

The ISS Institute 2021 Annual Report



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The ISS Institute acknowledges the work of our Board and Staff

ISSI Staff 2021

Dr Katrina A. Jojkity (CEO)

Wendy Draayers (CEO)

Simon Bruce (Interim Executive Director)

Keith Beecher AM (Finance Manager)

Kyle Palmer (Communications Officer &
Graphic Designer)

Paige Voss (Communications Officer)

Patrons & Board

Lady Primrose Potter AC ~ Patron in Chief

Mr Tony Schiavello AM ~ Patron

Mr James MacKenzie ~ Patron

Professor Amalia Di Iorio AM ~ Chairperson

Mark Kerr ~ Deputy Chairperson

Sir James Gobbo AC CVO QC ~ Founder

Jack O'Connell AO ~ Treasurer

Alisia Romanin ~ Secretary

Adrian Capogreco ~ Board Member

Jeremy Gobbo QC ~ Board Member

ISS Institute Fellowship Awards at Government House





Vale Sir James Gobbo 1931 - 2021

A Tribute to The Honourable Sir James Gobbo AC CVO QC 1931-2021

The International Specialised Skills Institute board and team join with so many in Victoria, Australia and across the world in paying tribute to Sir James Gobbo, AC, CVO, QC. It was Sir James' foresight and vision for a better skilled and smarter Australia that led to the foundation of the International Specialised Skills Institute thirty years ago.

Under his leadership, the ISS Institute has supported over 500 Fellows to acquire new skills and understand best practice internationally, to bring this back to Australia and to share with our community. The skills of our Fellows and of those taught by them in artisan crafts and trades, in art making, in teaching and in scholarship are a legacy he leaves in the Australian community that enriches all our lives.

The ISS Institute will continue to build on Sir James Gobbo's legacy by focusing on and addressing skills gaps within Australia.

Below are some statements paying tribute to Sir James Gobbo by ISS Institute Fellows.

“Sir James Gobbo was a gentleman for all seasons, charming and passionate about the Visual Arts. It was my absolute dream and honour to have been awarded the International Specialised Skills (ISS) Institute Fellowship to study the specific skills gaps in the millinery and allied accessories industry. The purpose of the Fellowship was to explore the greatest cultural preserves and industries of Italy. On my return, I produced an extensive folio complete with illustrations that was presented to the Kangan Institute, The Embroiderers Guild Vic, and Australian Racing Museum.

The genius of the man lies in his vision for the Arts, for without his vision there would have been great gaps in the Applied Arts sectors including landscaping, stonemasonry, stain glass, upholstery, gilding and of course millinery. It was truly an honour for me to have designed and made the Classic Panama hat that Sir James wore on the day of his appointment at Government House, and the beautiful Breton hat that Lady Shirley wore - it was made of rabbit felt and trimmed in emu leather with a matching handbag to hold the largest keys in the State. I will miss his effervescence.”

- Peter Jago, 1994 ISS Institute Fellow.

“I was honored to be awarded a Fellowship through the ISSI in 2013. This Fellowship enabled me to research how robotics and computer-based devices were being used overseas to assist with upper limb therapy. This Fellowship led me to opening up a clinic in Melbourne specialising in robotic rehabilitation using Tyromotion devices - the first of its kind in Australia. Since 2014 Abraham OT Services has been focusing on upper limb rehabilitation using these devices and this year we became the first Australian Reference Centre for Tyromotion. It has been an amazing adventure and the progress our clients are making in order to regain use and function of their upper limbs is phenomenal. This would not have been possible without Sir James Gobbo and the ISSI.

I was lucky enough to meet Sir James Gobbo on a few occasions. He was always interested in hearing about further development as a result of my Fellowship and how this was helping the community. I will forever be grateful for the opportunity he gave me.”

- Vicki Abraham, 2013 George Alexander Foundation Fellow.

“The need for heritage trade skills in Australia has been recognised and well documented, especially building trades. The need for specialist heritage locksmithing skills has been overlooked, and risks being lost. Recent changes to training packages have not addressed the growing need to maintain the existing skills and develop new skillsets. Heritage listings continue to grow and diversify, and locksmith skills need to follow.

This Fellowship seeks to locate and investigate current best practices in conservation, maintenance and preservation of heritage locks and security products, by observing best practice in the UK and Europe. The primary outcomes will be skill development and increasing knowledge within the Australian locksmithing industry, sharing this best practice with a broad range of stakeholders including architects, furniture and building conservators and heritage consultants. Importantly, the journey of learning will be shared with apprentices from across Australia and inform and inspire their training in the future”.

-Aaron Smith, 2017 George Alexander Foundation Fellow.

