



Transcript

Lesley Weymiss & Marcia Kelly

This is the business case for the Flexible Learning Project 2008.

The title of the project is "How e-learning will transform VET delivery in the complex industries.

The complex industries comprise a range of industry sectors such as mining, construction, maintenance, oil and gas. These industries deliver a wide range of competencies in safety to satisfy the many compliance issues that the industries face. In this current climate of skills shortages, together with continued commitment to competitiveness in the global market within the sector, there is a need to find a much more effective, efficient and targeted training delivery other than the current, predominantly traditional face to face training.

This business case has been sponsored by the Australian Flexible Learning Framework and will be supported by a network of leading complex industries companies throughout Queensland, as well as the RTO Crestfern Pty Ltd. And, some of the businesses that will be involved are McMahon Holdings, Vizzy Paper, Latens, Downery and DIO Transfield, and BHP Billiton.

The complex industries are in great demand for skilled labour in all of the trade vocational areas as well as their current new employees also require ongoing training in their key safety and compliance requirements. There is increasing demand for learners to be job ready to achieve the maximum potential outcome or productivity for their employer.

The competencies that will be addressed are OH & S competencies relevant to the industry, specific clearances such as confined space and working at heights, isolations, clockwork permits and so on.

While e-learning has been used in many inductions for these industries, the concept of e-learning has not been embedded in the businesses' learning and development strategy. This project will ensure that all parties will benefit from increased access to strengthened e-learning infrastructure, tailored specifically for their business needs and demands.

In brief, these participating organisations will be exposed to the further use of e-learning that can enhance their business and productivity through the model the project will develop. This project will:

- reinforce that e-learning can support their workplace learning
- provide a totally more efficient and cost effect delivery solution for training
- stimulate and engage a wide cross section of learners from many focus groups
- satisfy many statutory requirements
- assist in a more targeted learner centred approach to delivery
- assist with the new targeted approach to skills enhancement
- enable a blended solution of skills enhancement to be possible, including RPL

- affect a culture shift in organisational training delivery from solely traditional face to face to embedded e-learning, and finally,
- offer a wider acceptance of positive training outcomes for the participant groups.

This project will bring these key groups from the complex industries together to engage in and experience the benefits of embedding e-learning in their industry. Through action learning methodologies, the project will facilitate knowledge sharing, good practice methods in e-learning and also development and tailoring of resources to meet their training and assessment needs.

Improvements to workforce performance from the project will be greater portability of skills, more efficient and effective delivery of training across the sector, greater innovation in delivery leading to higher engagement by learners, and finally, the ability of the training departments to further determine people's performance through the assessment of problem solving and other competency skills.

This project has been sponsored by the Australian Flexible Learning Framework in Qld although is unique in the fact that it has across border collaboration with Northern Territory partners.

The projects outcomes will be disseminated not only through Qld but throughout Australia for all those in the complex industries to utilise.