The Practicum in TAFE Teacher Education: The Challenge of Contextual Diversity.

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ABSTRACT

The Hawthorn Institute of Education has had a long tradition of training Technical and Further Education (henceforth, 'TAFE') teachers. The TAFE context in general (and the practicum context in TAFE colleges in particular) gives rise to many difficulties and challenges which do not beset the pre-service education of secondary teachers (at least not to the same degree). In this paper, after briefly sketching the historical context of TAFE and TAFE teacher preparation, attention is drawn to the diversity of TAFE in Victoria. Following this, some examples of practicum supervision situations are provided to illustrate how they differ from the standard teaching round in secondary schools. Some issues which arise from this description are discussed. The aim of the paper is to provide an expository and historical perspective on TAFE teacher preparation in Victoria.

1.1 The Historical Context: The Origins of TAFE Teacher Training in Victoria

The Hawthorn Institute of Education (henceforth, 'Hawthorn') has, since its inception as the Technical Teachers College, been concerned with the initial preparation of TAFE teachers. The initial growth in technical education in Victoria occurred in the years 1911 - 1936 when technical schools were being established as a discrete system related to, and expanded from, a few senior technical colleges. The practicum, in those early days, consisted of student teachers taking a few lessons and a criticism (or 'crit lesson') was given by the regular teacher. Technical teachers were required to have industrial experience prior to becoming teachers. In 1952 a day training course (with some evening attendance) was provided at the Technical Teachers Training Centre at the Melbourne Technical College (subsequently, the Royal Melbourne Institute of Technology). The Training Centre became the Technical Teachers College in 1954, moving to Toorak and then to its present site in Hawthorn in 1970. Over that period of time the practicum component of training was increased to run concurrently with the length of the course which, for non-graduate trade teachers comprised two years of training.

From 1952 onwards technical teachers spent up to three days in technical schools or colleges each week with a normal pro rata teaching load. The Training Centre supervisor and, later, the method lecturer, visited the student teacher twice in each year of the training course. The number of criticism lessons was increased to 40 each year. The two years of training were not only to compensate for the non-graduate status of many tradespeople (mostly tradesmen) but also were designed to provide experience at both secondary and TAFE levels of teaching. Right from the start there were concerns about the quality of supervision provided by the regular teachers in schools and colleges. Recent developments in the concept of partnerships between colleges and universities reflects this continuing concern.

Thus, from its inception, the Technical Teachers College (and following incarnations) trained teachers for both secondary technical schools (many of which had TAFE components) and stand-alone TAFE colleges. Until quite recently (1990) most teachers trained at Hawthorn were either studentship holders or temporary teachers: that is, they were salaried employees of the Education Department and given time release to pursue teacher training. Since circa 1990 most TAFE teachers have been directly employed by individual college councils as permanent, contract or sessional staff, with very few permanent positions being offered.

The system of sponsorship (now discontinued) has many merits, but it brought the student teacher under the jurisdiction of the Teaching Service Act and its many regulations. Importantly, under this system, the employing authority placed individuals in schools and colleges, invariably on a staffing needs basis. Hawthorn had very little power over such placements and many were, for a variety of reasons, unsatisfactory. Although teacher preparation is now substantially under the control of universities (that is, removed from the control of State education authorities) the practicum still exerts an immense normative influence on initial courses, their content and conduct. The sponsorship system also enabled mature aged people with extensive industrial
The TAFE sector in Victoria is not easily explained or described. Its topsy-turvy development; multi-faceted interfaces with other educational providers, industry and government and the blurred boundaries of these interfaces, purposes and philosophy combine to preclude the definition of an Archimedean point on which an origin can be found. TAFE itself might be grounded. TAFE colleges themselves have undergone amalgamations or affiliations to become massive, regionally-focused, multi-campus institutions, changing their names in the process. There can be little doubt that TAFE is undergoing disorientating organisational and curriculum change which ultimately will result in a transformation of the sector. (In regard to curriculum change, for example, all vocational courses are defined in terms of competency-based approaches.)

