Welcome to this first issue of InterAct.

**Exciting** . . . there is no other word to describe the environment in which we’re working with parents, schools, business and the community. Everywhere we turn, people are telling us how keen they are to engage . . . and how ready they are for new ways of collaborating. Successful attainment of Year 12 (or Cert II equivalent) is essential for our young people and for Australia. So, at AITEC, we’re happy to help where we can by supporting those of you sharing our passion to enhance youth attainment outcomes.  

**Geoff Ewens, Managing Director**

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### AITEC’s background

Established in 1993 as the Australian Information Technology Engineering Centre, **AITEC** is an ISO9001-accredited organisation that has a diverse range of programs under management. **AITEC** works with 30% of Australia’s universities that contribute to extensive post-graduate education programs for the Defence Science Technology Organisation. We also support ASC, the builder of the Collins-class submarines and the AWD ships, for whose staff we manage Marine Engineering Masters degree programs. AITEC has assisted many business and industry clients with tailored education programs for future skills development, across multiple industry sectors.

As the School Business Community Partnership Broker (**SBC**) recently appointed by the Australian Government for the Adelaide Eastern and Adelaide Hills Regions, **AITEC** now has the opportunity to engage with and support schools, parents & families, business and community organisations across these regions.

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### Meet The Team

The SBCP team has 4 members:

- **Geoff Ewens** - AITEC Managing Director
- **Sasha Dragovelic** - Alliance Manager
- **René Peters** - Program Coordinator
- **Laura Garcia** - Communications Officer

#### Sasha’s profile

Sasha grew up and completed his schooling in Coober Pedy, a remote Opal mining town in South Australia’s far north. He worked for the local council for seven years in the areas of civil drafting, road construction, town planning and building inspection.

Sasha also worked for 14 years with Centrelink as a customer service officer and the last 4 years as a Personal Adviser and Transition Broker (Career & Life Coach) helping the unemployed, injured, parenting and young clients with their return back into meaningful employment.

From 2006 to 2009 Sasha worked for the Australian Industry Group as part of the Career Advice Australia initiative as Regional Industry Career Adviser (RICA) for Adelaide and later as a National Industry Career Specialist (NICS) for Innovation and Business. Now, as part of the **SBC** team at AITEC and as an advocate of real world experience, Sasha explores every opportunity to connect education with industry, so young people can be as informed as possible when making career choices.

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### For further information

**Please contact**

- Sasha Dragovelic
- René Peters
- Laura Garcia
- Geoff Ewens

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As one of the current National Partnership programs supported by the Australian Government, the School Business Community Partnership Brokers (SBCPB) program has the objective of helping to lift the Year 12 or equivalent attainment rate to 90 percent by 2015. It also has the aim to improve education outcomes for those experiencing high levels of disadvantage, including young people from low socio-economic status backgrounds and Indigenous students.

This initiative aims to improve community, family and business engagement with schools to:

- Extend learning beyond the classroom;
- Increase student engagement;
- Enrich learning experiences;
- Improve educational outcomes and
- Lift attainment.

“A whole-of-community approach that supports young people’s learning and development.”

The AITEC SBCPB team in one of its many working sessions with Workskil staff - Workskil is the Youth Connections provider for Adelaide Eastern region.

The SBC Partnership Broker Program is an initiative of the Australian Government represented by the Department of Education, Employment and Workplace Relations (DEEWR).

AITEC’s role within the SBCPB program is to help build strategic and sustainable partnerships between key stakeholders rather than short-term, one-off associations.

