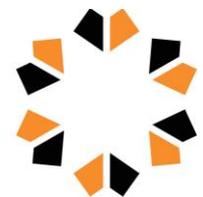




National Apprenticeship  
Employment Network



# TSTL

Today's Skills | Tomorrow's Leaders

## 2022 Program Content



Australian Government



National  
Careers  
Institute

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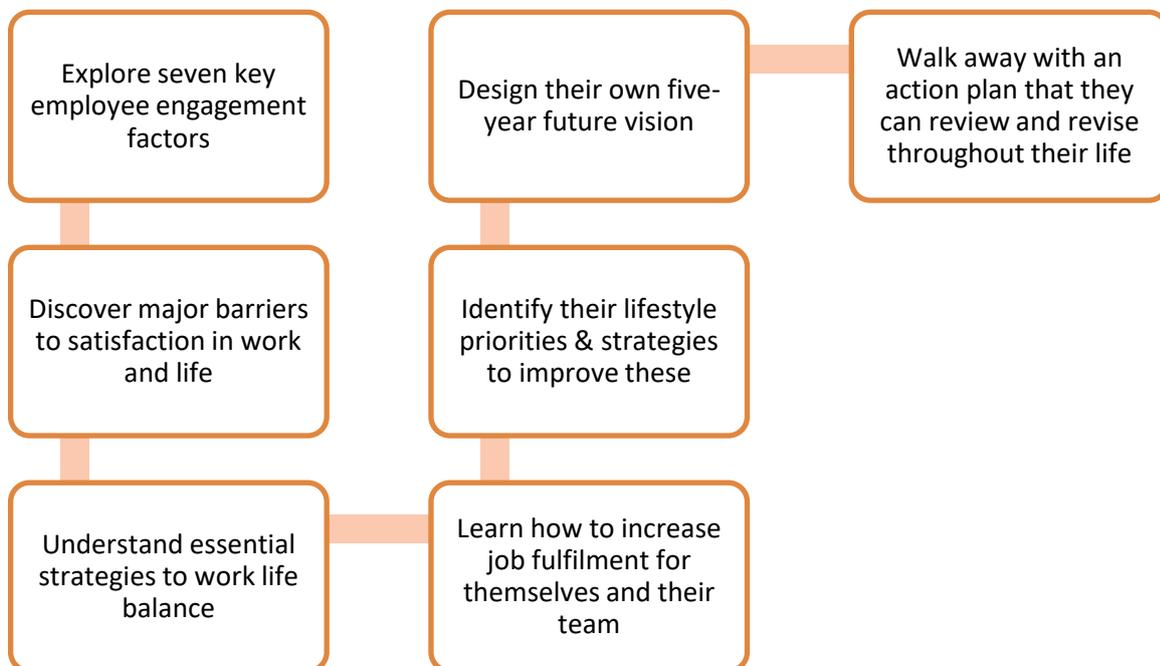
## Today's Skills, Tomorrow's Leaders 2022

Today's Skills, Tomorrow's Leaders (TSTL) is a professional development program that has been delivered through the National Apprenticeship Employment Network (previously Group Training Australia) since 2004, with more than 240 outstanding apprentice and trainee graduates participating over this period.

The week-long residential program focuses on the participants' strengths, interests and capabilities in order to create clarity about career direction and develop leadership potential.

Participants are empowered to sit in the driver's seat to manage their way forward.

The program facilitator leads participants through a practical process to:



## Program Design and Facilitation



TSTL 2016

Program designer and facilitator, Life by Design founder, Ian Hutchinson (Grad.DipPsy, B.Bus), is internationally recognised as a Life and Work Engagement Strategist. He has been honoured as Educator of the Year (Professional Speakers Australia) and is author of several books on self-leadership, life design, work life balance and employee-driven engagement.

