

DOING GOD'S WORK AT HOME AS USUAL (ATHEIST GRANDMA ON JOBS AND SKILLS)

You'll learn to cook and to sew; And you'll just love it I know.

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IS THERE LIFE BEYOND THE PALE, MALE AND STALE? (YES BROTHER! NEXT TIME IT'S FREE)

I address the roles of jobs and skills transfer and more open development of intellectual property (IP) in regional Australian and global migration contexts. This analysis and recommendations are for new Labor Treasurer, Jim Chalmer's, Jobs and Skills Summit in September 2022. Every year I grow older I trust commercial professional practices and "information (?) technology (IT) less. Perhaps a bit like President Xi of China, I fear that all concepts of service to the people may be lost in more bureaucratic enclosures producing jobs, jobs, jobs instead of simpler, cheaper and better approaches to service, based chiefly on shared national social aims and the individual or family will. (Don't mention the violence and inequality born mainly out of continuing fatal ignorance until it erupts? Out of Hong Kong, Taiwan and Singapore, who would you deal with? (One picks Singapore for good reasons.)

My tip is to put services before products and think of Australian regions first. New Australian manufacturing products normally want to serve the top of the market, sending the prices of cars and buildings (houses) up by controlling maintenance and other regulatory degrees so that only the rich can afford them and so buy more of them. Try services to the regional people first in the newer international context of nationally managed competition, so as not to wreck the earth but to encompass and maintain its beauty, especially for the comparatively poor.

I guess this starts with services to mining, agriculture, and with other farmers and communities to be housed and provided with transport and related community amenities. I like parks and gardens best because they may support future generations better than anything else, given that the Australian natural environment is unique and the state populations are highly urbanised. The **State of the Environment Report, 2021**, was released by the new **Environment and Water Minister, Tanya Plibersek**. This is of greatest interest to me, for the sake of relatively unskilled children or adults on the land. I prefer living in global cities like Sydney. However, if I was trying to pick investment winners to serve the people and environment, I would first go through all the back issues of **Landline** on **ABC TV** to do it and approach likely trials. Nobody can afford to be scientifically precious, so be open and clear as it's cheap. Many other more knowledgeable people may have much better ideas which they should put to the **Jobs and Skills Summit** or openly to relevant others in my view. Try the Ernie's Night next Thursday in Sydney, for example, as advertised in the Sydney Morning Herald this weekend. Personally, I prefer writing like this. Who else will do it? MP Zali Steggal wants more workers but sometimes I wonder what on earth they are all doing to help.

I learned about the **Skilling Australia Fund** to support jobs and skills development through migration from the article **One visa, one training place is a clever fix for worker shortages**, in the Australian Financial Review (AFR, 1.8.22, p.39). National Secretary of the Australian Workers Union (AWU), Daniel Walton, proposes a plan for fixing the **'gaping hole'** in Australia's skilled workforce that is now **'impossible to ignore'**. Gaping and impossible for whom, according to whom, one wonders? All big development requires adequately supporting infrastructure but who wants this done, why and at what pace? I guess only employers can say whether this fund seems like a good idea to them. Does it? Why? Is another big building always the answer for anyone except in construction? (I doubt it.)

I address the **Skilling Australia Fund**, which is like the fund that Walton and the AWU propose, later. The previous Commonwealth government set it up years before they were voted out of office in 2022. It still looks like a good plan, for reasons I address later. I wonder if employers think it works well and who would want to use it. I downloaded the clear and helpful Department of Employment and Workplace Relations information on the **Skilling Australia Fund**. Apparently, it calls for a **National Partnership and a Skilling Australians Fund Levy** which supports State and Territory Projects, (outlined in short reports, I refer to later). The fund was established in the 2017-18 Budget. Its purpose is **to ensure businesses that benefit from employing migrants are also skilling Australians**. Which businesses employ migrants through the Fund? Do many know about or use it? Pray to Ernie and the brothers?

The training from employers to support the **Skilling Australians Fund**, seems a little like an insurance premium or levy of the kind state governments have legislated from employers and government, to support workers compensation schemes and courts in all states since around 1900. The time of the adversarial method for resolving disputes should be well over as an intellectual method. It persists richly at the tops. The **Fund** calls for a training levy, as addressed later. During the 1980s, Australian states and territories also enacted a nationally inclusive Medicare scheme and related funds to supplement and increase general practitioner and other health services in state based and private hospital systems. During the 1980s, states also passed occupational health and safety acts, followed by establishing new funds for the support of injured workers, including through the provision of workers rehabilitation, retraining, re-employment and monetary compensation. During the 1980s government legislation also guaranteed supporting payments for all people with disability. There has been a steady post-war progression towards serving more people. In this context one wonders how various employers find the **Skilling Australia Fund** and what they think about its operation. I can see its potential benefits for the rest of us.

