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*In this issue we report on three new CEET working papers. The first examines workplace training for young people. It notes that this training both improves skills and can lead to career advancement. Nineteen year olds not engaged in education appear to get as much on-the-job training as those who are enrolled.*

*The second paper examines the funding of lifelong learning across different countries and summarises alternative approaches.*

*The third examines job growth and replacement needs in nursing occupations. It points to some potential problems – and possible solutions.*

*On behalf of all at CEET our very best wishes for Christmas and New Year*

**Gerald Burke**  
**Executive Director**

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The absence of a strong link between workplace training and family background means that at least for young people able to find employment, lower initial levels of education do not inhibit access to workplace training in their early years in the labour market. The level of participation in workplace training by young people not enrolled in VET or higher education courses was similar to the level for the overall sample.

More than three-quarters of the respondents to the LSAY survey were satisfied with their opportunities for workplace training, including many young workers not enrolled in other forms of study.

For both males and females, workers in the retail and wholesale, and accommodation, cafes and restaurants industries were least likely to be satisfied with their training opportunities. Workers in the accommodation, cafes and restaurants industry were also those most likely to believe that they had received too little training.

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### Workplace training for young workers

In 1999-2000 about 30 per cent of Australian employees aged 19 received an average of a week's structured workplace training. A further 15 per cent received only semi-structured training.

Nearly all the training resulted in improvements in skills. Two-fifths of the young people who received structured or semi-structured workplace training reported that it *had* helped them to get a promotion, pay rise or increased responsibility in their job. A further two-fifths reported that it *could* help them. Most indicated that the training would help them to get a job with another employer.

These are among the findings of an analysis by Mike Long of CEET of data collected in the on-going Longitudinal Study of Australian Youth (LSAY) conducted by the Australian Council for Educational Research. They are reported in CEET Working Paper No 45, *Workplace Training: The Experience of Young Australian Workers*.

Mike's study found that while participation in post-compulsory education is often strongly related to socioeconomic, ethnic and other background characteristics, participation in workplace education and training is less related to these characteristics.

### Financing lifelong learning for all: an international perspective

Skill needs in a globalised economy, the ageing of the population and inequalities in education, work and income underlie the case for expanding lifelong learning. To resource the expansion will require a financing system that encourages efficiency, promotes equity and gives incentives for private supplements to public outlays.

CEET Working Paper No. 46 *Financing lifelong learning for all: an international perspective* draws on recent international discussions to consider:

- existing unmet needs and emerging needs for education and training
- resources required, compared with what is provided
- the ways in which efficiencies might free resources for priority areas
- how additional resources might be funded by employers, individuals and government.

The paper was given at a conference in Cologne on Financing of Further Education and Lifelong Learning (details from [D.Dohmen@fibs-koeln.de](mailto:D.Dohmen@fibs-koeln.de)). It builds on previous CEET studies including Burke, G & Reuling, J, eds 2002, *Vocational training and lifelong learning in Australia and Germany*, NCVET, online at

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and Burke, G, Long, M & Wurzburg, G 2000,  
*Reducing the risk of under-investment in adults*, online  
at: [www.oecd.org/pdf/M00005000/M00005872.pdf](http://www.oecd.org/pdf/M00005000/M00005872.pdf)

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## Changes in the nursing workforce

The delivery of quality health services depends critically on the health workforce.

CEET Working Paper No. 43 *Job Growth and Replacement Needs in Nursing Occupations* by Chandra Shah and Gerald Burke reviews the past growth of employment of nursing workers and the projection of job openings for them. It addresses current concerns that there will be too few nurses to meet the expected demand.

The paper focuses on growth and replacement needs in nursing occupations at the national level. It considers historical employment patterns in nursing occupations, spanning the period 1987 to 2001 and presents analyses and projections of replacement needs, growth and job openings for the five-year period ending 2006.

The paper notes substantial changes in the employment and demographic composition of nursing workers in Australia that are likely to affect the demand and supply for these workers. It concludes that policies need to be further developed for succession planning and building of training capacity.

Nursing continues to be a predominantly female occupation but as career choices for women have expanded, the pool from which nurses have been recruited has been shrinking. Encouraging more males into nursing is one possible solution. Another is increased immigration, but Australia will have to compete with other developed countries that are facing similar problems. Recruiting from developing countries has the potential to damage the labour market for health professionals in these countries and put a strain on their scarce training resources.

The paper notes that the ageing of the population is likely to put more pressure on the demand for health services, while the effects of technological change are complex. Advances in micro-and keyhole surgery and other innovations have enabled earlier discharge and a higher throughput of patients. However, technological advances also enable treatment of a wider range of ailments and this results in higher demand for services.

The supply and demand for nursing workers are also affected by policies regarding the appropriate skill mix required to provide nursing and caring services. Across States and Territories there is still considerable variation in the mix employed. This reflects differences in employment policies, standards and the roles of different nursing workers.

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## NEWS!

### Peter Noonan

Peter Noonan, former Deputy Director of the Department of Employment and Training in Queensland and a former General Manager and acting CEO of the Australian National Training Authority, has become an Associate of the Faculty of Education at Monash University and of CEET.

Earlier this year Peter undertook a consultancy for the MCEETYA ACE Taskforce which contributed to the Ministerial Declaration on ACE released in August, which is online at:  
[www.curriculum.edu.au/mctyapdf/ace\\_declaration.pdf](http://www.curriculum.edu.au/mctyapdf/ace_declaration.pdf)

Peter is working with CEET on a project on the financing of TAFE in Victoria. Contact:  
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### New projects

*Volunteering and young people* funded by the National Youth Affairs Research Scheme. Fran Ferrier, Mike Long and Ian Roos will be examining a range of issues including the types of volunteering, who participates, the value of volunteering, effective programs and strategies for a diverse range of young people.

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*Financing further education and training (FET) in South Africa* funded by the National Business Initiative. South Africa has more than twice Australia's population but its FET sector has less than a quarter the enrolment in Australia's VET sector. There is very little access for the huge number of people in poverty.

Don Brewster and Gerald Burke will work with a Taskforce of the Department of Education in South Africa to report on ways of expanding FET. They will review funding options for their effects on efficiency, the relevance of training and the leverage of resources.

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