Moreover, TAFE courses are delivered not only by TAFE colleges, but also by secondary schools and private providers. This is a growing complex arrangement between TAFE colleges, senior secondary colleges and higher education institutions which involves credit transfer, 'education recognition' (prior learning (RPL) and other accreditation and certification issues arising from the overlap between TAFE and these other sectors of education. This complexity is exacerbated by the fact that both the schools and TAFE colleges have traditionally focused on local influences. This has occurred through the amalgamation of CAEs with universities did not create a unified national system of higher education system from what was perceived as a genuine binary system - universities and TAFE, but integrated. Nevertheless, the definitions and characteristics of TAFE have tended to obscure the complexity and the fact that both the schools sector and TAFE are increasingly involved in tendering for specific courses through the National Training Board and, currently, the Office of Training and Further Education - but there is no longer any central employing authority for TAFE teachers, and in Victoria, the State Liberal Government has abolished the TAFE Teacher Registration Board. The new Federal award covering TAFE teachers makes teacher training compulsory for permanent TAFE teachers, but the increasing employment of teaching staff on a contract basis and the fact that teachers can commence work in a TAFE college in Victoria without any formal teacher training virtually means that TAFE teachers in Victoria, in spite of the intentions of the Federal Award, do not require a formal teaching qualification. Some TAFE colleges have traditionally focused on local influences. This has occurred through the amalgamation of CAEs with universities did not create a unified national system of higher education, but actually created the potential for a genuine binary system.20 Gallagher (1993) suggests, 

**Thus, TAFE programs are organised and delivered for apprenticeships, hobbies and recreation, DEET-funded traineeships and certificate, advanced certificates and associate diploma courses linked to particular industries. Many of these programs are vocationally orientated. A trend towards higher enrolments from this group has been evident in the last two decades.**

In the preceding discussion it has been suggested that TAFE courses are offered in a wide variety of settings. In Victoria, the College of Advanced Education, the Technical and Further Education (TAFE) certificate courses and various part-time special purpose courses are offered in the TAFE sector in Victoria. The origins of the TAFE sector in Victoria lie in the establishment of the schools of mines (at Ballarat in 1870, for example) and the workingmen's colleges and mechanics institutes which were established in the 1800s. As noted above, the technical education system expanded into secondary levels during the decades from 1910 onwards with a rapid expansion occurring in the 1960s and 1970s. The projected enrolment increase of 55 per cent by 2001 will make TAFE significantly larger than the undergraduate sector. The growth in student numbers, building programs and expenditure on TAFE - the Commonwealth has allocated $1.1 billion in growth funding to vocational education and training for 1993 - 1996 - has created an extremely vibrant and vigorous sector.21 In the above TAFE has referred to both as a 'sector' and as a 'system'. However, TAFE colleges have very substantial autonomy and are not governed by a central authority to the same degree as are schools, though even with the schools sector significant autonomy has been devolved to individual schools under the Victorian government's 'Schools of the Future' program. In Victoria, TAFE colleges have been centrally coordinated by a variety of State statutory authorities over the years - the TAFE Board, the State College Training Board and, currently, the Office of Training and Further Education - but there is no longer any central employing authority for TAFE teachers and, in Victoria, the State Liberal Government has abolished the TAFE Teacher Registration Board. The new Federal award covering TAFE teachers makes teacher training compulsory for permanent TAFE teachers, but the increasing employment of teaching staff on a contract basis and the fact that teachers can commence work in a TAFE college in Victoria without any formal teacher training virtually means that TAFE teachers in Victoria, in spite of the intentions of the Federal Award, do not require a formal teaching qualification. Some TAFE colleges have traditionally focused on local influences. This has occurred through the amalgamation of CAEs with universities did not create a unified national system of higher education, but actually created the potential for a genuine binary system.20 Gallagher (1993) suggests, 

**Following the abolition of the binary system of higher education and the designation of almost all higher education institutions as universities, part-secondary education in Australia now has two main sectors: the higher education sector, with a total enrolment of 559 365 in 1992, and the much larger Technical and Further Education sector (TAFE) with around 1 000 000 students although only ten per cent of these students are full-time.**

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the evening. Many colleges also operate on Saturdays and Sundays. A common mode of course offering in TAFE is the 'block', in which students undertake anything from one day to a number of weeks in full-time study (something akin to the teaching round, but in reverse - going from work to study). In many apprenticeship areas, teaching occurs at workplace locations and the work undertaken in the TAFE college is 'live work'. That is, it is done on a full-time basis which replicates the industrial conditions under which skilled tradespeople function. TAFE colleges operate throughout a 48 week year.

