

## 2007 Showcase Awards for Excellence in Schools

### Submission overview:

The Transport and Logistics Gateway Schools Project is an innovative partnership between Oakey State High School (Oakey SHS), Industry and the Queensland Government.

Our mission is to *blur the line between education and employment* by leading the way in providing quality training and development opportunities for young people. In preparation for joining the transport and logistics industry, thus providing career pathways to retain people in the local region.

The program has successfully run for two and half years and is working towards launching satellite programs with at least three state high schools. We are in the process of refining the framework to enable the future roll out of this successful program to numerous schools throughout Queensland and Australia.

### Description:

#### Introduction to the Program at Oakey State High School

An Australia-wide skills shortage in the transport and logistics (T&L) industry first prompted Oakey SHS to partner with industry employers, training organisations and the Queensland Government to develop the "*Transport and Logistics Employees for our Community*" program in the Darling Downs region, Queensland.

In 2005, Oakey SHS began the first program for students who were in danger of leaving school early and were not succeeding in the traditional learning programs offered at school.

The program was designed to work as part of a wider strategy to retain school leavers and promote meaningful career opportunities within the local community, while building a stronger community focus with the region's young adults.

Starting with 8 students, the program has experienced significant growth in student participation and interest each semester. The program currently engages 45 students from 2 schools.

Partnering with industry, the program places these students with local workplaces giving them valuable experience and 'real world' exposure to the demands of a work place.

Since inception, the program has been providing valuable T&L training, evolving to meet the needs of employers, staff, students and their families. Refer to *Appendix 1* for significant program developments, achievements and events over the past two and a half years.

Initially the program focussed on placing students into workplaces for only one day each week using the Work Experience Act to cover the participation in workplace education. It was soon realised that students needed some preparation and both students and industry would benefit by a matching process with their prospective work placements.

The program developed a four phase pathway to successful industry placement combining theory and practical experience.

Phase One	Phase Two	Phase Three	Phase Four
Workshop preparation skills and attitude readiness.  Work Readiness (20 weeks)	Workshop placement & Student and Employer matching.  Work Experience (5 - 10 Weeks and may have multiple cycles)	School Based Trainee Cert I or II in Transport and Logistics or Automotive. + Construction Blue & Transport Card	Employment in the Transport Industry  Further training (Post School)

### Heavy Vehicle Maintenance

Alan Bacon runs Heavy Vehicle Maintenance which is situated in Oakey on a property owned by Neil Findlay. Findlay Bulk Services manages a grain carting operation from the property. Alan partnered with us to provide students with a safe industrial setting where we could teach the work readiness skills students need – Alan's support has been instrumental to the development of this project.

### Black Trucks Sales

Blacks have provided an Iveco Prime Mover that had grabbed a bearing and seized its motor. The students are being taught to strip the motor and produce a list of parts needed to return the truck to service. Blacks supply all parts, the students use this as a project and once repaired the truck will be sold to provide another truck to repeat the process.

### Grace Removals Australia Pathway

As part of our Grace Partnership we have developed a career pathway for students to follow:-

- Where available each Grace Depot will participate in community satellite projects where students can achieving the following qualifications - Construction Blue card, Transport Card TDTF1 and Certificate II in Transport and Distribution (Road Transport)
- Students will be employed as offsideers, receive their forklift license and complete their Certificate III in Transport and Distribution (Road Transport)
- Grace will also assist students in attaining their drivers license, starting from C class with a view to upgrade to a Medium Rigid, Heavy Rigid, Heavy Combination and Multi Combination
- Grace practice a 'promote from within policy' which enables students opportunities for promotion within the organisation
- This model is being finetuned with the view to implementation across all Grace sites and other industry partnerships

The success of the program and diversity of career pathways available within the industry are highlighted by the range of outcomes students have achieved from the program so far. Refer *Appendix 2* for more detail on successful outcomes.

Students may transition from Certificate I, II and III in either Transport and Logistics or Associated Trades and continue training with employers post school. There is also evidence that students have been successful in gaining employment in a variety of other roles in local transport companies.

Ross Haylock, the trainer and mentor, has developed a method of monitoring and recording competencies demonstrated by students. This system will be used to compile an individual statement of competency. This is linked to the Task based Approach of training.