“Sir James Gobbo epitomizes the migrant story of humble beginnings, hard work and devotion leading to a life of great contribution to his community. A champion of providing opportunity and possibilities for betterment to willing individuals and society at large. His richness for culture, learning and mastery is exemplified through the International Institute of Specialised Skills of which he is the founder. This institute realised his vision for sharing knowledge and skills acquired globally across thousands of years for the improvement of industries, health, arts and culture and individuals. I was fortunate enough to be afforded a James Gobbo fellowship through the Institute – Aspiring for Excellence in Hospitality. I remain incredibly grateful and in complete reverence of such a great and generous citizen of Victoria. He will be sadly missed.”

- Guy Grossi, 2015 Sir James Gobbo Fellow.

About Us

“ The Fellowship provided me with a sense of fulfilment on a professional and personal level. Engagement in research renewed my energy and enthusiasm in my work and the potential vocational outcomes for the cohort I work with. ”
- Jan Davis

500 Fellows

28 Countries visited

65 Industry sectors

The International Specialised Skills Institute is an independent, not-for-profit, national organisation providing opportunities for Australians to acquire skills and best practice in traditional and heritage trades, the arts, education, and leading-edge technologies through overseas applied research Fellowships.

The institute was founded in 1991 by Sir James Gobbo, former Governor of Victoria, to encourage investment in the development of Australia's Specialised skills.

The Institute builds shared learning, leadership and innovation across industry sectors. Fellowships focus on the identification of skill or knowledge gaps or areas requiring innovation. Fellows travel internationally to identify best-practice ways of addressing these. Upon return, Fellows disseminate findings, lead change and advocate for best practice with colleagues, government, industry and the broader community.

Our Fellows represent a broad cross-section of industries and our Fellowship program creates impact in many ways including economic benefits, skills preservation, the personal and professional advancement of our Fellows, new thinking, and increased innovation in the workplace.



2020 Fellow Natalie Delaney John in her Taxidermy studio

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.”

As we celebrate the International Specialised Skills Institute 30th anniversary this year, we continue to build on Sir James Gobbo's legacy by focusing on and addressing skills gaps within Australia. As the chair of the ISS Institute, it is an honour for me to champion and lead this important work in collaboration with the passionate and dedicated team on the ISS Institute Board.

Even though there has been a lot of change and uncertainty over the last couple of years due to the COVID-19 pandemic, thanks to the continued support of our generous partners, the commitment of our Board and ISS Institute team, the Institute has thrived.

This year the Institute farewelled former Chief Executive Officer, Wendy Draayers. During her 4 years at the Institute, three and half of those as CEO, Wendy made a significant contribution to the Institute. Her dedication to the institute and the relationships she built with our partners and other stakeholders has created a very strong foundation for the Institute moving forward.

The Board of Directors would like to thank Simon Bruce, for stepping in and doing a marvelous job as Executive Director of the ISS Institute, while the new CEO Dr Katrina Jojkity was appointed.

Fellowships this year, once again covered a broad range of sectors and topics including Montessori and Reggio Emilia early childhood teaching, sustainable building conservation, teacher training, educational policy, curriculum development, the power of immersion in exhibition design, paper, and book conservation among others. Notably, George Alexander Foundation 2021 Fellow, Shane Wiechnik received a furniture and wooden artifacts conservation Fellowship. Shane intends to travel the world, Journeyman style to expand and refine his skills. Palladio Foundation 2021 Fellow, Ido Gat intends to build upon his 20 years' experience as a stone mason and restoration specialist for heritage listed buildings. Likewise, 2020 George Alexander Foundation Fellow, Natalie Delaney-John plans to undertake dedicated training in the United States under some of the world's most awarded Taxidermists, Moulding & Casting Specialists and Zoological Sculptors. Department of Education and Training 2020 Fellow, Michael Matthew, a TAFE teacher in correctional facilities, is focused on helping disadvantaged people obtain the skills to build highly efficient and energy rated homes using the principles of Passivhaus design and construction. The variety of topics being explored is a testament to the Institute, the passion and talent of our Fellows and our visionary partners who support them.

On behalf of the Board, I would like to express my deepest gratitude to our partners as without their support our Fellows would not have international opportunities to enhance both their personal



and professional skills and knowledge, and as a result, make a significant contribution to building the capacity of our Australian workforce.

Special thanks to my Fellow Board members for their commitment, dedication, and passion. I am fortunate to work alongside such a capable team who choose to contribute their personal time and expertise to the Institute.

I would also like to express my appreciation to our new CEO, Dr Katrina Jojkity, and her team for continuing to develop and strengthen the Institute's Fellowship Program.

