



# Annual Report 2024



**The International Specialised Skills Institute**

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Alexander Douthwaite, George Alexander Foundation Fellowship

# ISSI Staff & Board

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## ISSI Staff



**Katrina Jojkity**  
Chief Executive Officer



**Kay Schlesinger**  
Program Manager



**Tamara Loh**  
Communications | Design



**Keith Beecher OAM**  
Finance Manager

## ISSI Board



**Amalia Di Iorio AM**  
Chair



**Alisia Romanin**  
Secretary



**Adrian Capogreco**  
Treasurer



**Jeremy Gobbo KC**  
Board Member



**Vicki Abraham**  
Board Member

## Patrons



**Lady Potter AC**  
Patron in Chief



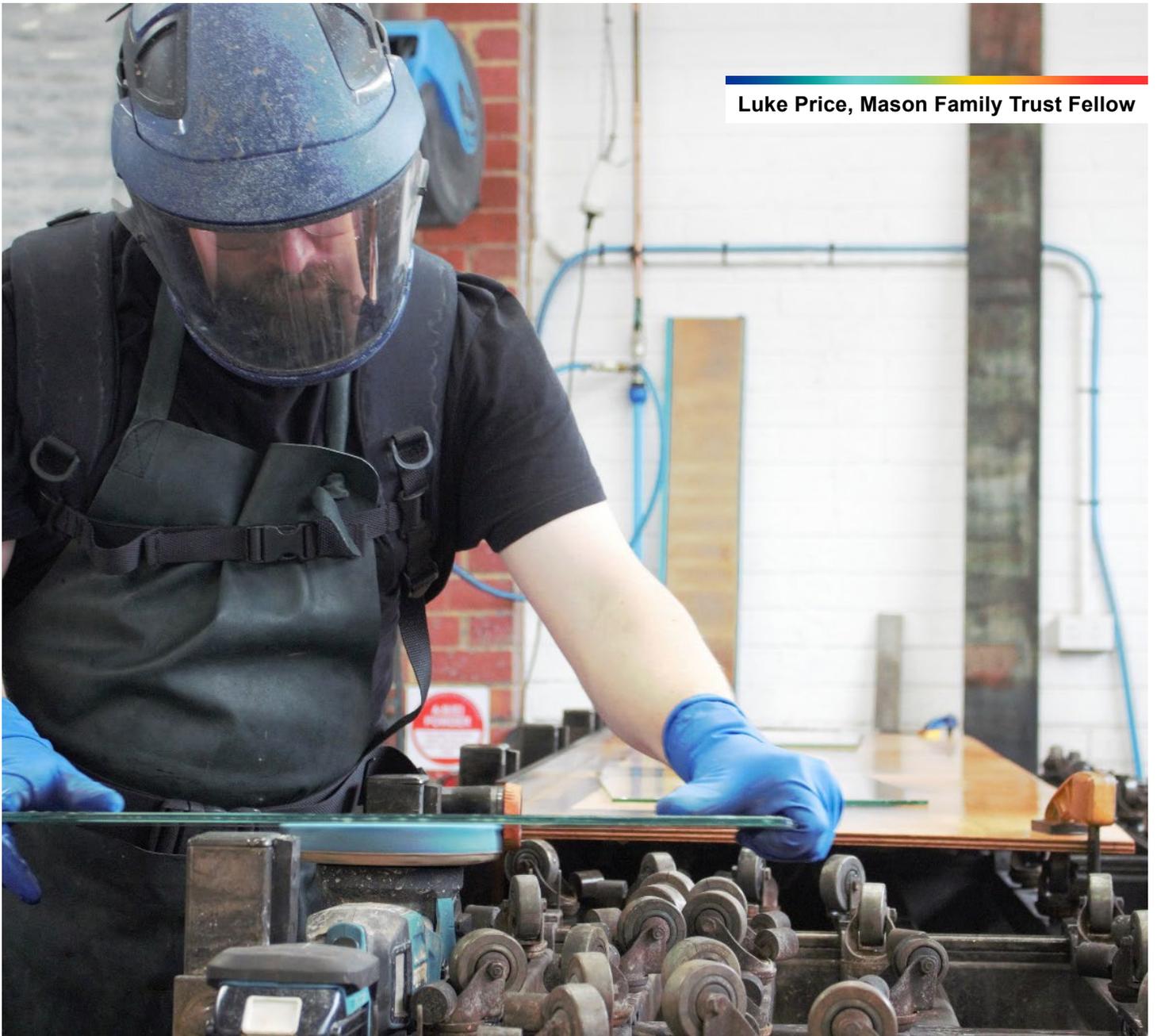
**Tony Schiavello AM**  
Patron



**Mark Kerr**  
Patron



**James MacKenzie AO**  
Patron



**Luke Price, Mason Family Trust Fellow**



**Martina Ponzoni, Italian Australian Fellow**



**Joshua Searle, Mason Family Trust Fellow**

# About Us

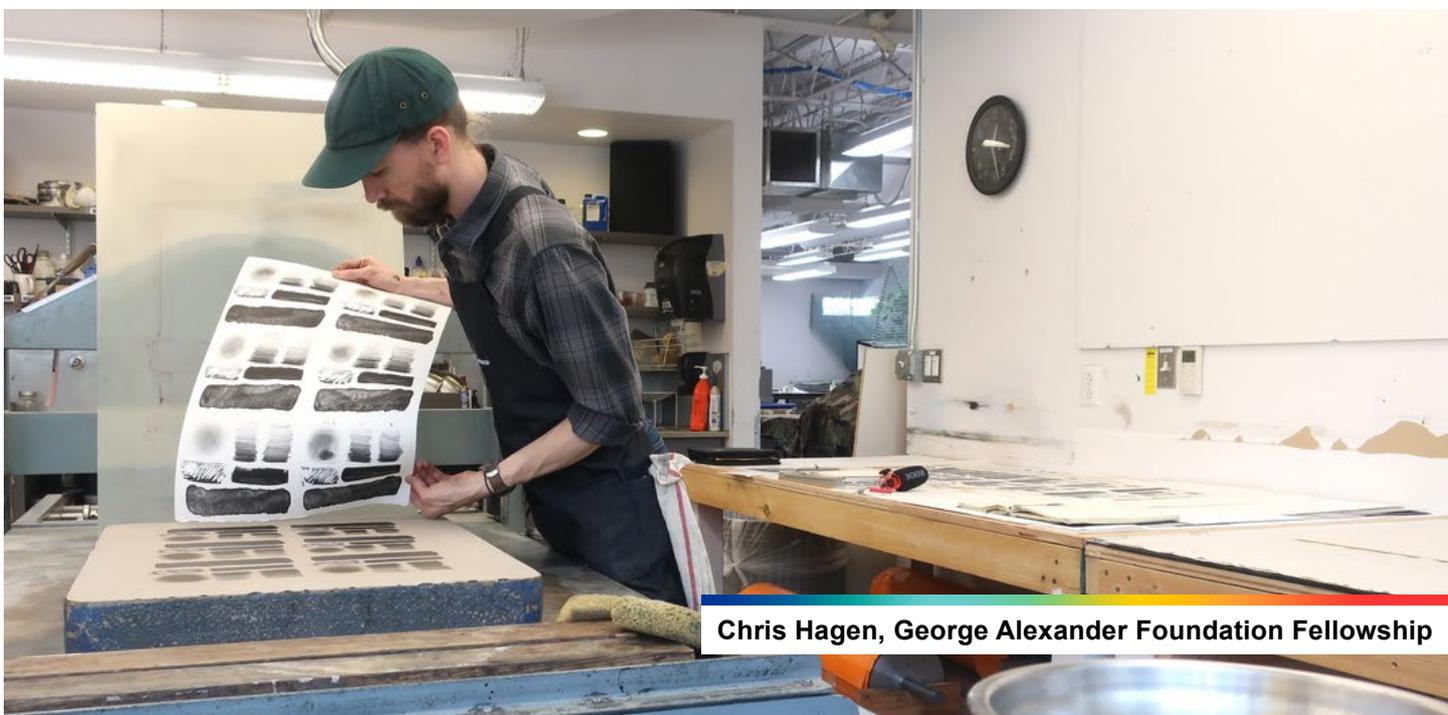
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The International Specialised Skills Institute (ISS Institute) is an independent, not-for-profit organisation founded in 1991 by Sir James Gobbo, the former Governor of Victoria. Our mission is to empower Australians through international applied research Fellowships, providing opportunities for skill enhancement and experience-gathering across a wide spectrum of trades, professions, and cutting-edge technologies. The Institute's primary goal is to promote investment in the development of specialised skills in Australia, fostering shared learning, leadership, and innovation across diverse industry sectors.

At the heart of our organisation is our Fellowship program, meticulously designed to identify skill or knowledge gaps in Australian industries and pinpoint areas requiring innovation. Fellowship recipients embark on international journeys to observe and understand global best practices. Upon their return, they share their findings with colleagues, government entities, and industries, advocating for the implementation of these best practices in Australia.

The ISS Institute's Fellows represent a broad cross-section of Australian industries, and their participation in our program yields multifaceted benefits. These include economic growth through increased productivity across various sectors, preservation of essential skills for future generations, personal growth and professional advancement for the Fellows themselves, introduction of new perspectives, and fostering innovation within workplaces. Through our international research Fellowships, the ISS Institute plays a pivotal role in Australia's skill development landscape, providing valuable opportunities for Australians to enhance their expertise while simultaneously contributing to economic growth, personal development, and the cultivation of an innovative workforce.

