



## CONFERENCE SUMMARY

*By Mr Rod Thirkell-Johnston*

The Conference has been successful in bringing together the three codes of racing with a diverse range of participants having a common goal to enhance and advance the standard of race training, together with a mission to improve the skills of those who gain their employment and livelihood from racing.

Racing is one of Australia's largest and most important industries providing a wide range of employment opportunities. In common with many industries there is a shortage of highly skilled staff particularly at the vocational level.

Racing at the wagering and senior administrative level has leading edge 21<sup>st</sup> Century technology, while for many key operating areas (jockeys, track work riders, stable hands, trainers for example), 19<sup>th</sup> century practices still continue and it is essential for the future of the industry to develop integrated training opportunities to lift the skill levels of those who choose to work in the industry.

Across all three codes and in all States there are common problems that must be confronted, and a feature of the Conference was the willingness to recognise the major issues and find ways under the new Training Package competency-based training systems to move forward providing strong and challenging career pathways for participants.

### ❖ **Opening by Tasmanian Minister for Racing - Hon Jim Cox MHA**

The Conference was opened by the Tasmanian Minister for Racing, the Hon Jim Cox MHA who noted that Tasmania had integrated the integrity side of the industry with all 3 codes under Racing Services Tasmania, and TOTE Tasmania provided the commercial drive for the 3 codes. The Government had made a 35.5 million dollar investment in improvements to Tasmanian racing. It was vital that the industry had the highest possible skills and that skills be recognised and rewarded appropriately. TAFE Tasmania was a cooperative partner for race training. Extension of the Training Package to cover stewards and officials was essential as was the need to have better OHS training.

### ❖ **National Industry Advisory Arrangements**

**ANTA: John Smyth, ANTA Board member and CEO, TAFE Tasmania**

- TAFE are keen to implement training reforms.
- Pathways to a national training framework are consistent and steady, with a 60% increase in VET uptake. Driven by national strategies and industry measured outcomes.
- Development of 10 industry skill councils is near completion.
- Industry must lead the VET system with research and review of training packages.
- ANTA strategies provide resourcing of VET for increased growth.



- Government may not provide increased funding.
- High level review of Training Packages is important with recognition of competency base rather than curriculum base as before.
- Training Packages are the way of the future and they must be kept current.
- Better qualifications, skills passports, certificates of attainment, provision of better learning materials and proper assessment are important. They must provide pathways for advancement and career enhancement.
- Skills councils will provide greater strength of leadership and synergies across industries for jobs. Workers will have shared skills. Previously too siloed approach.

#### **AGRI-FOOD SKILLS COUNCIL: Arthur Blewitt, CEO Agri-Skills Food Council**

- There is a need to build on the present situation and engage with industry. Skills development shortages are recognised as one of the major issues facing Australia.
- ASFC has a key role to get the right communication to clients, including ANTA, RTO's, Government, workers and their families.
- Research into industry needs is important.
- Meat and Racing have enormous potential but suffer large wastage in people moving on to other industries.
- Must have a workforce with the highest skills and with international best practice and outcomes of international standard.
- Training Packages are not the total solution. The AFSC must be assessable, over the next 3 years demonstrating that it has achieved its goals and provide for better training for its industries.
- Business best practice by the Council is important with quality solutions and products.
- Programs must be articulated starting through school to VET and then Universities.

#### **RACING STANDING COMMITTEE: Marianne Chaffe, Chairperson RSC of AFSC**

- RTA is in the transitional phase to the standing committee of AFSC.
- The RTA project team are looking at priorities.
- The Training Package Extension is the major issue and must be completed within the ANTA timeframe.
- A working party with representatives from States and Codes is developing a funding submission and scoping the project.
- Mapping streams to include administration and using the Stewards package developed in NSW, writing this into competency based format is being undertaken.
- Development of a skills passport concept for participants.

