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# A view from abroad

## The State University of New York (SUNY) Community College and Technology College System



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# Overview

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- Background
- Research drivers
- Scope of study
- Research questions
- What is workforce development?
- Potential benefits of workforce development
- Research findings
- Future directions
- Getting there...
- Questions?



What's next?

# Background

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*My home*



# Research drivers

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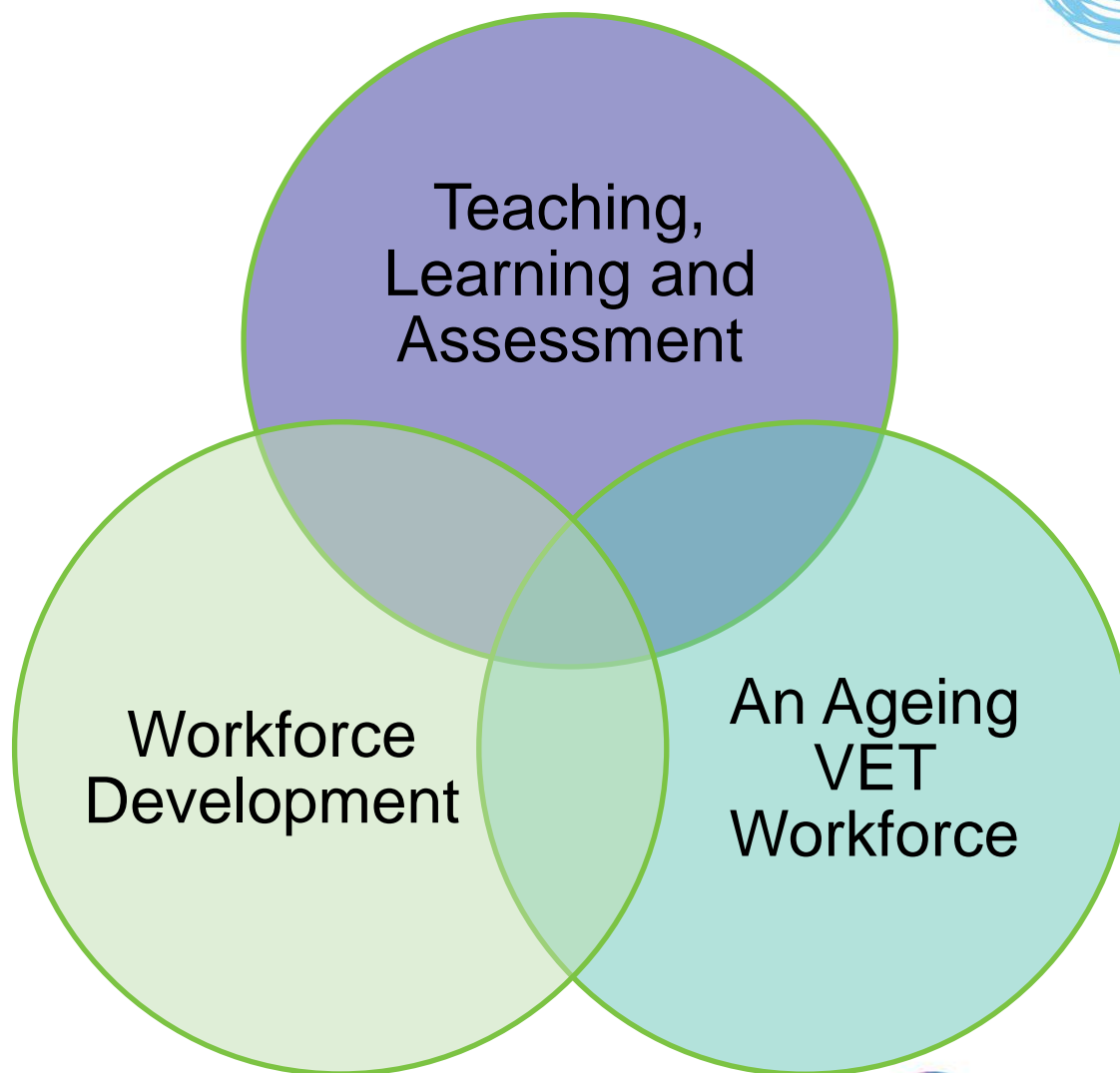
|                                    |   |                                       |                  |                |     |
|------------------------------------|---|---------------------------------------|------------------|----------------|-----|
| E -Learning                        | Transactional HRM Strategy and Practice   | Flexible Learning                     | Skill Sets       |                |     |
| Productivity Commission            | Customised Training                       | Increasing Stakeholder Expectation    |                  |                |     |
| Enhancing VET Workforce Capability | International Markets                     | VET Workforce Capacity                |                  |                |     |
| Performance Reporting              | Attraction and Retention of VET Workers   | VET Productivity                      |                  |                |     |
| Industry Knowledge and Currency    | VET Workforce Data                        | VET Workforce Planning                |                  |                |     |
| Competitive Markets                | Quality Teaching, Learning and Assessment | Responsiveness                        |                  |                |     |
| Ageing VET Workforce               | Workplace Learning                        | Corporate Governance                  | Social Inclusion |                |     |
| VET Regulator                      | Skill Shortages                           | Dual Sector                           | Public Funding   | Sustainability | ICT |
| Bradley Review                     | Productivity Agenda Targets               | Australian Quality Training Framework |                  |                |     |