As we continue to evolve and adapt to the changing needs of Australian industries, our commitment remains steadfast: to build a better skilled and smarter Australia, one Fellowship at a time. The International Specialised Skills Institute stands as a crucial bridge between innovative Australians and the global best practices that can drive our nation forward in an increasingly competitive world.



**Chris Hagen, George Alexander Foundation Fellowship**

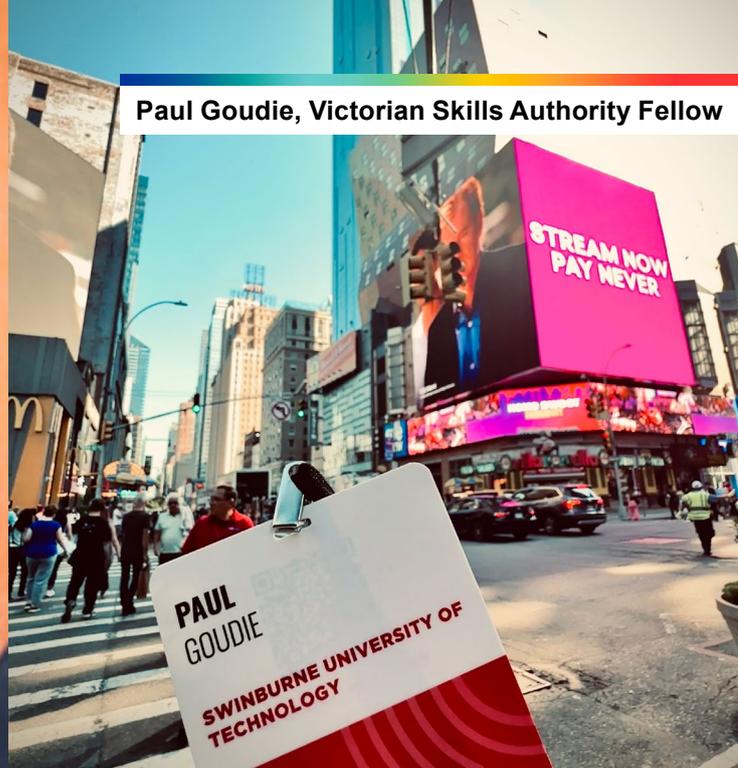
# A message from the Chair

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**“We are building on the vision of Sir James to support the development of a better skilled and smarter Australia by acting as a bridge between Australians who are committed to driving innovation and upskilling within their industry sector and our generous partners who choose to support this journey.”**



Emma O'Donovan, Victorian Skills Authority Fellow



**Paul Goudie, Victorian Skills Authority Fellow**

As the Chair of the International Specialised Skills Institute, it is with great pride and enthusiasm that I reflect on our achievements in 2024. We continue to build upon Sir James Gobbo's vision of a better skilled and smarter Australia, acting as a bridge between innovative Australians and our generous partners who support their journey.

For over 33 years, ISS Institute has been at the forefront of providing international applied research opportunities, with more than 590 talented individuals participating in our Fellowship programs. This year alone, we appointed 21 new outgoing Fellows and welcomed two incoming Fellows, all contributing to the exchange of knowledge and skills across diverse sectors. This year, our Fellowships have covered an impressive range of topics, from reviving heritage and artisan building skills to exploring artificial intelligence in VET curriculum development and promoting innovation in textile circularity.

The impact of our Fellows continues to grow, driving innovation and implementing changes that enhance skills and knowledge throughout Australia. Their dedication to acquiring global expertise and disseminating it within their respective industries is truly commendable. This year's focus areas demonstrate our commitment to addressing both traditional crafts and cutting-edge technologies, ensuring that Australia remains at the forefront of industry advancements.