This discussion of national jobs, skills and investment direction follows World Health Organization (WHO), Medicare and industry superannuation fund directions aimed at population health and support for living in retirement. National non-profit industry superannuation funds were established in legislation covering the entire workforce around 1992. Superannuation entitlements were won in manufacturing establishments and elsewhere through the enterprise bargaining process. I would rather know what employers think of the **Skilling Australia Fund** and why they would use it, than still try to apply a law which is hard or impossible to enforce against the will of a lot of key people, especially for apparently good reason. Baby, with people who can manage something properly to serve the people, you can compete the opposition into the ground and not break a sweat because a lot of us might work or donate free. All you've got to do is ask a lot of well-educated people nicely, I guess. Don't fuck them around with it unless they are asking for it because they can do it well and love a good project, with money or not.

Since the end of the Hawke era, it appears that a lot of regional health understanding was then apparently lost until the coronavirus became the new international priority in 2020. Economic concerns about falling productivity and competition are questioned in this global context and at www.Carolodonnell.com.au . Let competition be open so everybody understands why we are supposed to be doing this thing (Gimme dat ding). One addresses better risk management later.

This globally inclusive approach to human and environment wellbeing, is based first on WHO principles in which national matters are ideally addressed in their particular global and regional contexts, and in the poorest global regions first. Manufacturing culture, on the other hand, wants us all to buy electric cars. The world around is growing more urbanised and older; while single person households appear the increasing norm. The last thing we need or will be able to afford to buy are

electric cars. Trust me on that, boys. Two free and local electric buses that travel endlessly around the local joint would be a fabulous idea instead for tourists and locals alike. Copy the **Half/Bus half Eco-Warrior** model in Wollongong. Stop trying to take the market up in your usual obnoxious fashion because the price drives many related brothers' practices to increase inequality further. We may all go up in wealth through technological production, but increasing inequality in IT and related professional regulation drive markets. This is addressed attached, in regard to the nature and certification of real estate agents. (All men are silent or made liars in their production?)

The simple beauty of the native culture is often based on the use of natural fibres, like common grasses which grow wild easily in many places. Bamboo is a grass which grows to maturity in five years. To get a bamboo floor put down in my house, after I retired from work in 2007, was frustrated at every turn by a Sydney construction industry which appeared not to know or care where the wood otherwise used would have come from. Bamboo is beautiful and so is sisal matting. Both products are comparatively cheap. However, carpet is the Aussie industry product, baby. As a householder who has been trying to go greener since 1994, let me tell you, there are a lot of things like that. The construction industry wants to do what it has always done. Let the right one in and make it cheap. I could wax lyrical about Fu Kang International Flooring for their quick, great service in recent floods when two of my floor boards peaked. A slew of builders with normal names had said they would get back to me about it and never did. Fu Kang sent a guy the day I called to fix the problem. He came in his lunch time. He took up and put down a substantial part of the floor rapidly and beautifully. He charged \$500 for his lunch time hour of work. I hope we were both pleased because he overjoyed me. The thing about today is too many people want to mess you around. We all hate the lies about how new IT is supposed to be working for us and prefer our own at home.

In short, practices appear regionally and historically fixed, as well as economic and political in their nature and production. This is addressed in the attached discussion of apparently poor and expensive land and housing treatment, real estate agent regulation and their related professional knowledge and certification. Everything is geared to driving the market up and the financial changes since the 1980s have rocket fuelled this tendency towards instability and collapse. (Not to mention the mobile phone. Sister, that's life and it's not going to stop. I couldn't give a shit what happens after we are dead, could you?)

As a grateful old Marxist, in retrospect I guess what working for NSW government in the 1980s and 1990s taught me about numbers is that development based purely on price as a value of any product or commodity, let alone a service, appears a relatively linear and short-sighted approach to value in any comparative land of plenty, like Australia. This doesn't mean, however, that other people's money should not be managed well. This paper addresses the **Skilling Australia Fund** and its apparent design in regard to its aims which are:

To ensure businesses that benefit from employing migrants are also skilling Australians

One notes the key stakeholder in this mission are those for whom the scheme is supposed to be set up. They appear to be Australian businesses, migrants, and the Australian public, ably represented or not by their State and Territory bureaucracies and regional representatives in government. WorkCover, where I worked in the 1980s and 90s, became an earlier kind of insurer, eventually called icare fast, I guess. Adele Ferguson deals with it in her article ***Perrottet's icare scandal gets worse*** (AFR, 8.8.22 p. 40). Apparently, after two inquiries and its reputation in tatters, icare promised to pay back \$38 million to 53,000 underpaid injured workers. Lawyers and financial

interests have seldom been welcoming to regional approaches which might undermine their top Constitutional or supporting legal and financial interests and professional assumptions.