Many thanks once again to our partners and our 500 past and present Fellows for their hard work and commitment to the Institute.

Finally, I would like to acknowledge and honour the founder of the ISS Institute, Sir James Gobbo for his commitment, foresight, and vision to ensuring a better skilled and smarter Australia.

Professor Amalia Di Iorio AM,
Chair

From the CEO

The International Specialised Skills Institute and our partners support Fellows to drive best practice, innovation and to create a lasting impact within the conservation, heritage trades and artisan skills sectors. As the ISS Institute celebrates its 30th year now, more than ever and particularly with Australian borders closed for most of the last two years due to the COVID-19 pandemic, Australia needs a skilled community of educators, teachers, craftspeople, tradespeople, professionals, innovators, artists, and creatives.

I am extremely honoured to be leading an Institute that is committed to supporting innovation and best practice and delighted to have the opportunity to work with our Fellows who are all passionate and talented practitioners in their respective fields.

COVID 19 caused a sudden and unanticipated impact on the Fellowship Program across 2020/2021, however, it also provided valuable opportunities to enhance the program. The unexpected 'down time' the Fellows have had to navigate as they wait on international borders to open has enabled Fellows to build deeper connections and relationships both locally and overseas. In turn this allowed Fellows to lay strong foundations and buy-in at a local level which will ultimately magnify their capacity to create outcomes and further the dissemination of skills and knowledge.

In fact, this extra period of preparation and clarification has been of such benefit to the Fellows and more broadly the program, that going forward Fellows will be expected to undertake additional pre-travel activities as a requirement of the Fellowship Program. These have included refining the Fellowship aims and objectives, building pre-travel connectivity with international contacts, strengthening local stakeholder networks, and conducting stakeholder consultation and completing literature reviews and additional research aligned to their Fellowship topic.



Excluding the international travel component of the Fellowship program, all other aspects of the program have proceeded as normal across 2020/2021 with the assistance of information technology. Fellowship interviews, induction sessions and scheduled monthly meetings between the Fellows and ISSI have been successfully held via video conference. The interview and selection process included a question with relation to how a candidate plans to mitigate the impact of Covid-19 and delayed international travel itineraries. Candidates were asked how they will use this extended period to research, cultivate networks and plan their report before they travel. In fact, potential Fellows were requested to talk through or provide a plan of how they are going to maintain engagement with the Fellowship program whilst waiting for travel restrictions to lift. In fact, many Fellows have chosen to utilise all their Fellowship funds on desktop learning and skills acquisition. Both ISS Institute and our partners are keen to maintain the high standard of Fellowships and apply a consistent rigor to the selection process. The only additional change to the Fellowship Program due to COVID 19 has been to the Fellowship timeline. This has been reviewed and negotiated on a case-by-case basis based on international travel restrictions, country borders opening and the circumstances of Fellows and their ability or need to travel when permitted. Again, many Fellows are choosing to conduct their skills-lead research remotely or in a blended format.

The Fellowship program enables identification of vital future skills and knowledge and provides the vehicle for necessary research and training to be undertaken. This is key to ensuring that Australia can maintain a competitive international position and safeguard its future prosperity and the future employment prospects for Australians particularly as skilled migration has stalled due to COVID-19.

The ISS Institute Fellows are extremely passionate and dedicated to their Fellowship, skills, topic of research and have continued to persevere by making vital local and international connections. As mentioned above, many Fellows have taken it upon themselves to adapt and modify their method of skills acquisition due to COVID-19 pandemic. For example, knitwear specialist and George Alexander Foundation 2021 Fellow, Kirri-Mae Sampson has set up remote training and workshops with a niche knitwear factory in the Netherlands where she is learning the (almost non-existent in Australia) skill of linking,

Similarly, George Alexander Foundation 2021 Fellow, paper, and book conservator Camielle Fitzmaurice has set up online workshops with a specialist book conservator in Chicago. To remain engaged and connected to the ISS Institute community, George Alexander Foundation 2020 Fellow and taxidermist Natalie Delaney-John presented at the ISS Institute Heritage Illuminate online forum on her Fellowship and how she is utilising the time before she travels to America to promote and provide online classes in taxidermy. Department of Education and Training (DET): Higher Education Skills (HES), 2020 Fellow, Dr Karen Hart initially intended to travel and research alternative education projects in Manchester and London as well as attend a youth justice education conference in Vancouver. After extensive research, Karen is now adamant that the most suitable place for her to travel for her Fellowship is New Zealand. Similarly, DET 2020 Fellow, Kay Schlesinger who has yet to travel has made extensive connections and learnings with the Department of Education in New York has been asked to present 'Community of Support for New Teachers' to large groups of VET professionals on a number of occasions. Kay has also been asked to speak at the VDC annual conference on World teacher's day. These speaking engagements have only come about through her connection with the ISS Institute. All the 2020/2021 Fellows have stated that the extra time due to the delay in travel has had a positive effect on their Fellowship as it has enabled Fellows to research and refine their skills and Fellowship topics in ways they never imagined.

