

<https://federation.edu.au/schools/school-of-education/research/research-groups/rave-researching-adult-and-vocational-education>

Welcome

Professor Erica Smith, RAVE (Researching Adult and Vocational Education) Convenor

We report here on activities of the research group since December 2021. More information about all of our activities is available on our web site (see link above) and our email address is vet.research@federation.edu.au. Do not hesitate to email RAVE about any items.

In the newsletter you'll find information about our group's current and recent research, publications and engagement in policy and practice in the vocational education and training (VET) sector. We have been busy with major research projects, and also smaller but significant unfunded projects. We also welcome a new, distinguished, member to our group.

It is likely that the recent Federal election will lead to major changes in the VET sector, and we are waiting to see what will happen to the elements of VET reform which stemmed from the Joyce report of 2019.

I was recently invited, by NAEN (the National Apprenticeship Employment Network), to address an informal dinner of managers from Group Training Organisations. The conversations at the dinner reminded me of the wealth of expertise and experience in organisations like these, which link employers, VET and individuals. We are very lucky in the Australian VET sector to have such talented staff.

In the newsletter we also advertise two online conferences coming up soon – the national NCVET conference, online on July 6th-8th; and a free 'Virtual Conventicle' on Equity, Inclusion and Agency on Friday 1st July, led by Fed Uni's research group into social justice and inclusion, SJIDE, in conjunction with VU. Both events are still taking registrations. (see p. 4)

Please forward this newsletter to colleagues. They can contact us to be added to the mailing list.

Welcome to Stephen Kemmis

RAVE is very pleased to welcome Professor Stephen Kemmis to the group. Stephen has been associated with Fed Uni since it was the University of Ballarat, and has recently agreed to join RAVE, since many of his research interests align with RAVE's.

Stephen Kemmis is Professor Emeritus of Federation University, and of Charles Sturt University, Australia. He studies the nature and change of practices, principally in education, through the lens of the theory of practice architectures. He writes on education, critical participatory action research, higher education development, approaches to research, and Indigenous education. He is co-founder of the Pedagogy, Education and Praxis international research network including researchers from Australia, Finland, the Netherlands, New Zealand, Norway, Sweden, Colombia, and the Caribbean. He has held university appointments in Australia, USA and UK, and has been a visiting scholar at various universities internationally.

Continuing Funded Research

Careers in Everyday Industries

<https://federation.edu.au/research-everyday-careers>

This national research project focuses on the factors that affect decisions by people to take up careers in the retail and hospitality sectors, which are major employers in Australia as across the world. The project is managed from Fed Uni, with RAVE members Professors Erica Smith and Andy Smith involved. UQ and RMIT and SkillsIQ are also partners on the project.

The first six months of 2022 have seen the fieldwork phase of this project in full swing. A high-powered reference committee has been formed, including representatives from the major employer associations and unions in the two industries. This committee has provided constructive advice to the research team on research method, in gaining access to employers for research, and in providing examples of good practice. Stakeholder interviews have been completed, and the research team has completed five company case studies in large, well-known companies in retail, accommodation, hospitality, and quick-service restaurants (fast-food). The case studies, involving multiple interviews with Head Office staff and at two worksites for each company, have yielded valuable insights into the variety of careers that are available for people of all ages entering retail and hospitality, and the rapid promotion prospects. We have also gathered information on the effects of COVID on the industries.

Focus groups with scholars researching and teaching in the two industries has helped surface many of the reasons why long-term careers in these industries are sometimes not regarded as being as desirable as other industries. The impact of these public perceptions has significantly impacted the ability of employers in retail and hospitality to recruit high quality staff.

Meanwhile a survey of careers practitioners in schools and other organisations has been developed and is currently in the field in New South Wales and Victoria. The purpose of the survey is to establish the level of knowledge amongst careers practitioners about career pathways in retail and hospitality, and their views and attitudes towards recommending the industries as long-term career prospects for their clients. In the next few weeks a similar survey for the general public will be finalised and administered. In September two members of the research team will be in Europe and will use the opportunity to discuss the results of the project with international colleagues to gain perspectives from countries where careers in the retail and hospitality industries are viewed in a different light.

The project continues to garner the support and enthusiasm of stakeholders in the retail and hospitality industries who are concerned with raising the profile of the industries with those seeking high quality careers. A production team visited FedUni in March to record a video on the project, which will be available on the National Careers Institute web site.

Current unfunded research

Reframing the work of security officers

Erica Smith has been finalising research on the work of security officers during the pandemic at quarantine hotels. Erica built on her research on security officers from a previous RAVE Project 'Recognising Skill', focusing on the nature of the security industry and the historic undervaluing of the work undertaken by security staff. She has showed that the employment conditions of, and inadequate training for, quarantine hotel security staff were found to be contributors to the major COVID outbreak in Victoria from July to September 2020. Her analysis argues for a more critical approach to the challenges created by contracting and sub-contracting in the industry, and for a greater appreciation of both the complexities and the risks involved in security work, particularly outsourcing and contracting issues, and the historic undervaluing of the work undertaken by security staff. This is especially important as security officers are increasingly used to support public security and safety across the world.

