospitality	Certificate II in Hospitality (Operations)	14
EQ	R	F	Hospitality	Certificate II in Japanese Language &	6
	R	Г	позрнанту	Culture (Situational Skills)	0
EQ	R	F	Hospitality	Certificate III in Hospitality (Food &	1
LQ		I	riospitality	Beverage)	1
EQ	R	F	Information	Certificate I in Information Technology	300
			Technology		
EQ	R	F	Information	Certificate II in Information Technology	214
			Technology		
EQ	R	F	Information	Certificate III in Information Technology	7
			Technology	(Software Applications)	
EQ	R	F	Marine	Certificate I in Marine Industry	6
EQ	R	F		Certificate II in Salon Practices	1
EQ	R	F	Rural Industries	Certificate I in Agriculture	13
EQ	R	F	Rural Industries	Certificate I in Horticulture	9
EQ	R	F	Rural Industries	Certificate II in Agriculture	1
EQ	R	F	Rural Industries	Certificate II in Animal Studies	5
EQ	R	F	Tourism	Certificate II in Tourism (Attractions &	1
FO	D		Touriom	Theme Parks)	15
EQ	R	F	Tourism	Certificate II in Tourism (Sales/Office Operations)	15
EQ	R	F	Wholesale &	Certificate II in Retail (Community Pharmacy	1
-~		•	Retail	- Operations)	
EQ	R	F	Wholesale &	Certificate II in Retail Operations	12
			Retail		
EQ	R	М	Arts and	Certificate II in Music Industry Skills	11
			Entertainment		
EQ	R	М	Automotive	Certificate II in Automotive (Mechanical -	1
				Radiator Repairs)	

TYP	RURAL	GENDER	CODE_DESC	COURSE_NAME	STUDENTS
EQ	R	М	Automotive	Certificate II in Automotive Replacement Parts (Traineeship)	1
EQ	R	М	Building & Construction	Certificate I in Construction	75
EQ	R	М	Business Services	Certificate II in Business (Office Administration)	12
EQ	R	М	Business Services	Certificate II in Small Business Management Fundamentals	11
EQ	R	М	Child Care	Certificate III in Children's Services (Traineeship)	1
EQ	R	М	Community Services	Certificate II in Foundation of Child Care & Education	1
EQ	R	М	Engineering	Certificate I in Engineering	219
EQ	R	М	Engineering	Certificate II in Engineering (Production)	2
EQ	R	М	Fitness, Sport & Recreation	Certificate I in Recreation	4
EQ	R	М	Fitness, Sport & Recreation	Certificate I in Recreation Practices	35
EQ	R	М	Fitness, Sport & Recreation	Certificate II in Outdoor Recreation	5
EQ	R	М	Forest Industries	Certificate II in Timber Fabricated Products (Traineeship)	2
EQ	R	М	Furnishing	Certificate I in Furnishing	45
EQ	R	М	Furnishing	Certificate II in Furnishing (Furniture Production Worker)	1
EQ	R	М	General Education & Training	Certificate I in Communication for the Workplace	189
EQ	R	М	General Education & Training	Certificate I in Trade & Business Mathematics	90
EQ	R	М	General Education & Training	Certificate I in Vocational Communication	11
EQ	R	М	General Education & Training	Certificate I in Vocational Mathematics	154
EQ	R	М	General Education & Training	Certificate II in Communication for the Workplace	357
EQ	R	М	General Education & Training	Certificate II in Trade & Business Mathematics	60
EQ	R	М	Hospitality	Certificate I in Hospitality (Kitchen Operations)	2
EQ	R	М	Hospitality	Certificate I in Hospitality (Operations)	27

TYP	RURAL	GENDER	CODE_DESC	COURSE_NAME	STUDENTS
EQ	R	М	Hospitality	Certificate II in Hospitality (Operations)	2
EQ	R	М	Hospitality	Certificate II in Japanese Language &	3
				Culture (Situational Skills)	
EQ	R	М	Information	Certificate I in Information Technology	286
	_		Technology		
EQ	R	М	Information	Certificate II in Information Technology	231
			Technology		
EQ	R	М	Information	Certificate III in Information Technology	12
			Technology	(Software Applications)	
EQ	R	M	Marine	Certificate I in Marine Industry	21
EQ	R	M	Rural Industries	Certificate I in Agriculture	53
EQ	R	М	Rural Industries	Certificate I in Horticulture	7
EQ	R	М	Rural Industries	Certificate II in Agriculture	3
EQ	R	М	Rural Industries	Certificate II in Horticulture	3
EQ	R	M	Rural Industries	Certificate II in Horticulture (Production)	1
EQ	R	M	Tourism	Certificate II in Tourism (Attractions &	1
				Theme Parks)	
EQ	R	М	Tourism	Certificate II in Tourism (Sales/Office	2
				Operations)	
EQ	R	М	Wholesale & Retail	Certificate II in Retail Operations	3
EQ	U	F	Arts and	Certificate II in Arts	3
	0		Entertainment		5
EQ	U	F	Arts and	Certificate II in Music Industry Skills	3
	0	•	Entertainment		Ű
EQ	U	F	Automotive	Certificate II in Automotive (Sales-	1
	0	•	/ latornotive	Replacement Parts and Accessories)	
EQ	U	F	Automotive	Certificate II in Service Station Operations	1
EQ	U	F	Building &	Certificate I in Construction	9
	0	•	Construction		J
EQ	U	F	Building &	Certificate II in General Construction	1
LQ	Ŭ		Construction		
EQ	U	F	Business	Certificate II in Business (Office	209
	0		Services	Administration)	203
EQ	U	F	Business	Certificate II in Small Business (Small	1
	0		Services	Business Traineeship)	· ·
EQ	U	F	Business	Certificate II in Small Business Management	13
	0		Services	Fundamentals	10
EQ	U	F	Business	Certificate III in Business (Office	3
			Services	Administration)	3
EQ	U	F	Child Care	Certificate II in Community Services	8
				(Children's Services)	0
EQ	U	F	Child Care	Certificate III in Children's Services	1
				(Traineeship)	'
EQ	U	F	Community	Certificate III in Community Services (Aged	3
L V	0	F F		Certificate in in Community Services (Ageu	3

