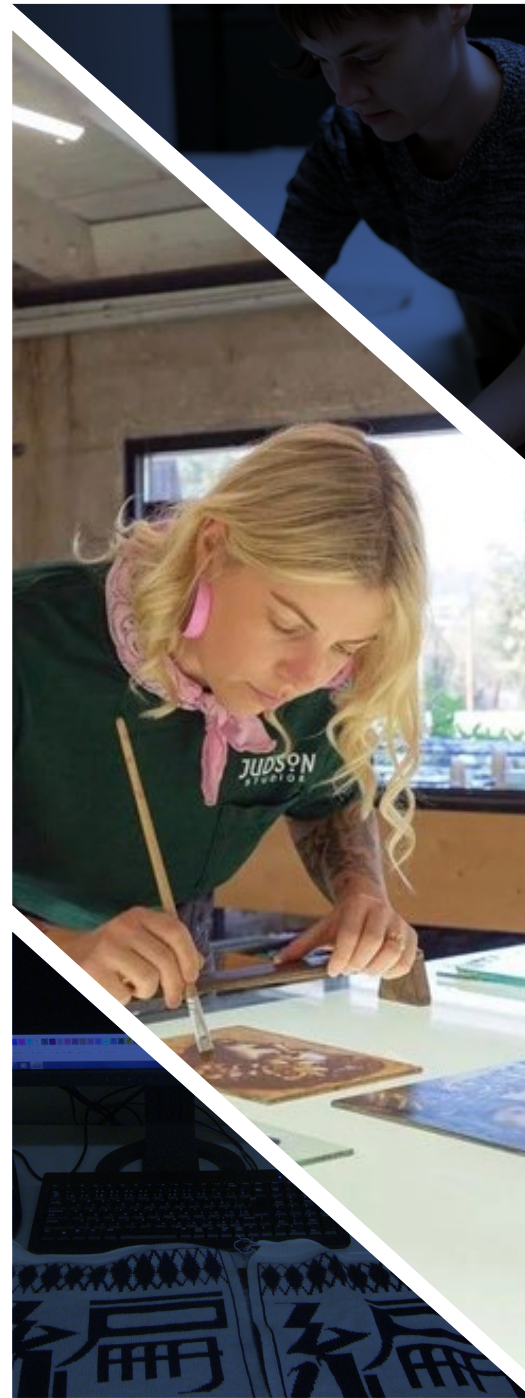




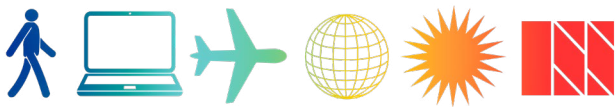
International
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Institute



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Annual Report 2023



The International Specialised Skills Institute

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ISSI Staff & Board

ISSI Staff



Katrina Jojkity
Chief Executive Officer



Kay Schlesinger
Program Manager



Tamara Loh
Communications | Design



Keith Beecher OAM
Finance Manager

ISSI Board



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Chair



Alisia Romanin
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Adrian Capogreco
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Jeremy Gobbo KC
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Mark Kerr
Patron



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Patron

About Us

The International Specialised Skills Institute is a not-for-profit organisation that operates independently and aims to provide Australians with opportunities to enhance their skills and gain experience in various trades, professions, and cutting-edge technologies through international applied research Fellowships.

Founded in 1991 by Sir James Gobbo, the former Governor of Victoria, the ISS Institute's primary goal is to promote investment in the development of specialised skills in Australia. The program fosters shared learning, leadership, and innovation across different industry sectors. The Fellowships offered by the institute are designed to identify skill or knowledge gaps as well as areas that require innovation. Fellowship recipients travel internationally with the purpose of observing and understanding best practices for addressing these identified gaps. Upon their return, they share their findings with colleagues, government entities, industries, and advocate for implementing these best practices.

The Fellows chosen by the International Specialised Skills Institute come from diverse industries representing a wide range of sectors. Their participation in the Fellowship program has numerous positive impacts including economic benefits such as increased productivity; preservation of essential skills; personal growth and professional advancement for Fellows themselves; introduction of new perspectives; as well as fostering innovation within workplaces. In summary, through its research Fellowships abroad, the International Specialised Skills Institute plays a crucial role in providing Australians with valuable opportunities to enhance their skills while also contributing towards economic growth, personal development, and creating an innovative workforce.



A message from the Chair

“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.”





My enthusiasm for the work conducted by ISS Institute is constantly growing as both our impact and that of our Fellows expand. They are driving innovation, implementing changes to practice, and enhancing the skills and knowledge of various industry sectors throughout Australia.

This year, we bid farewell to Mark Kerr, our Deputy Chair for many years. We express our gratitude to Mark for his invaluable contributions to the Institute and wish him all the best in his future endeavours.

For over 32 years, ISS Institute has been providing opportunities for Australians to acquire skills and knowledge across the globe. During this time, more than 570 talented individuals have participated in international Fellowships. The organisation was founded in 1991 with a vision of reintroducing specialized expertise back into the Australian workforce. We are honoured to continue Sir James Gobbo AC CVO's legacy. In 2023 alone, we appointed 31 new outgoing Fellows who will travel abroad and return with acquired expertise which they will then disseminate within their respective industries in Australia. Additionally, two incoming Fellows travelled to Australia to share knowledge this year as well. Our commitment remains strong as we strive towards fostering growth and advancement within diverse industry sectors nationwide through international exchanges of knowledge and skills enabled by our international Fellowships.