The support of our partners is vital to ensuring that we achieve these strategic goals. Their commitment to our Fellows, the Fellowship Program and the Institute has been steadfast. We have been extremely fortunate to have had the support of our generous partners including the Department of Education and Training (DET): Higher Education Skills (HES), the George Alexander Foundation, The Italian Australian Foundation, The Palladio Foundation, Hugh DT Williamson Foundation and Rosewood Research who all sponsored Fellowships.

I would also sincerely like to thank the dedicated ISS Institute team, Keith Beecher our extremely meticulous and professional Finance Manager and Kyle Palmer our Designer and Communications Officer for his creative and innovative work. It is a pleasure to work with these talented and committed people who make the ISS Institute run as efficiently as possible. Equally, I would like to thank Simon Bruce for taking charge until I joined the ISS Institute and for making my transition and handover as smooth as possible.

This year we said goodbye to Paige Voss, our previous Communications Officer who took up an exciting opportunity at Life Saving Victoria. We welcomed Kyle Palmer to the team in August in the role of Designer and Communications Officer. Kyle has joined us with lots of new ideas and brings with him both a fabulous graphic design and film skill set as well as a creative approach to communication.

I would also like to express my extreme gratitude to the Chair, Professor Amalia Di Iorio AM and all the Board members for their commitment to the Institute and their support of me as the new CEO. Their belief and commitment to the work we do is vital to the success of the Institute and greatly appreciated.

I again acknowledge and thank our partners, as without you we could not deliver our innovative and impactful Fellowship Program and I look forward to another positive year ahead for the ISS Institute and our Fellows.

2019 Higher Education and Skills Fellow Daman Shrivastav and daughter Diya who fed the homeless and international students during the pandemic



Thank you to our Partners and Sponsors



**THE
HUGH D.T.
WILLIAMSON
FOUNDATION**



PALLADIO FOUNDATION



This year we have engaged with over 50 Fellows through education, Illuminate events, workshops, online networking and mentoring.

We have also had the pleasure of awarding new Fellowships thanks to the generous support of our partners. We sincerely thank our partners who have provided Fellowship funding across this year.

\$7.5 million for Food Innovation in Tasmania

“This industry-led Fermentation Hub is a global-first, with 1800 square metres to ferment food, beverage and even nutraceuticals and green energy,” says FermenTasmania Chair, Kim Seagram AM.

“Our ISS Institute fellowship catalysed its development, allowing our team to visit global spaces and experts in fermentation. Not only has this informed our design, but it has also connected Tasmania to a global network. We are looking forward to sharing the skills we learned with the people and businesses connected to this facility.”

FermenTasmania has been awarded \$7.5 million of Australian Government funding to build a globalfirst Fermentation Hub at Legana in Northern Tasmania. The funding was secured through the Building Better Regions Fund Infrastructure Project Stream. This funding builds a world-class food innovation facility 10km from the Launceston CBD at the gateway to the Tamar Valley. “This industry-led facility is a global first, with 1800 square meters of space to ferment beverages, food and even nutraceuticals and green energy,” says FermenTasmania Chair, Kim Seagram AM. “Not only is it a space for industry to play and innovate small scale commercial products, but it will also provide spaces for cutting edge research and development, hands-on training and even agritourism and fermentation experiences for locals and visitors alike.”



This project started seven years ago as Tom Lewis' ISS Institute Fellowship to build on the strengths and assets of Northern Tasmania and develop these to create global connections and regional economic development. It has succeeded by building commercial links across industry, government, academia, consumers and community.



Designs for the fermentation hub

2021 Fellows

George Alexander Foundation



Ruth Redden

Ruth Redden is a registered architect and heritage consultant. She is an associate at Context-GML and is a member of Australia ICOMOS' National Scientific Committee on Energy and Sustainability and ICOMOS' International Scientific Committee on Energy, Sustainability and Climate Change. Ruth's ISSi+GAF Fellowship will broadly focus on building conservation and environmental sustainability. Sustainability will be defined according to the UNESCO Sustainable Development Goals, and the research will explore national and international standards of sustainable building conservation in practice. The Fellowship aims to develop guidelines for best practice sustainable building conservation in Australia, including recommendations on how Australian building and conservation practice could be improved to align with international efforts to combat climate change.



