

CURRICULUM VITAE

Richard Leigh CURTAIN

Born: 10 September 1947, Melbourne

Marital status: Married to Jan Donovan and we have four children aged 9 to 22 years

Home address: 25 New Street
Brighton 3186

Tel 03 9521 8293
Fax: 03 9521 6808

Postal address: PO Box 1128
Hampton North 3188

E-mail address rlc@curtain-consulting.net.au

Web page www.curtain-consulting.net.au



ACADEMIC RECORD

- * BA (Hons - 2A) La Trobe University
(majored in Sociology), 1968-71
- * MA Rutgers - the State University of
New Jersey, USA
(majored in Sociology), 1972-73
- * Ph.D (The Australian National University) Geography, 1974-79
Thesis title: **Dual Dependence and Sepik Labour
Migration.**

CURRENT POSITION

- ❖ Principal, Curtain Consulting (since October 1993)

PREVIOUS POSITIONS HELD

- ❖ Part-time tutor in Sociology, Department of Humanities, Royal Melbourne Institute of Technology - 1971.
- ❖ Research Assistant, Dept of Economics, University of Papua New Guinea, 1972 (four months).
- ❖ Lecturer in Politics to the course for prospective magistrates, Public Service Board, Port Moresby, May 1972.
- ❖ Adjunct Instructor, Ryder College, Princeton, New Jersey, Spring Semester, 1973.
- ❖ Supervisor - UPNG-ANU Urban Household Survey, Wewak (with R.J. May) and Madang - December/January 1973-74.
- ❖ Research Scholar - Dept of Geography, School of General Studies, The Australian National University.
- ❖ Visiting Research Fellow, Papua New Guinea Institute of Applied Social & Economic Research, Port Moresby.
- ❖ Research Officer, Dept of Political and Social Change, Research School of Pacific Studies, The Australian National University (September-January 1979-80).
- ❖ Senior Tutor, Dept of Sociology, The Australian National University, 1980-82.
- ❖ Postdoctoral Fellow, Dept of Sociology, Research School of Social Sciences, The Australian National University.
- ❖ Between August 1983 and March 1989, I was a permanent employee of the Australian Public Service, and an officer of the Department of Employment and Industrial Relations (later Employment, Education and Training) during all of the following projects and assignments:
- ❖ Principal Project Officer, Bureau of Labour Market Research, located within Dept of Employment and Industrial Relations, Canberra, 1983-86.
- ❖ Principal Executive Officer, Heavy Engineering Board Secretariat, Dept of Industry, Technology and Commerce, Canberra 1986-1988 (18 months).
- ❖ Adviser, InterState Commission's Waterfront Investigation, 1988 and 1989 (three months each time).
- ❖ Member, Ministerial Taskforce on Industry Training: the Need for Change, Dept of Employment, Education and Training, 1988 (four months).
- ❖ Associate Professor, National Key Centre in Industrial Relations, Graduate School of Management, Monash University (on a two year appointment on leave from the State Training Board, 1990-91).
- ❖ Manager, Workplace Reform (SES 3), Public Transport Corporation of Victoria, with responsibility for enterprise bargaining and negotiating award restructuring, 1992.
- ❖ Professional Fellow, Japan Foundation and Research Associate, Centre Australian Studies Nanzan University, Nagoya, Japan, 1992-93 for three months.
- ❖ Manager, Special Projects, Office of Training and Further Education, Victorian Ministry of Education 1993 (6 months)

