

The International Specialised Skills Institute
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Paul Tivendale (centre)
2022 Palladio Foundation Fellow



Mary Hughes (centre)
2021 Italian Australian Foundation Fellow

ISSI Staff

Katrina Jojcity Chief Executive Officer

Kyle Palmer Communications & Graphic Designer

Keith Beecher OAM Finance Manager

ISSI Board

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Mark Kerr Deputy Chair

Adrian Capogreco Treasurer

Alisia Romanin Secretary

Jeremy Gobbo KC Board Member

Patrons

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James MacKenzie Patron



Oliver Johnson

2022 George Alexander Foundation Fellow

The International Specialised Skills Institute (ISS Institute) exists to develop an innovative, skilled, and smart Australia by cultivating the mastery and knowledge of talented Australians through international applied research (i.e. industry-based) Fellowships.

Founded by the late Sir James Gobbo in 1991, the independent and not-for-profit ISS Institute has to date provided opportunities for over 530 Australians to gain enhanced skills and experience in trades, professions, and leading-edge technologies, through overseas Applied Research Fellowships.

With a mandate to develop a better skilled Australia and to foster an environment to innovate, this savvy group of changemakers has provided Fellowships to some of Australia's brightest stars across several sectors including food and agri-business, building and construction, textiles, art and design, conservation and restoration, and technology.

Fellowship recipient and one of Australia's most respected chefs and restaurateurs, Guy Grossi is recognised as one of Australia's leading authorities on Italian food. Guy is committed to training the next generation within his restaurants and through organisations such as HEAT (Hospitality Employment and Training), passing on his passion for cooking, sourcing ingredients that sustain heritage and artisan crafts, all of which support the ISS Institute's vision to create and deliver positive social, vocational, and economic impact.

Similarly, 2008 Fellowship recipient Michael Dal Zotto has pioneered Prosecco winemaking in Australia and as a direct result of the Fellowship, the Dal Zotto family has employed dozens of staff across all facets of the wine production and distribution process. The knowledge and leadership provided by the Dal Zotto family has positioned King Valley as the industry leader in Prosecco production in Australia. Crediting the ISS Institute with being instrumental to his success, Michael Dal Zotto said:

“There is no doubt that the Fellowship has given the family credibility and the ability to grow as a business. When we released Australia's first Prosecco in 2004, we released 375 dozen, in 2019 we produced more than 51,000 dozen.”

Inducted into the Australian Millinery Hall of Fame, 2003 Fellowship recipient Peter Jago is a renowned name on the Spring Racing Carnival circuit and a passionate advocate of the “genius” of the late Sir James Gobbo:



“...without his vision there would have been great gaps in the Applied Arts sectors including landscaping, stonemasonry, stain glass, upholstery, gilding and of course millinery.”

Peter Jago

In a global first, the Fellowship catalysed the development in October 2021 of a Fermentation Hub at Legana in Northern Tasmania, which houses 1800 square metres to ferment food, beverages and even green energy. Spear-headed by 2015 Fellowship recipient Tom Lewis, FermenTasmania was awarded \$7.5 million by the Australian Government to build the Hub, supporting the creation of 20 new jobs, with this number expected to grow.

Driving positive social change and inclusivity for people with disabilities, 2017 Fellowship recipient Jan Davis runs a program out of Holmesglen TAFE which helps students aged 16 to 19 years with mild intellectual disabilities or learning difficulties prepare for work. In partnership with Royal Children’s Hospital, students complete three nine-week work placements at the hospital as part of the course. The first ten students completed their certificates in 2019 and thanks to Jan’s innovation, all ten found jobs, with two employed by Royal Children’s Hospital.

Jan Davis said: **“My ISS research Fellowship provided me with the opportunity to make significant and life-long changes to young people with disability in the world of study and employment,”**

Its work has also had a sustained and positive impact to the Australian economy. In 2019 Swinburne University’s Centre for Social Impact competed and published an evaluation of the Institute’s work and contribution. The report found that 95% of Fellows continue to apply their Fellowship learnings in their current roles, that all entered the Fellowship with the intention to share the knowledge and skills they gained and that the Fellowship program has made a vital contribution to a number of industry sectors that have few or no accredited courses in Australia.

The work of the ISS Institute and its recipients has ensured that many heritage or artisan skills that are not supported by formal, professional or tertiary qualifications in Australia, including vocations such as heritage locksmithing or taxidermy, have not died out.

Conscious of the apparent lack of value and support of various trades and apprenticeships in Australia, particularly for young people looking to enter the workforce, Sir James was determined



Archival photographs digitised as part of The ISS Institute restoration project supported by the Ian Potter Foundation.