Kirri Mae Sampson

This Fellowship will focus on the skills gap of Knitwear Linking. A niche but crucial role in the process of knitwear production, a skill that is still thriving in many offshore contexts and would be a valuable addition to the Australian market. Currently without this skill accessible, fashion labels are forced to compromise their designs to meet existing local capability or seek manufacturing offshore altogether. Developing accessible learning resources for this skill will create opportunities for its ongoing dissemination. Meanwhile, increasing scope of local design/production capability will have flow on benefits for the industry, assisting in raising the bar and opportunity for Australia to build competitive capacity in design and innovation for apparel on a global scale.



Camielle Fitzmaurice

Camielle is a paper and book conservation specialist (BA Arts.Hons, MA MCCM). She has worked as a conservator in both private practice and institutions in Australia, and undertaken specialist training in book conservation. Her Fellowship addresses the siloing of historic bookbinding and book conservation knowledge in Australia. It seeks to openly address the gap between book and paper conservation approaches to assessing and treating bound items and develop a hub for collecting and disseminating book conservation knowledge in Australia. Camielle will work with book artist, binder and book arts academic Karen Hanmer in Chicago, ILL., to develop both historic and modern cut-away book models. Cementing of her knowledge of book construction will aid in the reserve-engineering of book structures Camielle is tasked with in her profession. Camielle's research will focus on books as dynamic objects – collaborative and functional.



Claudia Von Der Borch

The aim of Claudia's fellowship is to investigate the purpose and power of immersion in exhibition design. Museums are constantly pushing for richer opportunities to connect visitors with ideas, collections, and content. Immersive exhibition design is a relatively new and evolving area of museum practice, and there is more to uncover about the ways that cultural institutions can utilise it to deliver different aspects of audience engagement. Claudia hopes to build an understanding of how immersive design meets visitor and museum needs, and how it's application delivers lasting experience outcomes. The insights of this Fellowship will be shared with the sector in Australia, expanding knowledge of how this type of exhibition can be used to better engage audiences.



Shane Wiechnik

Shane is a conservator of furniture and wooden artifacts, which is a narrow field within Australia with few qualified practitioners. His Fellowship will focus on our heritage crafted pieces which come from overseas, or were informed by international traditions. Objects of historic and personal significance are often treated by people with no formal training in conservation or historic crafts, and the skill pool is relatively small. He will have the opportunity to bring back up to date as well as traditional skill-based techniques currently in practice among conservators with a variety of training backgrounds and ethical approaches.



Emily Dawson

Emily's Fellowship hopes to contribute to teacher training, educational policy and curriculum development at a critical turning point towards greater inclusion of Aboriginal and Torres Strait Islander students, their communities and their perspectives on education. Her Fellowship will provide a complex and comparative reading of the past, dominantly through text-based and documentary research of archives to try to map the advocacy and agency of students, families, communities, teachers and authorities within colonial systems of education throughout the 20th Century. Her Fellowship hopes to produce important knowledge that is useful to many communities of learning and practice, providing a "history of the present" regarding education as both a transnational and transcultural discipline.

Higher Education and Skills



Simone Jamieson

Simone Jamieson has worked in the Community Development and Education sector for 12 years. The aim of her Fellowship is to research and develop innovative ways to empower disadvantaged and disengaged learners suffering from mental illness and to provide teachers with more tools to support and guide learners into realistic employment. A key research outcome will be the development of a framework for local labour markets to adopt capacity based and flexible work arrangements suitable for people experiencing mental health issues.



Emily Tucker

Emily works at Carringbush Adult Education as an EAL teacher. The aim of this fellowship is to investigate best practice pedagogies of digital literacy skills for adult EAL migrant and refugee learners within the community-based education setting. This cohort encounter significant challenges accessing, engaging and navigating digital devices that give them access to information allowing them to participate fully in everyday life, employment and education opportunities in Australia. Emily will explore the complex digital and language skills needed for independent technology use for everyday activities and online or hybrid learning contexts. She aims to discover resources, frameworks and models around adult EAL learner digital literacy that incorporate more learner centred approaches to meaningful language acquisition. Access to technology and English classes will be viewed through a digital equity lens, as part of a larger social justice framework that empowers this vulnerable group of learners.



Will Dalglish

Will Dalglish has worked in many areas of Environment and Sustainability for the past 25+ years. By researching from the context of teacher, courseware creator and subject matter expert, Will looks to research internationally report back up on the uptake and transition of sustainability and the subsequent process systems, across aspects of the food supply chain. This includes sustainable land management, agriculture and food security systems, nutrition, processing, manufacturing and the supply chain logistics, through to marketing, retail and hospitality. Will hopes to do this by visiting SMART cities with lean quality management systems with efficient use of resources. The outcomes will inform educational, workplace and social change perspectives.