# Scope of study

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# Research questions

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- What strategies can VET organisations employ to prepare for the possible attrition of an ageing VET practitioner workforce in the next 10 years?
- How does the culture of a VET organisation influence the design and implementation of a workforce development plan?



# What is workforce development?

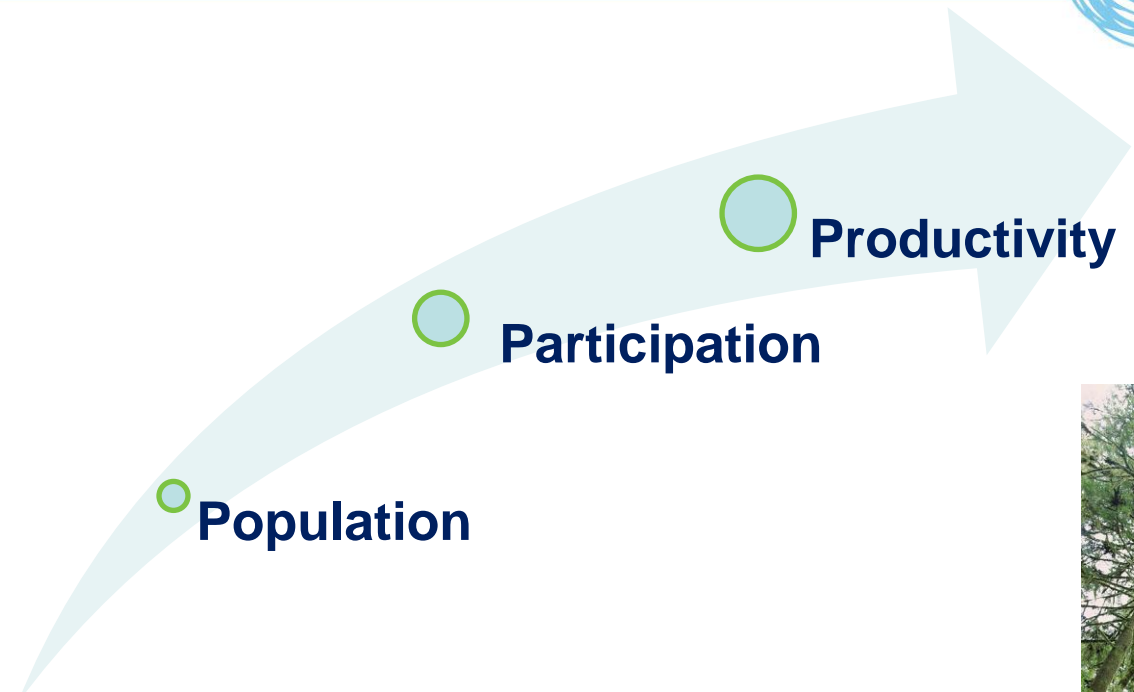
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The comprehensive management of human resources, so as to meet better the demands of a global economy at both the national and local levels, through improving economic competitiveness and social cohesion (OECD, 2008)