In all TAFE courses a competency-based teaching (henceforth, 'CBT') approach is taken or is currently under development. CBT approaches emphasise self-paced learning whereby the students progress at their own rate ('self-paced') through modular learning packages. In the CBT approach the emphasis is on measuring observable performance outcomes rather than on completing a fixed amount of time in a course. This approach to education has had its critics, but it is well suited to practical and applied skills and knowledge learned through experience.

In some ways CBT also makes the management of heterogeneous TAFE student groups easier, since each student is expected to proceed at their own rate. This is an important factor in the organisation of the apprentice training scheme. (Modules include both theory and practical components. Each component involves about 36 - 40 hours of work. By and large the theory and some practice is done at the TAFE college and the practical component is fulfilled at work and/or at the training centre by agreement between the TAFE college and the private provider/employer.)

It is worth noting that many TAFE colleges have developed separate divisions or departments which are exclusively concerned with the training needs of industry. Teachers working in these units often are contracted out to specific industries to deliver training packages in the workplace, evaluating learning and generally adopting an approach which combines theory and practice into a tight-knit experiential approach. No conventional time-table exists in such a system and the student proceeds on the basis of identifying any time since there are few problems of keeping a whole class at the same stage of learning. Some areas of TAFE do emphasise class-based teaching more than others and, indeed, even in some of the apprenticeship areas where CBT is well developed (for example, in the automotive trades) learning blockages sometimes are cleared by bringing a small group or whole class together for a short traditional lesson.

At the Richmond campus of the Moorabbin TAFE college (formerly, Richmond College of TAFE, now the Barton Institute of TAFE) modules which are part of an apprenticeship are now offered through a 'skills supermarket'. Members of the public may come in to acquire certain skills and gain recognition for possession of those skills. It is a 'fee-for-service activity' and differs from the concept of a short course with a coherent syllabus. The opportunities to develop practical skills to professional trade levels previously have not been available to anyone outside of the apprenticeship system.

Private providers can now deliver some of the modules of the conventional apprenticeship, providing they have both the appropriate training facility and the appropriate link with a TAFE college.

At the Richmond campus of the Moorabbin TAFE (originally called the REPCO Training Centre) which was designed to train apprentices in, for example, metal fabrication, fitting and machining, and electrical trades. These reciprocal arrangements between private providers and TAFE colleges are ideal for those small business or companies which do not have the facilities or the students wanting to take up some training in the framework of an apprenticeship. (Modules include both theory and practical components. Each component involves about 36 - 40 hours of work. By and large the theory and some practice is done at the TAFE college and the practical component is fulfilled at work and/or at the training centre by agreement between the TAFE college and the private provider/employer.)

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In the second case, one practicum cycle of supervision was completed in a different way to the normal procedure for this particular student who was completing a unit by Remote Education Access and Delivery (READ) mode. The student was required to videotape a supervised lesson in which he was being observed by his supervisor and then to submit his video, supervised cycle lesson report, a copy of his lesson plan and a written reflection on how he thought his lesson went.31

3.5 In this first example the student teacher works full time as a medical receptionist/secretary. There is no teaching or supervisory component to this position. She works a five day week in an inner city location. Her teaching duties are at different locations, and class times and course length vary considerably.

Her teaching course is delivered on eight weekends during the year (Saturday and Sunday 9 - 4 p.m. together with several one-week blocks, five days each, conducted in the school vacation break).

In this second example a student teacher worked in a garage and his work involved looking after and repairing the supervisor's motor mechanics. These apprentices ranged from all years of the apprenticeship (first, second and third year). The student was responsible for the first two years of training, in which his mentor: a father figure dealing with the problems of young people including drug use, personal relations etc. I had to go out and see him teach in very unusual circumstances, for example, there was a young man with drug problems who knew my students. Hence, the only times available for teaching were on Thursday and Sunday.