PUBLICATIONS

Major books, monographs

- 2002 **Online delivery in the vocational education and training sector: improving cost effectiveness.** National Centre for Vocational Education Research, Adelaide, <http://www.ncver.edu.au/research/proj/nr0F04.pdf>
- 2001 **Reasons for New Apprentices' Non-Completions.** Mark Cully and Richard Curtain National Centre for Vocational Education Research, Adelaide. <http://www.ncver.edu.au/apprentices.htm>
- 2001 **An entitlement to Post Compulsory Education: International Practice and Policy Implications for Australia.** Report for the National Centre for Vocational Education Research, Adelaide. <http://www.ncver.edu.au/research/proj/nr9040.pdf>
- 2001 **Barriers to Training for Older Persons And Possible Policy Options.** A Report by the National Institute of Labour Studies and Curtain Consulting to the Department of Education, Training and Youth Affairs, Canberra <http://www.detya.gov.au/iae/documents/olderworkers/olderworkers.htm>
- 2000 **Future Directions in Middle Level Training and Further Education: Research Report.** Office of Training & Further Education, Department of Education, Victoria, April.
- 1991 With Richard Gough and Malcolm Rimmer, (eds) **Progress at the Workplace: Workplace Reform and Award Restructuring (four volumes).** A report to the Department of Industrial Relations from the National Key Centre in Industrial Relations, Canberra. Published by Australian Government Publishing Service.
- 1991 **Enterprise Bargaining: Choosing an Appropriate Strategy.** Industrial Relations Research Series Number 5, December, Department of Industrial Relations, Canberra.

Referred Articles

- 2001 'Flexible workers and access to training', **International Journal of Employment Studies**, Vol 9, No 1, April, pp 103-120.
- 2001 'What is good public policy and how does Australia fare?' **Agenda: a Journal Policy Analysis and Reform** Vol 8, No 1, 2001, pages 33-46
- 2000 With Mark Cully, Adriana VandenHeuvel and Mark Wooden, 'Participation in, and Barriers to Training: the Experience of Older Adults', **Australasian Journal on Ageing** Vol 19, No 4, November.
- 1999 'The workplace of the future: insights from futures scenarios and today's high performance workplaces', **Australian Bulletin of Labour**, December.
- 1997 'Using technician-level skills to overcome skill shortages in leading-edge exporters', **Australian Vocational Education Review**, Vol. 4, 1
- 1996 'The use and abuse of a competency standards framework in Australia: a comparative perspective', **Assessment in Education** (University of London) Vol 2, No 2, pp 205-223.
- 1994 with Helen Ormond 'Implementing competency-based training in the workplace : a case study in workforce participation', **Asia Pacific Journal of Human Resources**, 32 (2):133-143.

- 1994 The Australian Government's Training Reform Agenda: Is it Working?' **Asia Pacific Journal of Human Resources** 32 (2): 43-56.
- 1993 'Japan's response to the recession: lessons for Australia?' **Australian Bulletin of Labour**, 19 (3):184-198.
- 1987 'Skill formation and the enterprise', **Labour and Industry** 1(1) October:8-38.
- 1987 'After retrenchment: labour market experiences of women and men', **Australian Journal of Social Issues** 22(4) February:357-375.
- 1982 With John Connell 'The political economy of urbanisation in Melanesia' **Journal of Tropical Geography** 3 (2) December: 119-136.
- 1980 'The Structure of Internal Migration in Papua New Guinea', **Pacific Viewpoint** 21(1) 42-61.
- 1973 With J.D. Conroy: 'Migrants in the urban economy: rural school leavers in Port Moresby', **Oceania**, December.

Other Published Articles

- 2004 'Youth in Extreme Poverty - Dimensions and Country Responses', Chapter Three in **World Youth Report 2003: The Global Situation of Young People**. United Nations Publications, New York and at: <http://www.un.org/esa/socdev/unyin/wyr/>
- 2003 **How young people are faring in Australia, Key Indicators 2003: An update about the learning and work situation of young Australians**. Report at www.dsf.org.au
- 2003 'What Role for Citizens in Developing and Implementing Public Policy?' **Canberra Bulletin of Public Administration**, Issues 108 & 109
- 2003 Leveraging the Potential of ICT to Promote Youth Entrepreneurship in Developing Countries: A Proposal for a Fund. Report commissioned by the Global Knowledge Partnership. www.globalknowledge.org
- 2003 **Information and Communications Technologies and Development: Help or Hindrance?** Report to AusAID, 21 June. <http://www.developmentgateway.com.au/ict/assesstool/index.html>
- 2001 'Youth and employment: a public policy perspective', **Development Bulletin**, Development Studies Network, Research School of Social Sciences, The Australian National University, Canberra, No 55, August.
- 2001 With Mark Cully, 'New Apprenticeships: An Unheralded Labour Market Program', **Australian Bulletin of Labour**, Vol 27, No 3, September., p 294-215.
- 2001 **How Young People are Faring 2001: key indicators**, Dusseldorp Skills Forum, Sydney
- 2001 'Lifelong learning: good idea but what does it mean?' **CEDA Bulletin**, June,
- 2001 'Mutual Obligation and the Young Unemployed: Policy and Practice in Australia compared with the UK' Invited paper, Australian Academy of Social Sciences Workshop on Mutual Obligations and Welfare States in Transition in Australia, the US and the UK, Sydney University February 22-23.
- 2000 **Barriers to Training for Older Workers and Possible Policy Solutions**, a study conducted in association with the National Institute of Labour Studies at Flinders