On behalf of the Board, I extend our deepest gratitude to our partners, whose support makes these transformative Fellowships possible. Their backing not only enhances the personal and professional growth of our Fellows but also contributes significantly to the positive transformation of various sectors and the overall growth of Australia's workforce.

I would also like to acknowledge the unwavering commitment of our Board members. Their dedication and expertise continue to drive the Institute forward, and we are fortunate to have such a passionate group of individuals supporting our mission.

As I prepare to step down from my role as Chair at the end of 2024, I am filled with gratitude for the opportunity to have been part of this remarkable organisation. The achievements of our Fellows, the support of our partners, and the tireless efforts of the ISS Institute team have been truly inspiring. I am confident that the Institute will continue to thrive, fostering innovation and excellence in the years to come.

In closing, I extend my heartfelt thanks to our partners, Fellows, and the exceptional team at ISS Institute. Your commitment to our mission of advancing skills and knowledge in Australia is invaluable, and I look forward to witnessing the continued success and impact of the Institute in the future.

Professor Amalia Di Iorio AM  
Chair, International Specialised Skills Institute

# A message from the CEO

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As the Chief Executive Officer of the International Specialised Skills Institute, I am proud to present our annual report for 2024. Our primary goal remains fostering an innovative, forward-thinking, and highly skilled Australia through industry-focused international applied research Fellowships.

This year has been exceptionally active and exciting, with over 60 Fellowship reports published, surpassing our initial expectations. We welcomed 21 new outgoing Fellows, alongside 2 incoming Fellows. Our events and forums attracted over 1000 attendees, both online and in-person, covering crucial topics such as micro manufacturing, bespoke fashion and production, sustainability, traditional and rare trades as well as VET educator capacity.

A significant highlight was co-hosting the specialised OctoberVET forum with the VET Development Centre, showcasing applied research by our VET International practitioner Fellows. We were also pleased to welcome two VSA, ISS Institute International incoming Fellows: Natalia Gastón Estanga and José Ramón Gomez Laconcha from iTlent (The Basque Institute for Talent in Vocational Training). iTlent, established in February 2023, is dedicated to redefining vocational training by shifting from a competence-based approach to one centered on talent development. As an extension of Tknika's Learning and High-Performance Area, iTlent focuses on advanced learning models and systems that enable students to cultivate their talents, strengthen Industry 4.0 values, and anticipate emerging future needs.

We are proud to announce our first-ever George Alexander Foundation Fellowship Skills Forum, generously sponsored by the Ian Potter Foundation. This event, held on March 1st, 2024, showcased the practical research conducted by our George Alexander Foundation Fellows. The forum aimed to foster the exchange of knowledge and enhance artistic, heritage, bespoke manufacturing, and craft skills by drawing on international perspectives.

The forum featured a range of panel discussions and group presentations, offering attendees the opportunity to delve into various topics. It provided a platform for our Fellows to present their innovative

concepts and discoveries to a dedicated, relevant, and targeted audience. This event was particularly significant given the challenges faced by our 2019, 2020, and 2021 GAF Fellows due to the COVID-19 pandemic, which had disrupted their research endeavours and limited their opportunities to present and disseminate their Fellowship learnings.

Our success is largely due to the generous support of our partners, including the Victorian Skills Authority, the George Alexander Foundation, The Italian Australian Foundation, the Mason Family Trust, and The VET Development Centre. Their continued backing enables us to deliver our exceptional Fellowship Program.

I extend my heartfelt appreciation to our dedicated team, particularly Keith Beecher, Tamara Loh and Kay Schlesinger, for their unwavering commitment. It is with mixed emotions that we bid farewell to Professor Amalia Di Iorio AM, who is stepping down as Chairperson. Her leadership and support have been instrumental in our achievements, and we are deeply grateful for her contributions.

As we look to the future, we remain inspired by the determination and dedication of our Fellows, whose work continues to shape a more skilled Australia. The International Specialised Skills Institute is committed to fostering innovation, promoting excellence, and contributing to the development of a highly skilled workforce that can meet the challenges of tomorrow.



Dr Katrina Jojkity  
Chief Executive Officer  
The International Specialised Skills Institute

# Partners and Sponsors

## Thank You to our 2024 Partners

As we reflect on the achievements of 2024, we are filled with immense gratitude for the unwavering support and collaboration we've received from our sponsors and partners. This year has been particularly remarkable, as we've had the privilege of engaging with over 150 Fellows through a diverse range of initiatives including educational programs, Illuminate events, workshops, networking opportunities, and mentoring sessions. Our success would not have been possible without the continued commitment of our esteemed partners.

We extend our deepest appreciation to the Victorian Skills Authority (VSA) for sponsoring the International VET Practitioner Fellowships, a program dedicated to developing the Victorian VET sector. Our heartfelt thanks go to the George Alexander Foundation for their sponsorship of the George Alexander Foundation International Fellowship program, providing life changing opportunities for young professionals to acquire higher-level skills and drive innovation in Australia. We are equally grateful to The Italian Australian Foundation for sponsoring the Sir James Gobbo Legacy Fellowships, enabling Italian Australian innovators and creators to elevate their

skills through immersive experiences in Italy, thereby advancing best practices in Australia.

We are also deeply appreciative of the VET Development Centre for their crucial backing of the Australian VET Sustainability Fellowship for Vocational Education & Training. Furthermore, we take pride in awarding The Mason Family Trust Fellowships, which has played a vital role in supporting traditional arts. A special mention goes to The Ian Potter Foundation for their generous sponsorship of the George Alexander Foundation Fellowship Skills Forum, which has provided an invaluable platform for knowledge exchange and skill development.

To all our partners, your continuous dedication and support of our Fellows throughout 2024 have been invaluable. Your contributions have been pivotal in fostering skill development and innovation across various sectors. We are truly grateful for your partnership in our mission to build a more skilled and innovative Australia, and we look forward to continuing this impactful journey together in the years to come.



**MASON FAMILY TRUST**

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# Case Study

## Rag Papermaking and Textile Recycling: A Sustainable Approach to Fashion Waste

By Mason Family Trust Fellow: Dr. Daphne Mohajer va Pesaran

### Summary

In 2023/2024, Dr. Daphne Mohajer va Pesaran, a lecturer in fashion and textile design at RMIT University, undertook a Mason Family Trust Fellowship to explore traditional rag papermaking techniques and textile recycling. This international applied research Fellowship aimed to address the growing issue of textile waste in the fashion industry, exacerbated by fast fashion, and to propose sustainable alternatives for Australia. Dr. Mohajer va Pesaran's research included visits to various sites in the UK and Athens to learn about rag papermaking, community-based textile recycling, and the potential uses for rag paper in everyday design.