One feels that any **Skilling Australia Fund** could soon be equally badly managed. The discussion of state real estate management and transfer, which is attached, shows that most people, including politicians, have no idea who their customers are supposed to be. Those who live off the public purse appear to be there to serve the regional communities which also elect politicians as their representatives. This is putting the Australian customer first.

In his latest book, **The Avoidable War** (2022) former PM, Kevin Rudd, considers the common international need for more cooperation, including between the leading global competitors of the US and China. Let us work better together as well as with others in many forms of managed competition to serve our people, not necessarily starting with us. In avoidance of war, Rudd writes of the need for greater financial stability; avoidance of increasing inequality and corruption; reduction of violence; reduction of greenhouse gases and global warming through investment and other support for cleaner production; and the prevention of pandemics by treatments to control infectious diseases or disabilities caused by forms of health and environment collapse. Many ills may spring from problems of globalisation related to continuing environment degradation being visited now on future generations. I address the release of the **State of Environment Report** by the **Minister for Environment and Water, Tanya Plibersek**, in regionally related development contexts, not professional or party related ones. This is vital in any world which should recognize China and Russia. Why not? (Also tell Sir Bobo to release the Kraken? Let's look forward to misery and death? If we go down, look who we save, etc.? I say collaborate openly from the top to serve the people instead. I say it with great certainty because serving the people is our goal. We are women, hear us roar, in numbers too big to ignore, etc. etc. etc. Why don't you speak up! Or, if you feel you can't speak up, why not write to the Australian Treasurer or Anthony Albanese like I do. Get fucked, you make me sick, etc. etc. etc. Shove your Ernie's award.

Rudd is a Christian and so more aligned to the US than Chinese views in any trade, I guess. Those who would prefer a more authoritative view of current Chinese direction than his should perhaps turn to the book **Xi Jinping: The governance of China** as I suggest, attached. It was in its 6th printing in English, in 2017 and is from the Foreign Languages Press in Beijing. It contains Xi's speeches, talks, and instructions on continuing goals and development of socialism with Chinese characteristics. Xi states early that it is necessary to carry on the enduring spirit with Mao Zedong thought. I try to. However, Mao saw criticism and self-criticism as the best intellectual way forward as training for the feudal or peasant mind, and this was the spirit I learned in Australian universities as a youth. In his recent address to the National Press Club on free to air ABC TV, current Chinese ambassador to Australia, Xiao Quian, defended any refusal to communicate in public as something like an undesirable and unnecessary loss of face. This seems a lack of willingness to educate as Mao writes he preferred. I write as a monolingual grandma who never lived in any Chinese culture and does not speak the language; therefore, he may be right. However, I read a lot of Mao, who was popular in universities when I was young. I went to the Chau Chak Wing Museum, at Sydney Uni. last week and was most impressed by what I saw. The displays were beautifully symbolic of new world orders based on new cooperative efforts to explain regionally and historically diverse findings. (One is reminded of Peter Cook's boredom with coal and his wishing he had been a judge instead. In a better world, if he wasn't already dead, he might get his chance.)

Walton, however, proposes a plan to the new Treasurer's **Jobs and Skills Summit** where *'Australian businesses would have access to sponsored skilled migration to support their workforce, provided they adhere to strict labour market testing'*. For every skilled migrant they employ they would also be required *'to co-invest in domestic skills development'*. *For every migrant they employ, the business could also take on a local trainee or apprentice. Or, if that is not practical for them the business could contribute a training levy payment into a pool to upskill locals.* That sounds like the last government's **Skilling Australia Fund** to me. Is it well understood and grasped by those who are supposed to benefit from its set up?

Walton suggests the above plan to fix *'the gaping hole in Australia's workforce'* should be funded in part by the existing **Skilling Australia Fund**. He also wants *'default union membership'* for all migrants. Walton states: *'if we want to fix a culture where migrant workers get ripped off and undermine our employment system then union membership is the best – and most efficient, weapon we have'*. Perhaps. I had not heard of the **Skilling Australia Fund** before. When I read more about it, I thought it seemed a good idea for cooperation with other forms of educational content and service delivery, or for reforming what generally exists through better competition to meet regional and individual options. The land and construction industry, which normally runs a lot of things on the ground, from political party perspectives or not, will always weightily prefer another round of big new buildings, I guess.

The future of the **Skilling Australia Fund** should depend first on asking what variously situated employers might think of it and why. One more easily sees advantages in the plan for trade unions and governments seeking to encourage universities and other research and teaching institutions to support more work-based training and jobs better; in the light of new national and international development directions to support better health and environment protection; and maintenance or rehabilitation, as well as death. How do individuals teaching in colleges of technical and further education; researching or teaching in CSIRO and other key teaching and/or research institutions feel about the **Skilling Australia Fund**, one wonders? Might they be more involved as institutions, or with individual to individuals in particular places, programs and projects, free in many cases?