Giselle Sim

Giselle's Fellowship looks to blending wellbeing and learning in the classroom for adult learners. After two years of teaching and research at Cloverdale Community Centre in Corio Geelong, Giselle has been finding different ways to teach adults and keeping them engaged and coming to class. With a background in Anthropology, not education, Giselle brings fresh eyes to our educational systems. A lot of barriers for learners are rooted in general wellbeing in life. With the use of anthropological methods of research and qualitative data, we are finding new ways to innovate the classroom. Through the stories learners have to tell about their lived experiences we find where the needs are and can then look for solutions. Many problems could be solved by change of cultural views to education and training. There is value in education, and it is lifelong. By keeping these conversations going we mean to maintain engagement and networks. Which provides a space for communities to build and grow.



Karen O'Reilly Briggs

Although the VET in Schools (VETiS) policy has been in existence for approximately three decades, the Australian education sector has not as yet been able to establish a sustainable or productive enough way of upskilling industry experienced tradespeople and technologies experts to become qualified VET in Schools teachers. There is a serious skill shortage of qualified VET teachers to teach young Australians in our schools, and very little is currently being done to rectify this deficiency. My Fellowship is proposing to look to overseas to countries who have successfully implemented practices that support the ITE of trade and vocational professionals transitioning into the secondary teaching profession, in the hope that we can learn from those who have managed to implement successful practices that support VET professionals in their aspirations to become professional secondary school teachers.



Michele Tocci

Michele Tocci's research will develop greater understanding of international trends to ensure training delivers behavioural changes and results for the individual and organisation. She aims to understand new strategies that international educational organisations utilise to engage adult learners, structure training and ensure behavioural change for new and emerging leaders. My research will focus on training delivered in the areas of psychological safety, workplace wellbeing, diversity, inclusion and emotional intelligence. These are areas of leadership, business and organisational culture that are key, especially as we transition from the impact of Covid.



Jane Hickey

University students with disability find it significantly harder to gain employment as graduates in comparison to their non-disabled peers (QILT 2020). Universities have increased their enrolments of students with disability by 131 per cent between 2008 and 2018 (Universities Australia 2020), but are struggling to provide the right supports for students. There are existing mentoring and peer led programs in different formats around the globe which can be explored and examined to understand the key elements for success that can be applied to creating a new program in Melbourne. The models that I wish to explore include: AS I AM, In Dublin, Republic of Ireland, WAM, in Dublin, Republic of Ireland, Edgewood College (Cutting Edge program), Wisconsin, USA and the Enabling Village in Singapore.



Vin Ryan

Vin Ryan has worked as an artist and art educator for the past 25 years. He aims to use his Fellowship to research new innovations in arts education programs that are run in prisons around the world. To do so, he plans to visit an organisation in California, looking in particular at the way that this organisation uses experts from a range of fields to create a collaborative approach to arts education. Vin is also impressed by their marketing and advocacy skills in prison arts education. This Fellowship will guide local organisations to adopt skills to promote arts education in the Australian TAFE sector.

Palladio Foundation



Ido Gat

Ido Gat has over 20 years experience working as a Stone Mason, Floor finishing and Restoration specialist. Learning these skills through his father in the family business, Ido's passion for working with natural and composite stone was ignited early, where he has ground, polished and honed thousands of square meters of Marble, Terrazzo, Concrete and other natural or composite surfaces. Ido's Fellowship is to connect with the original masters of the trade. Having the affiliation with the ISS Institute, Ido hopes to travel to Italy, and access to training, exploration of raw materials and tools that are used in traditional Terrazzo creations.

Italian Australian Foundation



Amy Franz

Amy Franz has spent the last two decades investigating different aspects of the jewellery and leather goods industries, working in diverse roles including buying and product development, styling, design and production. Amy’s Fellowship will focus on researching traditional techniques of Florentine leatherwork through a mentorship program at the Scuola del Cuoio and investigating the traditions, practices, and current innovations that make Italian-produced leather goods globally renowned. Her research aims to consider the skills gap present in the Australian accessories industry through an investigation of past, present and future directions in leather craft-practice and will consider how heritage skills can be preserved, disseminated and utilised in innovative and sustainable ways to enhance local production practices.