There were other unusual demands on his time.

One final supervision involved a woman teacher at a metropolitan college of TAFE where the teaching days - teaching computers to Asians - were Saturday and Sunday. Hence, the only times available for supervision were on the weekends. We were lucky in this situation to have a field supervisor who was an ex-Hawthorn student who understood our system and was very supportive. Despite the situation being somewhat unusual it was in fact a very successful training situation.34

4 Concluding Discussion

4.1 The TAFE practicum in Context

TAFE teachers enter Hawthorn's courses with their practicum location pre-determined. Entry to Hawthorn's TAFE teacher preparation courses now Melbourne University courses conducted within a Department of Vocational Education and Training (henceforth, 'DVET') located at the Hawthorn campus - requires that those who enrol already have a teaching position within TAFE. These teaching positions must have sufficient teaching to meet the minimum course requirement of six hours of teaching each week.

As has been suggested, the nature of work in TAFE creates attendance difficulties for student teachers in addition to the range of specific difficulties which attach to the workplace. The DVET supervisor also faces a range of practical difficulties in liaising with and supervising TAFE students because of the nature of the TAFE sector.

Grading in the practicum was made mandatory by the University of Melbourne in 1994. (When Hawthorn affiliated with the University of Melbourne, all its accredited courses became University of Melbourne courses and students who successfully complete the courses receive a University of Melbourne qualification.) Yet the complexity and diversity of TAFE generates particular difficulties in relation to the grading of student teaching. For example, the support given to practitioners arise from the contextual diversity of TAFE, engender questions of fairness, generalisability and transformation.

The problem of fairness in relation to the varying contexts in which TAFE teachers perform. The practicum in Hawthorn's (or, DVET's) TAFE courses, at least to higher education, is not confined to, the specific teaching context. The assessment of a teacher's performance in the workplace is problematic, and differences vary so much that it is not easy to show how skills demonstrable in one place can be gauged as transferable or generalisable to other locations and situations.

The problem of transformation is typical of all teacher induction courses. To be relevant courses need to provide teachers with expertise in the psychological, sociological and philosophical perspectives within which patterns of conduct may be analysed and understood and through which certain kinds of conduct and patterns of conduct may be challenged and transformed. These intellectual or ideological perspectives, which provide teachers with a sense of professional understanding of why their students behave the way they do. Thus, while keeping course content relevant, training teachers to work effectively in their teaching area, which arises directly from the contextual diversity of TAFE, engender questions of fairness, generalisability and transformation.

It is noted above that TAFE teachers also vary from their secondary counterparts in a number of crucial ways. TAFE teachers can commence teaching in a TAFE college in Victoria without any formal teaching qualification, and most do. Thus, those TAFE teachers who do undertake teacher training of their own accord often commence the course with prior teaching experience, which is sometimes considerable. In a survey conducted at Hawthorn in 1992, of 53 participants in the Diploma of Teaching (TAFE) the average prior teaching experience was given as 27.87 months (the average prior non-teaching work experience was given as 14.91 years).35

4.2 The Psychological Context of TAFE

At the beginning of this paper a brief outline of the development of TAFE and TAFE teacher preparation was provided to set the context for supervision of TAFE teaching practice: referred to as 'the practicum'. There can be little doubt that TAFE teachers do not have a particular teaching context. They teach in contexts which differ not only from traditional school and university settings but also vary with the various departments of TAFE colleges themselves. The widespread use of CBT in TAFE vocational courses generates a specific requirement of the teacher training institution and, moreover, often creates a tension between those who are philosophically opposed to such an approach in education and those who are paid to deliver it. This tension may be referred to as the psychological context of the TAFE practicum.

4.3 The Organisational Context of TAFE

It can be seen from the examples given that TAFE teachers face practical difficulties both in attending coursework classes and in the times which they can be supervised in their workplaces. These difficulties arise from the nature of TAFE courses such as block teaching and night work.