### Fellowship Context

The fashion industry is one of the largest contributors to global waste and pollution. In Australia, there is a pressing need to develop sustainable practices in textile production and recycling. Dr. Mohajer va Pesaran's Fellowship sought to explore traditional and innovative techniques that could be applied to reduce textile waste and promote circular design practices in the Australian fashion and textile industry.



Dr. Daphne Mohajer va Pesaran, Mason Family Trust Fellow



## Fellowship Activities

Dr. Mohajer va Pesaran's Fellowship activities included:

- Visiting rag papermaking facilities in the UK to study traditional techniques.
- Exploring community-based textile recycling initiatives in Athens.
- Investigating the potential applications of rag paper in everyday design.
- Studying the intersection of traditional craft practices with modern sustainability needs.
- Researching the use of paper for clothing in Japan and the Pacific Islands.
- Examining methods for recycling used clothing into paper.

These activities were designed to gain a comprehensive understanding of rag papermaking and textile recycling practices that could be adapted for the Australian context.

## Recommendations and Considerations

Based on her research, Dr. Mohajer va Pesaran's recommendations include:

- Implementing rag papermaking techniques in Australian textile recycling programs.
- Developing community-based initiatives for textile recycling and upcycling.
- Incorporating rag paper and other recycled materials into fashion and product design curricula.
- Promoting the use of rag paper as a sustainable alternative in various design applications.
- Encouraging collaboration between traditional craftspeople and modern designers to create innovative, sustainable textile solutions.
- Advocating for policies that support the development of a circular economy in the fashion and textile industry.



## Outcomes

The Fellowship has had significant impacts on both Dr. Mohajer va Pesaran's work and the broader field of sustainable fashion and textile design in Australia:

- Integration of research findings into RMIT University's Bachelor of Textiles (Design) program, enhancing students' understanding of sustainable practices.
- Development of DNJ Paper, a collaborative research project and micro-label creating washi paper clothing, accessories, and objects.
- Publication of research findings, contributing to the global discourse on sustainable fashion and textile practices.
- Increased awareness of traditional papermaking techniques and their potential applications in modern sustainable design.
- Strengthened connections between Australian designers and international sustainable textile communities.
- Inspiration for future research and projects exploring the intersection of traditional crafts and sustainable design practices.

Dr. Mohajer va Pesaran's Fellowship has laid the groundwork for innovative approaches to addressing textile waste in Australia, promoting circular design practices, and fostering a more sustainable fashion industry. Her work continues to influence both academic research and practical applications in the field of sustainable textile design.

# Activities, Communications and Events

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The International Specialised Skills Institute (ISS Institute) experienced a highly productive and eventful year in 2024, marked by robust communication and engagement with Fellows, funders, and stakeholders. Our commitment to regular interaction is exemplified by monthly meetings with each Fellow, with additional support available whenever needed. We prioritize keeping our funders well-informed about all aspects of the Fellowship program, providing timely updates to ensure transparency and collaboration.

A highlight of our 2024 calendar was the inaugural George Alexander Foundation Fellowship Skills Forum, generously sponsored by the Ian Potter Foundation. Held on March 1st, this event showcased the practical research of our George Alexander Foundation Fellows, fostering knowledge exchange and enhancing skills in artistic, heritage, bespoke manufacturing, and craft sectors through international perspectives. The forum featured panel discussions and group presentations, offering a platform for Fellows to present their innovative concepts to a targeted audience. This event was particularly significant for our 2019, 2020, and 2021 GAF Fellows, whose research and dissemination opportunities had been impacted by the COVID-19 pandemic.

Our event portfolio also included two highly successful Illuminate forums held at the VDC, which attracted an impressive 600 registrants eager to learn about the research of our Victorian Skills Authority (VSA) VET Fellows. We extend our gratitude to Craig Robertson and Elizabeth Toy, Anne-Maree Butt from the VSA, as well as Sandra Ball and Danielle Gellard

from the VET Development Centre for their valuable contributions. Additionally, we co-hosted a dedicated ISS Institute VDC AVETRA OctoberVET conference at the VET Development Centre, presenting applied research from our VSA VET International Practitioner and Australian VET Sustainability Fellowship for Vocational Education and Training Fellows. The Institute also organised two alumni events in 2024, further strengthening our community connections.

On the social media front, the ISS Institute implemented a dynamic strategy incorporating live sessions and Instagram takeovers featuring both past and present Fellows. Our efforts span Instagram, Facebook, and LinkedIn, with five weekly posts tailored to each platform. We utilise a variety of visual content, including photos and videos, to effectively engage our audience and showcase our Fellows' exceptional abilities. Our social media presence not only promotes Illuminate and alumni events but also highlights reports as well as Fellowship applications, ensuring widespread awareness among potential applicants. In an exciting development, we launched a TikTok account to further expand our reach. Our monthly newsletter, distributed to over 2,000 subscribers, keeps our community informed and engaged with the latest ISS Institute news, Fellowships and achievements.

Through these diverse activities, communications, and events, the ISS Institute continues to foster a vibrant community of skilled professionals, driving innovation and excellence across various sectors in Australia.



# Events



## Illuminate Forum's 2024

In 2024, ISS Institute and VET Development Centre hosted two Illuminate forums.

### Inclusion in VET Teaching and Learning

The first forum on July 4, 2024, focused on inclusion in VET. It was a hybrid event with 170 total attendees. ISS Institute Fellows led workshops on universal design, teaching diverse students, and inclusive education strategies.



### Applying ETHAZI Principles within Australian VET Teaching and Learning

The second forum on November 8, 2024, explored the ETHAZI model from the Basque Country. International experts shared insights on integrating this innovative approach into Australian VET. The event highlighted ways to boost student engagement, active learning, and key skill development.

Both forums showcased ISS Institute's commitment to international collaboration and innovative VET practices.





## George Alexander Foundation Fellowship Skills Forum

The year 2024 marked a significant milestone in our calendar with the launch of the inaugural George Alexander Foundation Fellowship Skills Forum, an event made possible through the generous sponsorship of the Ian Potter Foundation.

Held on March 1st, this forum served as a dynamic platform for our George Alexander Foundation Fellows to showcase their practical research, facilitating knowledge exchange and skill enhancement across various sectors including the arts, heritage skills, bespoke manufacturing, and craft industries. The event's international perspective added depth to the discussions, broadening the horizons of all participants.

The forum's structure, which included panel discussions and group presentations, provided an ideal setting for Fellows to present their newfound knowledge to a targeted audience. This opportunity was particularly valuable for our 2019, 2020, and 2021 GAF Fellows, whose dissemination opportunities had been significantly impacted by the challenges posed by the COVID-19 pandemic.



