

National change management and staff development needs in VET

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In late 2000, the authors were commissioned by the Australian National Training Authority to undertake research into the change management and staff development required to build the capacity of the Australian vocational education and training sector to support the achievement of a fully integrated national training system. The paper provides a summary of the key findings from the research.

The VET environment is becoming increasingly complex, requiring VET organisations to continually embrace change management and staff development strategies. The environment is characterised by the impact of globalisation and information and communication technologies on industries, enterprises and individuals, with the subsequent demand for new skills and lifelong learning in the workforce.

This changing Australian business and social landscape requires VET providers to conduct staff development to ensure the continuous re-skilling of an ageing and increasingly casual VET workforce.

Change management activities are urgently required because the new business context and the development of a National Training Framework challenges not just the historical structure and processes embedded in many provider organisations, but many beliefs and symbols that are valued by the staff.