Erica is also analysing the training for security officers as one amongst several occupations where COVID exposed the inadequacy of the qualifications and the inflexibility of the VET curriculum system. A

preliminary paper on the findings was presented at the AVETRA conference in 2021.

Research Impact and Engagement

Erica Smith was invited to speak in a podcast on the potential implications for the VET sector of Labor's election win. The podcast, 'What now? What next? Insights into Australia's tertiary sector' was hosted by VET and higher education commentator Claire Field, and also featured Andrew Norton from the University of Melbourne, talking about higher education implications. The podcast can be accessed at <https://whatnowwhatnext.buzzsprout.com/>

Annette Foley was invited as one of only four representatives from Australia to attend (online) the VII CONFINTEA international conference on Adult Education hosted in the Kingdom of Morocco in June 2022 and co-organised with UNESCO. Annette was invited in her capacity as the **President of Adult Learning Australia** and expert in adult education and lifelong learning. Her representation was approved by the Federal Government.

Over 1,000 participants attended the invitation-only conference from across the globe both in Morocco and online to examine effective adult learning and education policies within a lifelong learning perspective and within the framework of the UN Sustainable Development Goals (SDGs). This conference involved representatives from 142 Member States of UNESCO, and representatives of civil society organizations, social partners, United Nations agencies, intergovernmental agencies, youth and the private sector.

The UNESCO **Fifth Global Report on Adult Learning and Education (GRALE 5)** was launched at the conference <https://www.uil.unesco.org/en/grale5>



Erica Smith's research on apprenticeships was featured in 'VDC News', published by the VET Development Centre, a State-funded professional development organisation in VET: <https://vdc.edu.au/vdc-news/the-australian-apprenticeship-and-traineeship-system-a-landmark-look/> The item discussed Erica's recently-published overview of apprenticeship history in Australia, which was written by invitation for the National Centre for Vocational Education Research and

can be seen at <https://www.voced.edu.au/vet-knowledge-bank-landmark-documents-apprenticeships-and-traineeships-historical-overview>

Erica Smith was invited to join the National Careers Institute Advisory Board, by the then Minister Stuart Robert, February 2022. Erica has already been able to utilise RAVE research in advice to NCI staff with suggestions to amend the Career Journey Map currently under development, to acknowledge young people's part-time working while at school.

<https://www.dese.gov.au/nci/national-careers-institute-advisory-board>

RAVE Member Achievements

Books

Kemmis, S. (2022). *Transforming practices: Changing the world with the theory of practice architectures*. Singapore: Springer
<https://link.springer.com/book/10.1007/978-981-16-8973-4>

Book chapters

Foley, A. & Golding, B. (2021). Men's shed research evidence since 2014. In Golding, B (Ed.) *Shoulder to Shoulder: Broadening the Men's Shed Movement*. Common Ground. Illinois.

Foley, A. (2021). Therapeutic landscapes: An exploration of gendered learning spaces during the covid-19 lockdown. In Mikulec, B., Kump, S. & Košmerl, T. (eds.), *Reflections on Adult Education and Learning: The Education Legacy of Sabina Jelenc Krasovec*, 81-96. Ljubljana University Press, Faculty of Arts.

Golding, B & Foley, A. (2021). The mothership: Exploring the anatomy of one New Zealand men's shed. In Mikulec *et al* (eds.) *as above*, 67-80.

Malec, M. & **Golding, B.** (2021). Researching men's sheds in Australia: Reflections from the antipodes: A European female visitor and an Australian male guide. In Mikulec *et al* (eds.), *as above*, 97-108.

Peer-reviewed journal papers

Kemmis, S. (2021). Addressing the climate emergency: A view from the theory of practice architectures. *Journal of Environmental Education*.
<https://doi.org/10.1080/00958964.2021.2017830>

Kaukko, M., **Kemmis, S.**, Heikkinen, H., Kiilakoski, T. & Haswell, N. (2021) Learning to survive amidst two crises: Can the coronavirus pandemic help us change our practices to prepare for the impending eco-crisis? *Environmental Education Research*.
<https://doi.org/10.1080/13504622.2021.1962809>

Grootenboer, P., Edwards-Groves, C. & **Kemmis, S.** (2021). A curriculum of mathematical practices. *Pedagogy, Culture and Society*
<https://doi.org/10.1080/14681366.2021.1937678>

Charteris, J., Smardon, D. & **Kemmis, S.** (2021). Leadership in the built spaces of innovative learning environments. *Studies in Continuing Education*. <https://doi.org/10.1080/0158037X.2021.1928051>

Kemmis, S. (2021). A practice theory perspective on learning: beyond a 'standard' view. *Studies in Continuing Education*, 43:3, 280-295
<https://doi.org/10.1080/0158037X.2021.1920384>

Foley, A., Weadon, H., McDonough, S. & Taylor, R. (2022). A gendered therapeutic landscape: Responding creatively to the pandemic. *Australian Journal of Adult Learning* 62:1, 8-30.