This approach is hard to try where professional interests rule the roost. They may want to cut current numbers in exchange for more money going to the tops. Open and flatten the tops. Many old men in particular live in fear of freedom because they fear that loss of status in money is loss of identity. This is sadly short-sighted in terms of what they might accomplish if made free of the normal institutional constraints, or just resting alone or with others. This should be cheaper and better for those remaining if done properly, according to better regional directions with less stupidly fractured bureaucratic processes.

I seek to offer people a way out of more paid work, by freely doing more of what they want for themselves. This is ideally done instead of bowing down to the normal institutional imperatives that increasingly don't suit us all, to put it most politely. Some of us truly hate to see the increasing range of apparently irrational administrative requirements and tasks fuelled by IT, which appears to have been thought up by an increasing number of stupid people, for example. (If you find a real person to harass with your IT problems, bend and kiss their ring on my behalf. This world is increasingly run by a lot of horrible or silly people who nobody can really know or reach. Why would you ever move on from Microsoft Office in search of genuinely broader and more intelligent communications across the world; and as a related means of dual accountability and debate in changing terms? You'd do better with Microsoft Office! If Britain and the US had not been so stupidly arranged in commerce the world would be driving on the same side of the road, more safely and cheaper.

Individuals and parties may naturally see many things differently, often depending on their surrounding environment or age, for example. However, it seems openly testing the **Skilling Australia Fund** in stages, with those who know about and agree to it, seems like a good idea. Everyone has a stake in getting a better Australian future so content should be open. This is like a new globally open recipe, where the aim is to make cake or something else, perhaps? Huge thanks to the world wide web, good websites, Wikipedia and utube, for also making so much learning possible, for so many and from so many, who have found out how to perform or teach without necessarily having particular commercial products hidden up their shirt sleeves.

HOW GOOD DOES THE SKILLING AUSTRALIA FUND APPEAR TO BE FOR GREENER SERVICE?

Trade unions have often been the central architects of Australian welfare states in the past, because through strikes or related means some have had more power to change normal behaviour than small community groups forced to depend on demonstrations and voting, etc. For example, by 1900, state workers compensation legislation challenged the earlier notion, particularly in some mining, manufacturing, and agricultural production, that in accepting the job rate offered, the worker also accepted the risks of the job. Key regulatory change, including the establishment of the Dust Diseases Board at Broken Hill, allowed workers or their families to go to court to claim payment from an employer's insurer after the loss of function or death of a worker, whether or not the employer was considered negligent. Strong union and government liaison turned claims like this into more certain benefits for all gradually, throughout the 20th century. I address skilled and unskilled work, disability and the **National Disability Insurance Scheme** later in this context. There is a tendency to flick matters to lawyers to avoid contentious work, instead of opening matters up. Law and practice, however, have never been constructed as good services to people unless their primary intention has apparently been to hide the seeming or apparent truth as long as possible.

I begin from the view that anybody who can do an analysis of any scheme or related fund strengths, weaknesses, opportunities and threats (a SWOT analysis) can think dialectically. This is where apparently contradictory issues may resolve themselves with time into some form of new direction through broader regional discussion and understanding of relevant history. Regional geographic and historical thinking in development seems an advance on more linear thought based on the individual body or price moved by numbers at length.

Ideally, I think Walton's plan makes sense for any employer who wants to use it and for the Australian people and their welfare in general. How well it has been working, I guess only employers can tell. The less commanding person in any relationship (a migrant?) may just seek to keep the other happy. Do employers know about **Skilling Australia** and want to use it? Are there better options for pursuing their business needs for labour of any kind?

This raises questions about the nature of skill and the degree to which this **Skilling Australia** plan may be an agreeable one for particular employers and workers, as well as for others around them. For example, I don't know how **'gaping'** the hole in Australia's **'skilled workforce'** is thought to be by Daniel Walton of the AWU or by anybody else and why. Does the concept of **'skilling'** begin with an introduction to matters such as the occupational health and safety requirements placed on any new workers, who may be paid or unpaid, for example? I can only guess that it normally should. A culture of risk management to improve business is hard to grow in organizations unwilling to try open management and community learning together. Professional career structures often appear to discourage this kind of learning.

I don't know what type of workers appear to be needed now and in future, but guess you can't go far wrong with a lot of people geared to service sector work all over the world. This includes teachers of all types to teach people of all ages for example. Workers in health care, such as general practitioners, nurses and physiotherapists, etc. seem geared for future developments anywhere in the world, as well as people used to related communications in customer service and in many technology and engineering fields, often working first in rural areas, for example. It goes without saying that fluency in more than one language is seldom recognised financially as the great benefit that it often may be in life. Today one thinks of any reading, writing, filming, and related IT professional treatment and communication, perhaps. Migrants often understand the benefits of real estate best, in my experience of life.

