



**COMMUNITY  
COLLEGES  
AUSTRALIA**



# **Work-based Learning and Foundation Skills in Community Providers**

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**April 2016**



# The Research



Commissioned by the Commonwealth Government and facilitated by Community Colleges Australia.

The research aims to develop a better understanding of the extent to which community providers are delivering training including foundation skills through work-based learning arrangements and the styles of work-based learning that have been successful in up-skilling workers.



# Who are we?



Community Colleges Australia (CCA) is the peak association that represents and provides services to community-owned, not-for-profit education and training providers.



# CCA Vision & Mission



Our vision is for dynamic and vibrant Australian communities, informed and empowered through learning. To make our vision a reality, we work to empower the community education sector by:

- Increasing awareness of the sector and its place in the economic and social fabric of our nation;
- building business opportunities for our members; and
- advocating at all levels of government on the value of our members' activities and programs.



# Government Funded VET



1.36 million students in government-funded VET system  
(Jan-Sept 2015)

Total of 1889 training organisations:

- 54 TAFE & 14 other govt providers (63.6% of students)
- 377 community education providers (4.7% of students)
- 1499 private training providers (30.7% of students)



# Research Questions



To what extent are community providers providing work placements?

To what extent are community providers delivering work-based learning?

To what extent are community providers offering foundation skills to business?

What styles of learning have been successful for upskilling workers?



# Research stages



- Literature review
- Survey to 449 community providers - October 2015
- Semi structured interviews with a selection of providers – January to April 2016
- Final Report - June 2016



# Community Providers?



- a registered training organisation (RTO)
- not-for-profit
- incorporated entity (company, partnership association, incorporation)
- focus on adult education
- serving a community or communities (may be geographical, cultural, or other common identity. May be more than one community.)





# AVETMISS Provider Type



## **Community-based Adult Education Provider**

*A not-for-profit, community-based organisation with a primary focus on adult education. Community-based adult education delivers courses relating to leisure, personal and community development, employment skills, preparation for VET and nationally recognised programs of study.*

## **Other training provider:**

- **'91** — *Private education/training business or centre' is a privately operated registered training organisation ('private provider').*
- **'99** — *Other training provider not elsewhere classified' are for-profit private training providers (e.g. private one-on-one music teachers, private tutors) and not-for-profit training providers (e.g. Mission Australia, Salvation Army)*



# Research findings



## 5 Models for delivering work-based learning:

- Contracted WBL (Traineeship & Apprenticeship)
- Work-based learning for specific clients
- Operating a business specifically for training
- Mandatory work-based learning
- Work placement opportunities



# Research findings



What stops you doing more work-based learning?

- Funding
- Service large geographical area
- Limited capacity to develop relationships
- Lack of market awareness
- Shortage of willing or suitable employers
- Complex learner needs
- Not in our business plan



# Foundation Skills



Community providers are very much involved in delivering foundation skills:

- 88% delivering classroom based accredited courses
- 89% integrating into VET



# Foundation skills



What stops you doing more foundation skills?

- Inadequate funding
- Job Active contract changes
- Funding arrangements prohibitively complex
- Students unwilling
- Limited capacity



# Qualifications of Trainers



<b>Course</b>	<b>Trainer Qualifications</b>
CGEA or FSK	Relevant Degree, Grad Diploma or Diploma
FSK and foundation skills embedded in VET	TAELLN411



# Summary



- Community education providers are very much involved in the delivery of work-based learning including foundations skills
- Community education providers tend to delivery work-based learning via one or more of 5 models
- Networks within the community are important in building opportunities to delivery work-based learning
- Strong lines of communication and the industry reputation of trainers are critical to success in delivering work-based learning



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