# 2024 Published Reports

It has been a great achievement to publish so many fellowship reports this year.

	Fellow's name	Fellowship	Report name and link
1	Shane Orion Wiechnik	GAF	<a href="#">The Conservation Journeyman: A Traditional Approach to Training and Education</a>
2	Vincent Meyrick	GAF	<a href="#">Knitting &amp; Spinning: a report on craftsmanship and textile technology in contemporary Japan</a>
3	Natalie Rose Cassaniti	IAF	<a href="#">Preserving Australia's Audio-Visual Heritage and Culture</a>
4	Ruwan Colombage	Rosewood Research	<a href="#">Sharing the Secrets of European Artisanal Baking: A Journey of Tradition, Culture and Flavour</a>
5	Paul Tivendale	The Palladio Foundation	<a href="#">The Timber Spoked Wheel in the Modern Age</a>
6	Rosa Campagnaro	Italian Australian Foundation	<a href="#">Commedia Nuova: New Pedagogical &amp; Performative Approaches for Contemporary Australia</a>
7	Bettina Twyman	VSA	<a href="#">Trauma support in adult classrooms – A study into creating a resource portal for VET practitioners</a>
8	Giselle Sim	VSA	<a href="#">Making Wellbeing in the Classroom: Social and Emotional Learning in Adult Education</a>
9	Dianne MacKay	VSA	<a href="#">Supporting disadvantaged, vulnerable and disengaged learners in achieving high quality outcomes in VET Training</a>
10	Bridget Laging	Hugh D.T Williamson Foundation	<a href="#">The End in Mind: A holistic approach to Palliative Care in the Residential Aged Care Setting</a>
11	Emilia Iacovino	IAF	<a href="#">Passivhaus Building Certification: ensuring ultra energy efficient, comfortable, healthy, quality homes.</a>
12	Rakesh Saha	VSA	<a href="#">Reinvigorating Foundation Skills Courses for students from Culturally and Linguistically Diverse Backgrounds by implementing Phenomenon-Based Learning</a>
13	Dean Lloyd	Jeffery Markoff	<a href="#">Innovation in Criminal Justice: A Roadmap to Reducing Recidivism</a>
14	Simone Jamieson	VSA	<a href="#">Integrating mental health promotion and mental illness prevention into the adult education system</a>
15	Paul Wilson	VSA	<a href="#">Training for Tomorrow. Hydrogen Gas and the Future of Vocational Education</a>
16	Kiri Bowmer	GAF	<a href="#">Plant Dye Gardens Promoting Radical Healing within Public Space Design &amp; Landscape Architecture</a>
17	Bobby Corica	IAF	<a href="#">An Investigation into Traditional Italian Leather &amp; Glass Craft Techniques and their applications within a Contemporary (Jewellery) Design Context</a>

## 2024 Published Reports

	Fellow's name	Fellowship	Report name and link
18	Jill Konig	VSA	<a href="#">Educational Opportunities and the Victorian Youth Justice System: An Intervention Model</a>
19	Chirag Patel	Hugh D.T Williamson	<a href="#">Learnings from Canada for residential aged care industry in Australia- Workforce perspective</a>
20	Claudia von der Borch	GAF	<a href="#">Museum Experiential Design: Immersive Techniques and Approaches</a>
21	Lukas Carey	Jeffery Markoff	<a href="#">The role of alternate and individualized education in the reduction of juvenile recidivism</a>
22	Amy Franz	IAF	<a href="#">Crafting Community in the Australian Leather Accessories Industry</a>
23	Leonard Spain	VSA	<a href="#">What can TAFEs do to engage more with employers to develop apprenticeship programmes – The Cadetship</a>
24	Liana Perillo	GAF	<a href="#">The Harp Instrument and its applications in Jazz and Contemporary Music, and in Therapy</a>
25	Warren Guest	VSA	<a href="#">Building Vocational Identity in VET learners</a>
26	Rohit Gupta	VSA	<a href="#">Addressing barriers for skilled migrants to become vocational educators: An inclusive and equitable Vocational Education and Training (VET) system.</a>
27	Jane Collins	VSA	<a href="#">The exploration of international best practice in the different strategies used to integrate support for autism spectrum disorder (ASD) students into the delivery of Vocational Education</a>
28	Rahman Abarin	VSA	<a href="#">Hybrid concurrent learning and teaching in delivering English as an Additional Language (EAL) courses to Culturally and Linguistically Diverse (CALD) learners in the Vocational Education and Training (VET) sector.</a>
29	Kirri-Mae Sampson	GAF	<a href="#">Linking for Fully Fashioned Knitwear in Australia: Fostering contemporary models, collaboration, skills development, and sustainable practices for premium knitwear manufacturing.</a>
30	Emily Tucker	VSA	<a href="#">Building Digital Resilience Through Effective Instructional Strategies</a>
31	Molly Faull	Sir James Gobbo Fellowship	<a href="#">Understanding the Wool Supply Chain; Spinning and Recycling</a>
32	Elle Marengo	Jeffery Markoff	<a href="#">Working Purposefully and Collaboratively to Reduce Recidivism: Best Practice Learnings from Norway</a>
33	Avril Buchanan	GAF	<a href="#">Towards the conservation of artisan pleating in Australia: recapturing the art of folding in partnership with Global Pleating and Specialty Pleaters</a>
34	Bill Mundy	VSA	<a href="#">Training Australia's Wind Energy Sector Workers</a>
35	Elizabeth Knight	VSA	<a href="#">Inclusion as a facet of VET Quality: A study of Universal Design for Learning in European VET contexts</a>
36	Tammy Casselson	VSA	<a href="#">Embedding Mindfulness &amp; Wellbeing in VET &amp; Dual Sector Education for Improved Mental Health, Resilience &amp; Performance</a>
37	Michele Tocci	VSA	<a href="#">Engage – Activate – Reflect – Integrate: Catalysts for Behavioural Change in Learning</a>