- University commissioned by the Department of Education, Training & Youth Affairs
- 2000 'A fresh approach to policy research: Canada's Policy Research Initiative', **Canberra Bulletin of Public Administration**, No 98, pp54-56.
- 2000 'Towards Greater Transparency in Policy-making', **Canberra Bulletin of Public Administration**, No 96 June pp 1-5.
- 2000 'The workplace of the future: implications for vocational training', **The European Journal of Vocational Training**, No 19, January/April, pp 29-38.
- 1998 With Richard Sweet 'Young People and Work: Is VET the Answer? A National Issues Forum Report, Research Centre for Vocational Education and Training, University of Technology, Sydney
- 1995 'Employers and access to publicly funded training', **The Australian Economic Review**, 2/95.
- 1991 'The new industrial relations in Australia', **Unicorn: the Journal of the Australian College of Education**, 17 (2) May: 68-77
- 1990 'What's involved in doing a skills review', **Asia Pacific Journal of Human Resources Management**, 28(1) February: 68-75.
- 1990 'Internal versus external labour markets: choosing an appropriate enterprise skill formation strategy', **Business Council Bulletin**, November.
- 1990 'Career path development and job restructuring' **Work and People** 13(3):17-24.
- 1990 'How to identify skills for award restructuring purposes, using a modified DACUM technique', **Asia Pacific Journal of Human Resources Management** 28 (4) 112-125.
- 1989 'Addressing skill shortages: the limitations of macro-level labour market forecasting and an alternative approach,' **Australian Journal of TAFE Research and Development** 4(2):5-12.
- 1987 'Skills enhancement and industry restructuring', **National Economic Review**, 7, June:69-76.
- 1986 With Peter Ewer, A Comparison of Government Assistance to Retrenched Workers, **The Journal of Australian Political Economy**.
- 1982 With John Connell 'Urbanisation and Inequality in Melanesia' in R.J. May and Hank Nelson (eds.) **Melanesia: Beyond Diversity**. Research school of Pacific Studies, the Australian National University, Canberra.
- 1982 With Andrew Hopkins 'The labour movement and the protection versus restructuring debate: a proposal', **The Journal of Australian Political Economy**, 12/13, June:74-92.

Chapters in edited collections

- 1975 'Labour migration in Papua New Guinea – primary school leavers in the town – past and future significance' in H. Safa (ed.), **Migration and Development**. Mouton, the Hague.
- 1977 With Ross Garnaut and Michael Wright, **Employment, Incomes and Migration in Papua New Guinea Towns**. Institute of Applied Social and Economic Research, Port Moresby, Monograph 6.