“The role for ISS Institute was all the more critical since it was the only one source in Australia of scholarship assistance specifically directed to assist artisans, tradespeople and those who were graduates of or teachers at TAFE colleges,”

Sir James Gobbo



Prof. Amalia Di Iorio AM

My passion for the work done by ISS Institute continues to grow as the impact of our work and the work of our Fellows increases as they drive innovation, changes to practice and build the skills and knowledge of diverse industry sectors across Australia. This year the Board farewelled our long-time treasurer Jack O'Connell AO. We thank Jack for his wonderful contribution to the Institute and wish him well for the future. Conversely, we thank board member Adrian Capogreco a great deal for stepping up and accepting the position as treasurer. The ISS Institute has been providing opportunities for skill and knowledge acquisition across Australia for over 30 years and during this time over 530 talented Australians have undertaken international Fellowships. The organisation was established with a vision to bring specialised skills and knowledge back to the Australian workforce, and we are very privileged to continue Sir James Gobbo AC CVO legacy.

35 new outgoing Fellows were appointed in 2022. Each Fellow will travel overseas and return to Australia to disseminate the skills and knowledge they develop abroad, to influence and lead change in their respective industry sectors. This year Fellowships have focused on a diverse range of sectors and topics including the reduction of recidivism in Australia, 'dye gardens' within the context of Landscape Architecture, 'Building Information Modelling' (BIM), the traditions of Italian 'Commedia dell' Art' theatre, artisan grain farming, milling, and baking, nutrition in aged care and stained glass. The variety of areas being examined is a testament to the Institute, our talented Fellows and to our partners who support them.

On behalf of the Board, I would like to express my sincere gratitude to all our partners. Without their support, our Fellows would not have international learning opportunities that not only enhance and impact their own personal and professional skills and knowledge but also transform sectors and build the capacity of the Australian workforce. Lastly, I would like to take this opportunity to thank ISS Institute Board members for their resolute commitment to the Institute. We are fortunate to have a dedicated group of people contribute their personal time and expertise to the Institute. Once again, many thanks to our partners, Fellows, and the wonderful ISS Institute team, for their commitment and support of the Institute. I look forward to a very positive 2023 for ISS Institute.



Dr. Katrina Jojkity

As I reflect on 2022, the ISS Institutes' 30th year and my first full year as Chief Executive Officer of the Institute, I am extremely honoured to be leading an Institute that is committed to supporting innovation and best practice and I am thrilled to have the opportunity to work with our generous and committed partners as well as our passionate and talented Fellows daily.

Due to the easing of COVID-19 pandemic restrictions the past twelve months have been extremely busy and exciting at the Institute with many of our Fellows travelling overseas to discover best practise and new skills. In fact, we welcomed and supported 35 new outgoing and 2 in-coming Fellows, held numerous Illuminate forums that saw our current and past Fellows present on various topics from sustainability to digital and blended learning to audiences of over 300 people both online and in-person. The ISS Institute also co-produced a 30-minute Greening the VET Sector documentary in partnership with the VET Development Centre that was broadcast at the VDC's annual conference on World teachers day. 2022 also saw the return of our in-person alumni catchups, the ignition of our official alumni mentorship program and the continuation of our monthly community of practice meetings with all our current Fellows. We revamped and renewed our website and thanks to a generous donation from the Ian Potter Foundation we digitised over 300 Fellowship reports that can now be easily found on our website via a searchable online repository.

In addition, we welcomed two incoming international Fellows, sustainability and greening the VET sector expert and Director, UNEVOC Center (Hong Kong) Dr Margarita Pavlova as well as Professor Neil Morris from the UK, who shared his expertise and knowledge in digital transformation and blended learning with educators across Victoria. During Neil's trip, he visited and spoke at La Trobe University, the Automotive Centre for Excellence (Kangan Institute), the Victoria TAFE Association, Melbourne Polytechnic, and the Chisholm Institute. Neil was also fortunate to have some time to speak to staff at the Victoria Department for Education and Training. Neil was also the keynote speaker at the ISS Institute Blended Learning illuminate forum held at the VET Development Centre along with 2020 VET International practitioner Fellow Melanie Kyle from RMIT. The large in-person and online audiences were engaging, enthusiastic and found Neil's presentations extremely relevant and enlightening.

The support of our partners is vital to ensuring that we achieve our goal of upskilling Australia. We have been fortunate to have had the support of a range of new and existing organisations across the past year including the Department of Education and Training (DET): Higher Education Skills (HES), the George Alexander Foundation, The Italian Australian Foundation, the Hugh DT Williamson Foundation, the Mason Family Trust, Palladio Foundation, Rosewood Research and Jeffrey Markoff who all generously sponsored Fellowships. In addition, I would like to acknowledge and thank the Ian Potter Foundation who generously provided funding for the digitalisation of over 30 years of Fellowship reports and photos by a social enterprise named Jigsaw that trains and transitions people with disabilities into employment.

I would also sincerely like to thank the dedicated ISS Institute team, Keith Beecher our extremely diligent and skilled Finance Manager and Kyle Palmer our designer, marketing, communications manager for his creativity and dedication to the Institute. It is a pleasure to work with these talented and committed people who make the ISS Institute run as efficiently as possible.

ISS Institute partners with industry, government, and philanthropy to deliver international opportunities for enhancement of skills to our experts and specialists, who return with world class knowledge and who create businesses and disseminate knowledge to serve our community on a higher level. It is a pleasure to work with innovative, passionate, and dedicated individuals who make everything possible.