This year, the Fellowships have focused on a wide range of sectors and topics. These include cybersecurity, energy storage technologies, sustainable biopolymer production, bespoke denim, regenerative approaches to food systems, innovation in aged care, and bespoke silver mirror manufacturing. The diverse areas being explored serve as a testament to the Institute's dedication and the exceptional talents of its Fellows. We are also grateful for the support provided by our partners.

On behalf of the Board, I would like to extend my sincerest appreciation to all our partners. It is because of their backing that our Fellows can benefit from international learning opportunities. These experiences not only enhance their personal and professional skills but also bring about positive transformations in various sectors while contributing to the growth of Australia's workforce.

Lastly, I would like to express gratitude towards ISS Institute Board members for their unwavering commitment. We consider ourselves fortunate to have such a dedicated group of individuals who generously offer their time and expertise to further the goals of the Institute. Once again, we extend heartfelt thanks to our partners, Fellows, and the incredible team at ISS Institute for their continuous commitment and support towards advancing our mission. I look forward to a very positive 2024 for ISS Institute.

Professor Amalia Di Iorio AM, Chair

A message from the CEO



The International Specialised Skills Institute's primary goal is to foster an innovative, forward-thinking, and highly skilled Australia. It achieves this by nurturing the expertise and understanding of gifted Australians through industry-focused international applied research Fellowships.

Looking back at 2023, in my role as the Chief Executive Officer of the Institute, I feel a great sense of pride and privilege. It is truly an honour to lead an organisation that is dedicated to promoting innovation and excellence. Each day, I am excited to collaborate with our generous and dedicated partners, as well as our highly passionate and talented Fellows.

The Institute has experienced a highly active and exciting year, with over 30 Fellowship reports published and with many of our Fellows completing their international journeys to explore best practices and acquire new skills. We are proud to have welcomed and supported 31 new outgoing Fellows, along with 2 incoming Fellows. Throughout the year, we organised numerous forums where both current and past Fellows delivered presentations on various topics, such as industry engagement and VET educator capacity and capability. These events attracted audiences of over 300 people in both online and in-person settings.

One significant highlight was our co-hosting of the specialised OctoberVET forum, which showcased the applied research conducted by our VET International practitioner Fellows. Additionally, we continued to arrange alumni catchups and to maintain our official mentorship program throughout 2023. Another ongoing initiative was our monthly community-of-practice meetings involving all current Fellows.

Furthermore, we were pleased to welcome two VSA, ISS Institute International incoming Fellows in 2023: Dr Kimberley Grant from the Taylor Institute for Teaching and Learning (TI) at the University of Calgary and Mergim Jahiu from the Swiss Federal Institute for Vocational Education and Training. Dr Grant specialises in supporting innovative training methods and enhancing teacher quality within the vocational education sector. On the other hand, Mr Jahiu brought his expertise in transversal skills, situation didactics, and industry collaboration knowledge to educators, researchers, and policymakers throughout Victoria. We valued their contributions immensely.

Throughout their Fellowships, Kim and Mergim participated in round table discussions and workshops at dual sector universities, as well as at TAFE organisations. They also presented at dedicated Illuminate forums for VET practitioners held by the ISS Institute and the VET Development Centre. Additionally, they engaged in discussions and gave presentations to industry advisory bodies, the Victorian Skills Association (VSA), the Department of Education and Training, The Australian Vocational Education and Training Research Association (AVETRA) and the Victorian TAFE Association, among others.

These events took place through various formats including fully online, hybrid (online/in-person), or solely in-person. As incoming VSA ISS Institute Fellows, Dr Kimberley Grant and Mergim Jahiu directly interacted with approximately 500 people each during their time in Victoria.

Overall, it has been an eventful year at the Institute filled with opportunities for growth and collaboration among our esteemed Fellows.

The support from our partners plays a crucial role in achieving our mission of upskilling Australia. Over the past year, we have been fortunate to receive backing from various organisations, both new and existing. We extend our gratitude to the Victorian Skills Authority (VSA), the George Alexander Foundation, The Italian Australian Foundation, the Hugh DT Williamson Foundation, the Mason Family Trust, and The VET Development Centre for generously sponsoring Fellowships in 2023.

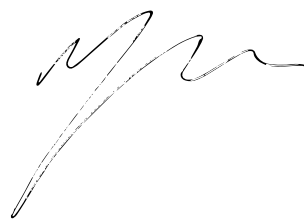
Additionally, I would like to express my sincere appreciation to the hardworking ISS Institute team. Special mention goes to Keith Beecher, our diligent and skilled Finance Manager. I would also like to acknowledge Kay Schlesinger for her positive attitude and unwavering dedication as our program manager at the Institute. It is truly a pleasure collaborating with these talented individuals who strive towards making ISS Institute operate as efficiently as possible.

ISS Institute collaborates with industry, government, and philanthropy to provide international opportunities for our Fellows to enhance their skills. When they return, they bring back world-class knowledge that

enables them to create businesses, innovations and share their expertise with the community at a higher level. Working with innovative, passionate, and dedicated individuals is truly a pleasure.