With a background in psychology, career development and business management, Ian has worked globally and with most of Australia's top ten companies. His approach, systems and tools help people get greater clarity and control and take more responsibility for their own engagement and motivation in life and work, allowing virtually anyone to more live a 'Life by Design, rather than a life by default'.

Ian has been the designer and facilitator of the TSTL program with Group Training Australia (now NAEN) since 2005.

## NAEN Program Management



Working closely with Ian Hutchinson, NAEN Program Manager, Leonie Stanfield has been providing career development advice to a wide range of people, including university students, athletes, school leavers, job seekers and those making career transitions. She has been assisting individuals to progress and reinvent their careers through times of change and uncertainty for over 25 years.

With a master's degree in Career Development, Leonie is a professional member of the Career Development Association of Australia, was NSW Division President in 2017 and 2018 and a National Executive Committee member in 2019 and 2020.

Her significant experience within Vocational Education and Training (VET) and employment services has provided her many opportunities to develop significant experience as a skilled workshop facilitator and speaker, presenting at many career conferences and expos. Leonie was employed by Group Training Australia (now NAEN) from 1999 to 2017 in communications and project management and has an intimate knowledge of the road that apprentices, and trainees travel through to completion. Leonie has experience as the TSTL program manager since 1999.

She has had a varied career in the not-for-profit and associations sector, including CEO roles, program design and management, communications and marketing, training and leadership development. Leonie is also a current provider of services to the Australian Institute of Sport (AIS) Career Practitioner Referral Network and offers professional consultancy in career counselling from the corporate sector to elite athletes with the AIS.

## The TSTL 2022 Program

From 2004 to 2017, TSTL was hosted by NAEN (or Group Training Australia / GTA) as a pinnacle apprentice / trainee development program. The long-lasting impacts and success of the TSTL program have been well-demonstrated among the completing cohorts. The vision of a revitalised and modernised TSTL is aligned with the National Career Institute's VET Information Strategy – *being a “long-term sector wide plan to re-engage an audience through emotive content, success stories, options and outcomes”.*

TSTL 2022 will be enhanced and contextualised for today's cohort, while retaining the key elements that have proven successful over many years. Alumni have provided transformational feedback to NAEN, describing the program as “life changing”.

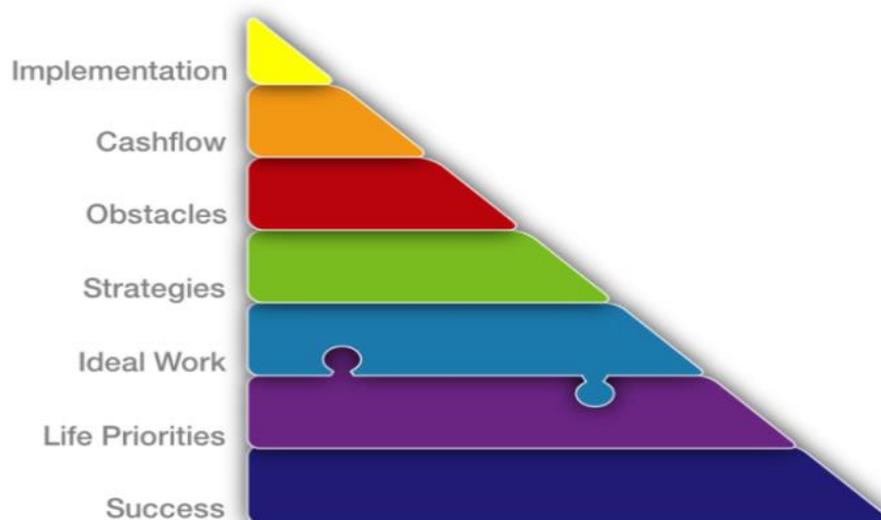
The National Careers Institute (NCI) is partnering with NAEN to deliver the 2022 program.

NAEN's TSTL Program Designer / Facilitator Ian Hutchinson and Program Manager Leonie Stanfield will be working together to deliver a refreshed five-day residential 2022 program at the Australian Institute of Sport in Canberra, consistent with any social distancing guidelines that apply.