## 2024 Published Reports

	Fellow's name	Fellowship	Report name and link
38	Will Dalgliesh	VSA	<a href="#">Fika Time - Sustainable Development Goals SDG's in the VET sector - Sustainable education and resource development - Land Management and Across the Food Supply Chain</a>
39	Sue Robinson	VSA	<a href="#">Léche Vitrines in a Phygital World</a>
40	Ido Gat	Palladio Foundation	<a href="#">Traditional Terrazzo Techniques in Italy</a>
41	Ella Saddington	GAF	<a href="#">Contemporary Applications of Traditional Western European Plate Steel Armour Craftsmanship</a>
42	Drew Bennett	GAF	<a href="#">Best practice methodologies to reduce the environmental impact of Telecommunication and Data Centre equipment</a>
43	Michael Matthew	VSA	<a href="#">Sustainable building using Passive Houses Principles Training program</a>
44	Tanya Davison	Hugh D.T Williamson	<a href="#">Developing an innovative model of care to address the growing mental health needs of older Australians receiving in-home aged care</a>
45	Chris Hagen	GAF	<a href="#">Fine Art Hand Lithography Enrichment, Accessibility, and Sustainability</a>
46	Catherine Cervasio	IAF	<a href="#">Olive oil: Tapping into the upcycled beauty trend to embrace a more sustainable future</a>
47	Annalisa Cercone	Jeffery Markoff	<a href="#">Improving outcomes for people in custody and post-release: learning from leading initiatives across Spain, Norway and the United States</a>
48	Peter Schreiner	VDC Australian VET Sustainability	<a href="#">Empowering the Transition: Energy Storage Jobs and Skills for a Net-Zero Future</a>
49	Alex Miller	GAF	<a href="#">Seed Saving: Revival of traditional practices and community-led projects across the United Kingdom</a>
50	Ruth Redden	GAF	<a href="#">Passive House (Passivhaus) as applied to Heritage Buildings</a>
51	Paul Goudie	VSA	<a href="#">Bridging the Cybersecurity Skills Gap: A Call to Action for Australia's Vocational Education and Training Sector</a>
52	Ann Baxter	VSA	<a href="#">Bold policies to improve trade apprentice retention and course completion rates for a current and future Victorian workforce</a>
53	Daphne Mohajer va Pesaran	Mason Family Trust	<a href="#">Rag Papermaking and Textile Recycling</a>
54	Shae McGregor	VSA	<a href="#">Empowering Under-represented Learners in VET: Strategic Frameworks for Addressing Barriers, Fostering Belonging and Ensuring Post-Completion Success</a>
55	Emma O'Donovan	VSA	<a href="#">Circular Economy Principles and the transition for educators in the Vocational Education and Training sector</a>
56	Jacqueline Quirke	Hugh D.T Williamson	<a href="#">From Insights to Action: Enhancing the Aged Care Experience of Older Australians through Global Learnings</a>
57	Mei Wilkinson	GAF	<a href="#">Conservation of Time-based Media: Learning with M+ Museum</a>
58	Lee May	GAF	<a href="#">Japan's selvedge denim industry- spinning dyeing and weaving cotton to small scale workshops and garment makers</a>



LITTLE  
CARDIGAN

Lee May, George Alexander Foundation Fellow

# 2024 Fellows

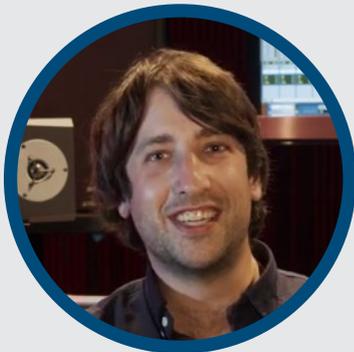
## International VET Practitioner Fellows



### **Carole Petchell**

#### **Apprenticeships Opportunities for Victorian Prisoners**

Carole's Fellowship will provide the opportunity to build connections with organisations in the United Kingdom that are many steps ahead of Australia in piloting apprenticeships for incarcerated people. Their experiences and insights can be applied when I am back in Australia to move forward the possibility of introducing apprenticeships into prisons in Victoria. In addition, Victorian prison education is built on a model that is best practice in Australia and better than many other countries. There are both opportunities for me to learn from others and others to learn from our experience in Victoria.



### **Daniel Bodnarcuk**

#### **AUDIO EDU-CONNECT: Bridging Global Practices for Enhanced Sound Production Training**

Daniel Bodnarcuk will observe training methodologies and interview educators/program coordinators at creative technology-based institutions in Europe and Australia with a focus on Audio Engineering and Sound Production. The goal is to gain insights into global approaches to training, challenges faced, and how institutions and trainers adapt to fast changing industry and technologies. Daniel will attend the 2024 Audio Engineering Society European convention at Universidad Politécnica De Madrid to facilitate this research. This will be followed by visiting a number of European institutions for the purposes of observing training and interviewing educators and program leaders. The insights gathered aims to be integrated into the curriculum at Melbourne Polytechnic. Additionally, Daniel plans to disseminate findings through relevant forums including the Audio Engineering Society, allowing VET and Higher Education Audio and Sound Production educators to collaboratively explore enhancing training methods to meet evolving industry needs and technological advancements.

## International VET Practitioner Fellows



### **Jyoti Sharma**

#### **Migrant-Centric language Training: Bridging Skills and Opportunities**

Jyoti Sharma is an English as an additional language (EAL) teacher, and she aims to investigate better and effective ways to integrate migrant English students into the workforce through effective and contextualized language training. She aims to look at various language training models that facilitate career transitions and integration into industries facing skills shortages in Victoria. Jyoti is planning a trip to Europe to learn about language for work and linguistic integration of adult migrants (LIAM) project which is run by the Council of Europe, which includes the UK, Germany, France, and Sweden.



### **Leigh Dwyer**

#### **Using artificial intelligence (AI) for VET curriculum development**

This Fellowship aims to produce clear guidance for curriculum designers about how to effectively use AI when developing high-quality and compliant learning and assessment resources for VET, with specific focus on how AI generated content can incorporate employability skills and real industry workflows as expected in the VET sector. With many TAFEs experiencing a demand for high-quality learning and assessment resources, there is a potential for far-reaching and cost-saving impact across the TAFE network and VET sector. The Fellowship will also consider more broadly, AI's suitability in the design of VET curriculum including learning, assessment, support, and syllabus.



### **Oksana Razoumova**

#### **Co-designing the case-based pedagogy and assessment in vocational teacher training**

The aim of Oksana's Fellowship is to explore how vocational practitioners can collaborate with industry partners in co-designing teaching and learning cases to enhance the quality of teacher preparation. It is worth investigating to which extent and how industry partners can contribute to the process of co-designing cases as effective training and assessment resources and developing competencies that align with workplace expectations. With industry partners actively involved, it is not just an opportunity to immerse future educators in real-world scenarios, it is a way of preparing them for the dynamic working environments they will encounter in their careers.

