



**The Institute for Trade Skills Excellence  
2008 Trades and Skills Teacher of the Year Awards**

**Summary of Brian Heim – 2008 Australian Trades and Skills  
Teacher of the Year Award winner**

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## Judging Criteria

Selection criterion	Definition	What the judging panels might look for
<p>Excellence and innovation in serving industry</p>	<p>Proven ability to work with industry and employers to develop flexible and effective training programs. Developing new teaching methods or devices or adapting better practices from elsewhere into trade skills teaching in order to improve outcomes for industry.</p> <p>Demonstrating an in-depth and up-to-date knowledge of industry practices.</p>	<p>Using unique approaches to industry engagement, or practices adapted from elsewhere, to produce better outcomes for industry Involvement in industry based professional development activities Delivering training in flexible ways e.g. online, after-hours or on-site Innovative responses to practical workplace requirements Championing best practice through industry and/or teaching networks Employer testimonials or surveys Contribution to body of knowledge Examples of vision or leadership leading to excellent outcomes.</p>
<p>Excellence and innovation in inspiring learners</p>	<p>Establishing a stimulating learning environment that meets the individual needs of students and inspires them to achieve high levels of competence. Developing new teaching methods or devices or adapting better practices from elsewhere into trade skills teaching in order to improve outcomes for students. Demonstrating an in-depth and up-to-date knowledge of learning &amp; assessment practices.</p>	<p>Using unique approaches to teaching and training, or practices adapted from elsewhere, to produce better results Developing high quality teaching resources or materials Working with colleagues to share and evaluate teaching practice Involvement in professional growth activities Support for students through difficulties (workplace, family or learning) Student testimonials or surveys Positive student results; High student retention rates and completions Contribution to body of knowledge Examples of vision or leadership leading to excellent outcomes.</p>
<p>Capacity to be an ambassador for The Institute for Trade Skills Excellence</p>	<p>Interest in and potential to promote The Institute for Trade Skills Excellence and its three main initiatives, within industry and the VET system.</p>	<p>Championing best practice through industry and/or teaching networks Examples of vision or leadership leading to excellent outcomes for trades and skills Potential opportunities to promote The Institute and the importance of trades and skills through networks or other activities.</p>

## **Brian Heim, Agriculture, Charles Darwin University**

### **Excellence and innovation in serving industry**

- Brian has worked as a VET program manager and lecturer in pastoral and animal studies for five years. Prior to that he was the director of a veterinary nursing program in Texas for six years after having spent six years in private practice. In Texas he led the development and implementation of the largest and most successful distance learning program for vet nurses. He has maintained his registration as a veterinary surgeon.
- Brian's leadership is regarded as exemplary because of achievement of performance indicators.
- Brian developed and delivered an innovative industry course to accredit laypersons as pregnancy testers for export cattle and delivered an external program in Cert II Animal Studies. The courses have met with high industry demand and have contributed to Brian's high standing with industry groups in the Territory and contribution to the the agricultural industry, the second largest industry (behind mining) with the mainstay of agriculture being the live export cattle industry.
- Brian was selected by the Chief Veterinary Officer of the NT in 1996 to conduct a consultancy to develop and implement a strategy to deal with a new AQIS requirement to test live cattle for pregnancy before the animals were allowed to board a ship. This included a base standard for accrediting pregnancy testers (in the light of paucity of potential workforce) and to determine a suitable training methodology. There was a need for an RCC service for experienced but unregistered testers as well as training for individuals with no experience in pregnancy testing. Since then 200 people have completed the training and assessment, 75 using RCC. This is about a quarter of the workforce of 1000 working in the cattle industry and has included males, females, Indigenous individuals and range in age from 17 to 72. Surveys of graduating students were strongly positive. As well as the direct industry benefit there has been an improved utilisation of country with a lower environmental impact, thus a greater level of sustainability. Western Australia officials have invited Brian to conduct programs for their state.
- Brian is now recognised by peak pastoral industry bodies as the leading expert in delivery and assessment of pregnancy testing skills.

### **Excellence and innovation in inspiring learners**

- This year Brian won a Vice Chancellor's award for outstanding contributions to student learning.
- Brian gears this teaching to be inclusive of those students who in addition to the desire of skills for today have a desire to develop a deeper knowledge base.
- Brian commences assessments early which he believes contributes to a very low rate of unsuccessful participants. He has designed his teaching and learning materials to meet the needs of a wide cross section of students and situations.
- Brian has reviewed his course materials in the light of feedback from students and inspired by learning from graduate certificate studies in education. He has made a laminated flowchart for use by testers in cattle yards and developed a FAQ document to make it easier to learn required theory acknowledging the intimidation felt by pastoral people with prior negative experiences of school and later formal learning.

### **Capacity to be an ambassador for ITSE**

Brian believes that organisations and associations can make a difference in the broader community and facilitates a strong voice in political and social arenas.

Brian's extensive active participation in such groups indicates his strong ambassadorial capacity. At Charles Darwin Brian has played a role in university wide change management challenges and has participated in numerous leadership groups.