A discussion of the relative merits of Science, Technology, Engineering and mathematics (STEM) subjects is attached which questions the value of mathematics. The popular Philosophy, Politics and Economics (PPE) top subject mix is also addressed with a clear preference for Geography and History, not Philosophy. This is because Geography and History appear more relevant to assisting future global directions and projects. This is important for future service delivery and any related personal career aspirations where products are addressed in the context of service to the customers and other people. From this view, philosophical or religious or mathematical discourses may still provide an equal service to those who want them to serve particular community or personal choices. Surely, we may all agree that geography and history affect us all. A lot of us may think religion is bunk, let alone philosophy or mathematics, except in our chosen fields, perhaps. It doesn't make us right. (I love the Australian census or similar statistical approach, for example.)

I don't know to what extent the '*gaping*' hole in Australia's '*skilled workforce*' could partly be well or easily filled by people now living on disability pensions or social security benefits other than their family members. One thinks of those on unemployment pensions or student benefits; supporting parent benefits; the aged pension or any other investments or entitlements; such as superannuation, for example. In rapidly aging populations which exist all over the world, support for people with disability, who want to take up or remain in work, paid or unpaid, on their own terms or not, appears a vital policy preoccupation.

The Whitlam government of the early 1970s had plans for a national health care service, as well as for national accident and disability insurance, and national superannuation. It was voted from office before any of these plans were put to any lasting effect. This often needed to be done through state institutions historically closer to the ground and people, but with their own Constitutions at the top. The wealth and size of the Sydney bar naturally knows which side its bread is buttered. Local governments, however, are where the process of decision on land, building and garbage treatment should be particularly well understood and carried out openly in efforts to serve the people broadly. Regional planning was a creature of the Whitlam era. It may often serve the broader populations adversely as a result of its top secret professional and court approaches as usual.

The concept of skill applies to the job and not the worker, as addressed later. However, one assumes a person's selection and pay may normally apply to their job performance, not to the worker's certification or length of service or experience in such paid work. Surely any education related to the development of skill should be more broadly open now and in future for the best results. Otherwise, the supposedly elite colleges and their intake will come to rule against greater merit which may often be developed in broader fields against the odds. Last in first out in the queue is a commonly related old men's mantra. I address teaching matters in many related discussions on

teaching industry capture on www.Carolodonnell.com.au I was never a fan of the National Tertiary Education Union (NTEU) enterprise bargaining approach in the 1990s and later. I thought it stifled broader vocational development that would be good for students and communities.

Walton doesn't mind students, backpackers, and people who want to make their home in Australia rather than going home again. However, he rejects '*made-to-order, disposable workers – people whose only business being in Australia is to serve their employer*'. This seems like a rejection of a substantial part of the global job market and workforce based around the seasonal or calendar nature of a lot of vital production. One thinks of construction workers, fruit pickers, fire fighters, other emergency workers, or musicians, filmmakers, artists and related sports or other global event organizers, for example.

Such service workers can benefit working anywhere I guess, as long as they know about and embrace their subjects, wherever they are. I think Britain's **Now Teach** program, where people may decide to become secondary school teachers after a career of related work is a great idea to supplement the youthful teaching intake. From being a financial journalist today, to becoming a high school mathematics teacher soon, should not take much retraining, for example. It would help the praxis which is necessary for assisted re-evaluation of theory and practice in light of each other. I can easily imagine that being a high school teacher can be rewarding in many ways until it wears one out, for example. For some people the price of too much face-to-face stress can never be met with more money if they have enough already and their priorities in life lie elsewhere, like escaping from the normal demands of other kinds of work.

As a supporter of directing economic development towards health and environment protection or rehabilitation rather than watching its continuing degradation, I can see the potential benefit of the **Skilling Australia** Fund and Scheme. Adoption could be a key way for Australians to transition Australian and other workers to better shared community futures. However, this apparently rational policy design depends vitally upon its execution. Superficially the **Skilling Australia fund** scheme seems a great idea for tackling current employment shortages and job or education misallocations better. However, why do or would many employers embrace it? **Skilling Australia** superficially seems good because it potentially also goes beyond the purely professional career allocations and directions for vocational training purposes. The professional career allocations seldom go far enough to escape the ideal closure assumptions of their certification systems, which drive their professional careers and research. When mandated, this way may lead to costly industry capture, I guess. More open and flexible work and training mixtures seem a good idea which normal institutions may not willingly meet alone, without more competitive and alternative services, including through the **Skilling Australia Fund** or related development supports.

I address this in state government and real estate professional regulation matters attached to show the NSW government doesn't seem to understand any more that the customer of the government and professional real estate regulation is not supposed to be the real estate agent. The customer of governments, is supposed to be the land and property owner and others living, leasing or renting on any residential spot. The customer is not the property manager or estate agent. Newer law is soon wilfully distorted against the interests of the broader people, to reflect adversarial party and industrial interests, driven with lawyers. You can't teach anybody what they don't want to know, and they won't tell you anything about what they really think, or do, or would like to do? (Believe me, it can happen.)