- 1977 'Changing patterns of internal migration: the reaction of East Sepik school leavers to worsening employment prospects'. In J.D. Conroy and Grania Skeldon (eds.) *The 1975 Rural Survey. Yagl-Ambu, Papua New Guinea Journal of the Social Sciences and Humanities*, supplement to Volume 4, Port Moresby.
- 1979 With R.J. May, Monograph 'Wewak', in R.J. May (ed.) **The Urban Household Survey: Town Profiles**. 12, Institute of Applied Social & Economic Research, Port Moresby.
- 1979 'Madang', in R.J. May (ed.) **The Urban Household Survey: Town Profiles**. Monograph 12, Institute of Applied Social & Economic Research, Port Moresby.
- 1985 **Public sector Job Creation: Interim Report on the Wage Pause Program**. Bureau of Labour Market Research, Canberra.
- 1986 With John D Conroy 'Circular mobility in Papua New Guinea: the urban household and rural village surveys of 1973-75' in M. Chapman and R. Mansell Prothero (eds.) **Circulation in Population Movement: Substance and concepts from the Melanesian case**.
- 1985 'The colonial state, migrant labour and class formation in Papua New Guinea' in Nelson Keith and Novella Zelt Keith (eds.) **New Perspectives on Social Class and Socio-economic Development in the Periphery**. Greenwood Press, New York.
- 1987 'Retrenchment and its Alternatives' in Stephen J Frenkel (ed), **Union Strategy and Industrial Change**. University of New South Wales Press, Sydney.
- 1993 'New classifications for lower paid workers in the Public Sector: problems and prospects', Margaret Gardiner (ed) **Human Resource Management and Industrial Relations in the Public Sector**. MacMillan
- 1993 'Shepparton Preserving Company (SPC): a case study in organisational change', in Patrickson, M. and Bamber, G. (eds) **Case Studies in the Strategic Management of Organisational Change**. Longman Cheshire
- 1995 With Corrine Boyles & Hisakazu Matsushige, **Skill Formation in Japan: Overview and Case Studies**. Monograph No 4, National Key Centre in Industrial Relations, Monash University
- 1995 **Skill Formation Strategies in Small, High Tech Exporters**. Volumes One and Two, Dusseldorp Skills Forum, Sydney
- 1996 **Meeting the Training Needs of Flexible Workers**. Canberra Institute of Technology, Canberra.
- 1996 **Options for Improved, Cost-effective Training in the Child Care Sector**. Paper commissioned by the Economic Planning Advisory Commission, Canberra
- 1996 With Richard Sweet, **Towards A Modern Apprenticeship System: An Issues Paper Prepared for the Minister of Schools, Vocational Education and Training**. Dusseldorp Skills Forum, Sydney, April 1996
- 2000 **Young Peoples' Transition from Education to Work: Performance Indicators**, Dusseldorp Skills Forum, Sydney

- 2000 with John Phillimore and Stephen Algie **Skill Requirements of Western Australia's Resources Development Sector: Examples of International Models**. Report to the State Training Board of Western Australia. published by the Institute for Sustainability and Technology Policy (ISTP), Murdoch University, April, 2000.
- 2000 **Mutual obligation: policy and practice in Australia compared with the UK** , Paper commissioned and published by the Dusseldorp Skills Forum, Sydney
- 2001 'Mutual Obligation and the Young Unemployed: Policy and Practice in Australia compared with the UK' Invited paper, **Australian Academy of Social Sciences Workshop on Mutual Obligations and Welfare States in Transition in Australia, the US and the UK**, Sydney University February 22-23.

