

Training packages: the scientific management of education

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The main thesis of the paper is that Training Packages are management tools that are grounded in a particular School of management theory: Scientific Management. It is proposed that Training Packages have little to contribute to the learning process and are, in effect, highly detailed job descriptions.

An overview of Scientific Management is provided as a context for the ensuing discussion in which the relationship between Training Packages and Scientific Management is explored. The parallels between Scientific Management and Training Packages are considered in terms of the themes of 'specialisation'; 'deskilling and assessment of skill/knowledge'; and 'quality'.

The relationship between Scientific Management and the Australian Qualification Framework and procedures such as Recognition of Current Competencies is also explored. The article concludes with some suggestions as to how Training Packages should be changed so as to give greater weight to learning objectives.