I would also like to express my sincere gratitude to the Chair, Professor Amalia Di Iorio AM and Board for their consistent support of myself and the Institute. Their ongoing commitment to the work we do is critical to the success of the Institute and is greatly appreciated. I again acknowledge and thank our partners, as without them we could not deliver our high-quality Fellowship Program. Finally, to all the International Specialised Skills Institute Fellows, past and present – thank you for being ambassadors for the Institute, your industry sector and Australia. Your determination and commitment are inspiring, and your desire to lead innovation and generate change continues to build a 'Better skilled Australia'.



Partners and Sponsors



Department of
Education & Training

Italian Australian Foundation



Jeffrey Markoff

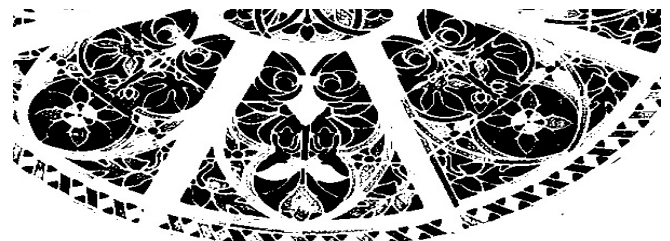
Thank you

This year we have engaged with over 76 Fellows through education, illuminate events, workshops, networking and mentoring.

In 2022, we have had the pleasure of awarding new Fellowships thanks to the generous support of our partners. In 2022, the inaugural Innovation in Criminal Justice launched with the support of Jeffrey Markoff. We also introduced The Mason Family Trust Fellowship to support traditional arts and stained glass window painting. The Hugh D.T. Williamson Foundation kindly offered support for Innovation in Aged Care, and Rosewood Research generously funded further research in artisan baking, milling and nutrition in aged care.



THE
HUGH D.T.
WILLIAMSON
FOUNDATION



Mason Family Trust



Karen O'Reilly-Briggs

There is a serious skill shortage of qualified VET teachers to teach young people in Australian schools, and although the VET in Schools (VETiS) policy has been in existence for almost three decades, the Australian education sector has not as yet been able to establish a sustainable or productive enough way of upskilling industry experienced tradespeople and technologies experts to become qualified secondary teachers.

Following the 2020 closure of the only undergraduate Initial Teacher Education (ITE) program in Australia designed for the purpose of up-skilling tradespeople to become qualified VET & Technologies secondary teachers, there has not been a viable way for vocational professionals without an undergraduate qualification (such as tradespeople) to enter the secondary teaching profession. Despite state and federal government intentions to generate a skills-led post-pandemic economic recovery, and Victoria's intention to refresh the Victorian VET in VCE program, the fact remains that there are not enough qualified VET teachers to resource VET, Technologies and applied learning programs in schools, and solutions are still needed.

Dr Karen O'Reilly-Briggs was the coordinator of the ITE program at the time of its closure, and consequently in a position to grasp the serious implications for schools, students, industry and the nation in the face of VET teacher shortages. Determined to do something to help address this situation, she applied for a Victorian Department of Education funded International Specialised Skills Institute Fellowship to learn how other countries were able to produce a sustainable supply of ITE qualified VET teachers to teach in secondary schools, and find out what 'best-practice' looked like for the purpose of bringing this knowledge back home so Australia could benefit from this knowledge.

After being awarded the Fellowship to conduct her study, O'Reilly-Briggs decided to approach this Fellowship as applied research, and received ethics approval from Victoria University to conduct the study as research. This step was important as those with the knowledge she sought (e.g. university lecturers and academics who are also professional researchers themselves) would be unlikely to agree to being interviewed otherwise. In May 2022, O'Reilly-Briggs journeyed to Norway, Sweden and Finland to learn how these countries offered ITE programs to produce VET teachers to teach in their upper secondary schools. Her travels took her to a number of Universities, including Universities of Applied Science where ITE programs for VET teachers were offered. She was also taken on a guided tour of a school in Finland to see VET teaching in action in the school, and meet with VET school teachers and VET school students. She also attended and presented research at an

international VET conference in Sweden as part of her Fellowship journey where she was able to further develop her networks of VET researchers and lecturers of VET teaching programs from countries around the world.

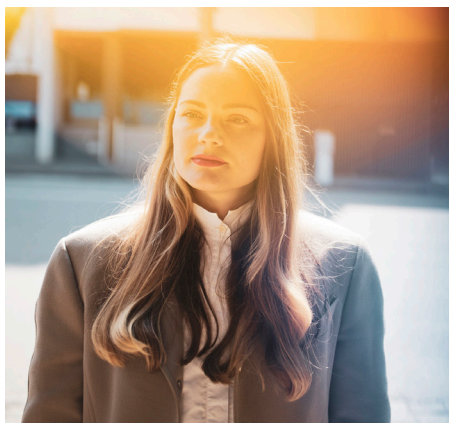
The Fellowship provided her with the resources needed to identify and interview key players responsible for the upskilling of vocational professionals to become VET school teachers, and collect data and knowledge that would otherwise have been impossible to collect without such an opportunity. Some of the important findings from her study thus far include: an understanding of the ways vocational professionals are educated and prepared to become VET secondary teachers; VET teachers are highly educated individuals; VET in Nordic countries is esteemed and VET teachers are highly respected professionals who are revered and treated as equals to general (academic) teachers in schools; the majority of secondary students in Norway (51%) pursue VET school pathways and qualify from secondary school having completed an apprenticeship; secondary schools work closely with industry and community leaders to ensure the relevance of vocational education in the regions, an arrangement that helps schools find employment for their (many) upper secondary apprentices.