Other Publications & Reports

- 1975 With Michael Wright and Ross Garnaut, 'Employment and Incomes in Papua New Guinea Towns', **New Guinea Research Unit Discussion Paper 2**, Port Moresby.
- 1975 With A.I. Clunies Ross and J.D. Conroy, 'The Rural Survey: Aims, Scope and Methods', **New Guinea Research Unit Discussion Paper 7**, Port Moresby.
- 1976 'The 1975 Rural Survey: A study of Outmigration from fourteen villages in the East Sepik Province', **Institute of Applied Social & Economic Research Discussion Paper No. 3**, Port Moresby.
- 1978 Co-editor with Loraine Blaxter, 'Recent Urban Housing Policy in PNG', with a contributing paper on 'Housing and urban class formation', **Institute of Applied Social & Economic Research Discussion Paper Series**, Port Moresby.
- 1979 Edited with an introduction, 'Narratives dealing with labour migration in the Sepik' **Oral History**, Institute of Papua New Guinea Studies, Port Moresby, whole issue.
- 1979 With V. Zigas, 'Urban health-care in Port Moresby; Utilization and Access', manuscript, Institute of Applied Social and Economic Research, Port Moresby.
- 1980 'Unemployment in Madang', in R. Jackson, P. Baltho and J. Odongo (eds.) **Urbanisation and its problems in Papua New Guinea**. University of Papua New Guinea, Port Moresby.
- 1981 With R.J. May, a report to the East Sepik Provincial Government on the social impact of the East Sepik Rural Development Project **Institute of Applied Social & Economic Research Special Publication No. 2**, Port Moresby.
- 1985 'The labour market experiences of workers made redundant from the whitegoods industry in Sydney: results from a longitudinal study', **Discussion Paper No. 124, Centre for Economic Policy Research**, Research School of Social Sciences, The Australian National University, Canberra.
- 1985 With Alex Mokroj 'A profile of Wage Pause Program participants in the Northern Territory' D. Wade-Marshall and P. Loveday (eds.) **Employment and Unemployment: a Collection of Papers**, North Australia Research Unit, The Australian National University, Monograph, Darwin.
- 1986 With Andrew Hopkins 'A follow-up survey of retrenched workers from the Whitegoods Industry in Sydney: Some preliminary results', in **Redundancy: Where Do We Go from Here? 1984 Workshop Papers**, BLMR Monograph Series No. 8, Australian Government

- Publishing Service, Canberra.
- 1986 'Work practices agreements in heavy engineering: potential and limitations', **Work and People** 12(3):25-30.
- 1986 **A Report on Alternatives to Retrenchment: Recommendations for a Labour Restructuring Package for the Heavy Engineering Industry: Report Commissioned by the Metal Trades Federation of Unions.** Mimeographed pp.160.
- 1988 'Guidelines on career path development and job restructuring: fifteen issues to consider' **Working Papers in Industrial Relations**, Dept of Industrial Relations, University of Sydney.
- 1988 Options for skills upgrading, career paths and new job structures for the stevedoring industry. **Report for the InterState Commission's Waterfront Investigation: Preliminary Findings and Discussion Papers** Volume I pp.435-536.
- 1989 Pilot project on participative job design, skills review, identification of training needs and development of an integrated career path. **InterState Commission Waterfront Investigation Special Studies**, AGPS Volume I pp 251-281.
- 1989 With Lindsay Jacob, Report on Stevedoring Joint Ventures, **Interstate Commission Waterfront Investigation Special Studies**, AGPS, Volume I pp.353-412.
- 1990 'Emergence of Workplace bargaining within a centralised Wages System: the new industrial relations in Australia' **National Key Centre in Industrial Relations Working Paper No. 2**, Monash University.
- 1990 With John Mathews 'Award restructuring in Australia', **National Key Centre in Industrial Relations Working Paper No. 7**, Monash University.
- 1990 'Workplace Change in Australia; progress, process and problems', **National Key Centre in Industrial Relations Working Paper No. 8**, Monash University.
- 1990 Federation of Vehicle Industry Unions Project; how it was conducted and final report, **National Key Centre in Industrial Relations Working Paper No. 14**, Monash University.
- 1991 Award restructuring in the Public Sector: Why so little progress? **National Key Centre in Industrial Relations Working Paper No. 15**, Monash University.
- 1991 Assistance for retrenched workers: Why it is needed, its effectiveness and how to improve program delivery, **National Key Centre in Industrial Relations Working Paper No. 16**, Monash University.
- 1994 **Overseas Vocational Education and Training Reforms: Implications for Australia.** Working Paper for the Australian National Training Authority, Brisbane
- 1993 **Has the Apprenticeship System a Future?: the Impact of Labour Market Reform on Structured Entry level Training.** Report commissioned by the Department of Employment, Education and Training, Canberra.
- 1997 **Strategic Analysis by Sector of the Potential for Take-up of New Apprenticeships.** Allen Consulting Group Final Report to The Department of Employment, Education Training And Youth Affairs, December

- 1996 **Is Australia Locked Into A Low Skills/low Quality Cycle.** Discussion Paper, Centre for the Economics of Education & Training, Monash University.