Due to the Olympic Games this year, participant accommodation will be in Belconnen, Canberra.

A key theme throughout TSTL is “what success means” on a personal level. A full week of engaging and collaborative exercises will take participants on a journey of self-development as they are equipped with vital skills to practice self-leadership throughout their life and career.

Previous TSTL residential programs have also been delivered at the Australian Institute of Sport (AIS) in Canberra. An advantage of the program being delivered at the AIS meant that participants are able to access AIS facilities and interact with AIS personnel at times in both structured and informal sessions.



**Participants will be supported to develop their own standard of excellence in “self-leadership”. Self-leadership will be identified as a pre-requisite skill to develop as a potential outstanding leader of others. This describes the name of our program, which helps “Today’s Skills” (which lead to) “Tomorrow’s Leaders”.**

## Participants and their Learning Environment

Up to 22 apprentices and trainees who have successfully completed their apprenticeship or traineeship through Group Training Organisations (GTOs) will be carefully selected as TSTL 2022 participants. NAEN is calling for nominations from the national GTO member network, with the support and advice of state and territory Apprentice Employment Networks (AENs). TSTL participants from past programs have ranged in age from 19 years to their mid-30s, with the majority aged in their early 20s.

In 2022 the TSTL program will also be offered to 3 more VET graduates from the Australian Training Award cohort, creating a TSTL 2021 group of 25 participants.

A selection committee will be formed, including a National Careers Institute (NCI) representative, and candidates will be carefully selected to represent the diverse backgrounds open for nomination.

**Taken outside of their usual work and home environment comfort zones, participants will have time and space to deepen their self-awareness and think about their lives holistically.**

The residential program will provide participants with the unique experience of engaging in a dynamic and interactive learning environment. Here they will be expected, and equipped, to learn experientially through a facilitated process.

Individual and collaborative activities and frequent sharing with peers will assist participants to establish open communication, respect vulnerability, self-reflect, and show genuine interest in each other’s’ experiences.

## TSTSL 2022 Skills Design

At its core, TSTL is all about forging true clarity of vision in participants’ career and life, using strategies and breakthrough action plans to help them to achieve what they want – and to live their own life by design.

TSTL 2022 participants will learn lifelong skills and techniques:



## TSTL Program Design Background - Ian Hutchinson

### ***TSTL Unlocks Future Potential***

*Most of us live in a world where we are typically too busy and constantly feeling pressured to do 'more with less'. Because of this, rarely do we get time out to just stop and focus on our self – our life, our work, our finances, our motivators, our future ... and what we really want.*

*TSTL gives all participants the opportunity to stop, refresh and refocus with decade proven practical systems, strategies and tools. As most people want to:*

- *Have real clarity about their future vision and career path*
- *Live with greater purpose, enriched meaning and excited about their life's direction*
- *Wake up each day engaged, in control and feeling energised by their work and life*
- *Be happier, more fulfilled and feel successful*

### ***Hope for the Future Gives Power in the Now***

*Based on the psychological and motivational logic that, self-awareness helps clarify your FUTURE vision, which in turn clearly helps identify your strategies needed to implement NOW. Knowing what strategies NOW will best help your FUTURE allows participants to be more powerfully motivated to take the meaningful action needed for success.*

### ***Clarity Creates Control***

*So TSTL helps participants breakthrough the three fundamental things stopping most people have a happier more inspiring life and work future vision:*

1. *They don't have CLARITY about what they really want*
2. *They don't know clearly the STRATEGIES to get them there*
3. *OBSTACLES are getting in their way and stopping them*

*Participants are run through a rigorous process of proven tools, exercises, processes and discussions of self-discovery to help assess, define and clarify WHO they are and therefore WHAT they want, that will make them uniquely success in life and work through an inspiring future vision. Once this vital foundation is established obstacles are then clearly identified with break-through solutions and the creation of a strategic implementation plan of HOW and WHEN they are going to achieve their inspiring vision moving forward.*

## TSTL Workshop Activities

With recent completion of a full-time apprenticeship or traineeship, typically, TSTL participants will not have had the opportunity to deeply consider goal setting for life, nor gained real clarity about their own values and beliefs – particularly if they started their training contracts straight after school.