### Major Group Training

Major is the Registered Training Organisation (RTO) for the project, having opened their arms to its development and also happen to be the largest training provider for the industry. The students have the opportunity to access plant and equipment at their facility in Yatala. We are providing training in the Task Based approach to Major trainers and Major have provided the program with a team to help source information needed for assessment tools and development of a text book. From these tools we produce the Task Based systems for schools and industry. The Task Based approach is an efficient student needs based system, which sets Transport Employees for Our Community apart from other training systems. Major Students.

### Haultech Engineering

Haultech Engineering produces air conditioning units for truck sleeper boxes. We negotiated a project for the students to cut and weld up the frames for these units. The students have produced a manufacturing system that enables them to continuously produce frames with a high degree of accuracy. The frames are shipped to Brisbane where production is completed, some of these returning to our site to be fitted onto trucks.

### Points towards Queensland Certificate of Education

Students in this program will be able to gain credit points towards their Queensland Certificate of Education in the following ways:

VET Certificate II or School Based Traineeship	4 Points
An employment skills development Program Work Education or Safety Blue Card in Transport & Construction	2 Points
160 hours (20 days) of structured workplace learning that an employer endorses	1 Point
At Oakey SHS emphasis each student will still have full access to all timetable English and Maths lesson by timetabling these in a particular line structure.	8 Points
First Aid Certificate	1 Point

Most students will also complete a number of authority subjects, eg: Physical Education, Science or Studies of Society and Environment (SOSE) – each worth 4 points.

### Connection to QSE – 2010, Destination 2010 and/or Education and Training Reforms for the Future:

The Transport and Logistics Gateway Schools Project provides pathways to T&L careers previously not available to students in any Queensland School, and leads Australia in connecting schools to this industry.

Through the support of Queensland Transport, the framework for this highly successful program can be rolled out to numerous schools throughout Queensland and Australia.

The federal ‘Senate Inquiry into workforce challenges’ in the transport industry has requested a copy of our model for Australia-wide consideration. (*Appendix 8*)

## Program Achievements

The program has developed a powerful array of student success stories who have commenced their careers in the transport industry. (Refer *Appendix 2*)

To date, the program has successfully placed twenty students in transport industry positions with seven of these students attaining school based traineeships to complete Certificate II.

The program has also gained the attention and support of the T&L industry locally and at peak body level as an innovation which addresses and meets their needs for more skilled workers while raising the profile of the industry at the school level.

## **Woodridge SHS**

After hearing about our program, Woodridge SHS contacted us, and after some discussion sent us a teacher to train. Every Tuesday James Southwood travels to Grace Removals and watches and learns while we train their staff, on a Wednesdays he joins us at Heavy Vehicle Maintenance workshops where he learns first hand how our project works, who to talk to and how the students interact with industry. The benefit of this training process is that James is able to see both sides of this project to continue the programs success at Woodridge SHS.

Grace has set up a training facility and a procedure for training students on their site. James and his crew will start at Grace in the third term this year. James has limited transport industry experience, however this has not been a problem as his Certificate IV in workplace assessment partnered with industry expertise makes for a formidable team. This successful formula will be utilised for the statewide roll out of the program.

## Partner Support

Our partnerships with local companies who provide us with the following in-kind support and equipment, highlights the local support for the program:

- Training facilities and workshops
- Mobile phone and internet access at the workshop
- Parts and consumables for student projects
- Forklifts, tools and materials to support learning
- Expert knowledge utilised to train and develop student skills and learning programs.

## Industry Guest Trainers

The project is now in its third evolution, and due to the difficulty in finding teachers with sufficient industry knowledge, we have utilised the model developed for Woodridge SHS - partnering Certificate IV qualified teachers with industry professionals who provide the specific industry knowledge students require.

Instead of every teacher involved in the program being trained in industry, our industry partners appear as guest trainers, bring the industry knowledge to the students while also providing a much stronger link with local industry.

Guest trainers demonstrate techniques on:

- how to load and unloading trucks, securing of loads and all other peculiarities of general cargo handling techniques.
- the way to fit and set up tyres and how to fit and remove tyres from a trucks rims
- everything there is to know about aluminium wheels.



