

# Registered Training Organisations: Their Future Role

*Chris Reed*

IDG Management

## **A Global View**

Qantas Airways Ltd has historically participated in development of their OHS&E staff. This has been achieved in different ways.

In the 70's it was all in house or on the job training with no formal induction to the safety theory and practice of the organisation.

In the 80's the OHS&E staff set up their own framework of safety with their own development the starting point and spreading that culture of safety through the company.

In the 90's various University's and TAFE Colleges throughout Australia provided staff training or development, but this was not enough and safety professionals travelled overseas to gain experience and training.

This ensured aviation safety standards set in place in Qantas Airways Ltd was of an exceptionally high standard in excess of world best practice requirements.

Privatisation of the airline and the inevitable cost reductions required to be commercially viable may be seen by some as erosion of these high standards.

As safety professionals we all hope this does not come to reality.

## **Why Have Registered Training Organisations (RTO's)?**

TAFE's cannot do it all by themselves, they try to fill the roles of too many categories in specialised fields.

Aviation apprentice training is an example that comes to mind.

The airlines in Australia are supporting (both commercially and financially) this program and other areas within the aviation industry, for example freight (dangerous goods) or aircraft handling (safety) training suffer from the lack of resources. They cannot be doing both so RTO's step into the gap.

RTO's have the flexibility to provide to industry the range of services required.

Specialisation and customisation in safety training requires the RTO to adjust to the areas of an industry as directed by ANTA (Australian National Training Authority)

RTO's provide a known educational and competency-based standard with instructors and courses or programs always being current.

RTO's ensure that instructors are educationally as well as industrially qualified.

The Vocational Education & Training Sector in Victoria is accountable to the Department of Education, Employment and Training in Victoria to ensure this standard is maintained and audited on a regular basis. Industrial qualifications may be attained through recognition of prior learning or education vocational and competency training.

### **Registered Training Organisations (RTO's) what of the future?**

#### → Interactive Training

Computer based training using new technology to place the student in situations that are possible in the work place...without harming them but educating them on the safety issues involved in their work practices..

#### → Self Directed Learning

This method of providing safety training can be useful to the agriculture industry eg. Compliance to Farm Safety Standards – Rollbars for tractors etc.

#### → The Virtual University

For persons wishing to take that next step in professional safety training the virtual university provides the opportunity to study and use distance learning to its fullest potential through computer advances.