Karen O'Reilly-Briggs' has been able to make an impact in the following ways:

- Writing articles for TAFE Teacher magazine about VET teaching in Nordic countries (in press);
- Presenting early findings about the Initial Teacher Education of VET school teachers in Norway and Finland at a Teaching and Learning Symposium at Box Hill Institute in early October 2022;
- Invited by the Australian Council for Educational Research (ACER) and the VET Development Centre (VDC) to write an issues paper for the Victorian Skills Commission to inform and help them address the current problem of VET teacher shortages in Victoria.

As this Fellowship was conducted with ethics approval, O'Reilly-Briggs is also preparing to write articles for academic journals and is currently in discussion with VET research colleagues considering the writing and publishing of a Springer book about VET in schools. These 'impacts' and those to follow, are all geared towards informing and benefiting the quality of VET in Australia. Australia has a lot to learn about VET in other countries, and Fellowship opportunities such as these offered by DET and the ISS Institute enable passionate VET researchers and practitioners the means to identify what 'best practice' looks like, and bring this knowledge back to Australia.





Ella Saddington is an interdisciplinary designer working across furniture and object design. Elle holds a particular interest in traditional and historical western-European craft practices that are under threat of disappearing. Ella's Fellowship focuses on undertaking skill development and research on the manufacturing techniques of 14th - 18th century European plate armour.



Keir Bayley's Fellowship will focus on gaining knowledge into the technical approaches and practical skills involved in the conservation and repair to the metalworks of public sculpture and heritage buildings abiding by conservation codes of ethics.



Vincent Meyrick is a knitwear technician working at Knovus Melbourne. His Fellowship will focus on learning more at the Shima Seiki headquarters in Japan, where he will undergo intensive training in 3D, seamless and zero waste knitting.



Kiri Bowmer's Fellowship explores the role of 'dye gardens' within the context of Landscape Architecture. A dye garden is a garden that includes a curated selection of plants and equipment for the purpose of creating natural dyes and pigments. The function of dye gardens within community spaces can become radical catalysts for healing - promoting social connectivity, knowledge sharing, skill sharing and environmental sustainability.



Oliver Johnson's Fellowship will investigate the specific techniques and approaches being used by firms internationally that are enhancing and redefining how landscape architects respond to our changing climates. Through comparing select firms and landscapes at the forefront of the profession, this Fellowship will deepen practice and understanding for creating resilient spaces and how this can be applied to South Australia's climate.



Liana Perillo is a professional harpist, vocalist and registered music therapist whose band Perolas Music has been showcased at various live music venues and events around Melbourne. Her Fellowship looks to develop her skills at a Harpist. Upon returning home, Liana plans to attend the Guided Imagery and Music (GIM) training. GIM is a psychodynamic and multimodal therapy that incorporates music listening in a deeply relaxed state to stimulate imagery, memories and feelings to help an individual understand life issues from a holistic perspective.

Vocational Education & Training



Ani Maria Tom Fellowship focuses on work-based learning and industry partnerships in vocational education. Her aim in undertaking this Fellowship is to investigate global practices to integrate work-based learning into curricula to prepare the learners for the world of work and have ongoing connection between the industry and VET providers.



David Noordhoff's Fellowship focuses on BIM (Building Information Modelling) which is a project management process used to manage the design, construction, and facilities assets for large scale engineering projects. This Fellowship intends to investigate the contributing factors leading to a slow approach to BIM integration in Australia and how can they be overcome.



Jason Skues joins The ISS Institute from Swinburne University and intends to look at how poor mental health affects the outcomes of vocational education students. The Fellowship will investigate barriers a student might have in disclosing their mental health concerns, and if that relates to lack of awareness around mental health and whether there is still a stigma in reaching out for support.



Tanja Rykovska is an English as Additional Language teacher working with adults who are in transition to new employment opportunities. In her research, Tanja would like to focus on digital literacy and use of technology in the context of lifelong learning. This research will look at the role teachers and educators play in adult learners' readiness to adopt technology, and explore the need to train people in digital communications and technology alongside the current curriculum.



Andrew Hardiman's Fellowships will focus on 3 main outcomes: how to deliver new blended delivery models of VET to students in regional settings, how digital skills can support VET achievement and how social learning experiences support vocational upskilling.