Conference and Seminar Papers

- 1977 'The structure of internal migration in Papua New Guinea', paper presented to the 48th ANZAAS Congress, Melbourne, September, Submitted for publication.
- 1978 With J.D. Conroy, 'Circular mobility of population in Papua New Guinea: evidence from the urban and rural surveys of 1973-1973'. Invited paper for the **International Seminar on the Cross-cultural Study of Circulation**, East West Centre, Honolulu, April 3-8: forthcoming in a book based on the conference papers.
- 1980 'Migration in Papua New Guinea: the role of the peasant household in a strategy of survival', paper presented to conference on **Population Mobility and Development in Southeast Asia and the Pacific**, Development Studies Centre, ANU
- 1981 With John Connell, 'Urbanisation and inequality in Melanesia', paper presented to the Research School of Pacific Studies Seminar, entitled Melanesia: Beyond Diversity.
- 1981 With John Connell, 'The Political economy of urbanization in Melanesia', **Pacific Science Association Fourth Inter Congress**, Singapore, 1-5 September,
- 1982 'Unemployment and the sociology of labour markets', paper presented to the **Sociology Association of Australia and New Zealand Conference**, University of New South Wales, 25-28 August,
- 1982 'Urban Growth, Unemployment and Poverty in Melanesia: Problems of definition and measurement', paper presented to the South Pacific Commission. International Labour Organisation Conference on **Migration, Employment and Development in the South Pacific**, 22-26 February 1982, Noumea, New Caledonia.
- 1983 'Work and unemployment in comparative perspective' seminar presentation, Department of Sociology, Research School of Social Sciences, The Australian National University.
- 1983 'A critical overview of unemployment research in Australia', seminar paper, Department of Sociology, Research School of Social Sciences, The Australian National University, Canberra.
- 1984 'The evaluation of the Wage Pause Program: approaches and methodology', Second National Evaluation Conference, 26-27 July, University of Melbourne published as **Conference Paper No. 45, Bureau of Labour Market Research**, Canberra.
- 1986 With A. Mokrj 'A profile of Wage Pause Program Participants in the Northern Territory', paper presented to a conference on Employment and Unemployment in the North, North Australia Research Unit, The Australian National University, Darwin, 13-14 June.
- 1985 'The labour market experiences of Retrenched Workers', paper presented to the Sociological Association of Australia and New Zealand Conference, University of Queensland, Brisbane, November,
- 1986 Retrenchments and its Alternatives, Union Strategy and Industrial Change Seminar, University of New South Wales, March 20-21.

- 1986 'Measures to assist workers displaced by structural change: the Australian experience' report to the OECD Panel to Evaluate Measures to Assist Displaced Workers, Washington,
- 1987 'Obstacles to Skill Formation' Keynote address **Skills for Prosperity International Conference** 8-11 November, Perth,
- 1989 'Award restructuring in Australia', presentation to the Australian Sociological Association, Latrobe University, November,
- 1992 'The introduction of new job classification structures for lower paid workers in the public sector' paper presented to Seminar on Human Resource Management and Industrial Relations in the Public Sector, Centre for Australian Public Sector Management, Griffith University, Brisbane, 29-30 November.
- 1999 Invited paper for a seminar on Skill, Training and Labour Flexibility - Year 2000 and Beyond, Graduate School of Management, University of Newcastle. Title of paper: Identifying different types of Flexible workers and their training needs.
- 1999 'The Third Way and Industrial Relations in Australia', Paper presented to Mutualism – A Third Way for Australia, a conference hosted by the Australian Fabian Society and Mutuality Australia, Melbourne, 19-20 November 1999.
- 2001 Invited presenter, Partnering for Policy, Rydges Capital Hill, Canberra, 31 October 2000, Australian Institute of Public Administration
- 2002 Commissioned by the UN's Youth Bureau to write the chapter on youth and poverty for the World Youth Report 2003.