*Concern at the lack of resources to operate the Standing Committee was expressed to the ANTA representative, with the present understanding that funding for the Standing Committee is not available from AFSC to be clarified from ANTA.*



## ❖ Equal Opportunity & Occupational Health & Safety in the Racing Industry

### **Marianne Chaffe, Industry Training Manager, Racing NSW**

- In NSW, all trainers must attend industry OHS seminars to maintain their licence.
- Seminars for women in racing. Jockeys, trainers, stablehands. Poor attendance is a concern.
- New registrants and licensees receive a legislation document and new trainers have to take a short test.
- Further work needed.
- 50% of new apprentices are female.

### **Jim Kent, Worksafe Consultant, Jim Kent & Associates**

- Conducts seminars on OHS for RVL.
- High level investigation into work place accidents based on legislation with prosecution used more frequently.
- Bullying - physical and verbal - is unacceptable.
- Balancing accidents with correction to prevent recurrences is important.
- In Victoria, trainers have to attend training on the law of OHS.
- Racing industry statistics show:
  - Injuries and claims are not decreasing
  - Costs are increasing through premiums, compensation and direct claim costs.
  - Exposure to prosecution has increased as has likelihood of common law action.
- No national data on injuries and work related illnesses is available.
- 56-58% claims are manual handling related.
- Falls from height (2Metres) 63% deaths.
- Shoulder and back injuries common. Racing has shown leadership with vests and helmets, and Pacing with removal of the running rail.
- Data on track rider injuries and falls not available.
- Regulations will be more intrusive if claims increase. Industry must face this challenge.
- Jockey weight issues won't wash in future.
- Facilities for welfare of employees is a big issue.
- Training must be available for all employees.
- As far as practicable the work place must be as safe as possible.
- Independent contractors are deemed to be employees of the employer using their services.
- Employers can't place employees, etc (even visitors) at risk in their workplace.
- If workplace is safe for employees then it is safe for public.
- Auditing and monitoring procedures are important with documentation
  - Planning
  - Implementing systems
  - Appropriate reasoning
  - Documentation
  - Demonstrating compliance
  - Monitoring
  - Ongoing improvement



## ❖ Multi Skilling

**Marianne Chaffe, Industry Training Manager, Racing NSW**

### *Skillecosystem Demonstration Project*

- ANTA funded to improve employment skills and income for casual workers in industry.
- Development of strategies to implement the program.
- 2 Pilot programs - Newcastle (Provincial) and Grafton (Country).
- National trends for decline in new entrants for jockeys and trainers and apprenticeships and track work riders need to be addressed.
- Surveys showed a need for trained workers with multi skills.
- Practice shows continued poor work practices, with many trainers providing poor pay & conditions, long hours continue.
- Trainers often lack good business practice skills and work practices that are steeped in history.
- Track work riders are often expected to ride poorly 'broken in' and trained horses adding unnecessary risk.
- Stage 3 of the project with pilot workshops have not been well attended but have been well received by those who attended.
- Corporate governance workshops for club committee members again poorly attended but well received.
- Recognition of Current Competency and Recognition of Prior Learning are of interest but hard to get people to undertake.
- Industry has a long way to go before this area will be successful.

**Zich Woinarski - Education Consultant**

### *Multi Skilling in the Rural Industry*

Gave an overview of similar challenges in other industries and how they have also looked at multi skilling.

- Outlined the Irish labour ring concept and its success at reducing unemployment and increasing incomes.
- The translation of that into projects in Tasmania with limited success and the problems of implementing multi skilling.
- The integration of multi skilling into the rural Training Package with ability to start at level 1, 2 or 3 for Certificate of Rural Operation has been worthwhile.
- VET model starting at Year 8 in schools and articulating through VET and finally university has had some success in Tasmania.
- Induction courses for potential trainees are proving essential.
- In general, multi skilling is about thinking of smarter ways to provide employment and income for workers but requires further work to be successfully implemented.



## ❖ STATE & TERRITORY REPORTS

### Australian Capital Territory

- Successful apprentices moving to Sydney. Training contracted to NSW works well.
- Installation of new training facilities such as walking machines and swimming facilities have helped trainers cope with staff shortages.
- Working closely with NSW stewards, with staff interchange successful.