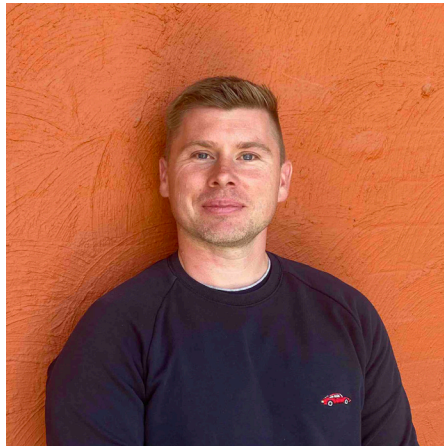


John Flett's Fellowship will study applied research techniques used in the agricultural and energy sectors by a Canadian polytechnics. He plans to visit Olds College, Red River College Polytech and Saskatchewan Polytechnic, as well as attend the 2023 World Federation of Colleges and Polytechnics Congress in Montreal. The findings and their application to a Victorian educational context will be shared with educators, researchers and decision makers.

Vocational Education & Training



Jane Collins' Fellowship research aims to explore the different strategies used to integrate support for Autism Spectrum Disorder (ASD) students into the delivery of Vocational Education.



Paul Wilson's Fellowship is to gain information from European countries that are currently researching and supplying hydrogen gas for consumers. The Australia government is targeting renewable technologies and resources. This had an immediate effect on the gas industry making moves to develop hydrogen gas for our consumers.



Lucia Prinzi's Fellowship will research Trauma Informed Teaching Practice within Adult Education, which further develops her practice as a teacher of Domestic Family Violence, Trauma Informed Practice and Reflective Practice. Students often find these subjects triggering, and that leads to lower engagement in learning.



Rohit Gupta's Fellowship will investigate why newly arrived migrants (from the past 4 years) experience poorer education outcomes. Rohit will travel to countries that have a similar migration pattern as Australia and research new methods to engage with migrants in the Vocational Education & Training sector.



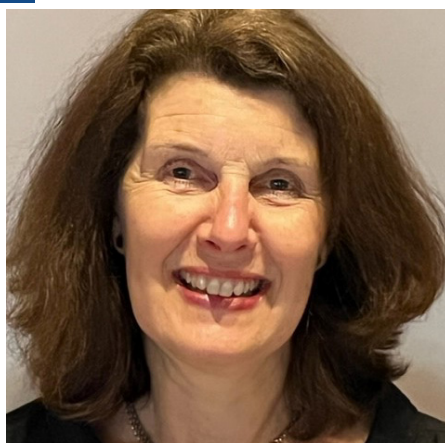
Stephanie Goetze-Thies' Fellowship will provide the opportunity to research how trauma informed and strengths based teaching can be applied in a variety VET contexts and how teaching staff are supported through staff professional development.



Sue Robinson's Fellowship's intends to connect with leading training providers in the unique skill of Visual Merchandising. As major innovation in global retail redefines the digital and physical landscape, Sue aims to capture best practice and to create meaningful, transformative learning experiences.

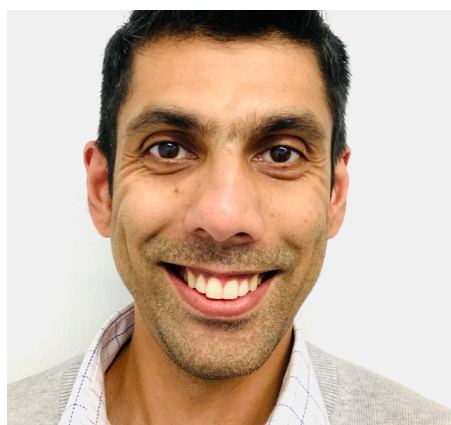


Lizzie Knight's Fellowship seeks to improve the capacity of existing VET staff and trainers to become more confident and inclusive practitioners towards people with disabilities.



Joanna Humphries' Fellowship will research Australian, Victorian and international evidence-based best practice which demonstrates measurable impact and outcomes in formal pathways which support student transition from pre-accredited to accredited training. It will identify opportunities for creating sustainable inclusive learning pathways to better prepare individuals for employment.

Rosewood Research



Bhaskar Adeeb's Fellowship aims to conduct applied research on artisanal grains, milling and baking industry within mature markets of Europe and contrast them with their counterpart here in Australia. This research will study and examine various best practices with regards to the milling and baking industries and recommend them for the Australian businesses.



Karly Bartrim is an aged care dietitian and PhD candidate at Griffith University. Karly has witnessed the positive impacts dietitians have on older people's health and quality of life. Through this Fellowship, Karly will be traveling to Canada to interview and observe world leaders of the age care dietitian workforce, hoping to improve her capacity to lead dietetic workforce initiatives in Australia.



Ruwan Lal Colombage is a bakery trainer and assessor with many training organisations in Victoria including William Angliss Institute, Baxter Institute, Melbourne Polytechnic, Chisholm Institute, and currently working with Bendigo Kangan Institute. Ruwan's research is to discover baking techniques with little additives.

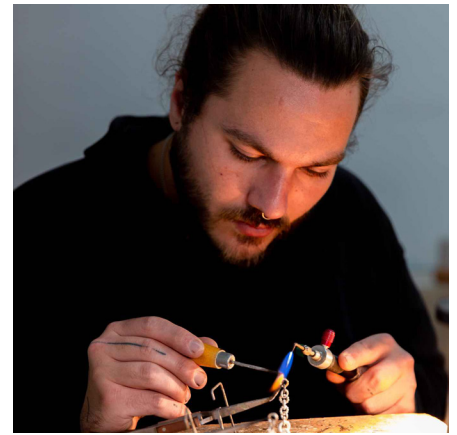
Italian Australian Foundation



Rosa Campagnaro is the artistic director of Make a Scene Theatre, a theatre education company that teaches traditional Italian 'Commedia dell'Arte' theatre. This Fellowship will see Rosa delve deeper into the traditions and - potentially outdated tropes - of Commedia through a bespoke residency with Master Teacher and mentor, Giovanni Fusetti, in Padua, Italy.