Moreover, many TAFE teachers teach students who are, in the main, mature aged whilst other classes comprise students who are not only socially alienated, or in some way requiring significant counselling help from their teachers, but also so lacking in an adequate self-concept as to reject ministrations from their teachers. In some situations the TAFE student teacher is required to work with subjects and patterns of conduct which are, in the main, mature aged. These intellectual or ideological perspectives, which provide teachers with a sense of professional understanding of why their students behave the way they do. Thus, while keeping course content relevant, training teachers to work effectively in their teaching area, which arises directly from the contextual diversity of TAFE, engender questions of fairness, generalisability and transformation.

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4.4 The Challenge of Contextual Diversity in TAFE

It is commonly acknowledged that TAFE teachers particularly require training in instructional design, curriculum design, industrial relations and industrial liaison, industrial skills audit, job analysis and understanding of motivation as a means of developing a sensitivity to a range of very different kinds of students. TAFE teacher preparation requires that the training institution develop flexible ways of offering courses to fit unusual teaching hours. TAFE teachers, like secondary teachers, need training in stress management because of the extensive changes which are occurring within the sector along with an accelerating rate of change. These changes
include the use of satellite technology and methods of teaching remote locations. There are also generic skills which must be imparted, such as adaptability, communication and decision making - if these things can be rightly referred to as 'skills' - which apply to all educational institutions, not just the TAFE sector. Indeed, given the multicultural character of TAFE student populations these general capacities are extremely important because they enable teachers to bridge cultural divides.

The mode of operation in TAFE, that is, the way teachers go about their work, is geared to the needs of the various sectors and provides a degree of flexibility which is often missing from other sectors of education. TAFE students generally are respected as adults by their teachers, but are looked after in many ways which differ from the paternalism of the secondary sector or the isolated independence students often undergo in universities. Because of these features the TAFE experience can be far less alienating than other sectors of education. Of course, students can be disempowered in any system of teaching and curriculum organisation: much rests on the quality of the teacher, perhaps particularly in a CBT curriculum. In any case, there can be little doubt that the very remoteness and isolation of TAFE provides a much more challenging and exciting atmosphere than do many secondary schools where teacher burn-out and depression caused by savage government funding cuts have taken their toll on teaching numbers, teacher morale, facilities and resources.

Indeed, when one enters a Victorian TAFE college today, in spite of the apparent positivism and reductionism of CBT, there is an overwhelming sense of commitment and energy and of a socially healthy and caring workplace. TAFE colleges have taken on, in a very real way, education for the deserted and disadvantaged, the drop-outs and the cast-offs. Their enterprise has a moral edge made keen by this concern for socially-equitable educational outcomes.

That this might change if TAFE teachers cease to be trained as educators is certainly a possibility. Nevertheless, the educational world of TAFE requires teachers who are hard-nosed realists. One of the challenges is that TAFE teachers, in the sense of needing to develop and deliver a course of contextual diversity, but the challenges are not trivial (see postscript below). At a time of rapid expansion in TAFE, of increased pressure on TAFE teachers to conform to national imperatives and to tender for contracts and to teach in environments and contexts of social and economic uncertainty within the Australian community (especially the educational community) how teacher educators respond to the challenges of contextual diversity within TAFE will very largely depend on how they conceptualise the practical and whether they allow it the central place within which it certainly demands by its uniqueness.

5. Postscript

In 1995 staff within the newly created Department of Vocational Education and Training designed a completely new suite of courses to be offered to TAFE teachers and industry trainers. As from 1995 all existing courses will be phased out. The new courses, commencing in 1996, are offered from certificate level to PhD level, thus offering a sequence and coherence of study in vocational education and training hitherto unavailable in Victoria. In so far as the practical is concerned it has been decided to continue to offer a course called 'Professional Practice'. Although this subject focuses on the workplace and includes a 'workplace agreement' from which assignment work is derived, it has no formal practical. Thus, there will be little visiting of student teachers to observe them teach except, possibly, for research orientated purposes. There will be little direct assessment of a teacher's actual level of competence. However, new subjects will be reshaped by the demands of the students who undertake the courses and by the requirements of the TAFE and industry sectors more generally. In a context where many TAFE teachers are appointed to the Department, it is obvious that two-teaching programs focusing on the basics of teaching, and where many teachers who enter a TAFE teaching course at Hawthorn do so with already highly developed performance competence, there are opportunities to provide for the TAFE teacher and industry trainer a program which is fundamentally concerned with reflective insight, rather than with behavioural skills. One of this programs, then it might be argued that the DVET at Melbourne University has indeed met the challenge of contextual diversity in TAFE teacher preparation. A dramatically different approach, however, must await another occasion.