I would like to express my sincere gratitude to Professor Amalia Di Iorio AM, the Chair of ISS Institute, as well as the Board for their unwavering support. Their continuous commitment to our work is crucial for the success of the Institute and is greatly valued. Again, I also want to acknowledge and thank our partners who play an instrumental role in enabling us to deliver our exceptional Fellowship Program.

Lastly, I extend my appreciation towards all past and present International Specialised Skills Institute Fellows. Your role as ambassadors for both the Institute itself, your respective industry sectors, and Australia as a whole is commendable. Your determination and unwavering dedication serve as an inspiration while your desire to lead innovation and drive change continues shaping a more skilled Australia.



Dr Katrina Jojkity

Partners and Sponsors

Thank You

We express our gratitude for the ongoing support and collaboration we have received this year.

This year we have engaged with over 100 Fellows through education, Illuminate events, workshops, networking, and mentoring. In 2023, we were also pleased to announce the addition of new Fellowships thanks to the generous backing from our partners.

One notable introduction this year is the Australian VET Sustainability Fellowship for Vocational Education & Training. This initiative was launched with invaluable support from the VET Development Centre. Additionally, we were proud to award The Mason Family Trust Fellowship which aims to assist traditional arts and stained-glass window painting endeavours.

Furthermore, we extend our gratitude to the Hugh D.T. Williamson Foundation for their kind contribution towards Innovation in Aged Care Fellowships. Rosewood Research has also provided generous funding for research focused on artisan baking, milling techniques and nutrition in aged care settings. The Victorian Skills Authority (VSA), George Alexander Foundation, and The Italian Australian Foundation have all demonstrated their commitment by offering their support once again this year and we thank them a great deal.

We would like to express our sincere appreciation towards all our partners for their continuous dedication and unwavering support of our Fellows throughout 2023.



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Case Study

The Conservation Journeyman: a traditional approach to training and education.

**By George Alexander Foundation Fellow:
Shane Orion Wiechnik**

Summary

In 2022 furniture conservator and George Alexander Foundation Fellow, Shane Orion Wiechnik, spent 11 months travelling in the USA, Europe, and Mediterranean region as a conservation/restoration Journeyman. He spent 1-5 weeks shadowing or working in different workshops ranging from newly established repair and refinishing shops to experienced heritage conservation laboratories. While travelling, he visited and met with a diverse range of professionals working in furniture repair/restoration/conservation or related fields.

This applied research Fellowship was designed to garner a qualitative review of the state of western furniture repair and conservation, dive deep into the skills and practices involved, and return with an understanding of what can be done in Australia to train furniture workers, encourage a culture and market of repair, and raise the profile of furniture and wooden object maintenance on ALL LEVELS.

Fellowship Context

Here in Australia, there is a need for and shortage of skilled furniture professionals to maintain our broad range of furniture objects, on a heritage conservation level, a general repair level, and everywhere in-between. The few experienced professionals working in furniture restoration and conservation typically trained overseas and have limited capacity to continue their own education and professional development while in Australia or to train others. The Fellowship provided opportunities not





just for the Fellow to improve his own skills development, but to gain an understanding of how international communities support skills development in their heritage industries as well as support and develop sound repair infrastructure at a national level.

Fellowship Activities

Recognising an international influence on Australian furniture objects, and a limited range of training options and professionally trained restorers and conservators in Australia, it was decided to trial an international work experience approach to training and skill development.

While ideally the Fellow would engage with craftspeople from Asia, Africa, Europe, and the Americas, limitations were set on the research with an emphasis on American, European, and Mediterranean traditions and modern approaches, based on the Fellow's first-hand experience and observations revealing a greater quantity of objects from these traditions and locations.

Shane's Fellowship was designed around the traditional journeyman years of craftspeople in France and Germany. Going back to medieval times, aspiring master craftspeople, upon completing an apprenticeship, would travel and work in different workshops for short periods of time to learn different approaches and to share their skills abroad. This kind of immersive research and training relies on spending time helping in a workshop and observing how a master or other such professional conducts themselves in real world scenarios (Werner, 1981).

These journeymen are often supported by guilds or other organisations which vouch for the workers and support them. As there is no such tradition in conservation and no such body in Australia for restorers or conservators, it was necessary that the Fellow organize the trip himself.

Shane consulted with AICCM Mentor, Greg Peters, a furniture conservator based in Canberra. As part of the AICCM mentor/menteeship program, Greg advised on how to arrange the trip and how to combine strict planning with flexible time, so that the Fellow could follow up on any leads discovered along the way. This consultation, in combination with the international travel climate and political climate created in the wake of the pandemic, informed a loose and open structure of the scheduling.

Shane arranged tenuous agreements with different workshops and institutions for the year 2022 but left the specifics of exact dates open to adjustment and change. The Fellow also arranged for only 7 months of the total 11-month journey, with the understanding of using the remaining time to follow up on opportunities discovered along the way.

For each workshop host, the Fellow would go in every working day as if he worked there, and assisted on any projects, tasks, or other activities that the host required of him.



Recommendations and Considerations

Recommendations and considerations based on the research findings can be divided into two subcategories:

- Improved education and training opportunities for fine restoration and heritage conservation
- Pathways and infrastructure for furniture repair and restoration programs necessary to the future progression towards circular economy goals and sustainable material use.