Catherine Cevasio is a pioneer in the natural skincare space and founded Aromababy – the first brand for mother and baby to use natural and organic ingredients. With this Fellowship, I am looking to explore the use of novel food ingredients including tomatoes, grapes and olives and their potential benefits and applications in skincare formulations.



Bobby Corica's Fellowship research investigates re-purposing and recycling waste materials within design practice. With a focus on glassblowing and silver-smithing, Bobby is traveling to Italy to explore skills to improve sustainability within the Australian jewellery design sector. Additionally, Bobby will observe Italian refining and recycling technologies and investigate whether they can be adapted to smaller-scale studio environments.

Palladio Foundation



Paul Tivendale's Fellowship is in the field of wheelwrighting; the trade of making, repairing and conserving timber spoked wheels. Through this Fellowship, Paul hopes to focus on the lack of practical skills and structured training in the Australian market. I plan to use my trip to enhance my own physical making skills and techniques as well as create pathways and contacts into the future for the Australian industry.

Innovation in Criminal Justice



Annalisa Cercone's Fellowship focuses on areas that impact the effectiveness of mental health and wellbeing initiatives in reducing recidivism and supporting a person's overall rehabilitation. These are the quality/content of treatment programs that enable linkages with community-based services to enable continual Mental Health support and an equivalence of care.



Dean Lloyd's Fellowship focuses on the question – can we build safer communities by closing prisons? Prisons are barbaric, antiquated, violent and may be ill-equipped to meet the needs of modern society. Punishing people who need help has failed as a method of behaviour change or deterrent. Dean's Fellowship will cast a systemic lens on the system comparing what we are doing in Australia and what is working well overseas.



Elle Marengo's Fellowship focuses on learning best practice from successful rehabilitation-focused courts, prisons, and services in Norway. Elle's Fellowship seeks to maximise opportunities provided by technology and collaborative practice between systems and services to address legal, health, mental health, substance misuse and addiction, disability, housing, employment, and education needs.



Sophie Stewart is the Coalition and Campaign Manager of Social Reinvestment Western Australia. Sophie hopes to learn more about alternative justice approaches, and the preconditions and strategies of justice reformers who made them possible in society. More than just knowing and sharing models of successful, humane justice responses; We must build public support and political will for reform to achieve change.



Lukas Carey is the Deputy Principal at Youth Futures Community School in Western Australia, a school that provides alternative schooling for students with juvenile justice, mental health, learning disabilities and substance related issues, resulting in them being removed from mainstream education. Lukas' Fellowship will research need for opportunities to break the link between low levels of education and high levels of incarceration, referred to in the literature as the 'school to prison pipeline'.

Mason Family Trust



Nadine Keegan's Fellowship will investigate European Stained glass approaches, primarily focusing on the developments made through the Art Nouveau and Arts and Crafts eras in Belgium and England respectively. Nadine is planning a residency with a European stained glass studio working in both the traditional and contemporary styles that will focus on identifying and attaining the practical skills needed to complete both conservation and new projects.



Hannah Maling is a stained glass artist specialising in the revival of traditional glass painting and staining in Australia. Hannah's Fellowship will see her travel to Judson Studios in LA, which is the oldest stained glass studio in America. At Judson Studios, Hannah will learn new skills and discover innovative solutions to contemporary stained glass window painting practices.

Hugh DT Williamson



Chirag Patel has worked in the Aged Care sector for the past 13 years, and has chosen to do his Fellowship on workforce planning. The intent is to investigate how building positive and engaging relationships between the carer and the elderly person will benefit the quality of care.



Nirmal Dayaratna is a medical student at the University of Sydney. He is passionate about surgery, improving healthcare quality and outcomes promoting innovation in healthcare. With experience in public health policy and aged care, Nirmal will investigate person-centred care to promote a higher quality of care.



Dr Bridget Laging is a social gerontologist and registered nurse, who intends to travel to the University of New Brunswick in Fredericton, where she will undertake workplace study in a unique purpose-built residential aged care simulation laboratory.

NAME	FELLOWSHIP	TITLE
Rick Sproal	The Department of Economic, Jobs, Transport, and Resources, Jobs Victoria International Fellowship	Social Enterprise: The Cutting Edge of Change https://www.youtube.com/watch?v=bs-HxXQaPyQ&t=2s&ab_channel=InternationalSpecialisedSkillsInstitute
Robbie Millar	Higher Education and Skills Group, Department of Education and Training (Victorian Government)	Social Enterprise: A pathway to work for people disengaged and marginalised and marginalised from the workforce https://www.issinstitute.org.au/fellowships-1/employment%2C-education/uk%2C-south-africa/social-enterprise%3A-a-pathway-to-work-for-people-disengaged-and-marginalised-from-the-workforce

2022 Italian Australian Fellow Michael Capuzza in Amsterdam, Netherlands





Kyle Palmer

This year has marked my first full year at The ISS Institute and I feel privileged to work with an organisation delivering positive training experiences for people with specialised skills. The values of The ISS Institute resonate with me and it's the dedication of the Fellows to their respected trades, that inspires my practice as a creative.