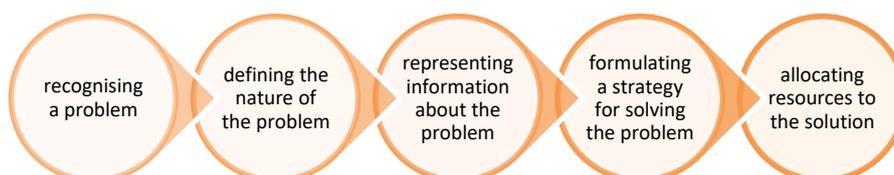
TSTL’s facilitator will help participants to explore their personal goals, consider and challenge their values and beliefs that may limit their goals, and help them to gain courage to act and understand why they may be oscillating between in-depth exploration and commitment to action.



TSTL 2016

TSTL’s emphasis on “collaboratively uncovering tacit knowledge” will be applied to each participant’s current life and career situation, so that they can reflect on their TSTL learnings in a practical way. Throughout the residential program, participants will be invited to add context, perspectives, experiences, expectations, values and their own reflection to existing information and knowledge - as well as to future information they gain.

Specific exercises will focus participants on identifying any obstacles to their preferred vision. They will work through the stages of:



**Working from the premise that “*your future vision influences how you act in the present and what you do in the present impacts your future*” TSTL participants will be challenged to take meaningful action.**

Whilst TSTL participants will be encouraged to take control of their life and career plans, they will also be reminded that unforeseen change outside their control is a reality that can impact both positively and negatively. 2021 presents no better example of how such change is forced upon us, with the 2020 bushfires and COVID-19 outbreak still impacting all Australians.

TSTL participants will be encouraged to tap into their self-leadership capabilities to address change constructively throughout their life and career. Charles Handy's 'S' curve (also known as the Sigmoid Curve - see below) will be introduced to reinforce the value of positioning oneself for opportunities and to proactively prepare for change.

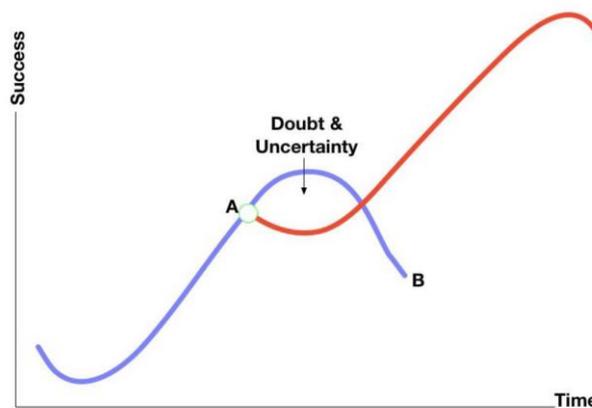


Diagram Reference: <https://flowleadership.org/the-second-curve/>

The TSTL facilitator will explore participants' identities and career stories in context of their current interpersonal, social, cultural, economic, and political influences. This will provide an opportunity for individuals to reflect on their life themes and make connections to the present. A career story exercise (Savikas, 2010) will also be introduced to reinforce active career construction.