The first set of recommendations addresses a concern for the lack of skill and material intelligence focused training opportunities for fine restoration and conservation of furniture objects. It includes the development of education programs, as well as a guild or funding program to support future journeyman style research projects.

The Second set of recommendations addresses the lack of repair infrastructure and training in Australia for furniture and household goods. The Fellow sees this infrastructure as both essential and overlooked in conversations regarding the development of sustainable and circular economy focused policies.

Outcomes

The Fellowship, in its large scope and long timeframe had a significant personal impact on Shane. Simply by being able to travel to so many places, meet so many people, and see so many ways to live, the Fellow has been greatly inspired in all things he did. Given the large-scale nature of this Fellowship, and the sheer number of opportunities to practise skills and learn new techniques, there have been very few aspects of the Fellow's professional experience since returning that have not been changed in some way.

Shane has been able to start his own private practice, which has already seen success, and in that practice, he is working more confidently, quickly, and accurately than ever before. He has been able to introduce new ideas and techniques to his colleagues which have increased productivity as well as the capacity of services offered in Australia. The journeyman Fellowship has shown to have an impact on the conservation and restoration sector both nationally and internationally. Shane has been engaged to speak about his experience at several conferences and professional events. Shane has also brought his experience visiting repair, waste management, and social engagement projects to local waste reduction and repair organisations in Sydney. Since returning to Australia, Shane has also become a board member for the environmental charity Bower Reuse and Repair Centres, where he is using his experience to help guide strategic governance strategies for the development of community repair programs. Shane is also in talks with a local second-hand timber supplier and Sydney community centre, Among The Trees, in regards to developing furniture repair programs similar to those attended in Tel Aviv.

Activities, Communications and Events

The ISS Institute has had a very eventful year in 2023. Regular communication takes place between the ISS Institute and its Fellows, funders, and stakeholders. As an organisation, we make it a point to meet with each Fellow monthly. In fact, we are always available to meet with them whenever they desire or when it is necessary.

We ensure that all our funders are kept informed about every aspect of the Fellowship program and provide timely updates whenever necessary. Being an ISS Institute Fellow comes with a great deal of respect and commitment, and our Institute dedicates significant time and effort to support each Fellow in achieving their goals.

Events

The ISS Institute organised two highly successful Illuminate forums this year. Both Illuminate events held at the garnered a remarkable turnout, with 600 individuals registering to attend and learn about the commendable work being done by our esteemed Victorian Skills Authority (VSA) Fellows. We express our gratitude to Craig Robertson and Anne-Maree Butt from the VSA, as well as Sandra Ball and Danielle Gellard from the VET Development Centre for their invaluable contributions to these events. Another notable achievement was our co-hosting of a specialised AVETRA OctoberVET conference, which presented the applied research carried out by our VSA VET International Practitioner Fellows.

Social Media

The social media strategy of the ISS Institute incorporates live sessions and takeovers on Instagram featuring both past and present Fellows. The aim is to captivate and expand Followers while showcasing the remarkable abilities of our talented Fellows. Our efforts extend across various platforms, including Instagram, Facebook, and LinkedIn, with five weekly posts tailored to each medium. The Institute utilises a range of visual content such as photos and videos to effectively engage the audience. In addition to promoting Illuminate and alumni events, we also highlight Fellowship applications through our social media posts, ensuring widespread awareness among potential applicants. By leveraging multimedia elements, The Institute consistently generates interest in our Fellows' exceptional skills among a growing base of followers.



+1k Followers



1,212 Followers
+ 333 last year



1,134 Followers
+ 284 last year

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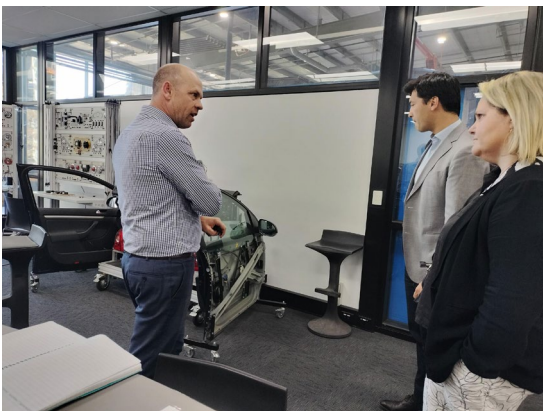
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Events

**Illuminate Forum: How to
engage with industry as a VET
Practitioner.**





Kangan Institute Automotive Centre of Excellence:

We had the pleasure of visiting The Automotive Centre of Excellence (ACE) at Kangan institute.

ACE was established to spur the growth of industry enterprises by bringing together customised, hands-on automotive training, research, and development in one precinct.