These guest trainers are sourced from local business and once the project is rolled out across the state, these professionals will conduct short courses for each school in the program.

### Program Rewards and Recognition

#### **Awards**

The program has won a number of local, state and national awards for its practice in Education and the Transport and Logistics Industry.

- Education Queensland Regional Showcase Awards 2007 – Showcase Award for Excellence in Community or Industry Partnerships
- Education Queensland Regional Showcase Awards 2006 – RACQ Showcase Award for Excellence in Senior Phase of Learning
- The Chartered Institute of Logistics and Transport (Queensland) 2006 – Achievement of the Year award
- The Chartered Institute of Logistics and Transport (Australia) 2006 – Achievement of the Year award
- The Chartered Institute of Logistics and Transport (Queensland) 2006 – Student of the Year award
- The Australian Supply Chain and Logistics Awards 2006 – Transport and Logistics Achievement of the Year

The program has been successful in winning funding support as an Education and Training Reforms for the Future Project that will develop career pathways from school to the transport industry. We have been allocated \$20,000 for each of the next three years, enabling us to continue development of our framework.

#### **Community and Government**

Oakey SHS has received tremendous support from our community who recognise the value and innovation of this program - an impressive achievement for our teachers and students.

In 2007, after representations to the Minister for Education, Queensland Transport supported by officers from DETA have finalised a Memorandum of Understanding aimed at further developing the curriculum and teaching resources. Development of the framework enabling the expansion of the program to other schools throughout Queensland and Australia. Deputy Director General Jenny Cranston visited the program in March and Assistant Director General Terry Kearney congratulated the programs achievement in becoming one of DETA's four funded training programs in 2007.

The Minister for Transport and Main Roads, Mr Paul Lucas visited our facility recently to present us with a cheque for \$49,500 to enable state-wide duplication of the program.

#### **Other supporting documentation:**

Please refer to the following appendixes for further documentation regarding the success of the Transport and Logistics Gateway Schools Project at Oakey State High School.

*Refer Appendix 1 – Significant Program Developments, Achievements and Events.*

*Refer Appendix 2 – Student Success Stories.*

*Refer Appendix 3 – Awards and Recognition.*

*Refer Appendix 4 – Media Articles.*

*Refer Appendix 5 – Personnel involved in the project and Industry Partners.*

*Refer Appendix 6 – Program Budget for 2006-07.*

*Refer Appendix 7 – Letters of support.*

*Refer Appendix 8 – Oakey SHS Model for the Senate Committee.*

## Appendix 1



### Significant Program Developments, Achievements and Events

#### **Semester 1 2005**

- Transport Teacher transferred to Oakey SHS
- TAFE partnership, Units planned
- Student interest scanned
- Industry consulted for ideas on course content needs and wants. Partnerships Developed

#### **Semester 2 2005**

- Started Course and placing students into workplaces
- First students enrolled
- Industry consultation

#### **Semester 1 2006**

- Won Showcase for Warwick District – Senior Phase of Learning
- Won the Chartered Institute of Logistics and Transport Australia - Queensland Achievement of the Year Award
- Won the Chartered Institute of Logistics and Transport Australia - Student of the Year Award
- Rewrote Units to suit students learning styles and abilities with industry consultation
- Students were placed in workplaces with some success's and failures
- Problems identified and addressed – with consultation between industry, students and parents

#### **Semester 2 2006**

- Won the National Chartered Institute of Logistics and Transport Australia - Achievement of the Year Award in Perth
- Identified problems with work placements and devised program to coach students into workplace
- Used Education Queensland Learning Place for online learning
- Created a spreadsheet to record completed competencies. Students were placed in workplaces and others were placed with Heavy Vehicle Maintenance and coached. Some students have been placed as school based apprentices/ trainees
- Pittsworth SHS students were placed at Heavy Vehicle Maintenance to complete a Certificate 1 in Transport and Distribution (Road Transport)

For the past twelve months Pittsworth SHS has been sending 12 students every Monday. The students are transported to Oakey and work in the workshop. They have school work to complete which is done in a classroom setting and then sent by email to Major, where a compliance office validates the data. The first group of students has completed a Certificate 1 in Transport and Distribution. With the growth of the program and increased student numbers, we will most likely replicate the project as a satellite in Pittsworth.