To celebrate and commemorate 30 years of The ISS Institute, a lot of time and effort has been spent to rebrand and update the look and feel of The ISS Institute's digital and print assets. The starting point has been the website [pictured next page] which has involved collating hundreds of digitised reports and creating a content manager system in the back end to make the reports searchable. The style of The ISS Institute has also evolved, taking the Helvetica font from the logo and applying it across all documents, advertising collateral and website content to create a cohesive look.

Fellowships have now been colour coded. Each Fellowship signature colour which reflected in the artwork associated (ie, Fellowship guidelines, website, social media tiles). The colours assigned to each Fellowship gave way to the rainbow gradient, which we use to overlay on imagery and has become a prominent design feature on documents and the website. This is then paired with 'The ISS **blue**' to ultimately create a clean, but vibrant aesthetic. This has been thoughtfully developed with CEO Katrina Jolkity to communicate that The ISS Institute offers Fellowships that are accessible to all individuals.

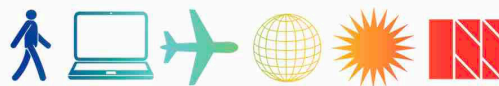
Alternative rainbow icons have also designed as a motif to signify the Fellowship process. Professional photos of Fellows are now being taken to ensure a stronger look for design assets and reports - alongside to have in the back catalogue.

International Specialised Skills Institute

Inspiring best practice through overseas research Fellowships

The International Specialised Skills Institute exists to encourage investment in specialised trades to address a skills shortage in Australia.

We work with artists, designers, technicians, educators, care workers, teachers and innovators to ensure specialised lines of work



Search Reports

Use the filter-options below to search and Download a Fellowship Report from our database. You can search by keyword or Filter by Date, Sponsor, Industry or Country.

Fellowship sponsor

Industry

Country

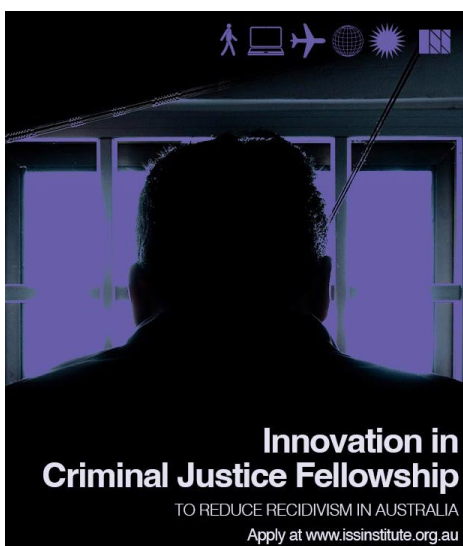
Fellowship Year

All

All

All

All



Top: landing page on new website. **Middle:** the reports directory. **Bottom:** The new Fellowship flyers used as promotion.

Your Key Stats

See how your site performed compared to last month

SITE SESSIONS

386 +4,725%

POST VIEWS

13 +1,200%



1,024 Likes
1,122 Followers



850 Followers
500+ Connections



879 Followers



404 Followers

Website

The switch to WIX as our website provider has allowed for slicker design, reduced engagement with developers and a more comprehensive back end to highlight traffic. Within the first month of launching we received 386 site visits prompted by an LinkedIn ad for the Innovation in Ageing Fellowship.

The ISS Institute is extremely grateful to the Ian Potter foundation for funding the digitisation of 30 years of ISSI Fellowship reports and funding the creation of the online, searchable repository and new website

Events

This year the ISS Institute was involved in a number of successful events in collaboration with the Vocational Develop Centre. Our special incoming Fellow Professor Neil Morris came to Melbourne to discuss blended learning and digital technologies. The ISS Institute coordinated a tour to La Trobe University, Melbourne Polytechnic, Kangan Institute and Chisholm; alongside our own Blended Learning Illuminate event. Over a 1000 people had the pleasure of listening to Professor Neil Morris while he was in Melbourne for his incoming Fellowship

Prof. Neil Morris and Katrina Jokity presenting at The Blended Learning Illuminate Event in July at VDC



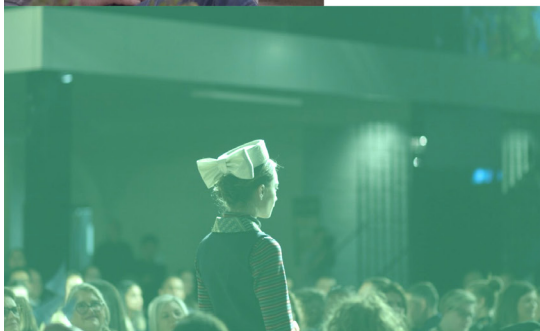
The ISS Institute and the VDC co-produced a film showcasing ISSI, DET sustainability Fellows that was shown on Teachers Day. Dr Margarita Pavlova also presented on Greening the VET sector for teachers.