2023 Published Reports

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

Fellow's Name	Fellowship	Report Name / Download Link
Grace Barrand	The George Alexander Foundation	Championing workplace training in conservation
Camielle Fitzmaurice	The George Alexander Foundation	A Year of Bookbinding Training: reverse engineering historic book structures with Karen Hanmer
Natalie Carfora	The George Alexander Foundation	Beyond the "White Cube": Exploring Contemporary Museum Exhibition Design
Amelia O'Donnell	The George Alexander Foundation	Community Engaged Cultural Heritage Care: A Fellow's exploration of Community – led Preservation & Conservation Practices in New Zealand
Oliver Johnson	The George Alexander Foundation	RESILIENT SPACES: Landscape architecture for the South Australian climate
Vincent Meyrick	The George Alexander Foundation	Knitting & Spinning: a report on craftsmanship and textile technology in contemporary Japan
Shane Wiechnik	The George Alexander Foundation	The Conservation Journeyman: A Traditional Approach to Training and Education
Dr Joe Pagnoccolo	The Italian Australian Foundation	Social and Emotional Learning for VET (in the Australian context)
Michael Capuzza	The Italian Australian Foundation	Assisting students with difficulties in reading English by creating visual content
Dr Mary Hughes	The Italian Australian Foundation	Child-centred pedagogy in early childhood education: the Montessori and Reggio Emilia approaches
Isabella McRae	The Italian Australian Foundation	Contemporary design ideas meet traditional leather working practices: a journey through Italy
Hannah Maling	The Mason Family Trust	Bigger and Bolder: A discussion on innovative approaches to traditional glass painting techniques and their potential to recontextualize an antiquated medium
Nadine Keegan	The Mason Family Trust	Arts and Crafts, Art Nouveau and beyond: Exploring the evolution of secular stained architecture
Karly Bartrim	Rosewood Research	Exploring the Canadian Long Term Care Dietitian Workforce
Bhaskar Adeeb	Rosewood Research	Seeds of change: A multifaceted exploration of the Artisanal Grain Chain

Fellow's Name	Fellowship	Report Name / Download Link
Vin Ryan	VSA	Arts Education and Criminal Justice - some new approaches.
Melanie Kyle	VSA	International best practice blended learning for disadvantaged and vulnerable VET learners.
Dr Karen O'Reilly-Briggs	VSA	The Initial Teacher Education of Vocational Education and Training Upper Secondary Teachers in Norway and Finland - Lessons for Australia
Dr Karen Hart	VSA	A 'small village' – reengagement approaches for at-risk young people's education, employment and training
Kay Schlesinger	VSA	Connecting new educators: a strategy for empowerment.
Paul Boys	VSA	Design Education and VET – Preparing Graduates for Future Industries.
Dr Jane Hickey	VSA	Employ Me: Building the employability skills and confidence in young adults with disability
Ani Tom Vellaramkunnel	VSA	Practice-based Learning: International best practices in work-based learning and industry collaboration in VET
Rajesh Iyer	VSA	Involving industry in the co-creation of VET assessments: a European perspective
Tanja Rykovska	VSA	Curiosity, Resilience, Connection A framework and tools for collaborative professional learning
Dr John Flett	VSA	Applied Research Applications in the Vocational and Education Training Sector for Agricultural and Renewable Energy Technologies
Dianne Mackay	VSA	Supporting disadvantaged, vulnerable and disengaged learners in achieving high quality outcomes in VET Training
David Noordhoff	VSA	BIM Beyond Tomorrow – Navigating the Future of Building Information Modelling
Paul Tivendale	VSA	The Timber Spoked Wheel in the Modern Age

2023 Fellows

VSA Vocational Education & Training Fellowship



Paul Gouldie

Cybersecurity rapidly evolves and requires graduates, professionals and industry to stay current on the latest threats and technologies.

Paul's Fellowship is to research and analyse how training providers can partner with industry and government to co-design an approach that combines the best technical, academic and human skills to achieve Australia's vision of being the world's most cyber-secure country by 2030. Paul aims to develop a comprehensive framework that helps training providers tailor curricula to meet the emerging technical skills employers and industries require to fast-track students' cybersecurity careers.



Tammy Casselson

The aim of Tammy's Fellowship is to share, learn and build connections to discover possibilities to implement mindfulness into the Australian Vocational and Dual-education sectors for wellbeing and success. She will engage with experts from over 50 countries, about Mindfulness and Flourishing, at the IPPA (International Positive Psychology Association) Congress in Vancouver. Mindfulness is recognised as both a competency and a state of being. It is the deliberate act of paying attention, while remaining non-critical and open minded. It allows the user to stay on task, focused and motivated. Research shows mindfulness improves mental health, performance, and attrition rates. Tammy's Fellowship will investigate how these results could be gained in the Australian Vocational and Dual-education sectors.



Warren Guest

Warren's Fellowship will make a contribution towards solving the problem of apprenticeship non-completion. The research will examine European models of apprenticeship curriculum and their ability to build a sense of identity and belonging. Warren hopes to use the findings to influence VET curriculum design at a national and institutional level.



Dr Tyler Payne

Tyler's Fellowship research investigates how AI tools can be implemented into vocational education with creative practice research to enhance digital literacy for disadvantaged VET learners. This research has been inspired by her years of teaching mature-aged students, digital art practices, and technologies at RMIT University (as part of the College of Vocational Education.) The focus of Tyler's CPR relates to improving the equity, access, and potential workplace outcomes for disadvantaged mature-aged students in a fast-paced moving digital landscape that will impact employment.



Rahman Abarin

Rahman's Fellowship intends to investigate best practice pedagogies and technologies employed by some of the world's leading digital education and EdTech solution providers in Europe, in implementing synchronous hybrid teaching known as "Hybrid Concurrent". The aim is to acquire as much knowledge as possible about hybrid teaching models, hybrid interactions, communication and collaboration spaces, technologies, and hybrid classroom set-up to come up with a VET contextualised hybrid concurrent model to deliver EAL courses to CALD learners. Eventually, to help facilitate the implementation of the proposed model for VET training providers to meet their cohorts' needs, EAL courses, and the industry.