Newspaper and Periodical Articles

- 1971 'Race relations: a shift from paternalistic to competitive' in **Farrago**, University of Melbourne Student Newspaper.
- 1971 'Politics in Niugini' and Tanzania in Rabelais, Latrobe University.
- 1975 'The Employment Situation in PNG towns'
'Poverty in PNG towns', Post Courier, August.
- 1978 'Who are the Urban Unemployed?' 'Changes in PNG since 1974', Post Courier, April.
- 1991 'Changes in Skill Formation', Australian Financial Review, September.
- 1974 'Kennecott in Chile: Does PNG face the same fate', Development News Digest, August.
- 1977 'A negotiated dependency - A look at PNG one year after Independence' Dissent, May.
- 1992 Review of Robert Reich's Work of Nations 1993 in Eureka Street
- 1993 Article on the need to reform the apprenticeship system Australian Financial Review, July
- 1995 Article on youth unemployment and ways to improve school to work transition in Eureka Street, December
- 2001 'Opening up to Citizen Feedback', Canberra Times, March 26, p9.

ACHIEVEMENTS

- * ANU Research Scholar 1974-1977.
- * Visiting Research Fellowship, Papua New Guinea Institute of Applied Social & Economic Research, Port Moresby.
- * Postdoctoral Fellowship, Dept of Sociology, Research School of Social Sciences, The Australian National University.
- * Invited to present paper at Conference on Migration in the Pacific, South Pacific Commission, New Caledonia, 1982.
- * Recipient research grant, Bureau of Labour Market Research on the labour market experiences of retrenched workers, 1983.
- * Consultant to the Metal Trades Federation of Unions on measures to assist retrenched workers. 1985 (three months).
- * Australian expert, Panel to Evaluate Measures to Assist Displaced Workers, Organisation of Economic Cooperation and Development, Washington, 1986.
- * Workshop organiser and paper presenter, Skill Formation in Australia, National Training Board and Bureau of Labour Market Research, Sydney, August 1986.
- * Keynote speaker on 'Obstacles to Skill Formation', **Skills for Prosperity: International Conference**, Perth, 8-11 November, 1987.
- * Adviser, Interstate Commission's Waterfront Investigation and coordinator of a pilot project on skills identification and participative job design.
- * Adviser on skills audit and the negotiation of the new industrial agreement at the Williamstown Dockyard, (AMECON), December-March 1987-88.
- * Member, Taskforce on 'Training in Australia: the need for change', Dept of Employment, Education and Training, Canberra.
- * Recipient 1988 'HRM' Award for the best article published in Human Resource Management Australia during 1988 'Skill formation in Manufacturing: obstacles and opportunities'.
- * Keynote speaker, Personnel and Industrial Relations Group, Metal Trades Industry Association 1988 and 1991.
- * Commissioned by Business Council of Australia to update earlier analysis of skill formation and the enterprise.
- * Recipient research grant Federal Department of Industrial Relations, for a research project on enterprise skill formation strategies.
- * Commissioned by OECD to write a paper on collective bargaining and new forms of work organisation 1989.
- * Participant in OECD Conference on Labour Market Flexibility, Paris, September 1990.
- * Consultant to Australian Manufacturing Council on a major 11 plant study of labour turnover in the Australian Car Industry.

- * Consultant to the Federation of Vehicle Industry Unions on assistance to retrenched workers, labour turnover, and coordination of nine working parties.
- * Consultant to the National Rail Freight Taskforce to evaluate award restructuring in each of Australia's rail systems and to make recommendations on a new enterprise award.
- * Awarded Professional Fellowship by the Japan Foundation to study recent changes in skill formation strategies by Japanese enterprises, December - March, 1992-93.
- * Research Associate, Centre for Australian Studies, Nanzan University, Nagoya, Japan, December - March, 1992-93.
- * Expert adviser, inaugural meeting, UN Secretary General's Youth Employment Network, United Nations, New York, September, 2000.
- * Research Associate, National Institute of Labour Studies, Flinders University, Adelaide, 2000.
- * Professional Associate, National Institute for Governance, University of Canberra, 2002.
- * Expert participant, Youth Employment Summit, Alexandria, Egypt, September 2002.
- * Commissioned by UN Youth Bureau to write and present paper on 'Youth in Extreme Poverty - Dimensions and Country Responses' to Experts' Group Meeting on Youth, Helsinki, Finland, October, 2002.
- * Commissioned by UN Youth Bureau, Division of Social Policy and Development, New York to update paper on 'Youth in Extreme Poverty - Dimensions and Country Responses' and to present it to a UN Regional Workshop on youth poverty in Jakarta, Indonesia, end July, 2004.