Is the coordination of public and private sector policies and programs that provides individuals with the opportunity for a sustainable livelihood and helps organisations achieve exemplary goals, consistent the societal context (Jacobs & Hawley, 2007)

# Potential benefits of workforce development

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**Economic growth and prosperity**

**A shared responsibility**





# Research findings (Cont.)

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- Organisational Culture
  - Overarching culture
  - Multiple cultures
  - Changing and transmitting culture
  - Organisational culture challenges



# Future directions

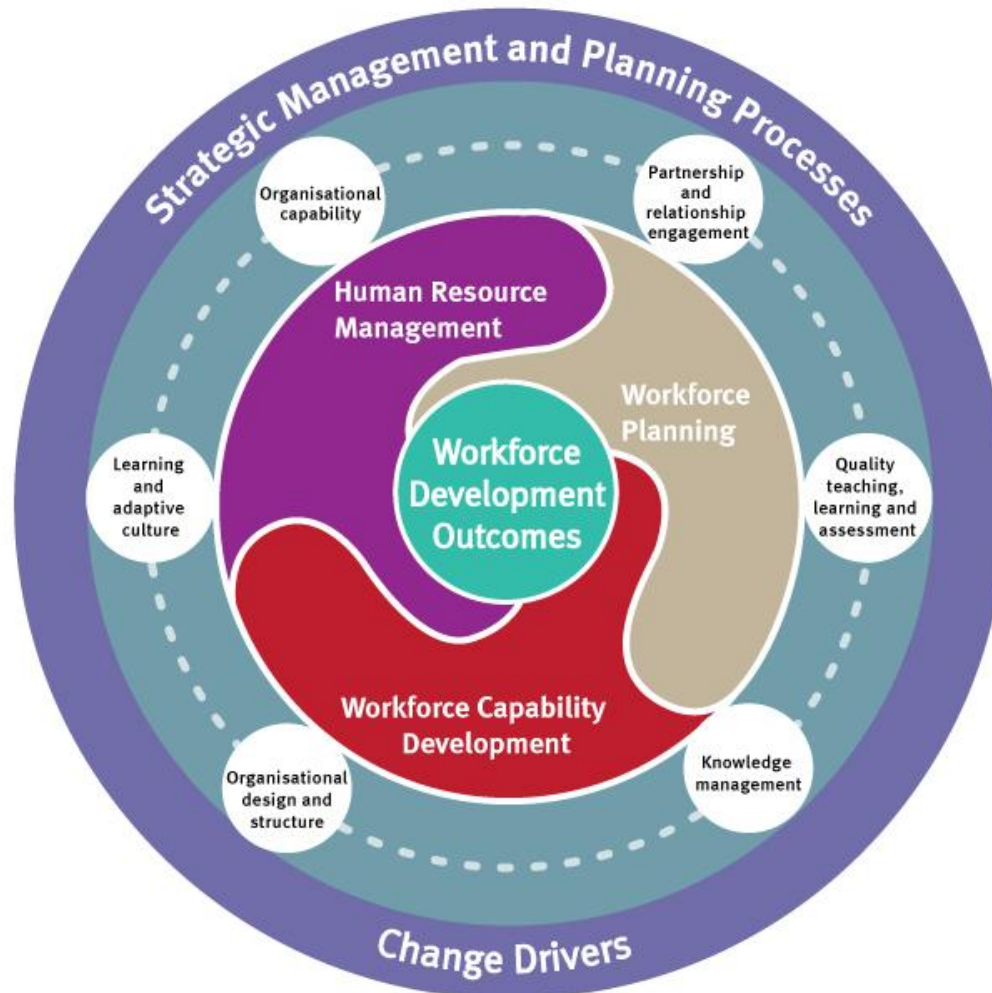
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# Getting there...

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## Conceptual Model for Workforce Development



# Questions?

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Read the Fulbright Scholarship experience at  
<http://marks-excellentadventure.blogspot.com>

**THANK  
YOU**