



2008 Trade Teacher of the Year Award Notes on Finalists (Category Winners)

In confidence

Category Winners	Page No.
Automotive - Michael Cochrane	3
Bakery - Bruce Simpson	4
Cookery - David Anthony O'Dea*	5
Hairdressing – Jane Leanne Trewin*	6
B & C Fitout & Finish – Stuart Anthony Hoxley	7
Services – Ronald Charles Duffield	8
Structures – Michael Murray Landers	9
Fabrication – Steve Wicks	10
Mechanical – Leigh Harris	11
Mineral Resources – Charles Dornan*	12
Cons and land management – Jeff Smith	13
Agriculture – Brian Heim*	14
Manuf. advanced – Stephen Robert Anderson	15
Electrical –David McKee	16

Judging Criteria

Selection criterion	Definition	What the judging panels might look for
Excellence and innovation in serving industry	<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>
Excellence and innovation in inspiring learners	<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 & 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>
Capacity to be an ambassador for The Institute for Trade Skills Excellence	<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>

Summary of each finalists (Category Winners)

Michael Cochrane, Automotive, TAFE NSW, Western Sydney

Excellence and innovation in serving industry

- Michael has 20 years broad experience as an automotive teacher. His present title is Head Teacher
- In 2001 Michael was at the forefront of workplace training with Toyota Australia and went on to develop many other workplace based programs and to design customized training programs including one to fast-track apprenticeship training for Heartland Holden. This resulted in on-selling extra training, greatly improved industry goodwill and a mention in parliament of importance of TAFE providing this training.
- Michael has made many presentations on the Heartland Holden training model to RTOs and industry representatives.
- Michael presented at a teaching and learning conference in 2007 with 580 delegates, receiving a letter of thanks re an overwhelmingly positive reaction to conference sessions.
- He has presented at other seminars and forums highly the innovative models of delivery being followed in Western Sydney Institute.
- In 2006 Michael was awarded an Institute's Excellence in Teaching award and received the Heartland Holden/Institute award for Innovative Automotive Training Strategy Award.
- Michael has introduced other trainers to his model thus ensuring that the program with industry continues to meet the expectations of employers, staff and students.

Excellence and innovation in inspiring learners

- Michael ensures a stimulating learning environment whether on campus or in the workplace and encourages the pursuit of excellence.
- Michael has conducted one-on-one and small group assistance to disadvantaged students.
- The automotive section of which Michael is one of the head teachers was found to be compliant in all areas audited in 2006 scope quality audit.
- Michael has worked on COAG Express program on Saturdays to fast track applicants through their qualifications thus addressing skill shortages.
- Michael has written learning outcomes for automotive curriculum for TVET Framework

Capacity to be an ambassador for ITSE

- Michael played an integral role in teaching section gaining 3-star recognition by ITSE.
- He attends career promotion and organizes displays promoting the trades and acting as an ambassador for automotive and his Institute.
- Michael has organized field trips to give career advisers an insight into local industry and to raise the profile of the automotive section.

Bruce Simpson, Bakery, Wodonga Institute of TAFE

Excellence and innovation in serving industry

- Bruce is Wodonga TAFE's head bakery teacher.
- Over the past five years, Bruce has engaged industry stakeholders to develop strategies to support industry development, providing extraordinary leadership to take things forward.
- Bruce has initiated regular industry meetings on campus which have become very well accepted by bakery owners and managers. Focus has been on fast tracking apprentices and attracting and retaining additional apprentices.
- Bruce is a champion of best practice and has contributed to the professional development of bakery owners, managers and other trained staff. He has organized a number of excursions for industry representatives.
- Bruce developed a partnership with highly acclaimed Milawa Bakery to provide artisan bread-making courses to industry representatives as a professional development opportunity.
- The bakery program has been modelled across other teaching sections at Wodonga TAFE as an example of best practice with employers and a means to developing mutually beneficial business solutions, particularly in warehousing and logistics.
- The success of Bruce's industry days is reflected through involving industry in careers days, production of a bakery video and the Wodonga TAFE fast-track apprentice program.
- Bruce has embraced flexible delivery based on individual pathways eliminating the need for general block release.
- Bruce takes every opportunity to showcase baking and industry in the wider community, an example of which is a course taster in bread making for Chamber meeting.
- He has raised the profile of home-baked bread through strength of relationship with Council which thus allowed the use of community wood-fired ovens.

