Focus on the Future
of Vocational Education & Training

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Objectives of the Project

• Develop an increasing understanding by stakeholders of emerging issues in VET
• Encourage the use of scenario planning
• Establish a basis for ongoing consideration of strategic issues in the VET system
Stages of the Project

• Preliminary Consultations
• Environmental Scan
• Scenario Planning Workshops
• Scenario Refinement
• Identification of Challenges and Opportunities
• National Consultation Focus Groups
• Preparation and Dissemination of Report
“Life can only be understood backwards but must be lived forwards”
Kierkegaard
Impacts of Scenario Planning

• Stronger future orientation in planning
• Allowed to think 'outside the box'
• Enabled all staff to contribute ideas
• Established need to allow for uncertainty
• Built a strong shared commitment
• Alerted to possible new trends
• Challenged tunnel vision
• Developed shared view among traditionally antagonistic stakeholders
• Led to early warning indicators of change
• Linked managers and staff in common purpose
• Generated great enthusiasm
Major Drivers of the Future of VET

• Globalisation
• Electronic connectivity
• The 'New Economy'
• New forms and organisation of work
• Demographic shifts
• Understanding of how we learn
• Social values
• Government decisions
Scenario Logics

Interventionist Government

High Globalisation / New Economy

Low Globalisation / New Economy

Laissez-faire Government
The Scenarios – Oz Inc.

• Economic boom rolls on
• Government services privatised
• Everybody a shareholder
• Knowledge skills in great demand
• For most, personal service work
• Booming private market in education
• Two-part market: knowledge skills – universities; service skills – TAFEs
• Work and learning intertwined
• Quality based on self-regulation
The Scenarios – Universal Training

• Business cycle abolished
• Australia joins Asian Economic Union
• Strength in content industries
• Platform for growth – low taxes, high investment in skills, high amenity value
• From employee to contractor
• Location-independent work
• Seamless learning
• Regional learning hubs - community focus
• International learning standards
• Market for education brokering
• ‘Learning accounts’ for individuals
Community of Learning

- Australia excluded from trade blocs
- WTO in retreat
- Economy nose-dives
- The big brain-drain
- Tourism the growth industry, but at cost
- Schools run by charities
- Australia looks inward to self-sufficiency
- Shift to the regions
- Economic rationalism rejected
- Education sectors collapse into each other
Opportunities and Challenges

• From sector to network organisation
  – Seamless learning
  – From structure to relationship
  – Structural barriers

• Navigation through learning and work
  – From supplier to consumer-driven

• Access to learning
  – Location independent
  – Regional learning hubs

• Stratified learning opportunities
  – Role of learning in social change
  – Need for pluralism
  – Need for public funding
Opportunities and Challenges

• Information Technology
• Unimagined impacts
• Coherent approach to develop capability, alliances
• Flexible learning
• Efficiency and effectiveness in learning
• Diffusion of good practice
• Programs and targets
• Learning as a universal cultural value
• Progressive removal of barriers
• Resources for learning
• Distinction between public and private good blurring
• Quality management – new approaches
• Demographic change
• Changing nature of work
• Casual contractor versus knowledge asset
Where to from here?

• Wide and active dissemination of findings
• Promotion of scenario-based approaches
• Fostering of debate about agenda of challenges and opportunities
• Consideration of appropriate positioning strategies
• Development of early warning indicators
• Enhancing capacity to address strategic issues