

## **Trying to hit a moving target: A study of perspectives and practices in VET staff development**

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The role of staff development is necessarily changing in today's employment context. The increasing casualisation of the workforce, outsourcing, downsizing and tight economic conditions mean that the purpose and nature of VET staff development are very different from those of only a few years ago. Such issues as: who has responsibility for staff development, who pays for it, who receives it, and what, how and how much they receive are ones that are becoming extremely problematic. And in a context where VET comprises an increasing number of private as well as public providers and where staff development is increasingly being devolved, researching these issues is becoming extremely difficult.

This paper is based on an NREC-funded, national study exploring staff development activities and modes of employment in VET public and private providers. Key personnel responsible for staff development in 394 registered training organisations were interviewed by telephone about staff development policies and structures in their organisations. Around the same time, samples of teachers and trainers in these organisations were asked via questionnaires about their staff development experiences – access, participation and perceived value. The paper analyses these data and draws some comparisons and contrasts between these two perspectives.

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