Excellence and innovation in inspiring learners

- Bruce has facilitated a process with industry that has led to initiative to attract mature age apprentices through a fast track program he designed and where appropriate onto a management program. Key aspects of the fast track program were helping employers identify suitable candidates, developing a tailored training program that satisfies stakeholders and the use of the on-line environment.
- Reference from Baker's Delight franchisee owner identifies high levels of satisfaction with Bruce, "is very professional and innovative and he is brilliant with my apprentices. He does a great job."
- Bruce visits workplaces at all hours taking photo evidence of tasks so apprentices' work is not interrupted for training. On the job assessments are conducted, mentoring occurs and gap training is individualized.
- Bruce has designed an Apprentice Blog site.
- Bruce has provided training to students facing disadvantage and has given extra support to those experiencing difficulties.
- Reference from an employer says: "Bruce does a great job....gone above and beyond his duty with our apprentices.....We appreciate the effort Bruce goes to using technology and changing the delivery methods."
- Bruce has been able to link supplies and bakeries.

Capacity to be an ambassador for ITSE

- Bruce is an articulate presenter and makes the most of opportunities to promote his passion for his industry.
- He has significant networks through industry.
- Bruce shares ideas and innovations with other teachers and is a vocal supporter of the trades.

David Anthony O’Dea, Cookery, Cookery, TAFE NSW Riverina Institute

Excellence and innovation in serving industry

- David has been a teacher of commercial cookery at TAFE NSW for 13 years. During this time he has acted as the program manager, participated in teacher exchanges and industry placements, written curriculum and was contracted to write a trade test course.
- References from business owners indicate David achieves high levels of engagement of industry “David is one of the most passionate trade teachers...” “David continually works with local industry.....to help develop the careers of young aspiring chefs.”
- David has established a local industry representative group which he keeps in touch with on a weekly basis. He has used this reference group to address cross-border anomalies.
- Regularly returning to work in industry, ie working in operating restaurants, has enabled David to maintain currency in his discipline and ensure relevance when writing curriculum and learning resources.
- David has solidified relationships with industry in Thailand following a professional development to observe the training of chefs in 2006 and a return visit in 2007.
- In 2004 David participated in a very successful cross border teacher exchange of nine months building cross-border relationships and encouraging sharing of resources.
- As his Institute’s discipline mentor for catering and bakery, David has supported teaching staff with specialized advice, teaching and assessment tools and resources, registration compliance issues and teaching qualifications.
- David has developed numerous commercial cooking teaching and learner resources, particularly focusing on flexible delivery options to suit employers and employees. Examples are a bridging course for pastry chefs, a food safety and quality system of management resources and an implementation guide and assessment documents for a new course.
- David regularly writes reviews and updates his resources to maintain currency and to help standardize lessons between teachers and learning groups, thus achieving consistency in delivery and mapping to the training package.

Excellence and innovation in inspiring learners

- Examples of how David has assisted students to realize their potential despite challenges include arranging early completion of a student’s off-the-job training component so that family problems would not jeopardize completion of apprenticeship; encouraging and rewarding a student who was enrolled because of a Juvenile Justice directive by building trust through hobby interest and assisting with work opportunities and by recognizing early enough literacy and numeracy difficulties in students so that intervention occurred allowing students to complete their qualification.
- David has organized field trips to the city for students to ensure any gaps in experience because of regional location are addressed.
- David has mentored and judged at several World Skills competitions and he coached a first year apprentice for Tasting Australia Competition who later won an overseas scholarship at another competition.
- He has assisted 10 students apply for scholarships and has secured financial support for applicants for competitions. Some have achieved highly at state and travelled overseas.
- He has organised recognition processes tailored to meet individual needs of students.

Capacity to be an ambassador for ITSE

- David has captained a team showcasing at an interstate food festival.
- He is currently writing a proposal for a pre-apprenticeship course to coincide with school work experience programs to better inform career choices.
- David has established a scholarship fund for students of Riverina which allows two regional apprentices each year to work in five star or “Hatted” restaurants in major cities.