### New South Wales

- Has a wide network of training delivery available but difficult to get participants.
- Not getting enough track work riders through the Cert III course.
- Recruiting through 16 career markets covers 83,000 students and advertising campaign.
- At present 56 apprentices includes 7 internationals.
- Stewards' training ongoing.
- Strong emphasis on OHS training.
- *Greyhound*: training introductory workshops on management and operating standards for clubs.
- *Harness*: training facing the issue of fees being charged by TAFE for courses working cooperatively with TAFE to resolve the issues.
- Stewards training ongoing.
- Amalgamation with Greyhounds and Harness for administration.

### Tasmania

- Absolute separation of integrity from commercial activities being examined.
- Director of Racing responsible for setting standards for training.
- TAFE cooperate in delivery.
- Very low apprentice numbers and lack of trackwork riders serious problem.

### Queensland

- Restructuring continuing.
- Legislation requires development of training policy.
- Act requires the establishment, management and funding of a facility for education and training for licensees.
- Regional emphasis on delivery.

### Victoria

- *Thoroughbred*: 42 apprentices with riding permits, plus 16 not yet qualified for riding permits.
- Certificate III Track Rider delivered through Regional TAFE's: 48 enrolled, 42 completed the course in 2004 with 70% employment outcomes. 22 overseas riders recruited to address shortages.
- Certificate II and III (stable hand) low numbers.
- Certificate IV Diploma in Racing (Trainer) – Mandatory for licensing. 150 completed.



- Courses for jumps riders and B class jockeys conducted.
- Female jockey seminars and introduction of stewards training.
- *Harness*: All registered and licensed participants have undergone mandatory OHS training on – line.
- Expansion of facilities in the Melton area with training available from the HRTC and Melbourne University
- *General*: Farriery and Breeding courses being re-accredited and NMIT is developing Bachelor of Equine Studies as a new course.

### South Australia

- *Thoroughbred*: Offering courses at Certificate I to III including pre-vocational.
- TAFE charges \$1.50 per hour and hence courses are expensive and not linked to licensing, hence their value is questioned.
- 16 apprentices at Certificate IV conducted by TAFE and TRSA stewards.
- Certificate IV Trainer; New applicants for Owner Trainer must complete the OHS package.
- Certificate III ( Horse Breeding) 9 students with on campus & work experience.
- *Greyhounds*. Low uptake in training. Not linked to licensing.
- *Harness*: Few trainees. But authority does not support structured training.
- Torrens Valley TAFE is developing a strategic direction to improve whole of racing industry training in SA.

### Western Australia

- Restructure and formation of RWWA completed.
- *Thoroughbreds*: RWWA is a registered training provider and is scoped to deliver stablehand, track rider and jockey qualifications.
- RWWA recruits and employs trainees and apprentices. Apprentices are placed with their Trainer Master under the rules but RWWA acts as paymaster for wages and workers compensation.
- *Harness*: Licensing linked to qualifications. Enrolment fees paid by the industry. Flexible delivery to meet industry needs.

## ❖ The State of the Industry

### HARNESS: Rod Pollock, CEO, Australian Harness Racing Council

The Australian harness racing industry has shown effective leadership in meeting the many ongoing restructuring and regulatory changes by State authorities. They have shown that they have the ability to be positive and innovative in accepting the separation of industry regulation (integrity) from the commercial activities.

AHRC has refocused over the last 2 years with a strong commercial emphasis.



The importance of skills development cannot be over emphasized and there is strong support for training based on the new principles from ANTA and AFSC.

Protection of IP and the copyright of race data is essential.

AHRC strongly supports the work of Animal Health Australia in Exotic Disease Preparedness.

The enthusiasm and dedication of the participants in the industry has led to many progressive innovations in training, OHS, registration and identification, the successful introduction of modern technology with AI and embryo transfer and DNA testing. Safety issues such as the removal of the running rail are all examples together with adapting race timing to maximize returns from wagering and Sky coverage.

**THOROUGHBRED: Rod Thirkell-Johnston, Racing Representative on AFSC**

(Presented on behalf of the CEO of the Australian Racing Board, Andrew Harding)

Australian racing is facing a period of structural change both at integrity and commercial level. In a commercial vein these include a major consolidation of wagering operators, the arrangements with new market entrants such as Corporate Bookmakers and commercial and integrity problems with Betting Exchanges.