Greening the VET Sector

with
Bill Mundy
Marina McGrath
Will Dalglish
and incoming Fellow Dr Margarita Pavlova

An ISS Institute & VDC Co-Production



To view the video click here:

<https://www.youtube.com/watch?v=R06Ah3xk8AQ>

The financial statements have been audited, and an unqualified audit report has been provided by the Institute's auditor, Chaundy & Henry.

ISS Institute recorded a deficit of \$41,758 for the year, compared to a surplus of \$21,192 in 2021. The result was better than expected, having regard to the ongoing government-imposed travel restrictions. Several Fellows have undertaken remote research and study, and in these instances appropriate funding has been provided.

Retained funds at June 2022 were \$197,871 (2021-\$239,629), and Current Assets of \$1,359,082 were \$198,505 in excess of Current Liabilities of \$1,160,577.

Cash and bank deposits at June 2022 were \$1,319,877, compared to \$954,003 in 2021.

The considerably higher cash holdings reflect the limited expenditure in respect of Fellowships and operating costs, along with additional Fellowship funding provided by several new partners. The provision of additional Fellowships has increased our liability to Fellows from \$594,634 in 2021 to \$713,709 in 2022.

Operating costs were carefully managed, and the Institute is in a sound financial position to meet its obligations now that overseas travel has resumed.

Adrian J Capogreco
Treasurer



	2022	2021
	\$	\$
Revenue	522,729	284,217
Employee expenses	(267,772)	(205,037)
Depreciation and amortisation expense	(2,442)	(1,384)
Fellowship expenses	(260,816)	(24,111)
Rental Expense	(12,000)	(12,000)
Sundry expenses from ordinary activities	(21,457)	(20,493)
(Deficit) / Surplus	(41,758)	21,192

	2022	2021
	\$	\$
ASSETS		
Current Assets		
Cash and Cash equivalents	31,600	59,906
Short Term Investments - Bank deposits	1,288,277	894,097
Other assets	39,205	175,731
TOTAL CURRENT ASSETS	1,359,082	1,129,734
NON CURRENT ASSETS		
Property, plant and equipment	5,262	1,985
TOTAL CURRENT ASSETS	5,262	1,985
TOTAL ASSETS	1,364,344	1,131,719
CURRENT LIABILITIES		
Trade and other payables	1,124,737	881,752
Employee provisions (Annual Leave)	18,020	4,458
Current tax liabilities	17,820	2,629
TOTAL CURRENT LIABILITIES	1,160,577	888,839
NON CURRENT LIABILITIES		
Employee provisions (LSL)	5,896	3,251
TOTAL NON CURRENT LIABILITIES	5,896	3,251
TOTAL LIABILITIES	1,166,473	892,090
NET ASSETS	197,871	239,629
EQUITY		
Retained surplus	197,871	239,629
TOTAL EQUITY	197,871	239,629



**Chaundy
& Henry**

CHARTERED ACCOUNTANTS

P. W. Selkrig F.C.A.
A.B.N. 48 617 833 416

**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF
INTERNATIONAL SPECIALISED SKILLS INSTITUTE INC
ABN 22 165 043 213**

Opinion

We have audited the accompanying financial report of the International Specialised Skills Institute Inc which comprises the balance sheet as at 30th June 2022, the income statement and the statement of cash flows, a summary of significant accounting policies, other explanatory notes and the declaration by the Committee of Management.

In our opinion, the accompanying financial report of the Entity is in accordance with Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012, including:

- (a) Giving a true and fair view of the Entity's financial position as at 30 June 2022 and of its financial performance and cash flows for the year ended and
- (b) Complying with Australian Accounting Standards to the described in note 1 and Division 60 of the Australian Charities and Not-for-Profits Commission Regulation 2013

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditors Responsibilities for the Audit of Financial Report section of our report. We are independent of the Entity in accordance with the auditor independence requirements of the Accounting Professional and Ethical Standards Boards APES 110 Code of Ethics for Professional Accountant (the code) that are relevant to our of the financial report in Australia. We have also fulfilled our ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012, which has been given to the Committee, would be in the same term if given as at the time of this auditors report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report which describes the basis of accounting. The financial report has been prepared for the purposes of fulfilling the financial reporting responsibilities under the Australian Charities and Not-for-profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and The Committee for the Financial Report.

Management is responsible for the preparation of the special purpose financial report that gives a true and fair view in accordance with the relevant Australian Accounting Standards in accordance with the Australian Charities and Not-for-Profits Commission Regulations 2013 and the Australian Charities and Not-for-Profits Commission Act 2012 and for such internal control as management determines is

necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the Entity or to cease operations, or have no realistic alternative but to do so.

The Committee of Management are responsible for overseeing the Entity's financial reporting process.

Auditors Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Accounting Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- (a) Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- (b) Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- (c) Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- (d) Conclude on the appropriateness of the management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- (e) Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Chaundy & Henry

Paul W Selkrig

Dated this 30th September 2022