#### **Semester 1 2007**

- Became recognised as a HIA "Can Do Kids" School with the possibility of becoming a 'Youth Build' School
- Rewrote program to suit student and industry needs. Producing a tool that will map competencies/ evidence and assessment. Partnered with Major Operator and Driver Training as our registered training organisation.
- All Students are placed with Heavy Vehicle Maintenance and then placed in workplaces as they become ready. Several students are placed as school based and several more are negotiating placements
- Pittsworth students work with Heavy Vehicle Maintenance, some have got apprenticeships and we are working on several school based apprenticeships and traineeships
- Have fielded enquiries from several schools and industries around the state as to how to replicate the program for them
- Training Woodridge high school teacher to enable implementation of satellite program in July 07

### Student Success Stories from participation in the Oakey SHS Transport and Logistics Program

#### Daniel

Daniel had chosen an academic program against the advice of the careers councillors at his school.

Daniel was failing due to lack of interest and had chosen no vocational education programs (VET) to continue with, he was destined to finish Senior year with neither an overall position (OP) or VET qualification.

Daniel joined our program in year 11, midway through semester 2 2005. He enjoyed his industry placement with Black Truck Sales and was offered a school based mechanical apprenticeship. They are very happy with him.

Daniel won the student of the year from Chartered Institute of Logistics and Transport Australia and is now working as a full time apprentice for Black Truck Sales in Toowoomba.

#### Matthew

Matthew struggled through year 10 and was consistently placed at the bottom of the academic strand. He had not experienced real success in any school programs, struggling to pass maths at a junior level.

Matthew joined the program in year 11 semester 2 2005. We placed him for work experience at Five Star Trucks and Taylor's removals. Neither of these placements were suitable for Matthew and we matched him at Toowoomba Truck Spares.

Year 12 Technology Studies teacher (Authority Subject) reports that Matthew had moved up ranking to second in his class, moving from a C- to A.

Matthew is now working as a trainee spare parts interpreter for Toowoomba Truck Spares and is completing a Certificate III in Transport & Distribution.

#### Russell

Russell was about to leave school without employment. He joined our program during year 12 and we successfully placed him with Blinco's Transport for work experience.

Russell now works full time for Blinco's Transport and is training in a Certificate III in Transport and Logistics.

#### Luke

Luke was a practical hands on student with a part time job in an engineering workshop.

He joined the program in semester 2 of year 11 and completed work experience at Five Star Truck Centre.

Luke was offered two employment choices and finally selected an apprenticeship with Mc Cormack Industries in Oakey.

**Awards and Recognition**





Appendix 4

Media Articles



# Grant keeps dream alive for Ross

By SUSAN SEARLE  
susan@thechronicle.com.au

A \$40,500 State Government grant yesterday allowed Oakey State High School teacher Ross Haylock to leave the classroom and expand his transport job-training program to other schools.

"We can actually start training other teachers so we can get more kids into the transport industry. "It's keeping my dream alive," he said after Minister for Transport and Main Roads Paul Lucas' visit to the student workshop at Findlay Bulk Services in Oakey.

The School-To-Work program boasts a 100% strike rate with 22 students getting jobs in the transport industry.

Mr Lucas saw first-hand the developing skills of 20 of the 45 students enrolled in the program. Students were rebuilding a truck, fitting air-conditioning units and operating forklifts which he described as "real world, hands on" training.

"It's a mixture of practice and theory with students not only learning vehicle maintenance, but safe procedures for loading and unloading, trip planning, logbook requirements as well as fatigue management," Mr Lucas said.

The course is to expand to Woodridge State High School at Logan and more schools are queuing to

get involved.

Of the 50 students signed up for the Woodridge course, almost half are female.

Mr Lucas said the transport and logistics industry was a driver to Queensland's unprecedented economic growth and a skilled workforce was crucial to the industry.

"Over the next 20 years, the road freight task is expected to double and that means more jobs for Toowoomba. This program is helping to address the skills shortage by providing school leavers with training and worthwhile career choices," Mr Lucas said.