Land clearing for competitive construction and management of infrastructure and waste in areas of farming, mining, manufacture, transport and housing are addressed in related contexts to ask: **What projects do the constituents in particular Australian regions want to pursue to meet global warming and sustainable development goals?** This matter is addressed in the light of historic regional and other development plans along the Illawarra Coast and in Wollongong at www.Carolodonnell.com.au under the Regional Way, side bar.

The new Commonwealth Minister for Environment and Water, Tanya Plibersek, released the State of Environment (2021) report in July 2022 at a National Press Club address on ABC TV. How can the Biodiversity Conservation Investment Strategy of the Biodiversity Conservation Trust best support the promise of the new Commonwealth Labor government that by 2030 there should be 30% of Australian land and sea areas being conserved in line with the expectations of the UN Convention on Biological Diversity?

Related discussions of worrying state of the environment matters in banking and housing management and construction are attached, with emergency areas requiring treatment after Australian fire and flood catastrophes topmost in mind. **What do particular key constituents seek in land and housing treatment now? What occupations (professions) are wanted in construction and building management terms to do what, expressed in open and particular regions and places?**

I have been a shorthand typist, high school teacher, public servant and an academic, but I have hardly ever been an employer except on the strata committee of St James Court, Glebe, where I live in a townhouse without mortgage. **I wonder how employers in more conventional forms of business find Skilling Australia works, and if it provides value for money in their business operation. If not, why not?** This seems a vital question in regard to serving any mining or farming or urban communities with good manufacturing and transport products in future. (Electric buses, light-rail, or ferries, for example.)

The alternative to union checks upon premises appear to be state or private inspectorates, reporting to the **Skilling Australia Fund**. I agree with Walton that unions seem likely to be best, as long as employer and employee representatives are trained together in whatever they are expected to be doing under occupational health and safety or related basic acts of operation, for example. Knowing the aims of any regulation is vital for proceeding intelligently with any others on any ground, who may have many related or different drivers for action.

Without this cooperation being obtainable in work, risk management seems easily made into a pretence supporting secret class war over money, time and other work amenity. The statement: *'We're from the government and we're here to help'*, may always be debated, for good or bad reasons. However, the claim that regulation is a hindrance to more effective market operation appears nonsense, if markets need better information to perform better, as economists claim. Regulation also produces many key services people increasingly need, (such as national health care, education, transport and communication where a lot may be delivered free to the customer through nationally mandated standards or economies of scale, for example). Government regulation and service delivery have accomplished this universal health care, education, TV and radio communication to everybody in the population in ways that appear cheaper, better and more equally accessible to all, than markets can so far. On the other hand, these services may easily be destroyed by globally unfair, lying and corrupting financial operations, which pose as service through new IT which encourages us to risk a lot bigger.

The above claims are supported by the attached background papers on regional, rather than professional and industrial approaches to development, and by supporting information at www.Carolodonnell.com.au. The site is a teaching model for regional program and project management, mainly following World Health Organization (WHO) and related regional community and state designs for health and environment improvement. This may be partly obtained through better risk management. This seeks nationally managed approaches to competition to serve the people of the region and eventually the world. I guess suitably mixed economies will be recognized eventually in both China and Taiwan, for example, as long as it appears to serve enough people. Dialectical thought is regionally grounded. Those who sniff at it as the product of some outdated era, like fascism, should consider that they may not actually know what it means. One often avoids repeating history by studying it, whether one does this globally, regionally or in local application to any continuing personal state of mind. Drugs and gambling may be a more popular and effective alternative? No idea. How is my old mate Nixon Apple doing these days for example?

I will address the view later that we are all skilled and/or disabled, depending on requirements of the job context and time we inhabit. I do this partly to argue that a lot of old Australian men should be encouraged to leave higher paid posts as they appear no longer physically strong and fit enough to perform to the expected standard of their work. The old often appear to have earned and saved sufficient funds to retire and so should be encouraged to put aside their fear of freedom, as I did. It would also be good if they had enjoyed doing parts of their paid job a lot, and would happily do parts of it without pay. They might donate their knowledge production and related work products, on their own terms on request or offer, for example. This could be shared for teaching or research with others with less or other types of knowledge and experience of their world of work.

I tried to make training DVDs of the work of retiring lofty crane drivers and crane specialist inspectors, when I worked in WorkCover Authority. Some guys were willing but I never got approval. I guess the union and its normal training interests stopped it. Some guys like to keep their knowledge firmly in their own heads or lie as a protective measure for their own situation. Never underestimate the benefits of occupational closure and mystification to those seeking more financial advantage. History shows people in many nations have occasionally made life very difficult for new migrants trying to enter their nations as refugees seeking work, for example. Law may or may not assist them, depending on the time and place. Good unions are far more than a step up from mobs that hate the boss or government or other people for comparatively understandable if not necessarily good reasons. How well do ours work?