Recent Public Lectures and Presentations

- ❖ Presentation on enterprise bargaining to HRM and IR managers of Government Business Enterprises, Melbourne, February 1992
- ❖ Presentation on Performance Indicators and enterprise bargaining to a seminar on Strategic Human Resource Management in the Public Sector, Sydney, 17 June and Canberra, 25 June, 1992.
- ❖ Presentation on how to develop performance indicators for public transport, Public Sector HRM Group, Australian Institute of Human Resources, Melbourne, September 1992.
- ❖ Presentation to a group of Public Sector Management on Enterprise Bargaining in the PTC, Mt Eliza Australian Management College, November, 1992.
- ❖ Presentation on the Public Transport's Corporation's Enterprise Bargaining Agreement to CEOs of Local Government Councils and Shires in the Outer Southeast of Melbourne, November 1992
- ❖ Presentation on recent changes in Australia's industrial relations to a National Summer School for Postgraduate Students, University of Melbourne, November 1992.
- ❖ Invited four times by the ABC Radio to provide a news commentary following the National News. Topics included national wage decisions and waterfront reform, 1991-1992
- ❖ Seminar on Enterprise Labour Use Strategies in Australia to the Central Japan Labour Economists Group, Osaka, 19 December 1992
- ❖ Presentation on 'The Transformation of Australian Labour Relations and Skill Formation Systems' to The Tokyo Chamber of Commerce and Industry, Tokyo, 8 February 1993.

- ❖ Interviewed on Radio Japan about economic relations between Australia and Japan, 23 January 1993
- ❖ Mutual Obligation and the Young Unemployed: Policy and Practice in Australia compared with the UK? Invited paper, Australian Academy of Social Sciences Workshop on Mutual Obligations and Welfare States in Transition in Australia, the US and the UK, Sydney University February 22-23.
- ❖ Keynote speaker on 'Barriers to training for older workers' to CEDA seminar on Australia's Ageing Workforce, 20 March, 2001
- ❖ Keynote speaker Workshop 'Employee Training And Employment Relations', National Key Centre in Industrial Relations, Monash University, 20 April 2001.
- ❖ Invited as keynote speaker to present paper on ICT and employment opportunities for young people from developing countries, Youth Employment Summit, Alexandria, Egypt, 7-11 September, 2002.
- ❖ Invited to present paper on 'Youth in Extreme Poverty - Dimensions and Country Responses' to Experts' Group Meeting on Youth, Helsinki, Finland, October, 2002.

Honorary positions held

- ❖ Member of the Advisory Board, National Key Centre in Industrial Relations, Graduate School of Management, Monash University, 1992
- ❖ Board member, Workplace Australia, a non-profit company established to promote workplace reform, 1990-1992.
- ❖ Contributor 1990-1996 to a bimonthly column on Employee Relations to HR Monthly of the Australian Human Resources Institute.
- ❖ Adviser, *Breaking the Cycle*, a program for long-term unemployed youth, 1997-98.
- ❖ Adviser, development of short trade courses for delivery in East Timor, Victorian Trades Hall Council East Timor Committee, 2001.
- ❖ Associate of the Centre for Research into Public Sector Management at the University of Canberra, 2000.
- ❖ Research Associate of the National Institute of Labour Studies at Flinders University, 2000.
- ❖ Member of the Education and Training Statistics Advisory Group of the Australian Bureau of Statistics, 2000-2003.
- ❖ Member, 'Experts Panel', Victorian Qualifications Authority, 2001-2003.
- ❖ Professional Associate, National Institute for Governance, University of Canberra, 2002-
- ❖ Overseas Research Fellow, Centre for Applied Research, Dili Institute of Technology, Dili, East Timor.