Notes

1. The (Victorian) Technical Teachers College was established in 1954. It met the need for the training of technical and trade teachers in the expanding number of technical colleges in Victoria and the junior, or secondary, technical schools system which had been established in the years 1911 - 1930. On the historical development of technical education in Victoria see Blake, L. J. (1973) Vision and Realisation, Education Government Printing Office, Melbourne. See especially Book 6. Docerty, J., p. 606 et seq.

2. The Technical Teachers College became a College of Advanced Education (CAE) when it was included in the nine colleges which formed the State College of Victoria (SCV). As part of this system, the Technical Teachers College ceased to be a part of the Teacher Education Branch of the Education Department of Victoria and had its own statutory governing council. The State College of Victoria's main task was the preparation of teachers. The SCV at Hawthorn was the only Victorian CAE devoted to the training of technical and TAFE teachers. The SCV was dissolved in 1961 as the former Technical Teachers College/State College of Victoria at Hawthorn became the Hawthorn Institute of Technology. It was affiliated with the University of Melbourne in 1989 under the Commonwealth Government's UNS policy.

In 1995, a Department of Vocational Education and Training was established within a new Faculty of Education, University of Melbourne. This Department is located at Hawthorn. Professor Leo Maglin was appointed to the Department's Chair in Vocational Education and Training in November 1995. Thus, an Department continues the tradition of training TAFE teachers with an expanded role focusing on industry trainers.

2. Historically, the term 'student teacher' is not entirely accurate, though the term 'teacher trainee' and 'graduate school of education' have also been used. In 1996-97 a new term, 'student teacher', was introduced. The term is intended to replace the term 'graduate school of education' which was largely used to refer to courses focusing on the teaching of secondary school students.

4. It should be borne in mind that the Technical Teachers College and its subsequent incarnations trained both graduate and non-graduate teachers and teachers' aides and instructors. For the non-graduate the length of the course has always been longer than the one year provided for graduate teachers. There is some irony that current thinking (within the University of Melbourne, for example) regarding the practicum in teacher education mirrors the experience that such individuals spend in workplace learning for graduate (as well as non-graduate) teachers. (The University of Melbourne is abandoning four-year education for a degree in favour of a graduate degree plus two years of teacher preparation, the second year of which would involve about 80 per cent of time in a school.) It has to be asked, however, whether these students can spend too much time in practice - so much so, for example, that it become overwhelming and there is insufficient time to reflect upon and make sense of teaching experience.

5. Prior to the 1980s, Victorian technical schools generally comprised both secondary and TAFE (especially apprentice) levels.

6. This arbitrary number gave rise to a range of dubious practices including the notorious 'ghost' lesson whereby a student teacher's supervision recorded a 'credit' which had not, in fact, occurred. In the early 1960s criticism lessons were reduced to 30 in the second year of the course and this was followed by another change. In 1968 it was normal practice for student instructors to spend one year teaching at the secondary level and one year teaching at the TAFE level.

7. Given the different cultures, teaching methods and purposes, it is characteristic of the TAFE and secondary levels of education. It is still desirable that novice teachers receive training in both areas if they are to be regarded as fully qualified. TAFE colleges, in fact, have followed an employment practice which prefers those who have substantial work experience in the teaching area (eight years or more). Moreover, appointment to permanent positions in TAFE usually requires at least two years of experience as a TAFE teacher. Different approaches are also taken within the senior secondary level as opposed to the junior secondary, but the contrast between these levels and the culture of TAFE is less stark.