Emilia Iacovino

Emilia Iacovino is an engineer who for the past ten years has worked in the energy efficiency and renewable energy sector. Emilia’s work with Detail Green covers energy auditing, building energy assessment and Passive House design. The Fellowship will enable Emilia to undertake the necessary course in Germany to become a Passive House Certifier, or independent auditor of Passive House designed buildings. Additionally, the Fellowship will allow her to connect with passive house professionals in Germany, Italy and the UK providing a professional support network for future projects in Australia.



Dr Mary Hughes

Dr Mary Hughes is a lecturer for the Bachelor of Early Childhood Teaching at Holmesglen Institute in Melbourne. She has extensive experience as a teacher and educational leader in primary schools in Australia and the UK and is a member of committees and advisory panels working across VET and HE departments at Holmesglen. Mary’s Fellowship will focus on two curriculum approaches to teaching and learning in the early childhood sector. These are the Montessori and Reggio Emilia approaches, both being child-centred and both based on a constructivist model. There is evidence that children’s early literacy and maths skills are supported by these approaches and that there are benefits for their cognitive and social development.

Published Reports

NAME	FELLOWSHIP	TITLE
Felicity Williams	Higher Education and Skills Group, Department of Education and Training (Victorian Government)	Special Education needs is everybody’s business!
Marina McGrath	Higher Education and Skills Group, Department of Education and Training (Victorian Government)	Sustainable Fashion Education
Paul Roberts	The George Alexander Foundation	Making education work for our most challenging students: The ‘how’ of inclusion

Activities, Communications & Events

2021 has been a very busy year for the ISS Institute.

Regular communication occurs with all ISS Institute Fellows, funders, and stakeholders. As an Institute we meet with each Fellow at least monthly. In fact, the Institute meets with each Fellow whenever desired or required.

All funders are kept up to date with all aspects of the Fellowship program and are informed with any updates as timely as possible.

As there is a high level of respect and commitment associated with being an ISS Institute Fellow there is a great deal of time and effort from the Institute that goes into supporting each Fellow to achieve their goals.

Events

This year the ISS Institute held three extremely successful Illuminate online events. VDC, DET Illuminate event was extremely successful with an impressive 200 people registering to attend to hear about the amazing work our 2020 Department of Education & Training Fellows are doing despite international border closures. The Institute would like to thank Dion Ventrice from the Department of Education & Training along with Sharon Waitzer and Kylie Henry from the VDC for their invaluable contributions to the event.

Newsletters

Our ISS Institute digital newsletter provides regular updates on the Institute and our Fellows. These newsletters are now sent out monthly to 3000 recipients and receive 627 engagements. These newsletters included content from the CEO, latest Fellow reports, Fellowship announcements, videos and highlights of our Illuminate forums and Fellowship round information.

Social Media

In August 2021, Kyle Palmer took over the role as Communications Officer. Kyle's background in graphic design has seen him tweak the ISS Institute brand, adopting the logo's Helvetica font as the main display font for promotional flyers.

Instagram is one particular platform that has been of focus to promote growth as it expands into more video content, including Instagram 'Lives' with our past and current fellows. The ISS Institute has utilised Instagram's developments to create more original video content, which we hope to expand in the coming year - especially once we can start filming past fellows in person. The content has been tailored to the platform with

articles about our fellows being used for facebook and LinkedIn, whereas striking images have been used for instagram and twitter.

With a thoughtful approach to design and a more dedicated colour palette of blues and whites, the focus now shifts to creating an identifiable brand with a stronger design element.

With the onset of more lockdowns in 2021, the Illuminate Events pivoted online to successful results, with the DET Illuminate event being one of our most attended yet with 200 people attending.

The website also received a makeover implementing recently adopted blue & white aesthetic. A new logo has also been designed to celebrate 30 years of the ISS Institute. This logo will form the basis of the marketing materials and guide for the awards ceremony in February.