TYP	RURAL	GENDER	CODE_DESC	COURSE_NAME	STUDENTS
			Services	Care Work)	
EQ	U	F	Community Services	Certificate III in Community Services (Disability Work)	2
EQ	U	F	Engineering	Certificate I in Engineering	3
EQ	U	F	Fitness, Sport & Recreation	Certificate I in Recreation	3
EQ	U	F	Fitness, Sport & Recreation	Certificate I in Recreation Practices	43
EQ	U	F	Fitness, Sport & Recreation	Certificate II in Racing (Thoroughbred) - Stablehand Level 1	1
EQ	U	F	Fitness, Sport & Recreation	Certificate II in Sport & Recreation (Traineeship)	1
EQ	U	F	Furnishing	Certificate I in Furnishing	8
EQ	U	F	General Education & Training	Certificate I In Work Readiness	2
EQ	U	F	General Education & Training	Certificate I in Communication for the Workplace	291
EQ	U	F	General Education & Training	Certificate I in Trade & Business Mathematics	117
EQ	U	F	General Education & Training	Certificate I in Vocational Communication	11
EQ	U	F	General Education & Training	Certificate I in Vocational Mathematics	510
EQ	U	F	General Education & Training	Certificate I in Work Education	82
EQ	U	F	General Education & Training	Certificate II in Communication for the Workplace	660
EQ	U	F	General Education & Training	Certificate II in Trade & Business Mathematics	105
EQ	U	F	General Education & Training	Certificate II in Workplace Practices	20
EQ	U	F	Health	Certificate II in Health Care Support Services	1
EQ	U	F	Health	Certificate II in Workplace First Aid (Child Emergency Care)	1
EQ	U	F	Health	Certificate II in Workplace First Aid (Senior First Aid)	5

TYP	RURAL	GENDER	CODE_DESC	COURSE_NAME	STUDENTS
EQ	U	F	Hospitality	Certificate I in Hospitality (Kitchen Operations)	63
EQ	U	F	Hospitality	Certificate I in Hospitality (Operations)	264
EQ	U	F	Hospitality	Certificate II in Hospitality (Operations)	30
EQ	U	F	Information Technology	Certificate I in Information Technology	566
EQ	U	F	Information Technology	Certificate II in Arts (Interactive Multimedia - Traineeship)	1
EQ	U	F	Information Technology	Certificate II in Information Technology	454
EQ	U	F	Information Technology	Certificate III in Information Technology (General)	1
EQ	U	F	Information Technology	Certificate III in Information Technology (Software Applications)	4
EQ	U	F	Marine	Certificate I in Marine Industry	1
EQ	U	F	Personal Services	Certificate II in Salon Practices	2
EQ	U	F	Printing & Graphics	Certificate II in Printing & Graphic Arts (General)	3
EQ	U	F	Property	Certificate II in Real Estate Agency Support	1
EQ	U	F	Rural Industries	Certificate I in Agriculture	23
EQ	U	F	Rural Industries	Certificate I in Horticulture	4
EQ	U	F	Rural Industries	Certificate II in Agriculture	3
EQ	U	F	Rural Industries	Certificate II in Agriculture (Beef Cattle Production)	1
EQ	U	F	Rural Industries	Certificate II in Animal Studies	3
EQ	U	F	Rural Industries	Certificate II in Horticulture	3
EQ	U	F	Textiles, Clothing & Footwear	Certificate I in Clothing Production	2
EQ	U	F	Tourism	Certificate II in Tourism (Attractions & Theme Parks)	115
EQ	U	F	Tourism	Certificate II in Tourism (Sales/Office Operations)	48
EQ	U	F	Wholesale & Retail	Certificate II in Retail Cosmetic Assistant	4
EQ	U	F	Wholesale & Retail	Certificate II in Retail Operations	37
EQ	U	F	Wholesale & Retail	Certificate III in Retail Operations	1
EQ	U	М	Arts and Entertainment	Certificate II in Arts	1
EQ	U	М	Arts and Entertainment	Certificate II in Music Industry Skills	10
EQ	U	М	Automotive	Certificate I in Automotive	11
EQ	U	М	Automotive	Certificate II in Automotive (Sales- Replacement Parts and Accessories)	1