Long-Term & Integrated Partnerships…

SBCPB Expected Outcome

<table>
<thead>
<tr>
<th>Strategic</th>
<th>Operational</th>
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</thead>
<tbody>
<tr>
<td>Integrated Partnerships (Level 3)</td>
<td>Transactional Partnerships (Level 2)</td>
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<tr>
<td>Philanthropic Partnerships (Level 1)</td>
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</tbody>
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Source: Ian Dixon, Dixon Partnership Solutions

Upcoming Career Development (CD) events

<table>
<thead>
<tr>
<th>Event</th>
<th>Organisation</th>
<th>Suburb</th>
<th>Start</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail Careers Atlas Launch</td>
<td>Retail Industry Skills Council</td>
<td>Wayville</td>
<td>25/06/10</td>
</tr>
<tr>
<td>The National Careers &amp; Employment Expo</td>
<td>EOC Group P/L</td>
<td>Adelaide</td>
<td>25/06/10</td>
</tr>
<tr>
<td>Career Expo</td>
<td>Cornerstone College</td>
<td>Mt Barker</td>
<td>27/07/10</td>
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<tr>
<td>Accessing Your Future</td>
<td>DECS</td>
<td>Mt Barker</td>
<td>29/06/10</td>
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Looking for an exhaustive list of CD events or to promote your own event for free? Take a look into the “National Career Development Week” website: http://www.ncdw.com.au/forms/events.php?event_state=SA#
This institution is the architect of national training packages which deliver tomorrow’s skills to workers in the community services and health sectors today.

The Community Services and Health Industry Skills Council (CS&H ISC) recently organised a national career and employment roadshow in Adelaide where its latest resources were presented, including:

- **Pathways that Matter** website
  Offering an online tool to assist people with a disability, Aboriginal and Torres Strait Islanders, people from culturally and linguistically diverse backgrounds and mature job seekers to learn about career pathways in the CS&H sector

- **CS&H ISC Competency Matrix**
  Provides a full array of competencies per job profile in the CS&H sector

- **Careers that Matter** website
  Valuable resource that assists students, job seekers, industries, schools, RTOs and parents in getting solutions regarding Community Services and Health careers. Within this site, the Career-MAP tool allows to identify which occupations in the CS&H arena a person is most suited to.

- **MAGIC Resource Kit**
  This is available through the South Australia Health & Community Services Skills Board at: alison@sahcssb.com.au

CS&HISC Roadshow in SA

Sasha Dragovelic from AITEC and Matthew Palmer, CSHISC Project Coordinator

106,000 people are working in SA in the CS&H sector
(13% of the SA population)

Over the next 5 years there will be 15,000-20,000 job openings in this sector.

Many of them will be replacing existing ageing workers

The MAGIC program is an initiative of the CS&H ISC and the Australian Department of Education, Employment and Workplace Relations (DEEWR) aimed to recruit and train Mature Aged Workers and non-traditional workers (such as males in childcare) into the Community Services Industry – specifically in Aged Work, Children’s services, Youth Work and Disability Work.

More information regarding these and other CS&HISC resources can be found at: www.cshisc.com.au or www.sahcssb.com.au
Partnering In Action

Digital Media Partnership (DMP)

As one of the core partnerships promoted and embraced by AITEC, the DMP started as an initiative to develop a Digital Media Industry Pathways Program.

The Industry Pathways Program (IPP) is focused on an industry-endorsed set of learning strategies, career resources and nationally accredited VET competencies and/or qualification(s) that articulate into apprenticeships, traineeships, further education or training and direct employment.

AITEC is assisting the Digital Media Partnership Group to bring together an Industry Reference Group (IRG) comprising industry representatives from the five specialised streams of Print, Screen, Audio, Web, and Gaming.

This IRG will be given the opportunity to provide feedback and/or advice on the proposed competencies and curriculum structure of the Industry Pathway Programs for each stream.

As one of the upcoming actions related to this partnership, an Industry Forum has been planned for 27th July 2010 where an industry endorsement of the DM IPP curriculum will be considered.

Out and About

Malcolm Ludgate (Cinematographer) and René Peters (AITEC) at “Careers at Screen” event (organised by Australian Film Television & Radio School at ABC Studios).