The merger of TAB Corp and TAB Ltd to be the 4<sup>th</sup> largest gambling company in the world is expected to provide an extra \$22 million a year to racing made up of \$15 million in operational savings and \$7 million from larger pools. Further possible mergers with UniTAB will lead to National Pools. TAB revenue is the major source of industry funding and will remain so.

While it was thought that race wagering was a mature market recent trends have shown that growth has returned to the wagering sector.

The growth of corporate Bookmakers has seen 5 operating in Australia with fixed odds and products based on TAB dividends. Negotiations with Corporate bookmakers are taking place to achieve a product fee.

Betting Exchanges are a more serious problem.

The protection of copyright of racing data will be a very important issue to resolve. There is no doubt that copyright exists the challenge will be protecting that copyright particularly offshore.

The importance of broadcasting the race and showing the picture accounts for over 50% of the wagering turnover. Resolution of sky channel contracts is essential.

The opening of the Australian Racing Museum in Melbourne provides a venue for both promotion of racing and education of the public on the importance of the racing industry to Australian life.



## ❖ Delivery and Assessment

### **Gay Gallagher, Curriculum Maintenance Manager, NMIT**

- Training assessment underpins the integrity of the Training Package.
- AQTF standards require assessment strategies.
- Assessment plans need continual upgrading and adaptation.
- The concept of holistic assessment is important.
- Participants must know and understand the criteria upon which they are being assessed.
- Acceptance of Current Competence and Recognition of Prior Learning is still difficult largely due to the difficulty of assembling the evidence.
- RTO's have difficulty in allocating budgets for hours and dealing with Purchasing Guides.
- Validation is the other half of assessment and is a time consuming process that would be better handled on a State or National basis where as at present it is largely done internally.

### **Ron Crawford - TAFE Educator and Assessor**

- Communication and cooperation with Racing Victoria has made it possible for training to be delivered effectively.
- Funding is a problem hence they have a waiting list
- Trainees are returning seeking higher levels of qualification
- Trained employees are better workers and an advantage is that they can return to TAFE for advice after completing a course.

## ❖ Licensing Issues

### **Sharni Officer, Licensing Manager, Racing Victoria**

- In 2001 Racing Victoria linked licensing to the Racing Training Package allowing an 18-month period for acquiring qualification.
- Early experience was resistance from trainers to the concept of obtaining qualifications.
- TAFE providers have been excellent in overcoming problems and trainers now feel the process is less intrusive.
- All trainers must induct staff and provide a safe work place.
- Worksafe may in future mandate compulsory training to protect employees.

### **John Randles, Executive Officer, Harness Racing Training Centre**

- The move to link licensing with training is very successful.
- The OHS on-line course covered effectively 3000 participants.
- Training has now become the driver for obtaining a license.





**Lindy Wellmore, Head Teacher Intensive Agriculture Animals, Western Institute of TAFE (Orange Campus)**

- The NSW WI of TAFE delivers stablehand, trackwork rider, and jockey training in NSW.
- At the start they had some resistance from industry participants who were unwilling to embrace training.
- There are concerns on the demand for time required for the full Training Package. Training is now tailored to cover essential elements for licensing. Eight competencies retained covering OH&S, animal welfare, etc to improve professionalism of industry participants.
- *Thoroughbreds* : Jockeys must achieve Certificate IV before a license is granted.
- Specific modules must be completed before licensing for track rider & permit to ride.
- There are distance problems regarding consistency of delivery and assessment.
- Introduction of the riding criteria manual has been successful.
- The Certificate II structured course with block training and assessment has been successful.
- In future they will offer a compilation of competencies rather than the full Training Package but will encourage the full Training Package.