Jane Leanne Trewin, Hairdressing, Gordon Institute of TAFE

Excellence and innovation in serving industry

- Jane is an award winning hairdresser who has been in the industry for 30 years and has been an educator at Gordon Institute of TAFE for 7 years.
- In 2007 she won both the Victorian outstanding teacher/trainer of the year and the best teacher/educator for the National Hair and Beauty Industry Association. She also won her Institute's TAFE teacher of the year award. Her nominations were supported by strong testimonials from industry, colleagues and students.
- Jane has set up regional hairdressing competitions where 22 RTOs have participated.
- Jane has judged numerous competitions for World Skills, Hair and Beauty Industry Assn, International Hairdressing Society and in 2008 the Victorian teacher of the year.
- Acting on research which she conducted with industry, Jane set up the Victorian Regional Hairdressing Network to create a partnership of practitioners and industry to improve and increase demand-driven high quality training.
- Jane has developed skills clusters from practices she has gleaned from visiting other schools and technical centres nationally and internationally funded through winning grants for professional development.
- Jane has offered an increased range of delivery and assessment options include an online student portal for off-campus assessments to obtain high quality results and fast tracking of apprentices where preferred.
- Jane has implemented a teacher training program for her team to take on the new internationally influenced resources she developed and to work with a new training package.
- She has introduced a new specialist course which has now become a very successful fee for service earner for her Institute.
- As part of her commitment to innovative teaching and flexible learning methods, she has devised latest technology solutions and led students on a study tour to Europe.

Excellence and innovation in inspiring learners

- Jane has developed new courses and events each semester including photo shoot competitions and Storyboard brought to life parades; she is clearly regarded very innovative.
- Jane has introduced industry events to line up with curriculum to give students more variety and interesting options, an example of which is collaborating with the special events section for a cross discipline in house competition.
- She has undertaken a year-long mapping and implementation log book project, using a moderation and validation approach to evaluate its effectiveness.
- A reference from an apprentice of the year winner says that Jane has always been a great role model, provides motivating support, has a wonderful knowledge of the industry and has raised the standard of hairdressing. This person now operates a hairdressing salon and sends her two apprentices to Gordon who confirm Jane's reputation and performance.
- A finalist in the state awards for best certificate student says Jane has been "an incredible influence...as a teacher and model. Jan has the amazing ability to relate to her students on all kind of levels..."
- Jane speaks at many forums and keeps at the forefront by completing as many courses as possible.

Capacity to be an ambassador for ITSE

- Jane has presented at Reframing the Future forums and at the TAFE Development Centre and considers that through her well established networks, through World Skills and because of her industry reputation, she could strongly represent ITSE and the benefits of the star rating scheme.
- Jane has demonstrated extreme passion for her trade and would welcome the opportunity to expand that influence as an ambassador.

Stuart Anthony Hoxley, Fitout and Finish, Swinburne University (TAFE)

Excellence and innovation in serving industry

- Stuart has been the team leader of the building and construction team at Swinburne since 2006. He ran a successful building business for over 10 years.
- Stuart has been responsible for leading significant changes to delivery methods including the development of a blended learning model which is a web based assessment and learning approach to theory work on a course. Industry and employers like the model, it has been so well received that the Institute plans to use the model for other programs. The blended approach has also been adopted by the HIA and a promo DVD made to "sing its praises".
- Stuart has implemented training in sustainability and green building techniques based on learning from professional development activities he has pursued.
- Stuart was granted a scholarship this year to visit the USA to examine sustainable building technologies which can be used to inform activities at Swinburne.
- Stuart has been instrumental in raising the profile of his trade with schools, parents, students and careers teachers.
- Stuart places a high priority on open communication with employers to ensure their needs are met.

Excellence and innovation in inspiring learners

- Stuart has promoted project work as the key driver of learning and that this learning should start at school and be inculcated into tertiary and work study systems.
- Stuart has worked closely with students in transition from school placing great emphasis on the importance of understanding learning styles and engaging learners.
- He has promoted a high level of communication with students at an equal level and that this is about building work readiness in a cooperative environment.
- A retention rate among students at his section at Swinburne has been a high of 90% with student surveys showing a high degree of satisfaction with the work of the building teaching team.
- He has worked on a project to promote professional development to ensure teachers join students in lifelong learning and ensures new sessional teachers are well inducted. He is a member of a number of committees and industry associations and is currently undertaking further studies.
- He was awarded the TAFE teacher of the year award in 2004.