Dr Travis Elsdon (Researcher) and Leanne Johnston (VET Coordinator) at “Speed Date a Scientist” event organised by Western Futures at BIO Innovation.
Business InterActs with Teachers

Teachers & Industry Tour

Recent knowledge and awareness of industry practice can be a valuable teaching tool for teachers. However, having the time, resources and contact to set up this kind of professional development can be a challenge, in addition to preparing lessons, marking homework and participating in the plethora of other school activities.

For eight trainers from Marden Senior College, this was all managed in May by their Partnership Broker. Through their industry contacts, AITEC staff arranged an afternoon of industry tours to Tomorrow Studio and Media Resource Centre. The teachers delivering CERT III in Media, enriched their Professional insight by seeing how industry operates and what skills are valued.

They talked to young entrepreneurs in the digital media industry and listened to presentations from Ruth Conry, the Manager of Tomorrow Studio and Shane McNeil, Creative Producer at the MRC.

The feedback from the teachers was very positive and a request was made for more of this kind of industry-based technical professional development to be organised in the future.

Many of the teachers were able to develop connections themselves with these organisations for partnership in student placement and joint learning projects.

In ways like this, Industry and Education collaboration and partnerships helps to achieve relevant, up-to-date learning for the students who are our future workforce.

Did you know?

Adelaide is rated by KPMG as the Australia’s number one cost-competitive city for software, and in the world’s top 20 for web and multi-media development.

Tomorrow Studio was formed to support the State’s innovative digital media creative businesses. It is located in Wakefield Street in the city.
Skills mismatch in Australia and within SA

In an increasingly competitive economic environment, business and government employers will continue to demand more specific skills and knowledge. The pressure to find appropriate skills in the right place at the right time will increase as the working-age population declines, economies rebound, emerging markets rise, and the nature of work shifts. This will intensify the skills mismatch. In many regions and across many industry sectors, it is a crisis that is occurring right now, and it threatens to grow more acute and widespread. Yet, although many of the problems associated with the talent mismatch are broadly acknowledged, potential solutions have yet to be widely embraced or implemented by the companies, governments and individuals who stand to benefit from their application.

The following tables list several occupations which have been assessed in SA and for which employers are experiencing difficulty recruiting suitable staff or facing skills shortages.

**State Wide Recruitment Difficulties**
(Not ranked)

- Electronic Equipment Tradesperson
- Enrolled Nurse
- Quality Assurance Manager
- Secondary School Teacher

**State Wide Skills Shortage**
(Not ranked)

- Accountant / External Auditor
- Agricultural Scientist & Agricultural Adviser
- Baker/ Pastrycook/ Chef/ Cook
- Carpenter/ Joiner/ Stonemason
- Child Care Coordinator
- Clinical Psychologist
- Construction Estimator/ Surveying and Cartographic Associate
- Dental Technician
- Engineers (Civil, Electrical, Electronics, Aircraft Maintenance)
- Fitter (General or Welder)
- Flat Glass Tradesperson
- Floor Finisher/ General Plumber/ Roof Plumber
- Telecommunications Technician
- General Electrician/ Refrigeration and Airconditioning Mechanic
- Hairdresser
- Locksmith
- Medical Diagnostic Radiographer/ Radiation Therapist/ Sonographer
- Metal Machinist / Metal fabricator/ Sheetmetal Worker (First Class)
- Motor Mechanic/ Automotive Electrician/ Panel Beater/ Vehicle Painter
- Printing Machinist/ Binder and Finisher
- Registered Nurse/ Registered Midwife/ Registered Mental Health Nurse
- Signwriter
- Surveyor

*Source: DIER research (2007-2009)

**The top 10 jobs that employers are having difficulty filling in Australia**
(ranked in order):

1. Skilled Trades
2. Sales Representatives
3. Engineers
4. Management/Executives
5. Accounting & Finance Staff
6. Technicians
7. Customer Service Representatives/Support
8. Machinists/Machine Operators
9. Production Operators
10. Drivers

*Source: Manpower (2009)
Total Number of Respondents: 2,779
Employers indicating difficulty filling positions in Australia: 49% (vs. 30% worldwide indicating the same difficulty)