SESSION 1 - HUMAN CAPITAL

QUESTIONS

TABLE 1

- **How do we go about breaking the silo mentality**
    - **in our field;**
    - **in general.**

- **Outcomes matter-what sorts of evidence do we need to provide?**

- **Is it possible to have more flexible policy framework which takes in a wider spread e.g. 1st World → 3rd World?**

- **Should policy be economic driven or 'individual' driven?**

TABLE 2

- **How effective is the linkage across Ministries that promote the holistic attention to:**
    - **health, education?**
    - **motivation?**
    - **fiscal impact, evidence of the approach?**

- **How much resistance is there at National level to promoting individual wellbeing?**

- **How effective is the general practice of tracking individual transition from school to work- what results are coming from tracking?**

TABLE 3

- **Acknowledge integrated economic and social agenda. Can you comment on how working to maintain and sustain integrated approach to economic growth and social well-being.**

- **How does full employment or high unemployment affect balanced national agenda?**

TABLE 4

- **Why couldn't we have scholarships to encourage older workers/pre-retirement to**
    - **re-skill for post-retirement careers?**
    - **share info about their trades within schools (i.e. "knowledge dumping"; "passing the torch")**

- **How can data be collected effectively re success of initiatives? i.e. school leavers don't respond consistently – low numbers, employers are reluctant – time issues.**

- **From a strategic perspective, who would be responsible for taking the lead in promoting and researching career development?**

TABLE 5

- **What is the impact of career education in schools in relation to retention – subject or advice & guidance (career guidance vs career education classes).**

- **How are students tracked or followed post-schooling to determine trends and changes?**

- **How are career services evaluated with respect to their outcomes and delivery modes?**

- How can there be agreement between policy makers and practitioners with respect to outcome measures?

TABLE 6

- What is the population that is hard to help? What are issues? Attitudes?

- How do you build consensus? Especially employers? What means will be used?

- At what age do they see human capital relevant for workforce development?

- Most jobs are being created in small to medium enterprises. How can we nurture and model career development that encourages entrepreneurship?

TABLE 7

- Where does the reform of the existing education system fit within the third wave of reform in changing the culture of teaching and learning?

- Where is the bottom-up input into the construction of this policy?

TABLE 8

- How do you get to the point of cooperation/communication between stakeholders to get to outcomes? How do you best organize the strong commitment of all stakeholders?

- How can you demonstrate that the initiatives implemented have resulted in success/outcome (ex: GDP?) and not from other factors?

- How to organise <u>strong</u> commitment of <u>all</u> stakeholders!

TABLE 9

- How does the COAG process incorporate the needs of industry, community and individuals?

- How will the reforms be promoted to different groups to ensure change of behaviour –'cultural change'?

- What research has been undertaken to examine the views or 'belief systems' of various groups?

- How far do you legislate for human capital reform (as opposed to self-regulation)?

- How do you get the public involved in that debate?

TABLE 10

- If policy is only as good as its implementation, what steps are being taken to:
    - Ensure an effective implementation framework?
    - Affect the required behavioural change?
    - Include all relevant stakeholders?

- How did Australia achieve consensus across nine separate governments on a common vision and accountability?