Capacity to be an ambassador for ITSE

- Stuart's work with various industry groups and for the TAFE Development Centre position him well for ambassadorial work.
- Stuart has demonstrated that the benefits from his training opportunities are shared for maximum learning and benefit.
- He has assisted Charles Darwin University in the Northern Territory to address remote needs using technology applications.
- Stuart has worked tirelessly to improve the profile of the trade and the quality of training.

Ronald Charles Duffield, Building & Construction Services, Challenger TAFE

Excellence and innovation in serving industry

- Ron has 20 years TAFE experience and is an Advanced Skills Lecturer 2.
- Ron has been recognised for his contribution by a number of regulators and more recently has been working on an advisory committee for the introduction of future “professional portfolios” for all licensing and among other committees sits on the curriculum area group for plumbing qualifications.
- He has received over the years a number of commendations from his college particularly the 2007 Excellence in Leadership award.
- His work with industry has also been commended and his development of a pre-apprenticeship program which the then Minister for Training inspected and applauded is exemplary. This ministerial meeting led to the consideration and then action on a migrant programs of recognition of overseas qualifications.
- Ron has been instrumental in ensuring that 350 skilled migrants have been able to take up positions that address the skills shortage over the last three years through customsied recognition processes.
- Ron has adopted new teaching methods and on-line and other devices and has adapted practices from elsewhere, mentoring staff through his senior teaching role to take up the change.
- Ron has demonstrated a strong commitment to sustainable development having an environmental science qualification.

Excellence and innovation in inspiring learners

- Ron has taught a wide range of programs and has introduced eight programs to better meet the needs of industry and students.
- An on line training program is set for release in late 2008 and this came from winning the right to provide all training for plumbing licensing courses on behalf of the Training Accreditation Council.
- His use of a remote training strategy has seen industry welcome this initiative as it reduces time spent away from the job.
- Ron’s work with his colleagues has been a great advancement in skill acquisition teaching methods which have broadened the scope of training activities that are available to industry at all levels.
- He has encouraged a Skills to Think strategy that has students building life skills as part of their technical skills acquisition process.
- Ron has a reputation for high standards and has many ‘votes of thanks’ from students, industry and his colleagues. He has reversed the thinking of some that you need small class groups and uses theory classes of some 35 and then smaller technical groups that mentor each other.
- Growth in apprenticeship number in his area is occurring at a time when industry is suffering skills shortages.

Capacity to be an ambassador for ITSE

- Ron has demonstrated his potential to promote the Institute through his industry links and activities and vision.
- Ron’s standing in the plumbing community would place him in an ideal position to advocate the work of the Institute domestically and internationally.

Michael Murray Landers, Building & Construction Services, TAFE NSW, South Western Sydney

Excellence and innovation in serving industry

- Michael is in charge of the Certificate 3 in Stonemasonry which he has designed in consultation with the industry curriculum centre with the end result the Skill Express Stonemasonry assessment program and is recognised for licensing purposes by the Department of Fair Trading and is highly recognised by industry.
- His apprentices have won awards for excellence and Michael uses his networks to arrange industry placements and employment. He is a permanent member of the Board of Trustees for the prestigious George Proudman Scholarship which aims to protect the traditional stonemasonry skills.
- He has been at the forefront of re-designing training structures to incorporate modern technologies and different learning facilities which industry have rated highly and which have aroused renewed interest in training and achieved a 25% increase in apprenticeship intakes.

Excellence and innovation in inspiring learners

- Michael has worked closely with students to motivate them to their highest ability. This has included encouraging pursuit of awards and preparation for competitions.
- He has developed on line systems and WIKI site which can be used by students which makes programs more widely available. This is supplemented by on site delivery which is accepted by industry through community projects in the Sydney area.
- Since his appointment in 2007 he has been active in increasing student numbers and retention.
- He also models training on the emerging needs of industry which has seen the creation of new training facilities at college.
- He is in demand for his contributions to industry and academic committee work where he is viewed as both passionate and skilled.
- He has helped raise TAFE'S profile and provided excellent hands-on experience for students in a number of public park projects.
- He has shared his knowledge with all teachers and this has stabilized an effective learning environment.