Emma O'Donovan

Emma O'Donovan, Environmental Strategic Project Lead at Wodonga TAFE is committed to and passionate about embedding education and training that supports the 'green skills' needed for a clean economy workforce within all industry areas of VET delivery.

Conscious that current conversation highlights the need to grow our future workforce in clean energy skills, Emma plans to focus her project on the evolution of existing qualifications, and more specifically the opportunity to embed circular economy principals into all VET training practices.

Through her Fellowship experience, Emma will explore opportunities to make the clean economy journey available to all VET educators, using their own expertise, industry, and global innovations.

VSA Vocational Education & Training Fellowship



Ross Digby

The purpose of Ross's project is to gain a deep understanding of how education and training organisations collaborate with infrastructure mega projects. On these projects there may be one or more companies who have entered a joint venture who have a wide range of education and training demands. To gain this understanding it is intended to visit tunnelling education & training organisations to gain an understanding of how they collaborate for mega projects. It is also intended to present how the Victorian Tunnelling Centre has collaborated on Victoria's Big Build Projects, to gain feedback and input on developing a collaborative model that works within Australia's education and training frameworks.



Richard Scarf

Richard's Fellowship involves researching the latest agricultural methods and best practices of cacao farming. He will visit two cacao farms to obtain a comprehensive understanding of all processes on the farm. The research will include terroir, sustainability, biodiversity, harvesting, fermenting and drying and how it impacts the final flavour and nuances of the chocolate. The most efficient methods of roasting and processing the beans to showcase them at their best will be investigated, thus covering the full cycle from seed to bar. Upon completion of the Fellowship a comprehensive 'Bean to Bar' chocolate short course will be developed at William Angliss Institute.



Jennifer Brooker

Dr Jennifer Brooker's Fellowship initiates an ongoing research project by commencing an international comparison (e.g. Austria, Canada, New Zealand, Tonga, UK, USA) that considers how Out-of-Home Care (OOHC) workers are prepared for their roles of working with traumatised children and young people living in statutory care. Identifying the initial training provided to this vital workforce, it includes the issues workers face, and the similarities and differences experienced in OOHC settings worldwide. A topic yet to be researched in depth, it is anticipated the findings will inform future training approaches to create positive, sustainable outcomes for the sector's many workers.



Shae McGregor

Supporting successful progression and completion in education and training has positive impacts for individuals, communities, labour and skill shortages and the overall population. Through individually lead responses by TAFE providers and sector initiatives, TAFEs are experiencing an increase in engagement of students from underrepresented groups however outcomes data reports lower rates of successful completion.

Shae's aim is to investigate approaches by International Community Colleges to support successful progression and completion of learners who identify within groups such as those who are Indigenous, low socioeconomic status, experiencing family violence, early school leavers or are from communities experiencing disadvantage.



Jo Wallwork

Jo's Fellowship focuses on developing teaching practices which fully engage First Nation learners in a reciprocal learning relationship where learners can bring their own knowledge, wisdom, and ways of learning to the vocational education space.

Focusing on the idea of the Cultural Interface and the possibilities indicated by ongoing cross-cultural dialogue, this Fellowship proposes a contextualisation of an Aboriginal pedagogical approach to the vocational education space. This is as a non-Indigenous teacher in the spirit of relational responsiveness, wanting to reflect and attend to my teaching practice, relating and responding holistically to people, land, culture, language, spirit, and the relationships between these with integrity and care.



Ann Baxter

Victoria's workforce, needs to improve trade apprenticeship training retention and completion rates. Ann will explore international exemplars of trade apprenticeship interventions, seeking new ideas to enhance the current support already provided by Victorian TAFE's. Starting with the 2024 apprenticeship conference in Birmingham, for foundational knowledge and context, Ann will then proceed to Bonn Germany, to consider their "VerA initiative". In Offenbach Ann will explore their "QuABB" intervention program then finalise her journey in Switzerland, focusing on interventions within their dual iVET system. All learnings, contextualised to Victorian apprenticeship cultural perspectives, will be shared via conferences and with multiple Victorian TAFE's.

Australian VET Sustainability Fellowship



Peter Schreiner

Peter will research workforce development practices in energy storage technologies including lithium-ion and flow batteries. The intention is to learn from leading European cell manufacturing facilities and gain an understanding of the various occupational roles within these organisations to determine skills and knowledge required to support future production and storage of renewable energy in Australia. This Fellowship also proposes to acquire knowledge of the battery manufacturing supply chain.

The Sustainability Fellowship outcomes will inform VET practice to support the mobilisation of future battery manufacturing industries in Australia. Knowledge gained by this Fellowship will enable VET program developers to align units of competency with emerging green energy technologies in Australia.

George Alexander Foundation Fellowship



Drew Bennett

Consumers are demanding sustainability in products and business practices, however Australia has been slow to adopt these and has a way to go on its push towards net zero. This Fellowship proposal seeks to investigate best-practice methodologies to reduce the environmental impact of telecommunications and data centre equipment, which has a disproportionate impact on Australia's overall carbon emissions. The research will explore innovative ways to reduce overall power needed to run a data centre, and methodologies to ensure equipment is sustainably sourced, focusing on practices in the United States, as world leaders in the design of electronic products.