TSTL 2016

Participants will also be exposed to perspectives that they may resonate with or challenge their current thinking. Whilst this can be quite confronting at times, peer discussion and facilitation TSTL participants will choose what to integrate with their existing perspectives and how to do this.<sup>1</sup>

## TSTL 2022 Program Outcomes

Participants will be empowered to put themselves in the driver's seat of their own work and life as they are led through a practical process that helps them:

- |   |   |
|---|---|
| <b>Success, Life Priorities and Job Fulfilment</b>  | <ul style="list-style-type: none"> <li>• Create and benchmark their own measure of success</li> <li>• Identify their lifestyle priorities and strategies to improve these</li> <li>• Learn how to maximise their job fulfilment potential</li> <li>• Learn how to increase job fulfilment for themselves and their team</li> <li>• Understand the essential strategies to work life balance</li> <li>• Be more successful with improved motivation in your work and life now and in the future</li> </ul> |
| <b>Motivational Drivers and Employee Engagement</b> | <ul style="list-style-type: none"> <li>• Learn the seven key employee engagement and motivational drivers</li> <li>• Explore and develop strategies to improve them</li> </ul>  |
| <b>Career Development Blueprint</b>                 | <ul style="list-style-type: none"> <li>• Create a career development blueprint for who they are and what you want in life and work</li> <li>• Identify and benchmark their top:             <ul style="list-style-type: none"> <li>- Skills</li> <li>- Interests</li> <li>- Values</li> <li>- Motivational drivers</li> <li>- Personality traits</li> </ul> </li> </ul>   |
| <b>VisionCasting</b>                                | <ul style="list-style-type: none"> <li>• Develop career planning pathway scenarios</li> <li>• Analyse blueprint comparisons for each future vision scenario</li> <li>• Create feasibility analysis and probability likelihood of each scenario</li> <li>• Design their own inspiring five-year plan and longer-term future vision</li> <li>• Feel happier, motivated, inspired and in control of your future direction</li> </ul>   |
| <b>Obstacles and Barriers</b>                       | <ul style="list-style-type: none"> <li>• Identify the possible six obstacles and barriers in their way that are holding them back and why</li> <li>• Flip negatives into positives and be more successful with improved motivation</li> <li>• Create an easy to use action plan for overcome their obstacles and achieving what they want</li> </ul>  |

<sup>1</sup> The subsequent steps of monitoring and evaluating the solution are not covered explicitly within the program, so participants are invited to join a follow up webinar to explore this more deeply.

**Personal Cash Flow Management**

- Create more financial freedom and reduced stress with their own cash flow system
- Learn how to control their money, NOT let it control them through cash flow management

**Career Pathways and Getting Your Ideal Role**

- Identify the six main career transition pathways and strategies to achieve their future vision
- Understand the hidden job market and getting the specific role they want
- Learn how to interview their ideal employer, rather than the reverse

**Implementation Action Plans**

- Create their own customised action plan for achieving their ideal career and future vision that they can review and revise throughout their life.
- Ultimately create their very own self-leadership understanding with a 'Life by Design' rather than a life by default

**Post Program Implementation**

- Maximise post program implementation through the real world challenges by providing on-going support
- Help motivate, inspire and encourage their navigation and sustained success with peer and facilitator mentoring.

Encouragement to take up VET Careers Ambassador roles will be reinforced during TSTL. Essential skills and knowledge acquired will help participants to present as candidates for the cohort of VET Alumni managed through the NCI.

## Engagement with Government – Launch and Question Time

The Patron of NAEN, His Excellency, the Honourable David John Hurley AC DSC (Retd), Governor-General of Australia has been invited to launch the TSTL 2022 Refresh during a morning or afternoon tea at Government House Canberra. Guests including GTOs and host and direct employers may be invited to attend at their own cost to support participants.



TSTL 2016 at Government House

Should the program schedule coincide with a parliamentary sitting, participants will attend Question Time at Parliament House and be have the chance to meet Ministers and MPs, as they have in the past. In previous years, TSTL participants have met with the Prime Minister, the Leader of the Opposition and skills ministers.



TSTL 2016 at Parliament House

## Post Program – Remaining Connected

TSTL 2022 participants will find the support of their program peers and facilitators to be motivating, challenging and often inspirational and encouraging. Post program support will continue through an alumni Facebook mentoring group, a follow up webinar and informal contact between the facilitator, program manager and their TSTL peers.