Capacity to be an ambassador for ITSE

- Michael has demonstrated excellent interpersonal, negotiation and team work skills and a proven commitment to customer service.
- He has made the most of leadership and networking opportunities and is a highly articulate and passionate champion for industry.
- Michael would be a fine ambassador for the Institute and would use his continued attempts to raise the profile of TAFE in the community through the work of the Institute. Michael was instrumental in the creation of SkillOne TV story on stone masonry.

Steve Wicks, Fabrication, TAFE NSW, New England

Excellence and innovation in serving industry

- Steve has been a teacher of engineering for 14 years and is now the head teacher of the trades and primary industry faculty. Prior to that he worked as a foreman for two engineering works, the second with the added responsibility of office administrator.
- He is recognised as a leader in his field and for his teaching section.
- Steve is a strong local industry networker, particularly with mining companies where on-site delivery has been a dominant feature of training.
- Steve is known for his constant looking for new ideas and ways to achieve excellence in education. Examples are organizing five school-based trainees in 2007, one of whom won a regional and state World Skills award; forming and designing a program with a BHP Billiton for Year 10 students ensuring their increased employability; reviving the Try-a-Trade program, with a Skills Taster Day and 4x4 career development activity, all to inspire the next generation of apprentices. He has followed up these activities to ensure best possible employment options for students leaving school.
- He promoted Gunnedah region and TAFE NSW at country week at Rosehill race course.

Excellence and innovation in inspiring learners

- Steve's innovation with women's decorating welding classes over four years has been highly successful with disadvantaged students achieving well and in some cases setting up micro businesses.
- Steve has regularly visited all local schools to promote his trade as a good initial career step.
- The number of Steve's past students winning awards is well above "normal" expectations.
- Steve's community involvement through work projects for students with Rotary and other service organisations has been exemplary and much valued by the community with students gaining self-confidence and raised profiles in the eyes of the community.
- The mayor has written a testimonial about Steve's mentoring of young people and his passion about providing opportunities for young people and providing the contacts that might help their employment prospects.
- A reference from a BHP Billiton representative describes Steve as not only an excellent teacher and mentor butseeks out opportunities to identify and meet the local training needs of industry and local business.

Capacity to be an ambassador for ITSE

- Steve has been the driving force for his institute for engineering and for meeting audit and statutory regulations.
- Steve's capacity to work with young people and to consider their welfare, particularly as young drivers indicates his credibility with students and employers that would be needed for ambassador role.

Leigh Harris, Metals & Engineering, Mechanical, Chisholm Institute

Excellence and innovation in serving industry

- Leigh joined Chisholm Institute in 2003 and has taught a range of engineering and industrial automation courses. He worked as a maintenance fitter and supervisor after service in the navy as a marine propulsion technician. Leigh is secretary of the Vic Engineering Trades Senate which acts as a link between industry, government and training organisations. This has given Leigh valuable access to a wide network and a conduit for information on industry requirements.
- Leigh recently developed a series of refresher training courses for GM Holden, setting up an onsite classroom and delivering to more than 50 staff. This work was competitively gained for Chisholm and Leigh as trainer.
- Leigh has adapted a mechatronics course available at the advanced diploma level to be suitable for level three apprentices to assist employers who were unable to attract staff with the required skills. The mechatronics course also broadened the job prospects for graduating students and challenges students to go for the highest levels possible.
- Leigh maintains his knowledge of industry practices through frequent contacts with industry and workplace visits.

Excellence and innovation in inspiring learners

- Leigh ensures he matches his teaching to students' learning preferences. He uses the internet to keep in touch with students, encouraging their motivation and help with practices to implement immediately in the workplace.
- Leigh encourages apprentices to stay after their class finishes so they can network with the advanced diploma students to take advantage of this extra learning opportunity.
- Leigh says students learning experiences are so stimulating that student discipline is not an issue.
- Leigh has assisted students facing disadvantage and through this strengthened his own teaching and learning skills, particularly "reading" the body language of students.
- Leigh developed a 10 week introductory course for year 10 high school students as a hands-on trial of engineering as a career opportunity.
- Leigh is a member of the quality management committee at Chisholm and an internal auditor for strategic planning purposes.