971 Likes
1,059 Followers



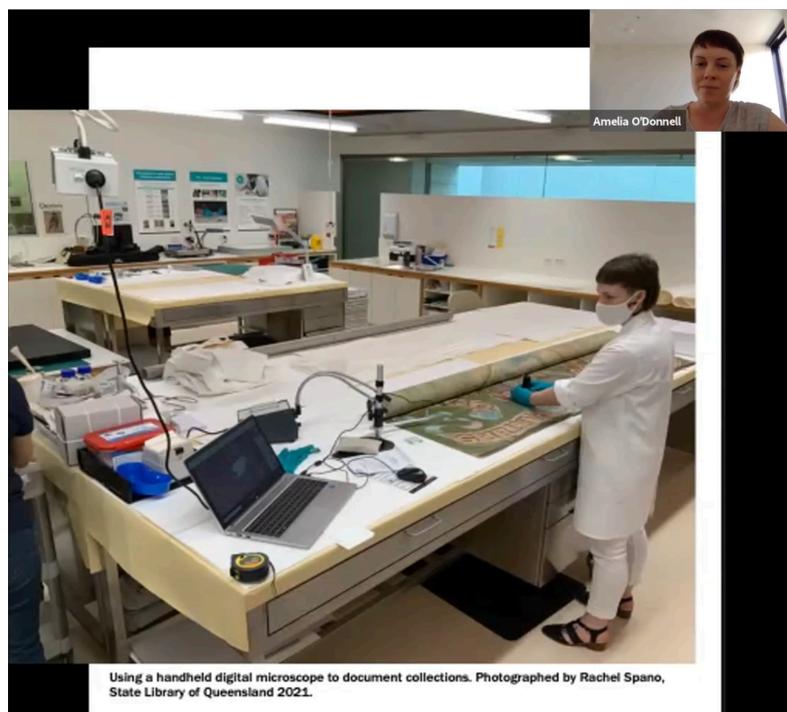
519 Followers
500 Connections



381 Followers



653 Followers



Using a handheld digital microscope to document collections. Photographed by Rachel Spano, State Library of Queensland 2021.

Screenshots from our online Illuminate series.

Financials

The financial statements have been audited, and an unqualified audit report has been provided by the Institute's auditor, Chaundy & Henry. ISS Institute is pleased to report another successful financial year with a net surplus of \$21,192 compared to \$33,061 in 2020. The result benefited from the relief provided by the federal government from PAYG withholding tax following Covid 19 outbreak, and in addition, a generous donation.

Together, this support greatly assisted the Institute in what was otherwise a year of limited activity. Retained funds at June 2021 were \$239,629 (2020 \$218,437), and Current Assets of \$1,129,734 were \$240,895 in excess of Current Liabilities of \$888,839.

Cash and bank deposits at June 2021 were \$954,003, compared to \$792,008 in 2020. The considerably higher cash holdings reflects the very limited expenditure in respect of Fellowships and operating costs. Accordingly, the Institute's liability to its Fellows increased from \$338,445 at June 2020 to \$594,634 at June 2021. When international travel resumes this liability will steadily decrease as payments are made to enable Fellows to once again travel. The Institute has however, agreed to fund Fellowships where preliminary research and study can be done remotely prior to the resumption of international travel.

Operating costs were carefully managed, and the Institute is in a strong financial position to meet its obligations when travel restrictions are eased or lifted altogether.

Jack O'Connell AO

Treasurer

	2021	2020
	\$	\$
Revenue	284,217	585,703
Employee expenses	(205,037)	(275,083)
Depreciation and amortisation expense	(1,384)	1,304
Fellowship expenses	(24,111)	(241,660)
Rental Expense	(12,000)	(12,000)
Sundry expenses from ordinary activities	(20,493)	(22,595)
Surplus	21,192	33,061

	2021	2020
	\$	\$
ASSETS		
Current Assets		
Cash and Cash equivalents	59,906	73,355
Short Term Investments - Bank deposits	894,097	719,063
Other assets	175,731	29,457
TOTAL CURRENT ASSETS	1,129,734	825,244
NON CURRENT ASSETS		
Property, plant and equipment	1,985	3,369
TOTAL CURRENT ASSETS	1,985	3,360
TOTAL ASSETS	1,131,719	825,244
CURRENT LIABILITIES		
Trade and other payables	881,752	580,678
Employee provisions (Annual Leave)	4,458	8,394
Current tax liabilities	2,629	11,356
TOTAL CURRENT LIABILITIES	888,839	600,428
TOTAL LIABILITIES	892,090	606,807
NET ASSETS	239,629	218,437
EQUITY		
Retained surplus	239,629	218,437
TOTAL EQUITY	239,629	218,437

Audit Report



Chaundy
& Henry

CHARTERED ACCOUNTANTS

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

18TH August 2021

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 2021. 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



**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 2021, 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 2021 and of its financial performance and cash flows for the year ended and
- (b) Complying with Australian Accounting Standards to the described in note 1 and Division 60 of the Australian Charities and Not-for-Profits Commission Regulation 2013

Basis for Opinion

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

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

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

Emphasis of Matter – Basis of Accounting

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

Responsibilities of Management and The Committee for the Financial Report.

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

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

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

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

Auditors Responsibilities for the Audit of the Financial Report

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

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

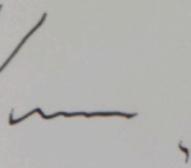
- (a) Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting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

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

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

Chaundy & Henry

Paul W Sellrig

A handwritten signature in black ink, appearing to read 'Paul W Sellrig', with a small flourish at the end.

Dated this 19th August 2021