THE CONCEPT OF SKILL LEVEL WHERE THE RATE IS SET FOR THE JOB, NOT THE PERSON

The Australian and New Zealand Standard Industrial Classification (ANZSIC) is a standard classification developed by the Australian Bureau of Statistics for use in Australia and New Zealand for the analysis of industrial production. There is a related ANZ standard classification for occupations (ANZSCO) which I was also familiar with in the 1980s, when working in NSW government in the Department of Industrial Relations and Employment (DIRE), followed by the WorkCover Authority. The latter state corporation was established in 1987, when the occupational health and safety services of DIRE were integrated with the statistical, health care; rehabilitation and retraining; re-employment and compensation scheme of the Compensation Commission, or court. At that time, partnerships to collect premiums from employers and to pursue related education, service and research cooperation were established with a dozen insurance companies. Too many insurance companies had formerly been competing on premium price, while court cases and payments were rapidly increasing in volume and number. This had typically brought about a lot of insurer collapses typically borne by many others of a less adversarial nature.

I have no idea how well these ANZSIC and ANZSCO classification systems fit the present era and its needs. These may be defined by the overpowering national need to embrace many new communication technologies fast, in order to use and work with them well, or discard them. Many seem more trouble and cost than earlier, quicker and administratively more reliable and sensible software packages with a vast international spread already, like Microsoft Office, for example. With learning there are always different strokes for different folks. When one buys a house, for example, one naturally wants to visit it to find out as much about it as possible about it and its environment before purchase. I wonder why any business or programme of teaching and assessment should be done as if in hiding, behind IT related manipulations, because this cannot provide informed and effective service to the widest number of people. Free to air TV has enormous potential for generally good education on the **Open University** model. Professional models hug closure going up.

According to ANZSCO, skill level is defined as a function of the range and complexity of the set of tasks performed in a particular occupation. The greater the range and complexity of the set of tasks, the greater the skill level of an occupation. Skill level is measured operationally in ANZSCO by:

- the level or amount of formal education and training
- the amount of previous experience in a related occupation, and
- the amount of on-the-job training required to competently perform the set of tasks required for that occupation.

In general, the greater the range and complexity of the set of tasks involved, the greater the amount of formal education and training, previous experience and on-the-job training required to competently perform the set of tasks for that occupation. Fair enough, I guess. On the other hand, Sydney University claims to be 'unlearning' assumptions about the importance of theoretical and professional disciplines which may well be blinkered by their insufficient grounding in other community, state or commercial aims, knowledge and practices.

I wonder about the Industry Training Councils or Industry Training Advisory Bodies that I was more familiar with in regard to the establishment of apprenticeships and traineeships in the past, for example. Regarding the **Skilling Australians Fund** I find the following reference:

The Industry Training Advisory Bodies (ITABs) in Western Australia are funded by the Department of Training and Workforce Development to provide strategic information and advice to the State Training Board and the Department of Training and Workforce Development on industry workforce development and training needs including skill shortages.

The 10 ITCs are:

- *Community Services, Health Education and Training Council*
- *Construction Training Council*
- *Electrical, Utilities and Public Administration Training Council*
- *Engineering and Automotive Training Council*
- *Financial, Administrative and Professional Services Training Council*

- *Food, Fibre and Timber Industries Training Council*
- *FutureNow - Creative and Leisure Industries Training Council*
- *Logistics Training Council*
- *Resources Industry Training Council*
- *Retail and Personal Services Training Council*

I guess there may be a natural resistance to change in what Industry Training Councils may currently be doing. I guess that their current process involves making money from delivering multiple-choice tests on-line, because this saves the organization the most time while maximising their income in regard to assessment by the use of tick-a-box. This computer-based assessment method has the added advantage of quelling debate about the real world, because the process conveniently teaches students that the numbers can't lie. They used to be called objective tests. Students pay to believe this. What can supposedly be measured may be trivial and irrelevant to the real job, but may be preferred for saving people from other exposure, work and time.

Men are fond of saying if you pay peanuts, you get monkeys. They do this while they narrow the entry channels to their increasingly complex and mystifying specialisations and widen their markets through their normal production and trading associations. From the normal consumer's view, however, the free service which tries to cater to their variety of personal needs may be as good or far better for normal purposes than many that are paid, depending on the particular or surrounding conditions, that men will seldom admit in law or public. Once society has developed to the current point of caring for people and their lands, it should try to do so, because that is where its greatest talents lie from the ideal international perspectives from now on. To understand and operate service economies well requires wealthier changes of heart than reducing common benefits in pay and career related terms which appear wrong. Why not do more of what you want for free? I do.