## Ross innovates for top award

... (text continues) ...

... (text continues) ...

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**Personnel involved in the project (names and roles)**

Mr Alan Bacon	Heavy Vehicle Maintenance –Owner/Manager
Mr Alex Ten Kate	Major Group Training
Mr Andrew Train	Subject Area Coordinator/ Teacher
Mr Andy Munro	Training Officer – Grace Removals Queensland
Mr Bert Webster	Bromac Paint and Panel
Mr Chris McNelly	Principal Oakey SHS
Mr Eric Ey	Black Truck Sales
Mr Graham Bladon	Major Group Training
Mr Ian Insley	Deputy Principal/ Teacher
Mr James Southwood	Teacher – Woodridge SHS
Mr Jason Black	Black Truck Sales
Mr Leigh Hilsden	Head of Department – Practical Arts
Mr Les Long	Charlton Tyres
Ms Louise Perram-Fisk	Queensland Transport – Industry Capability
Mr Michael Martin	Black Truck Sales
Mr Neil Findlay	Former Managing Director Findlay Transport
Mr Rob Simmons	Tyrecorp
Mr Robert Raymond	Teacher Pittsworth SHS
Mr Ross Haylock	Transport Coordinator/ Teacher Oakey SHS

**Industry Partners**

Mr Alan Bacon	Heavy Vehicle Maintenance
Mr Andy Monro	Grace Removals
Mr Bert Webster	Bromac Paint and Panel
Mr Craig Johnson	Australian Trucking Association
Mr Charles Inder	Haultech Engineering
Mr Dale Miller	Total Tools
Mr Darrel Biss & Mr Roy Rogers	Housing Industry Association
Mr Geoff Favell	Department of Education Training and the Arts
Mr Graham Bladon	Major Group Training
Mr Harvey Black	Black Truck Sales
Mr Les Long	Charlton Tyres
Ms Louise Perram-Fisk	Queensland Transport
Mr Neil Findlay	Former Managing Director Findlay Transport
Mr Ricky Blinco	Ricky Blinco Transport
Mr Scott Pengelly	Pengelly Truck Sales
Mr Steve Semore	Southern Queensland Institute of TAFE

**Transport and Logistics Employees for our Community  
Projected Statement of Income and Expenditure  
for the year ending 2007**

**Income**

**Cash**

Education and Training reforms for the future grant	\$20,000	
Pittsworth State High School	\$12,000	
Queensland Transport & DETA	\$ 49,500	
		\$81,500

**Industry Support (in kind)**

<b>Major Training</b>		
Trainer for compliance	\$60,000	
Administration (phone, fuel, internet access)	\$20,000	
Use of facilities & machinery	\$70,000	
Use of forklift for training	\$30,000	
Industry conferences	\$10,000	
		\$190,000
<b>Heavy Vehicle Maintenance</b>		
Training	\$80,000	
Use of Facility (value not included)		\$80,000
<b>Charlton Tyres</b>		
6 Truck tyres		\$5,400
<b>L&amp;D Parr Transport</b>		
Mercedes Benz	\$15,000	
B-Model Mack truck	\$25,000	
Use of trucks and trailers for training	\$19,505	\$59,505
Ross Keeley donation of Atkinson Prime Mover		\$20,000
<b>Major Training Services:-</b>		
Use of Facilities (value not included)		
<b>Blacks Trucks</b>		
Use of trucks for repairs		\$30,000
<b>Total Tools</b>		
Toolkit	\$1,000	
		\$385,905

**Total Income**

**\$81,500**

**Expenditure**

**Cash**

**Wages and salaries**

Teacher Salary	\$66,500
Teacher Aide Salary	\$5,000

**Excursions**

Truck Show in Brisbane	\$500
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**Teaching Equipment**

Parts and equipment for Kenworth truck	\$7,000
Consumables - safety glasses, printer ink Student Incentives	\$2,500

\$81,500

**Total Expenditure**

**\$81,500**

**Deficit**

**\$0**

# HEAVY VEHICLE Maintenance

PO Box 75 Oakey 4401  
Phone (07) 4691 1433 Fax (07)46913828  
A/H 0418 772085  
Email alan@heavyvehicle.com.au

18<sup>th</sup> June 2007

Heavy vehicle maintenance has been involved with the school based on the job learning project (Transport Employee for the Community) since inception, and congratulates the teachers and staff of Oakey School for their initiative.