The post program support component is designed to help motivate, inspire, and encourage participant's navigation through the real-world challenges of implementation and sustained success.

This provides an online community to create informal catch-up opportunities and to share ideas and challenges in their career journey ahead. TSTL 2022 Alumni will also be invited to a follow-up webinar facilitated by Ian Hutchinson, to identify any obstacles to their preferred vision.

A key element is to track and evaluate the career progression of participants, and to utilise their skills and learnings with future TSTL cohorts, and within the VET Alumni.

## Participant Feedback

Several participants over the years have described the TSTL program as life changing and the reasons for this are multifaceted, illustrated as follows:

- *Thank you - one of the best weeks of my life.*
- *Loved it – hugely rewarding week full of fond memories, great company and extremely useful learning – wish I could do it again.*
- *Learned so much about myself – I now have clear vision and goal and skills I didn't have before.*
- *Life changing - Showed me I need to focus on personal life and not just work*
- *Realised I have held myself back and I am now ready to chase my dream wholeheartedly*
- *Opened my eyes to the bigger picture*
- *Learnt many leadership and communication techniques to help with current and future roles*
- *Helped me grow – changed my view completely. Now I can go home with clarity and so many things to implement.*
- *Opened my eyes to the bigger picture and given me new perspective on life*
- *Tools and methods of thinking that will continue to help my journey and development*
- *The exciting life I now have in store. My vision is clearer now I know I can get there*
- *Taking control of my life by setting goals and working through obstacles*
- *Identifying important areas in my life and creating strategies to improve them and that I can be improved in current work*
- *Gave me confidence, clarity, goal setting and speaking abilities I didn't have before. Public speaking is a challenge I will now rise to.*
- *The understanding that when I can effectively manage myself I can manage others.*
- *Giving me a chance to work on myself gives me the confidence to be a better leader*
- *Learnt new techniques to help me as a leader.*
- *Employee motivation and understanding personalities showed me how to treat people as individuals*
- *I can now analyse and work with different personality types to optimise team performance.*
- *Taught me a lot about motivational skills, how to tackle obstacles and understand other personalities*
- *The tools to take control of my life and career - The world is my oyster.*
- *Given confidence to take on anything*
- *Gave me better communication techniques*
- *Tools for constant and thorough re-evaluation of where I am and where I want to be*
- *Clarity in what I want to do in the future and how easy it is to rectify and solve obstacles*
- *Life changing - gave me confidence in things that previously scared me.*
- *Inspiring, motivational and the understanding that clarity creates control*
- *Amazing, different – worth putting in 100%*

- *It changed my life and my way of thinking*
- *Getting clarity on your future goals in both work and personal life and how to implement strategies to accomplish these*
- *Be prepared to be open minded and share, discuss and evaluate your thoughts both on life and work*
- *TSTL has opened my eyes to a wide variety of techniques to improve my life*
- *An amazing experience. I have learnt who I really am and what I am capable of*
- *If you thought you knew yourself before the program just wait until after*
- *A hugely rewarding week full of fond memories, great company and extremely useful and practical learning*
- *Keep an open mind and you won't be disappointed*
- *Excellent – Just do it and trust!*
- *Brilliant – it gets you out of your shell and experience life in others' eyes. I learnt about myself and made my future clearer and how to tackle it*



TSTL 2016

## Summary

In summary TSTL has been successfully delivered over 13 years, challenging participants to make better informed decisions about their work and life and the balance between the two, and to have an inspiring vision so they are more in control of their future. Combined with the engagement of the National Careers Institute, the refreshed 2021 program promises to offer nominated participants the crucial compass they will need in a second year of global uncertainty and challenges.

A rescheduled February 2022 date is proposed to accommodate COVID-19 travel and social distancing restrictions.



## National Apprenticeship Employment Network

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