Jessie French

This Fellowship will focus on the developing sustainable materials industry, specialised in biopolymers that are made from renewable ingredients and can be recycled as part of a closed-loop system. As governments and organisations increase actions to reduce waste and use resources wisely, there is still a large gap in availability of viable materials that can eliminate waste and environmental impact. Australia's strength in this area is growing, but the industry is immature, dispersed and highly-specialised in non-translatable areas of innovation. Jessie French, proposes a Fellowship that will see her visit and forge connections with a global community of leaders in and around the industry. This will enable her to identify best-practice for developing, launching and scaling innovation in the sector as well as advancing knowledge in research and production of sustainable biopolymers.



Mei Wilkinson

Mei's Fellowship will focus on time-based media conservation, particularly software conservation. It involves working with museums in Asia to gain specialised knowledge and skills in software-based media conservation which will include a research project, training in preservation approaches, and practical application of methods for conservation of software-based artworks. The goal is to develop valuable skills, foster international collaboration, and share knowledge benefiting Australia's emerging time-based media conservation community.'

George Alexander Foundation Fellowship



Lee May

Lee May runs a boutique workshop on the Mornington Peninsula specialising in making bespoke denim jeans, jackets, and small batches of ready-to-wear garments. Lee's Fellowship involves a three-week trip to Japan exploring small-scale denim manufacturers and mills, focusing on traditional techniques, machinery and materials used to make denim garments. The trip will involve spending time in denim workshops and factories before visiting denim mills and dye houses in Okayama. This will allow Lee an in-depth understanding on how selvedge denim is traditionally made including knowledge on how cotton is spun and how to weave denim on vintage looms.



Chris Hagen

Chris Hagen is pursuing skills enrichment in fine art hand-printmaking, specifically stone and plate lithography and intaglio etching techniques. Distinct from the commercial printing field in this era, hand-printing pairs traditional methods with innovative approaches to make "original prints" in favor of reproducing existing artworks. Despite having dedicated the past fifteen years to study and practice in these art forms, there are lifetimes of knowledge in the field, and most centres of training are overseas. He is arranging intensive apprenticeship/residency opportunities in America and/or Europe in studios with technical programs or in direct mentorship with established practitioners.



Alex Miller

Alex will inquire into a regenerative approach to our food systems and ways this approach extends beyond environmental sustainability and actively encourages food citizenship. The concept of food citizenship affirms that we are not just consumers at the end of the food chain, but participants in the food system as a whole — changemakers, collaborators, and advocates for socio-ecological systems. Through connecting with international leaders in the field, Alex will investigate landcare practices such as market gardening, ecological gardening, and traditional skills including seed saving, and how these practices can re-connect us and deepen our relationships with place, community, and food.

Innovation in Ageing



Tanya Davison

Tanya Davison's Fellowship will identify innovative approaches to address the growing mental health needs of home care recipients in Australia. Up to one half of older people who receive care at home experience significant symptoms of depression. There is an opportunity for the Australian aged care sector to facilitate early access to evidence-based psychological treatments for depression. The Fellow will target gaps in knowledge and practice of how to deliver optimal mental health support within home care by engaging with leading international experts and identifying effective approaches suitable for the Australian setting. Learnings will help shape future models of care in Australia.



Jacqueline Quirke

This Fellowship will aim to investigate innovative models of staffing that are used within the small-scale domestic models of housing for the care of older people internationally which enables high levels of engagement in non-care related activities such as leisure, recreation, exercise, spiritual and cultural programs, the arts, community participation and other life enrichment programs. In addition, staff education and the process of cultural change would be explored along with the role that environmental design, both indoors and outdoors, and technology influences the older persons ability to engage in enjoyable, meaningful and purposeful pursuits.



Sarah Henry

Sarah is very grateful to have the opportunity to be awarded the Hugh DT Williamson Fellowship to discover best practice of non-clinical hospital avoidance approaches internationally. Sarah's interest is in response to Australia's increasing challenge of an aging population, lack of clinicians to meet community health demand and strain on our health care system. It aims to look at international integrated care models that are creating impactful outcomes and evidence how non-clinicians can motivate older vulnerable people to be in control of their health and wellbeing, thrive at home and not enter acute care unnecessarily or prematurely. Her objective is to test my findings here in Australia in the hope that she can develop a model that can positively influence at scale by seeking to upskill our existing national non-clinical assessment workforce.

Mason Family Trust



Daphne Mohajer va Pesaran

Daphne, an academic, designer, and expert in sustainable fashion practices and paper, proposes to travel to Europe to acquire skills in the art of rag papermaking. With these new skills, Daphne aims to create a positive impact on both the Australian papermaking and wider community and address the problem of overconsumption in the Australian fashion industry. The traditional methods of rag papermaking are disappearing in Australia, making it important to preserve the art and promote its sustainable usage.

Daphne will collaborate with local papermaking communities in Australia to share her newly acquired skills and foster innovation. She aims to raise awareness of the environmental impact of fashion overconsumption and promote sustainable practices by offering paper made using traditional methods as an eco-friendly and biodegradable alternative.