It is our belief that this opportunity allows the student a valuable incite to what is required once they join the work force.

It also provides them with the opportunity to determine if this particular industry offers the career path they expect or require, as sometimes what would appear to be ideal, is quite different in reality.

Along with this, the employer also has an opportunity to assess the quality of the youth about to join the workforce.

There are many very interesting and rewarding long term career opportunities available within the Transport Repair Industry, and, the current lack of trades persons (not only this industry), dictates that Employers, Education Providers and Governments, must work together to ensure suitably trained young people are prepared and qualified to carry on within the trades in the future.

Again we are proud to be associated with this project, and thank Ross for his dedication.

We look forward to a long association with this school initiative.

Yours Sincerely

Alan Bacon  
Manager

REPAIRS      MAINTAINCE      MODIFICATIONS      FABRICATION

"Keeping the Transport industry moving"



## Oakey State High School

Mr Russell Simpson  
Executive Director of Schools (The Downs)  
P.O. Box 38  
Toowoomba

20 April 2007

Dear Russell,

I wish to endorse this Showcase submission for the Transport and Logistics Program at Oakey State High School.

As you will be well aware it has been an innovative and ground breaking ETRF project connecting students at a number of State High Schools with training, traineeships and transport industry employers.

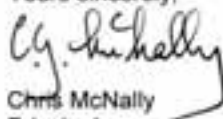
The list of successes for students is the most compelling evidence of the quality and importance of this program. It is important to note that these students are not the students normally chased by those employers interested in gathering the cream of the school crop each year. They are hands on learners ( generally sick of classroom learning) who thrive on the chance to show their aptitude and capacity for hard work every day.

Our school has committed significant human and financial resources to make this program a success. We are capitalising on the talents of a gifted teacher and our team has been able to realise unbelievable support form our community, industry visionaries, and now government in growing this program which will transform successful transport and logistics training.

I would like to mention three external organizations for contributions to the program which have been invaluable. Heavy Vehicle Maintenance has been our partner from the beginning and is greatly appreciated. Major Group Training is our Registered Training Partner and has contributed extensive resources to supporting the offsite resources for our teacher. Recently Queensland Transport has become a partner supplying \$45000 in Human Resource funding to support our efforts.

This project is very much a part of our school vision "Active Learning Excellence" and is evidence of our belief in a reformed secondary education which is both authentic and embedded in our community.

Yours sincerely,



Chris McNally  
Principal  
Oakey State High School



## *Oakey State High School*

### OAKEY STATE HIGH SCHOOL PARENTS AND CITIZEN'S ASSOCIATION

Mr Russell Simpson  
Executive Director of Schools (The Downs)  
P.O. Box 38  
Toowoomba

20 April 2007

Dear Russell,

I wish to endorse this Showcase submission for the Transport and Logistics Program at Oakey State High School.

The program is a much needed connection between local employers and Oakey State High School. It will connect our students with local jobs.

Recent trends suggest a smaller proportion of our students progressing through school to University. It is great to see that our school is building partnerships with local business to ensure our young people are able to move from learning and somewhat safer programs at school to local jobs close to families and support.

Parents at Oakey High are delighted that our students are able to be part of this program which is creating new pathways for students from school to work.

I have read the success stories and watched many of these students grow up. It is important that schools are able to cater for all students allowing those who are not suited to the academic learning, to achieve success and find reward in jobs in industries in which they want to work. These students will be valuable contributors to our community and to the future of Oakey.

I commend Mr Haylock, teacher Oakey SHS, Mr Alan Bacon of Heavy Vehicle Maintenance and Mr Neil Findlay of Findlay's Transport for the partnership which I'm sure will lead the way in workplace learning in the future.

Yours sincerely

David Totenhofer  
President  
Oakey SHS P. & C. Assn

# Transport Employees for our Community

## Background

An Australia-wide skill shortage in the Transport and Logistics (T&L) industry first prompted Oakey State High School (OSHS) to link with industry employers, training organisations and the Queensland Government to develop the *Transport and Logistics Gateway Schools Project*.