9. Peter Laver points out that post-compulsory education is a training system, spanning three sectors, thousands of subjects and awards, and involving many thousands of people... See National Board of Employment and Training (1993) Fitting the Need, Australian Government Publishing Service, Canberra, p. ix. For an indication of the number of awareness courses offered in the TAFE colleges see, for example, Department of Education and Training (1993) JAC Courses Directory. Victoria, Australia wide, there are over 200 TAFE colleges and about 684 institutions which offer recognised TAFE courses. See Castles, I. (1992) Education and Training in Australia, Australian Journal of Teacher Education
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10. There are a number of significant pilot programs being undertaken in Victoria which arise from the interference between the different systems. See Schools Council (1993) Post-compulsory Education and Training Arrangements in the Australian States and Territories, National Board of Employment Education and Training, Australian Government Publishing Service, Canberra, pp. 217 - 218.


13. It may be argued that universities no longer have the purpose of catering for an intelligent elite, but have, under the post-graduate education trends, been transformed into institutions of mass education. Whilst such an argument has merit, it is still too early to discern the shape of future higher education in Australia. See Beazley, K. (1993) Educational Issues in the Teaching Practice of Australian Academics, PhD thesis, La Trobe University, Chapter 1. See also Hickey, P. (1993) The Transition from Further to Higher Education, Australian Department of Employment, Education and Training Conference Proceedings, Commonwealth Government Printer, Canberra.

14. There are some early indications, however, that TAFE teachers will gradually come under pressure to change and publish research. This pressure is being exerted by ANTA and by the growing number of research programs undertaken jointly between university staff and TAFE colleges. See, for example, the Australian TAFE Teacher, June 1994, p. 29 et seq.


Not all TAFE students are alienated youth, but certainly some are and they place a good deal of pressure on TAFE teachers. At a seminar held at the Box Hill College of TAFE in August 1994, Jill Baird, a teacher at the college, drew attention to the diverse range of student problems which she faced in organising training programs for youth and for the long-term unemployed. Among many things which Baird mentioned as problems were rebellion and insubordination, low self esteem, low literacy skills, poor attendance patterns, attitudinal problems, lack of motivation and the vast differences in entry-level skills. She especially pointed out the heterogeneity of TAFE student groups and the very wide range of ambitions and expectations which TAFE students have. According to Baird, all these features of TAFE teaching require teachers who are flexible, creative and sensitive. At a recent staff development workshop conducted by the author at a TAFE college, the following characteristics of their students were listed:

- Many come from non-English-speaking backgrounds, different cultural backgrounds and have experienced cultural deprivation.
- Family attitudes, instability and religion influence their behaviour and performance; family problems can drain them (such as violence and unemployment).
- Students from overseas have a language problem and can suffer from cultural shock.
- They are mostly western suburbs, working-class.
- Significant minority is mature-aged.
- They are conservative, but open to ideas [I].
- They tend to be ‘sheepish’ - not leaders, influenced by peers (social interaction is important to them).
- They lack commitment.
- Some can be disturbed and aggressive, self centred (egotistical) and demanding.
- Their emotional development is in conflict with the direction they have taken in school.
- They are unclear about their career paths and can be confused and anxious about themselves.
- Some can be withdrawn and unmotivated.
- Some students are more competitive, but this encourages isolation and a lack of self esteem.
- TAFE is seen as a second-choice option.
- They work to the average and are not ambitious.
- Their academic achievements are average or less than average.

- They try to please teachers and value friendship.
- They lack organisational skills and are not good at time management.
- They are honest in facing inadequate capabilities.
- They are unable to follow directions and they are not good at problem solving.
- They lack responsibility.

16. See Blackburn, J. (1985) Ministerial Review of Postcompulsory Schooling (the Blackburn Report) Melbourne. Blackburn was not the first - though, obviously, she was the first successful - reviewer to recommend the amalgamation of high and technical schools in Victoria. Earlier recommendations were made by a 1951 Committee of Enquiry and by the Ramsey Commission which recommended that Technical Education be merged into Secondary Education (1983) (the Bainbridge Report) Education Department of Victoria, South Central Region, p. 15.

17. The trade wings in technical schools to which reference is made here were, by and large, both expensive and technologically obsolete. The development of TAFE colleges to some extent solved the difficulty which technical education institutions face in keeping pace with rapid developments in technological developments in industry, and in the costs associated with computerised machinery and equipment and its continual upgrading to industry standards.