Luke Price

Luke Price is the Director of a bespoke mirror manufacturing studio, specialising in the application and controlled manipulation of silver on glass. As one of the only Silverers in Australia Luke has worked for over a decade to study, practice and develop the lost art of Silvering - hand poured application of silver to glass. Throughout his Fellowship, Luke will tour major historical mirror and glass manufacturing sites, concentrating on the 'isle of glass'; Murano, Italy. He will visit mirror artisans and silverers, as well as galleries and museums to study true historical mirror examples. Through the Fellowship, Luke aims to raise the visibility of silvering and mirror manufacturing in Australia, in turn enhancing the possibilities for collaboration with other Australian artisans.

Italian Australian Foundation



Laura Galati

Laura will undertake an immersive research trip to delve into the rich heritage of Italian knitwear design and production. The fellowship will provide her with the opportunity to visit leading knitwear design studios and manufacturers that are at the forefront of addressing critical fashion system issues. Through exploring traditional Italian craftsmanship, circular and material-driven design approaches and minimal waste production techniques she aims to enhance her local practice as a designer and maker. Laura intends to share her knowledge and engage the wider fashion community through collaboration, exhibitions, and education, with the ultimate aim of revitalising local industry practices.



Katia Punaro

Katia is a librarian that teaches people how to trace their Italian ancestry. This Fellowship will allow her to connect with archivists, memory keepers and genealogists in Italy in order to better understand Italian vital record keeping and relay this information to the participants in her Italian family history workshops.

She says “people driven to family history research are often seeking revelations about the self by understanding the lives/connections to those that came before them. When Italian Australians embark on this journey, it also sparks a re-connection with language, with history, with culture, and with family – hopefully leading towards an enlightened understanding of the self and their place in the world”.



Thomas Lentini

Thomas Lentini is a bespoke furniture maker and designer specialising in solid timber dining tables. Thomas will travel to Italy and gain first hand experience from master makers to enhance and diversify his practice in timber. He will engage with specialist woodcarvers and furniture makers from the Lombardy and Tuscany regions. He will incorporate these skills within his practice and apply them to custom design pieces for clients, architects and designers. The Fellowship will also provide Thomas the opportunity to engage with the master marble workers of the Carrara region, and consider its applications within his furniture practice.

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 \$104,269 for the year, compared to a deficit of \$41,758 in 2022. The strong result reflects a return to normal travel arrangements after several years of Covid imposed restrictions. Retained funds at June 2023 were \$302,140 (2022-\$197,871), and Current Assets of \$1,260,864 were \$304,696 greater than Current Liabilities of \$956,168. Cash and bank deposits at June 2023 were \$1,185,542, compared to \$1,319,877 at June 2022.

The reduction in cash and deposits is a direct result of the increased payments to Fellows following the resumption of overseas travel. This in turn has reduced the liability to Fellows from \$713,709 at June 2022 to \$607,358 at June 2023. Operating costs were carefully managed, and the Institute is in a sound financial position to meet its future obligations to Fellows and suppliers.

Adrian J. Capogreco

Treasurer

Profit and Loss Statement for the year

	2023	2022
	\$	\$
Revenue	875,490	522,729
Employee expenses	(256,941)	(267,772)
Depreciation and amortisation expense	(2,591)	(2,442)
Fellowship expenses	(465,311)	(260,816)
Rental Expense	(12,000)	(12,000)
Sundry expenses from ordinary activities	(34,378)	(21,457)
Surplus/ (Deficit)	104,269	(41,758)

Financials

Statement of Financial Position as at 30th June 2022

	2023	2022
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and Cash equivalents	72,030	31,600
Short term investments - bank deposits	1,123,512	1,288,277
Other Assets	65,322	39,205
TOTAL CURRENT ASSETS	1,260,864	1,359,082
NON CURRENT ASSETS		
Property, plant and equipment	6,440	5,262
TOTAL NON CURRENT ASSETS	6,440	5,262
TOTAL ASSETS	1,267,304	1,364,344
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	916,269	1,124,737
Employee provisions (Annual Leave)	17,707	18,020
Current tax liabilities	22,192	17,820
TOTAL CURRENT LIABILITIES	956,168	1,160,577
NON CURRENT LIABILITIES		
Employee provisions (LSL)	8,996	5,896
TOTAL NON CURRENT LIABILITIES	8,996	5,896
TOTAL LIABILITIES	965,164	1,166,473
NET ASSETS	302,140	197,871
EQUITY		
Retained surplus	302,140	197,871
TOTAL EQUITY	302,140	197,871



**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 2023, 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 2023 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:

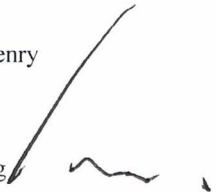
- (a) Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting 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 Selkrig



Dated this 29th August 2023



**Chaundy
& Henry**

CHARTERED ACCOUNTANTS

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

28TH August 2023

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

Dear Committee Members

International Specialised Skills Institute

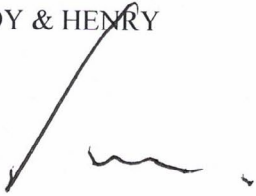
In relation to our audit, I am pleased to provide the following declaration of independence to the Committee of International Specialised Skills Institute.

As Auditor of the financial statements of the above Entity for the year ended 30th June 2023. 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
Partner
Chartered Accountants

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