Oakey State High School is located in Queensland's Darling Downs region, 157 km west of Brisbane and 29 km west of Toowoomba, and is located within a T&L hub.

This program has won a number of local, state and national awards since its conception in 2005. These include:

- Education Queensland Regional Showcase Awards 2007 – Showcase Award for Excellence in Community or Industry Partnerships.
- Education Queensland Regional Showcase Awards 2006 – RACQ Showcase Award for Excellence in Senior Phase of Learning.
- The Chartered Institute of Logistics and Transport (Queensland) 2006 – Achievement of the Year award.
- The Chartered Institute of Logistics and Transport (Australia) 2006 – Achievement of the Year award.
- The Chartered Institute of Logistics and Transport (Queensland) 2006 – Student of the Year award.
- The Australian Supply Chain and Logistics Awards 2006 – Transport and Logistics Achievement of the Year.

## Motivation for program

In 2005, OSHS began the first T&L program for students who were in danger of leaving school early and were not succeeding in the traditional learning programs offered at the school. It was also realised that the T&L industry is a major employer in the region with demands for skilled employees. The program accepted its first group of students in Semester 1, 2005. The program focuses on placing these students in industry to give real world exposure to the demands of a work place.

The program also works as part of a wider strategy to retain school leavers and promote meaningful career opportunities within the local community, while building a stronger community focus with the region's young adults.

## Establishing the program

Through this program there has been collaboration between OSHS, local and state-wide T&L employers and Queensland Transport, to develop, promote and prepare young people to work in the transport industry or to become "work-ready", hands-on learners are given the opportunity to develop their interest and skills prior to taking up traineeship positions with a number of T&L providers located in the Darling Downs region. The program is in its second year and has now expanded to involve three state high schools, numerous industry partners and the support of Queensland Transport and the Department of Education, Training and the Arts.

In the two years that OSHS has been providing T&L training, the program has evolved to meet the needs of employers,

staff and the school organisation and the needs of students and their families.

Initially the program focussed on placing students in T&L workplaces one day a week using the Work Experience Act to cover the participation in workplace education. It was soon realised that students needed some preparation and a matching process with their prospective work placement. OSHS developed a pathway to successful industry placement. Students may transition from Certificate I, II and III in either T&L or related trades to continue training with employers post school. There is evidence that many also fill numerous other roles in local transport companies.

Ross Haylock, T&L trainer and mentor at OSHS, has developed a way of monitoring and recording competencies demonstrated by students. This system will be used to compile an individual statement of competency or Certificates.

The Registered Training Organisation (RTO) operating in this program is Major Group Training.

## Program achievements and outcomes

This program has provided pathways to T&L occupations previously not available to students in any Queensland school and leads Australia in connecting schools to this industry.

It has gained the attention of the T&L industry locally and at peak body level as an innovation which will meet the needs for more skilled workers and raise the profile of the industry at school level.

It has engaged students from Oakey and Pittsworth State High Schools and continues to build an excellent record of achievements for students, the industry and the schools.

Woodridge State High School is currently taking steps to implement this model into their school curriculum by July 2007.

Satellite programs were commenced in the local region to allow other schools and employers to benefit from the model and experience gained from successfully developing the program to this stage.

Through the support of the Queensland Government, it is anticipated that this highly successful program will have a framework developed to enable the roll out to numerous schools throughout Queensland and Australia.

The program has attracted numerous awards in recognition of its innovative nature and style of delivery, together with unprecedented successes in T&L training.

## Special recognition

**Ross Haylock, OSHS** – for his vision, drive and determination.

**Oakey State High School** – for supporting Ross and going "outside the square" in their quest for exceptional learning.

**Findlays Bulk Services** – for their support with "real time learning".

**Heavy Vehicle Maintenance** – To Alan Bacon for his continual support of the program through provision of "real time learning" within his workshop.

**Queensland Government** – (Queensland Transport and Department of Education Training and the Arts) for their financial support and leadership of the expansion of the program.

**Major Group Training** – For their unwavering support and quest to support learning and development within the T&L industry.