## International VET Practitioner Fellows



### **Melanie Williams**

#### **International perspectives for creating Centres of Excellence in Australia**

The Australian Government is establishing nationally networked TAFE Centres of Excellence (CoE) to provide national leadership in education and training by enhancing student learning, supporting industry needs, fostering applied research and innovation, and building partnerships with employers, unions, universities, and governments. This fellowship will explore international models to guide Australian TAFEs in becoming CoEs. Key questions include what defines a CoE, how they establish and sustain partnerships, and how they measure excellence and impact on local skills ecosystems. Research, including interviews with European and New Zealand CoEs, will inform Australian TAFEs and policymakers in the establishment and maintenance of CoEs.



### **David Atkinson**

#### **Exploring Best Practices in Developing VET Teaching Competences through CPD Programs in Germany**

This Fellowship aims to explore best practices in developing VET teaching competences, emphasising Continuous Professional Development (CPD) tailored to the vocational education sector's evolving needs. The focus will be on programs in Germany, known for their advanced VET systems. The objective is to gain insights into effective teaching strategies and classroom management and apply these learnings to enhance VET practices in Australia.



### **Kerri Ledingham**

#### **More Than Maths Phobia: Supporting Dyscalculic Students in Vocational Education**

Dyscalculia, often referred to as 'maths dyslexia', is a specific learning disability affecting 3.5% to 7% of the population. It stems from a neurological impairment in core number sense, impacting mental computation and the understanding of basic number concepts. The Fellow aims to enhance knowledge and understanding of Dyscalculia and its characteristics, and to impart strategies to support students with Dyscalculia, maths difficulties, and maths anxiety in vocational education and training. By researching and disseminating best practices, the Fellow seeks to improve learning outcomes for dyscalculic students and promote systemic changes.

## International VET Practitioner Fellows



### **Thuy Thi Hong Cao**

#### **Integrating AI in Vocational Education and Training to increase participation (student engagement) and completion rate**

The International VET Practitioner Fellowship aims to create a toolkit for integrating AI into vocational education and training (VET), with a primary focus on enhancing student engagement and success, particularly for those with low digital literacy. By leveraging AI, the initiative aims to make learning more interactive, accessible, and tailored to individual needs. This ensures students can overcome digital challenges while remaining aligned with industry demands. The fellowship's goal is to boost both participation and completion rates by creating a more inclusive and supportive learning environment. This approach will enhance the effectiveness of vocational education across Australia while ensuring students are equipped with the skills needed to meet current industry needs.



### **Owen Smith**

#### **Exploring how relational pedagogy and community strengths can support marginalised learners to succeed in VET**

The Fellowship will focus on how schools in marginalised communities in the United States of America use relational pedagogy and community strengths to support learners to succeed in transitioning into tertiary education. The aim of the Fellowship will be to meet with secondary schools in the USA who service diverse and marginalised communities. This will provide insights about how these schools use innovative methods of relational pedagogy and leverage community strengths to support educational outcomes. The Fellowship will explore different models of schooling to see how they could be incorporated or replicated into our VET sector in Australia.

## Australian VET Sustainability Fellowship



### **Lisa Piller**

#### **Innovation and systems change towards circularity in textiles and clothing**

Lisa intends to build on research that examines circular economy and product stewardship in the clothing and textile supply chain. Through this Fellowship, Lisa will investigate successful international initiatives and collaborations across stakeholder networks, predominantly from the European Union, that tackle textile waste. In gaining a broader understanding of these sustainable solutions on a global level, Lisa will be well-positioned to determine sustainable pathways for the reshoring of clothing manufacture that are adaptable to the unique geographical and industrial Australian landscape. In turn she will address how the VET sector may drive sustainable transformation in the clothing and textiles industry

## Mason Family Trust



### **Joshua Searle**

#### **Indigenous goldsmithing & sculptural practices in Colombia**

A research trip to examine Colombian Indigenous goldsmithing and sculptural practice through meeting artisans, curators and visiting museum collections. Indigenous Colombian cultures have an extensive and highly skilled tradition of goldsmithing and sculpture. The Museo del Oro (Gold Museum) in Bogota has an extensive collection of objects crafted by the diverse Indigenous tribes of what is now known as Colombia. The artist's maternal family originates from Colombia with links to Indigenous groups. This research project would enable further connection to cultural knowledge and skills



### **James Lemon**

#### **Advancing expertise in heritage glaze finishes and ancient throwing techniques**

Lemon's Fellowship proposal is centered on enhancing his expertise in traditional glaze finishes, ancient throwing techniques, and brick and tile making and glazing. He aims to explore traditional glazing methods gradually vanishing from the global fine art and craft industries. The significance of Lemon's research lies in preserving ancient techniques and bridging them with contemporary practices. These skills, increasingly in demand, are not readily accessible in Australia. Lemon seeks to expand his artistic journey and contribute to the preservation and promotion of traditional craftsmanship.

## George Alexander Foundation Fellowship



### Alexander Dowthwaite

#### Reviving Heritage and Artisan Building Skills

Heritage and artisanal architecture and building crafts are living repositories of building knowledge that have been refined through centuries of use and reuse to offer sustainable, diverse, and adaptable solutions to the challenges of building to last in the 21st century. This fellowship will acquire specialised artisan skills in heritage architecture and building arts that are fast-disappearing in Australia, but which are being increasingly rediscovered and reapplied around the world as industry reevaluates how we can use traditional knowledge to build more meaningfully and sustainably for communities today



### Beatrice Jeavons

#### Rewilding and Conservation in the Arts and Cultural sector

Through this Fellowship, Bea endeavours to learn more about how the arts and cultural sector can advocate for and fund the restoration and protection of nature. By immersing herself in real-world examples, seeing best practices in action, workplace immersion and participating in workshops, Bea aims to further her knowledge of nature-based solutions and circular design to acquire practical skills to apply rewilding and regeneration to her work in the Arts and Cultural sector in Australia. Bea also aims to build connections with partners in the field to foster broader cross-industry collaborations that will accelerate the live performance sector's ability to amplify global conservation and rewilding efforts.



### Danielle Measday

#### New Skills for endangered specimens: Best practice in the conservation treatment and re-colouring of historic taxidermy

Dani will explore international best practice in the conservation treatment and re-colouring of historic museum taxidermy. Dani will connect with preparators, conservators and researchers who have been developing new and innovative restoration techniques in significant international collections with an aim to address a gap in the skills, knowledge and education opportunities for conservators working on taxidermy.

## George Alexander Foundation Fellowship



### **Emma Dacey**

#### **Developing photographic conservation skills for preservation and access**

Emma's Fellowship will focus on conservation of photographic materials; the prevalence of valued but vulnerable photographic items in public and private collections is unmatched by the current gap in photographic conservation training in Australia. Emma will aim to address this disparity by strengthening networks and collaboration with international specialists, visiting photograph conservation centres where she will develop skills and knowledge via hands-on training and discourse. She will apply the findings of her research as caretaker of significant image collections and in continued advocacy for accessibility, sustainability, and skills growth in the Australian conservation community.



