



# *Yours In Training*

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**August 2009**



Hello Subscriber! On behalf of the team at MRWED Training and Assessment, I hope you enjoy this issue of Yours In Training!

If you would like to view this issue online visit <http://www.mrwed.com.au/YITAug09.pdf>

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## 1. What is happening at MRWED?



We have had a busy month! We participated in the Queensland TAA Forum, ran our quarterly Validation meeting and Trainer Workshop in Brisbane, presented at the VELG Conference in Melbourne and moved our TAA Centre to a larger space in Sydney. We also extended our lease for a further two years in Newcastle to continue to support our students in the Hunter Valley...oh yeah, and we managed to deliver 11 weeks of training in the Certificate IV and Diploma of Training.

For more MRWED news check out our news page:

<http://www.mrwed.com.au/news2009/news2009.htm>



## 2. Tips and Tricks

### **Training Tip: Audit Hot Spot: Using Commercial Resources**

At a recent conference I attended, I was lucky enough to catch a session about RTO Audit Hot Spots. This involved the identification of the most common non-compliances experienced by Registered Training Organisations nationally. The one that stood out for me was the use of commercial assessment materials. It isn't sufficient just to buy a resource off the shelf, you have to demonstrate an understanding of how it will be used. RTOs must therefore evaluate purchased materials for fitness for purpose. Having a tick on the materials does not guarantee that it meets unit requirements. Moreover, the RTO still needs to complete a mapping exercise (or similar) to show how the materials will meet all the necessary requirements.

### **Training Game: "Penny for your thoughts"**

On 3 and 4 August, 120 Training and Assessment (TAA04) Training Package practitioners across Queensland attended a forum in Brisbane hosted by the Department of Education and Training.

The forum provided an opportunity for representatives from the RTOs to meet, network, moderate and validate their training and assessment practices and tools. I was asked to lead an ice-breaking activity and I selected "Penny for your thoughts". Although with inflation and the world financial crisis, it is subtitled "the \$1 game". It is particularly useful in large groups, but can also be used in smaller classes equally effectively.

Essentially, it is a negotiation game. The instructions to give the students are below:

### Instructions

You have to broker deals with others in the room. You will be negotiating how to divide up \$1.00. However, you can't split it 50/50 it can only be done as follows:

90 / 10      80 / 20      70 / 30      60 / 40

Record the results of your negotiations on the front of this game card. For example if you negotiated a deal which resulted in a 70 / 30 split, you would record "70" in the "YOU" column and "30" in the "PARTNER" column and you would then sign off each others card. (Your partner in the negotiation would have the exact opposite recorded on their card – i.e. 30 / 70 split)

Repeat this process with as many partners as possible in the time allocated.

At the end of the negotiation period, tally-up all your deals (by adding up all the numbers in the "YOU" column).

The person who brokered the highest value of deals will win that amount in cold hard CASH!

A tie breaker may be necessary to determine a final single winner.



### **3. Training Stories**

#### **Talking Ethics at KPMG**

Recognising the obvious importance of integrity—particularly in the wake of a number of high-profile public accounting scandals earlier in the decade—KPMG has initiated an enterprise-scale ethics program aimed at instilling personnel with an unswerving devotion to conducting the firm's business in an ethical manner.

Along with a number of structural and policy changes, training played a central role in galvanising support for the program's aggressive rollout in recent years. Already, more than 25,000 KPMGers have completed the firm's new ethics training curriculum internationally, with 91 percent of participants indicating that they now are more confident in their ability to discharge their duties consistent with the firm's ethical standards and code of professional conduct.

In 2007, KPMG's The Ethical Compass—A Toolkit for Integrity in Business, a set of university-oriented classroom learning materials based in part on the firm's internal ethics training, was named a Best Practice in Educational Programming by The National Association of Colleges and Employers. As a result, last year more than 100 universities ordered The Ethical Compass for incorporation into their business curricula.

Interested in launching an ethics and compliance program within your own organisation? Here's a look at some of the things that KPMG learned on its journey toward creating one, as well as tips for success...

- Organise management's structure to support ethical conduct.
- Identify key influencers within the organisation to champion the program.
- Develop a Code of Conduct that is applicable to practical, everyday matters.
- Begin training on day one, and integrate it with other training programs.
- Steep all facets of the recruitment process in a culture of ethics.
- Provide multiple channels for raising ethical concerns.
- Ensure consistent, transparent investigation and resolution of breaches of ethics.

**If you have a successful training practice implemented in your organisation, we would love to hear about it. Email me directly: [mrattcliffe@mrwed.com.au](mailto:mrattcliffe@mrwed.com.au)**

#### 4. Web Roundup!



[www.turnitin.com](http://www.turnitin.com) is a third-party electronic assessment submission service, developed by iParadigms which supports the integrity of assessment collection and provides originality checking of the student work. Students simply submit their work online via the site's software and it compares it to over 12 billion pages of web content plus more than 80,000 subscription-based journals and periodicals. Teachers can also submit student papers to Turnitin.com as individual files, a bulk upload, or a ZIP file.

Turnitin.com is currently used by over a half-a-million instructors worldwide, is licensed by over 8500 high schools and colleges in 109 countries and processes up to

130,000 papers a day. It is anticipated to reach over 100 million papers by October, 2009.

This is worth a look if you are keen to manage plagiarism problems in your training organisation or if the time and date of the submission is important for tracking purposes. Used properly, I think turnitin can be handy for more than just catching plagiarism, but more importantly for teaching students how to use sources appropriately.



## 5. MRWED Quick Links

What would you like to visit?

- [Course Dates](#)
- [MRWED News](#)
- [MRWED Home](#)
- [MRWED Blog](#)

### Next Issue...

Next month we will explore the students' comfort zone, review the twitter revolution within education and check out a game called "Reverse Tag".

If you have any questions, suggestions or issues to be discussed on the Yours in Training! Ezine then please [email](#) us or call our Client Relations Team on **Freecall 1800 2 TRAIN** (1800 2 87246).

Happy training!



Principal – MRWED

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