

From: [REDACTED]
To: [NSW Productivity Feedback](#)
Subject: Late feedback
Date: Monday, 21 September 2020 10:26:42 AM

To whom it may concern,

Please find below my submission to the productivity green paper. I appear to have had an issue on Friday and my feedback had not been sent.

My feedback pertains to the VET sector.

A note about some of the reports' assertions, the decision to look to University and not the VET sector, as well as the potential job outcomes from these avenues, is normally linked to parental aspirations and to a far lesser extent the child's. Role modelling and grooming from a young age creates acceptance. This is particularly the case with the low female participation figures and has almost nothing to do with the assertions made by the report. The ability and willingness for female participation in trades was proven and then systematically demolished with the great war effort when the female workforce was sent back home to make way for the returning men. Looking at the skills shortage list on page 67, most of the trade areas listed are low paid areas. Young workers are acutely aware of the earning potential of the trade employment areas. Fairly simple, make the career and earning potential more attractive and more people will do it. NSW currently has a Building Commissioner and a crisis in confidence around the quality of building. All of your recommendations around the education of our manually skilled workforce only re-enforces the incredibly narrow minded academic viewpoint that has kept the VET participation rates so low. I don't see people calling for doctors to be trained less, but even within a climate where we have a quality crisis in the building industry there is a conversation being had that we are overtraining workers and that they would do better with less? It can cost \$60,000 to get a basic Uni degree. A trade course is free, and the student earns as they learn. So realistically after a 3 year apprenticeship the trade student will be better off to the tune of \$200,000. If this is no good, top up the first and second year rates with a job keeper style subsidy or another version under another name.

Many employers do not feel confident in the skills of the apprentice after the 3 year period, this will not improve by shortening it to 18 months. The assertion that a person in industry knows best how to train a worker completely undermines the whole of section 2 and the teacher quality conversation. Why would it matter in geography and not in a trade? With geography they might get lost, with a trade the failures cost the economy serious amounts of money, and would affect the broader community.

The difficulties in being more reactive to industry needs in the VET sector stem from the rigidity required by Training Services NSW and ASQA. Very few apprentices, if any, could be employed in NSW if the employers fully complied with the requirements of Training Services NSW. We have set up a system where an employer is expected to lie about the breadth of on the job experience they can and will give. This is systemic and across all industries, it is also unique to NSW. Many good employers are pulling back from having apprentices for the onerous compliance requirements being placed upon them. The training institutions are only allowed to enrol students in the units that they will get experience in on site, thereby multiplying the lie. If the industry operated as per the rules you would not get new apprentices. There is some merit in a reduced time frame for apprentices over 30 who have had a strong prior employment history, there is no merit in the HSC being a lever to reduce the length of an apprenticeship, as the

learning has no contextual relevance, and was not delivered in an experiential setting, that is could not be applied, so is lost, or deemed irrelevant.

Micro learning is reactionary based, transformation learning. converting existing workers capability. It is not base knowledge, it cannot replace traditional learning for the base knowledge. You would not want your brain surgeon to have done a one day short course, why would you want the person who repairs the brakes on your car? The outcome could easily be the same.

Kind regards

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