Capacity to be an ambassador for ITSE

- Leigh would promote the essential nature of the engineering sector to our society.
- He regards himself as an educator, consultant and trouble shooter for his industry.
- Leigh sees this role as part of a better way of doing things to ensure the engineering workforce continues to acquire the skills needed to make a strong contribution to Australia's future.

Charles Dornan, Mineral Resources, Central TAFE

Excellence and innovation in serving industry

- Charles has 20 years training experience. He is currently a lecturer and course coordinator for Central TAFE's mining and geoscience section which supplies graduates to mining and exploration companies across Australia.
- Charles has provided assistance for the national rewriting of mining training competencies.
- Charles is assiduous in responding to industry requests and enquiries.
- Charles' goal is to prepare his students to be independent workers and learners with high expectations. He ensures that each student gets "a fair go".
- Charles has designed and run commercial training programs in sampling, geology, mining practice, and dilution.
- He has written and produced a trainee workbook for Certificate II – field/exploration practices.
- Charles obtains work placements for his students of up to two weeks for 60 students p.a.
- He has been able to encourage donation of equipment worth hundreds of thousands of dollars in assets for student use as companies upgrade.
- Charles co-ordinates an off-campus geology subject which allows workers to study on-site and gain vital underpinning knowledge and skills
- Charles fields and responds to phone calls from mining companies every week seeking assistance with sourcing employees.
- Charles undertakes professional development and incorporates the learning into his classes, sometimes pairing with a geologist which builds goodwill as well as skills. Charles takes photos of these experiences for use in the classroom.
- Charles instigated two fields trips a year to Santa Barbara Mines. The camp is taxing but gives a taste of the mineral exploration industry. The students have a major role in preparing and planning and purchasing food for their meals and in planning for safety. Whilst work is unpaid the experience is invaluable and final competencies are assessed on site.
- In recognition of higher female student numbers plus a number of migrants, Charles has organised appropriate cross-cultural and sexual harassment information presentations four times per year.
- In 2006 Charles supervised the transition from accredited courses to the new TP.

Excellence and innovation in inspiring learners

- Charles has restructured student intakes from two to four per year to even out the peaks and troughs to the benefit of industry and students.
- Charles has developed a dual certificate allowing for clusters and students to exit with two qualifications. He has also introduced graduate guest speakers, providing great networking opportunities for current students.
- Charles has assisted students in need with mock interviews and writing resumes helping to overcome language and cultural challenges.
- Charles has secured sponsorship of their graduation award prize night as part of the drive towards excellence.
- Charles has introduced a checklist to ensure that each prospective student is fully informed of the benefits and hardships they may experience. This has dramatically improved retention rates.
- Charles is undertaking a project to establish a teaching "tunnel" as a simulated learning experience for underground geologist work with the assistance of Barrick Mining.
- To keep a skilled team of lecturers, Charles leads, mentors and coaches his team in and out of classes. He recognised the benefit in having allied surveying lecturers demonstrate their skills to his team.
- Charles was instrumental in having a core topic in a training package changed to be an elective as the topic was not relevant to his mining customers' requirements.

Capacity to be an ambassador for ITSE

- With his passion for service to industry and students, his mandate for rigour and high standards, and his success as an ambassador for Central, Charles would fit ambassadorial responsibilities seamlessly.
- Charles has Australia-wide contacts and is an experienced industry and training conference speaker.
- Charles was awarded the inaugural Central TAFE staff service award for excellence.

Jeff Smith, Conservation and Land Management, Chisholm Institute

Excellence and innovation in serving industry

- Jeff has been a teacher at Chisholm since 2006, he is the co-ordinator of horticulture and agriculture programs at the Education Centre Gippsland and provides private consultancy services.
- Jeff services two main groups of employers, government agencies and contractors with whom he works directly as well as with local groups as there is no central industry body.
- Jeff has tailored his teaching to the particular demand for skills, for example currently the need for skills for electronic mapping or geographical information systems.
- Jeff is establishing an apprenticeship course to provide pathways for students through the industry and to encourage employers to continue to train their employees.
- Jeff has helped schools turn quadrangles into wetlands and establish Koori gardens. He has contributed to community planting days and supervised volunteers working in state parks and council reserves.
- Jeff has actively pursued networking opportunities to help students profile and sharing of knowledge.