Christian, K., **Johnstone, C.**, Larkins, J., & Wright, W. (2021) Why have eight researcher women in STEM left academic research, and where did they go? *International Journal for Academic Development*, 1-14.
<https://doi.org/10.1080/1360144X.2021.1972304>

Christian, K., **Johnstone, C.**, Larkins, J., & Wright, W. (2022). Seeking approval from universities to research the views of their staff: Do gatekeepers provide a barrier to ethical research? *Journal of Empirical Research on Human Research Ethics*, 17:3. <https://doi.org/10.1177/15562646211068316>

Dyason, D., **Fieger, P.** & Rice, J. (2021). Assessing the labour market response due to covid-19 border restrictions: A case study of Canterbury, New Zealand. *Australasian Journal of Regional Studies*, 27(3), 354-375.

Dyason, D., **Fieger, P.**, Prayag, G., & Hall, C. M. (2022). The triple blow effect: Retailing in an era of disasters and pandemics—The case of Christchurch, New Zealand. *Sustainability*, 14 (3), 1779.

Non-peer reviewed papers

Smith, E., Robinson, R. & Snell, D. (2021) Employment and training in everyday industries: What public data tell us. *Research Today*, Issue 28, October. https://federation.edu.au/_data/assets/pdf_file/0005/533309/NCI-paper-from-Research-Today-Oct-2021.pdf

Smith, E. (2022). Qualifications for TAFE teachers: Is there hope? *Australian TAFE Teacher*, 56:1, 20-22.

Reports

Foley, A., Ollis, T. & Rossiter, T. (2022). Tools for measuring learner gain: A revised preaccredited quality framework (PQF) Final Report. *Report to*

Department of Education and Training (DET).
March 2022.

Smith, E. (2022) *Landmarks in the Australian apprenticeship and traineeship system*. National Centre for Vocational Education Research (NCVER).
<https://www.voced.edu.au/vet-knowledge-bank-landmark-documents-apprenticeships-and-traineeships-historical-overview>

Conference papers

Smith, E. (2022). Researching VET in the pandemic: *Are we there yet? Building a research community to shape VET's future*, AVETRA annual conference, Melbourne and online, 28-29 April.

Smith, E. (2022). Industry skills councils in Australia: Past, present and future. *Are we there yet? Building a research community to shape VET's future*, AVETRA annual conference, Melbourne and online, 28-29 April.

RAVE members' other achievements

International

Erica Smith was invited to be a member of the reference group for Australia-India Institute VET research projects funded by DESE 2022-23.

Erica Smith was asked to advise Kenya's Technical and Vocational Education and Training Authority (TVETA) on VET teacher-training curriculum for the Kenya Technical Trainers College, January 2022.

National

Annette Foley was invited to join the Department of Education, Skills and Employment, Lifelong Learning and Employability Working Group over 2022. This group includes experts from across the nation in the areas of Schooling, VET, Higher Education and Adult Education.

Robin Shreeve chaired the evaluation panel for AVETRA's Journal Article of the Year Award.

Robin Shreeve posted a number of VET related posts on LinkedIn. A [post](#) on 1 May discussing implications of gender pay differentials for VET related male and female dominated careers has attracted nearly 19,000 views and 20 comments/responses.

Erica Smith & Andy Smith provided advice to the Australian Bureau of Statistics on ANZSCO (Australian and New Zealand Standard Classification of Occupations) skill level revision May 2022.

Erica Smith presented two professional development sessions on competency-based training to trainers in the Transport for NSW Enterprise RTO, May 2022.

Erica Smith was invited to be a panel member at the National Apprentice Employment Network (NAEN) conference 2022 'Adaptation and opportunity'. Panel -

'New apprenticeship models and the role of GTOs'. Hobart, March.

Erica Smith is a member of the Education Industry Reference Committee currently undertaking a comprehensive review of the Training and Education Training Package. Erica has been able to use RAVE research on VET teachers and their work in advocating for a new Certificate IV unit on 'working effectively in the VET sector' and an elective VET teaching practicum unit.

Conference announcements

NCVER 'No Frills' 2022 Conference

The 31st National 'No Frills' VET Research Conference will be held online on 6-8 July 2022. Focusing on the theme "VET's role in transforming the future", the conference will feature research and insights into how the VET sector can continue to innovate and respond to Australia's shifting future skill demands. Full access is available for \$199.00 and all sessions will be available on-demand for three months after the conference. [Register here.](#)



Equity, Inclusion and Agency (EIA) Virtual Conventicle 2022

Tickets are now available [here](#) for the "Equity, Inclusion and Agency: Theory, Policy and Practice in Education", the EIA Virtual Conventicle 2022, Friday 1 July 2022, 11:40 - 4:00pm AEST

The EIA Virtual Conventicle investigates and interrogates social, structural, political and historical forces that hinder or enact inclusion and inclusive education. A range of social justice themes are explored through the power of learning spaces, institutional educative standpoints and transformative teaching approaches. Theoretical frameworks that underpin equitable and inclusive landscapes are celebrated, critiqued and reimagined. Dr Antonia Darder from the U.S. will be presenting the plenary, 'The Social Justice Question: A Freirean Approach to Decolonizing Educational Praxis'.