❖ **Resources to Support Delivery in the Horse Codes**

**Brian Macbeth, Author of *Horsing Around***

- Once he began studying at TAFE this gave the impetus to embrace continuing education.
- We must accept change and prepare students to embrace change and growth.
- Competence or quasi competence-based systems are flawed. The range and quality of training depend on the standard of the workplace where the student is placed.
- To remedy the situation all licensees should be tested every year.
- A more detailed set of assessment criteria is needed and there is a need for more and better support material to assist delivery.
- In order to overcome funding shortages a National Training Industry levy should be considered.

❖ **Apprentice Jockeys - Deed of Agreement and Interstate Transfers**

**Chris Watson, Manager, Education & Training Centre, Racing Victoria**

**Frank Muratore, Director of Apprentice Jockey Training, Racing Victoria**

- Working towards a national standard for loan and transfers of apprentices is proceeding.
- Collation of State information on apprentice numbers, wages, race riding payments, workers compensation and superannuation is taking place.
- The Deed of Agreement should be looked at for national consistency and to make it easily transportable.
- Further work is proceeding to determine what needs to be included.
- The State PRA's were to be consulted and the Australian Racing Board notified that it would be desirable to have a national approach under an Australian rule rather than local rules.



## ❖ The Racing Industry Training Package Review and SWOT Analysis

**Peter Crocker, Executive Officer, Race Training Victoria**

*Vision: To achieve best possible Training Package for the Racing Industry*

*Goal : Training Package that covers all occupations within the industry*

*Objectives : Include competencies for Administrators*

*Include competencies for ancillary staff*

- The working party will develop the SWOT analysis after further consultation.
- The review has been funded as provided under the AFSC Business Plan.
- The review should identify and remedy deficiencies, provide better access to training, use collective knowledge and have industry input, discarding assumptions that are no longer valid.
- Use of the Skills Passport concept for essential competencies to match particular requirements for licensing at various levels or for some of the administration roles. Put more flexibility into the package.
- Structure wages to match qualifications and provide career rewards.
- Generally there was support for the Training Package but it must be a live document requiring continuous improvement. An annual review was suggested. The Training Package Extension will cover stewards, ancillary staff, race officials and a suggestion was made that owners needed to be considered.

## ❖ Training for the International Market

**Ron Fleming, Industry Training Manager, Racing and Wagering Western Australia**

- RWWA will only accept apprentice jockeys for 12 months and they must be licensed in the home jurisdiction and then return to the home jurisdiction.
- Benefits include provision of extra track work riders, helps class size with between 2 to 6 each year, they are fee paying and provide a good link with Malaysian and Singapore owners and trainers.
- Draw backs are it distracts from focus on home product, spoils trainers who have a dedicated mature track rider and hard working stablehand.

**Duncan Clyde Smith, Armidale Racing Academy**

- The Academy is a registered RTO.
- Has trained 38 students from 1998, mainly from Japan. Most are working in Japan riding track work and on training farms.
- The students are keen and easy to teach with only 6 students at any one time.
- The Academy has been a valuable aid to training in the Armidale area.



## ❖ Common Themes and Issues

1. **Absolute necessity to have good training for OH&S at all levels.**
2. **Consideration of linking the attainment of competency as a prerequisite for licensing being phased in over time in most states.**
3. **Concern at declining numbers of apprentices and workers.**
4. **Lack of adequate remuneration for long hours worked and often sub-standard working conditions in some training establishments.**
5. **Equal opportunity for women must be embraced.**
6. **Workplace conditions must be improved.**
7. **Recognition of Prior Learning and Current Competency need to be addressed and be more user friendly.**
8. **Extension of the Training Package is urgent and needs to cover wider areas to meet future needs.**
9. **Multi skilling is seen as desirable but hard to implement.**
10. **The importance of assessment in underpinning competency to provide recognition & acceptance of AQTF qualifications.**
11. **Greyhound training needs further attention and encouragement.**
12. **Funding to deliver required training is an ongoing problem that must be addressed.**

While the technical drivers presenting racing and high level administration is 21<sup>st</sup> Century, the underpinning vocational 'hands on' sector is still well below the accepted standard for most industries and there is an urgent and vital need to address this with more resources and commitment and recognition from the national industry leaders that this is the grass roots engine upon which the industry depends and requires more resources and emphasis.