Excellence and innovation in inspiring learners

- Jeff has focused on doing as a most effective way of learning. His students regularly take part in field trips through which he encourages mixing with other groups as a way of sharing learning experiences more broadly.
- Jeff has encouraged his students to become actively involved in community long term restoration and sustainability projects and endeavours to fit assessments into this broader context.
- Jeff has contributed to putting more learning resources on-line which he regards as particular benefit to part-time students and allowing for students to work at their own pace and he has put together a webpage on learning materials for the geographical information systems course.
- He has constantly evaluated his teaching through surveys which seek feedback from students.
- Jeff's private consultancy has allowed him to link his students directly to potential employers and community conservation groups.

Capacity to be an ambassador for ITSE

- Jeff has been an ambassador for conservation and land management for a long time and has always promoted it to the public and in recent times he has raised awareness of industry and employers of new qualifications and skills available through training.
- Jeff believes in leading by example which is well regarded by others.

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.

Stephen Anderson, Advanced Manufacturing, TAFE NSW Sydney Institute

Excellence and innovation in serving industry

- Stephen is a head teacher of screen printing having been a trade teacher for 26 years.
- Stephen has acted as an independent industry expert in litigation cases in the area of press and prepress screen print.
- Stephen has been an industry expert judge in the Australasian screen print award twice in the late 90s.
- He established a screen printing course for Years 11 and 12 exposing the students to a career and employment opportunity.
- Stephen has been involved in negotiations for delivering a training package for correctional services in the near future.
- References cite positively Stephen's teaching ability, his workplace delivery, his industry educator role and customer focus.
- Steve keeps himself up-to-date with industry practices and innovations and ensures the same for his teaching team.
- He has represented TAFE NSW in four Image Expos where training needs are discussed with employers, suppliers and the public.
- Steve has been able to obtain donations of latest technology through his relationship with industry suppliers. Steve pre-empted likely technology shifts and changes in artwork preparation in his purchasing and to be ahead of the game in providing emerging training needs.
- He undertakes regular risk assessment and have received outstanding reports.
- He has oversighted process and procedures for screen printing to maintain education and quality standards and compliance with AQTF.

Excellence and innovation in inspiring learners

- Stephen encourages students to go beyond competence and become high quality tradespersons capable of moving to managerial positions.
- He creates innovative practical exercises that combine or integrate various units of a training package to develop entries for screen printing competitions for national and international awards. Students have recorded a number of wins including the highest accolade a screen printer can receive.
- Stephen received an award of excellence in recognition of an instructor in 2007.

Capacity to be an ambassador for ITSE

- Steve cites his experience, skills, striving, lifting of standards, and passion as an indication of his ambassadorial capacity.
- He has extensive industry networks and is able to inspire his teaching team and students to excel.

David McKee, Electrical, SkillsTech Australia

Excellence and innovation in serving industry

- David has worked closely with employers to enable flexible learning students to work on their own policies and procedures, eg risk management.
- David has supervised and co-ordinated two co-provider agreements where employers have their own trainers and work under SkillsTech's RTO status.
- David has dealt directly with employers in relation to RPL, cross credits and gap training for workers to get a Qld electrical licence.

Excellence and innovation in inspiring learners

- David has provided a flexible learning model so that students in conjunction with their employers chose where and when learning occurs.
- David has appreciated that some mature age or advanced students have considerable knowledge but do not fit RLP guidelines. In the flexible model they can rapidly complete assignments and assessments in those areas and concentrate on the gap in their knowledge.
- David's teaching methods is the only method in Queensland which permits students to accelerate in the electrical training system and finish early.
- He has a personal approach to teaching and finishes the end of a subject with a face to face interview with each student. He regards this as important particularly for second-chance learners.

Capacity to be an ambassador for ITSE

- David has helped organise events to reward outstanding students and raise the profile of SkillsTech Australia, ie awards night and World Skills.
- David is well respected for his endeavours in the community in aged care and for churches in fracture.
- David has mentored beginning teachers and has actively fostered excellent standards in teaching.