### **Georgie Brunmayr**

#### **Evolving landscape of material design**

Curio Practice founder Georgie Brunmayr aims to revolutionize knitted upholstery. Passionate about sustainable crafting, she sees untapped potential in Australian machinery and envisions pushing sustainable fibers beyond global standards. Georgie's technical proficiency and hands-on experience make her uniquely positioned to explore advanced techniques crucial for this endeavor. Her skills in local manufacturing and deep understanding of sustainable materials lay the foundation for innovative solutions in the knitted upholstery sector. Georgie's objective is clear: to harness her skills and knowledge to drive transformative change and set new standards in sustainable knitted upholstery.

## Italian Australian Foundation



### **Alida Milani**

#### **How can we learn from the Italians to preserve and develop specialty fashion skills in Australia?**

Alida consults to the fashion industry leading projects to create positive business outcomes. She intends to enhance her practice through exploring how Italy continues to be the world's leader of textile and fashion craftsmanship, researching how historic artisanal skills are evolving alongside innovation, modernisation, and technology. This includes observing what is happening on the ground now and exploring how they intend to preserve specialised skills into the future. Through understanding the most innovative and thoughtful approaches in Italy, Alida aims to support the evolution of our artisan industry potential.



### **Raphael Karanikos**

#### **Reviving Tradition: Mastering Italian Mosaic Art and Heritage Restoration**

Raphael Karanikos will travel to Italy to undertake a fellowship in mosaic making, tile production, and heritage mosaic restoration. Italy's rich history in these crafts offers unparalleled learning opportunities unavailable in Australia. The Fellowship will take him to renowned schools, workshops, and historical sites in Ravenna, Rome, Florence, and Sicily. Learning from Italian masters, Raphael aims to bring back invaluable skills and knowledge, enriching his practice and contributing to Australia's mosaic and heritage restoration communities.



### **Martina Ponzoni**

#### **3D Fashion Archives: how digital tools can make fashion heritage more accessible for educational and research purposes**

Martina, co-founder of "d\_archive," seeks a Fellowship to enhance her expertise in digital archiving of fashion heritage using advanced 3D techniques. Her aim is to integrate innovative and traditional preservation methods to improve the accuracy and accessibility of fashion archives for educational purposes. By collaborating with established institutions and specialists in textile conservation and fashion curation, she will complement her 3D expertise with knowledge in digital curation, historical costume pattern making, and education methodologies. This Fellowship will promote best practices in digital archiving, establishing new standards for educational and research applications in Australia.

# Treasurers Report



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 surplus of \$60,421 for the year, compared to a surplus of \$104,269 in 2023.

Directors consider the result most satisfactory, as the previous year result was abnormally high due to it being the first year following resumption of normal business after several years of Covid imposed travel restrictions.

Retained funds at June 2024 were \$362,561 (2023 - \$302,140), and Current Assets of \$1,005,891 were \$372,171 greater than Current Liabilities of \$633,720. Cash and bank deposits at June 2024 were \$1,000,265, compared to \$1,185,542. The reduction in cash holdings is a further reflection of payments to Fellows whose fellowships had been delayed during the Covid years. This in turn has reduced the Institute's liability to Fellows from \$607,358 at June 2023 to \$393,800 at June 2024.

Operating costs were carefully managed, and the Institute remains in a sound financial position to meet its obligations to Fellows, suppliers and statutory bodies.

Adrian J. Capogreco  
Treasurer

## Profit and Loss Statement for the year

	2024	2023
	\$	\$
<b>Revenue</b>	837,231	875,490
<b>Employee expenses</b>	(273,707)	(256,941)
<b>Depreciation and amortisation expense</b>	(3,138)	(2,591)
<b>Fellowship expenses</b>	(429,858)	(465,311)
<b>Rental Expense</b>	(12,000)	(12,000)
<b>Sundry expenses from ordinary activities</b>	(58,107)	(34,378)
<b>Surplus/ (Deficit)</b>	60,421	104,269

# Financials

## Statement of Financial Position as at 30th June 2024

	2024	2023
	\$	\$
<b>ASSETS</b>		
CURRENT ASSETS		
Cash and Cash equivalents	107,364	72,030
Short term investments - bank deposits	892,901	1,123,512
Other Assets	5,626	65,322
<b>TOTAL CURRENT ASSETS</b>	<b>1,005,891</b>	<b>1,260,864</b>
<b>NON CURRENT ASSETS</b>		
Proprty, plant and equipment	3,302	6,440
<b>TOTAL NON CURRENT ASSETS</b>	<b>3,302</b>	<b>6,440</b>
<b>TOTAL ASSETS</b>	<b>1,009,193</b>	<b>1,267,304</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	610,967	916,269
Employee provisions ( Annual Leave )	21,447	17,707
Current tax liabilities	1,306	22,192
<b>TOTAL CURRENT LIABILITIES</b>	<b>633,720</b>	<b>956,168</b>
NON CURRENT LIABILITIES		
Employee provisions ( LSL )	12,912	8,996
<b>TOTAL NON CURRENT LIABILITIES</b>	<b>12,912</b>	<b>8,996</b>
<b>TOTAL LIABILITIES</b>	<b>646,632</b>	<b>965,164</b>
<b>NET ASSETS</b>	<b>362,561</b>	<b>302,140</b>
<b>EQUITY</b>		
Retained surplus	362,561	302,140
<b>TOTAL EQUITY</b>	<b>362,561</b>	<b>302,140</b>



**Chaundy  
& Henry**  
CHARTERED ACCOUNTANTS

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

28<sup>TH</sup> September 2024

The Committee Members  
International Specialised Skills Institute  
Level 1 , 189 Faraday Sreet  
CARLTON VIC 3053

Dear Committee Members

**International Specialised Skills Institute**

In relation to our audit, I am pleased to provide the following declaration of independence to the Committee of International Specialised Skills Institute.

As Auditor of the financial statements of the above Entity for the year ended 30<sup>th</sup> June 2024. I declare that to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements of the Australian Charities and Not for profit Commission Act 2012 in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Yours sincerely

CHAUNDY & HENRY

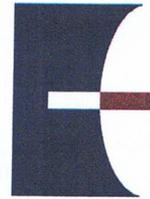
P. W. SELKRIG

Chartered Accountants

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**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 30<sup>th</sup> June 2024, 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 2024 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

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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 Selkraig



Dated this 29<sup>th</sup> October 2024



International  
Specialised  
Skills  
Institute



est. 1991