TYP	RURAL	GENDER	CODE_DESC	COURSE_NAME	STUDENTS
EQ	U	М	Automotive	Certificate II in Automotive Industrial Paint Services (Traineeship)	1
EQ	U	М	Automotive	Certificate II in Automotive Servicing (Traineeship)	2
EQ	U	М	Automotive	Certificate III in Automotive (Mechanical - Diesel Fuel Specialist)	1
EQ	U	М	Building & Construction	Certificate I in Construction	275
EQ	U	М	Building & Construction	Certificate II in General Construction	5
EQ	U	М	Building & Construction	Training Program in General Construction (Pre-Employment)	5
EQ	U	М	Business Services	Certificate II in Business (Office Administration)	38
EQ	U	M	Business Services	Certificate II in Small Business Management Fundamentals	5
EQ	U	M	Community Services	Certificate III in Community Services (Aged Care Work)	1
EQ	U	М	Engineering	Certificate I in Engineering	282
EQ	U	M	Engineering	Certificate II in Engineering (Production)	8
EQ	U	М	Fitness, Sport & Recreation	Certificate I in Recreation	1
EQ	U	М	Fitness, Sport & Recreation	Certificate I in Recreation Practices	83
EQ	U	М	Fitness, Sport & Recreation	Certificate II in Racing (Thoroughbred) - Stablehand Level 1	1
EQ	U	М	Fitness, Sport & Recreation	Certificate II in Sport & Recreation (Traineeship)	2
EQ	U	M	Forest Industries	Certificate II in Forest Industries (Merchandising Traineeship)	1
EQ	U	M	Forest Industries	Certificate II in Timber Fabricated Products (Traineeship)	1
EQ	U	М	Furnishing	Certificate I in Furnishing	138
EQ	U	M	Furnishing	Certificate II in Furnishing (Furniture Production Worker)	3
EQ	U	М	General Education & Training	Certificate I In Work Readiness	2
EQ	U	М	General Education & Training	Certificate I in Communication	6
EQ	U	М	General Education & Training	Certificate I in Communication for the Workplace	490
EQ	U	М	General Education &	Certificate I in Trade & Business Mathematics	184

TYP	RURAL	GENDER	CODE_DESC	COURSE_NAME	STUDENTS
			Training		
EQ	U	М	General Education & Training	Certificate I in Vocational Communication	41
EQ	U	М	General Education & Training	Certificate I in Vocational Mathematics	636
EQ	U	М	General Education & Training	Certificate I in Work Education	107
EQ	U	М	General Education & Training	Certificate II in Communication for the Workplace	955
EQ	U	М	General Education & Training	Certificate II in Trade & Business Mathematics	175
EQ	U	М	General Education & Training	Certificate II in Workplace Practices	11
EQ	U	М	General Education & Training	Certificate III in Education (Traineeship)	1
EQ	U	М	Health	Certificate II in Workplace First Aid (Senior First Aid)	5
EQ	U	М	Hospitality	Certificate I in Hospitality (Kitchen Operations)	21
EQ	U	М	Hospitality	Certificate I in Hospitality (Operations)	102
EQ	U	М	Hospitality	Certificate II in Hospitality (Commercial Cookery)	2
EQ	U	М	Hospitality	Certificate II in Hospitality (Operations)	17
EQ	U	М	Information Technology	Certificate I in Information Technology	565
EQ	U	М	Information Technology	Certificate II in Information Technology	454
EQ	U	М	Information Technology	Certificate III in Information Technology	2
EQ	U	М	Information Technology	Certificate III in Information Technology (General)	17
EQ	U	М	Information Technology	Certificate III in Information Technology (Software Applications)	7
EQ	U	М	Information Technology	Certificate IV in Information Technology	1
EQ	U	М	Information Technology	Certificate IV in Information Technology (Network Management)	1
EQ	U	М	Marine	Certificate I in Marine Industry	3
EQ	U	М	Printing &	Certificate II in Printing & Graphic Arts	3

TYP	RURAL	GENDER	CODE_DESC	COURSE_NAME	STUDENTS
			Graphics	(General)	
EQ	U	Μ	Process Manufacturing	Certificate I in Process Manufacturing	21
EQ	U	М	Rural Industries	Certificate I in Agriculture	35
EQ	U	М	Rural Industries	Certificate I in Horticulture	18
EQ	U	М	Rural Industries	Certificate II in Agriculture	15
EQ	U	М	Rural Industries	Certificate II in Horticulture	6
EQ	U	Μ	Textiles, Clothing & Footwear	Certificate I in Clothing Production	1
EQ	U	Μ	Tourism	Certificate II in Tourism (Attractions & Theme Parks)	25
EQ	U	М	Tourism	Certificate II in Tourism (Sales/Office Operations)	5
EQ	U	М	Wholesale & Retail	Certificate II in Retail Operations	26
EQ	U	М	Wholesale & Retail	Certificate III in Retail Operations	1