18. The sequestration of TAFE had important ramifications. For teachers who were affected they were required to choose which sector - TAFE or secondary - in which they wished to teach. TAFE teachers were not governed by a different award from secondary teachers. See also Goeree, C. (1993) The Development of TAFE in Australia, National Centre for Vocational Educational Research, South Australia, pp. 55 - 60. See also, Kangan, M. (1974) Technical Schools in Victoria was produced, there were 105 Technical Schools listed for the government sector. See, Curriculum Branch (1985) Education Handbook: Technical and Vocational Education of Victoria.


22. See National Board of Employment, Education and Training (1992) Fitting the Need, Australian Government Publishing Service, Canberra, p. 25. This report suggests that recurrent funding for TAFE will increase over the next decade by $2.7 billion. See Ibid., p. 13. The report says, ‘Recurrent expenditure on post-compulsory education and training public services should be at least $3 billion higher per annum in 2001 than in 1991’. No precise figure for enrolments in TAFE can be given. The Australian Bureau of Statistics gives the number of enrolments in 1991 as 1,824,356 and suggests that 65 per cent of these were in vocational courses (or Stream 3 000). See, Castles, L. (1992) Education and Training in Australia, Australian Bureau of Statistics, Government Printer, Canberra, p. 23.


24. The Schools of the Future policy in Victoria includes a commitment to significant devolution of power and autonomy to individual schools, but (as in the TAFE sector) schools are coming under increasing pressure from national and State curriculum profiles and statements which to some extent inhibit autonomy.

25. The large spectrum of differences in administration and delivery of TAFE courses will be exacerbated in the future by the introduction a national policy regarding ‘flexible delivery of TAFE’. See Australian TAFE Teacher, Vol. 27, No. 2, June 1993, for insert giving an overview of the National Framework for implementation of Flexible Delivery in TAFE.


27. These critics have not only been university-based, but also have been TAFE teachers themselves. One report suggested:

There was widespread criticism of CBT. Teachers regarded it as difficult to implement although several commented that they were already doing it, and had been for some time...Criticism tended to revolve around issues of lack of adequate planning prior to implementation.
28. While CBT may make some dimensions of teaching easier, many teachers would claim that it is a very difficult and demanding teaching method. For example, teachers have to deal across the whole spectrum of content and to be able to change from teaching with one student at an elementary level module to dealing with another student who may be working on a very advanced module, and all variations. These mental shifts in knowledge and focus where the teaching is one-on-one are difficult to sustain over long periods. Sometimes TAFE teachers work for four-hour, six-hour or eight-hour blocks and the shifts are very numerous. It is also the case that some TAFE colleges do not have adequate facilities and equipment to deliver CBT effectively which places more strain on the practising teacher (or student teacher). While CBT caters well for the students in allowing them to progress at their own rate, it has been very demanding of the teachers, who are not able to plan and deliver lessons in the traditional sense. CBT places much greater uncertainty on teaching sessions because the system is much more fluid than traditional class-based approaches.

29. I would like to thank Blair Edgar, OAM for bringing these contexts to my attention.

30. I would like to thank Julie Coleman for bringing these contexts to my attention.

31. I would like to thank Bob Hayes for bringing these contexts to my attention.

32. I would like to thank Warren Gould for these descriptions.

33. There are some training locations - particularly involving clinical instruction settings - which Hawthorn supervisors are unable to visit because of privacy and confidentiality issues, or where the consent of those involved is not forthcoming.

34. I would like to thank Ron Barker for these comments.


36. I would like to thank my colleague, John O'Sullivan, and the anonymous reviewers for this journal for making many useful comments on an earlier version of this paper. I would also like to thank Peter Goodwin, Associate Director, Northern Metropolitan College of TAFE and Roger McFarlane, Curriculum Development Unit, Ballarat School of Mines and Industries and Mary Vanderfeen, Industry Training Centre, Richmond campus, Barton Institute of TAFE for their assistance. I also thank my colleague, Ron Barker, who generously assisted me in the early stages of researching this paper.

See, Chant Link and Associates (1992) A Report into the Perceptions of TAFE Teachers with Respect to their Current and Future Roles, Chant Link and Associates, Victoria, p. 36.

REFERENCES