How can the Biodiversity Conservation Investment Strategy best support the promise of the new Commonwealth Labor government that by 2030 there should be 30% of Australian land and sea areas being conserved in line with the expectations of the UN Convention on Biological Diversity? (If this kind of information is kept secret until the last development minute how would anyone know what to do about it?) Land clearing for competitive construction and management of infrastructure and waste in areas of farming, mining, manufacture, transport and housing are addressed in related contexts to ask: **What projects do constituents in particular Australian regions want to pursue to meet global warming and sustainable development goals?** This is addressed in the light of historic regional and other development plans along the Illawarra Coast and in Wollongong at www.Carolodonnell.com.au.

This regional questioning approach to the Australian producers and consumers involved in any ventures may also be of some concern for those dependent on their breadwinners working overseas, for example. Concern for this may be addressed in the good neighbour management aspect of the **Skilling Australia Fund** or in its revision due to experience, for example. There may be

families with dependent children or elders or others with disability, as well as spouses, who may be otherwise forced to find paid work quickly or else starve. (Yet I am not endeared to what I have seen or heard of MyGov. I have only briefly shared the difficulty of using it effectively to gain clarity on my personal financial situation regarding any part-pension entitlements in retirement. I gave up.)

THE BENEFITS OF OPENING UP TO THOSE LIVING IN RELATIVELY GOOD SOCIETIES WHETHER THEY ARE WEALTHY OR POOR (ELSEWHERE MEN MIGHT OFTEN TRY TO HURT OR KILL YOU)

The article **Unlisted assets do well by workers**, is surprisingly clear and informative about the Australian federal Treasury and Coalition governments action apparently taken in 2021 *'to protect the commercial sensitivities of unlisted valuations'* (AFR, 1.8.22 p.38). An unlisted evaluation means, I guess, that the relevant fund is not listed on the stock exchange, with its relevant daily changing price being signalled to investors. David Neal, the writer of **Unlisted assets do well by workers**, agrees with the last government, apparently, that forcing funds to disclose their dollar valuations in multibillion dollar infrastructure investments would not be in the interests of working people.

Neal claims that some have suggested that funds should disclose their valuations. He prefers no disclosure about the business and 'letting the market do its job'. I can only assume he means through his organisation as usual. Apparently, David Neal is chief executive of IFM investors. IFM owns and manages a number of listed assets here in Australia and globally, including airports, toll roads, ports, and energy and water utilities.

Funds disclosing their valuations as broadly and honestly as reasonably possible, (opening their kimono?) would inform markets better, it seems to me. However, I can't see why businesses should unnecessarily suffer the vagaries, costs and industry or individual capture by traders who make their comparatively rich, closed and manipulative professional living as often as possible from the trading process. Doing so seems to be at the expense of other peoples' aspirations for the fund, including those who aim to support key stakeholders or members of the fund.

It seems to me that conventional male views unnecessarily limit the availability of much cheaper and more broadly informed market action, through more broadly popular communication first. This occurs already in comparatively informative free to air TV, radio and newspaper broadcasting, for example. Surely free and 'perfect' knowledge are necessary for perfect market operation and also often appear most competitively priced. It looks like that across the world to me. (A lot of men are full of shit but will hide and lie until they drop?)

Neal states the decision not to tell potential markets the valuation of assets such as those assets owned and/or managed by IFM, means that returns for super fund members continue to be maximised in any sale process. I would have thought that ignorance on the part of buyers and sellers of products or in many associated kinds of trades, is often unnecessarily costly and stupid in particular situations and their environments. (More arms makers and sellers naturally encourage more violence against the opponents' kids, old people and women, for example. Why would any nation want to sell financial control over its airports, ports or energy and water utilities to any bidder with secret and potentially contradictory interests in such a purchase or others, against the interests of their hosting nations? If you open the kimono on your own account, and try to guide its drop, you're less likely to be raped in front of anyone, I guess. (You'd never guess my personal experience of men was very good and I've examined a lot more of them more closely than I have with women?))

In alternative forms of trading, for example, if you were a woman and you were going to marry a man, you'd want to know beforehand, surely, whether you would be expecting him to support you or the reverse. You'd want to know with confidence what he did for a living and visit his house, and

maybe meet his parents, for example. Men like David Neal seem full of shit to me. I have found that is common and requires correction. However, all operations may have their limitations, depending on where you stand or sit and when, as I began to learn too late as a student and worker in government, in NSW. (Bugger the Commonwealth as usual?) There appears good reason to prefer the local product or service if wishing to facilitate community access to high quality and low-cost service in many areas. On the other hand, global economies of scale in production may also drive down costs for the rest and offer choice. It is important to be able to distinguish between cases.

Working in NSW government to establish the WorkCover Authority briefly taught me how to address corporate and regional planning. This was done to establish programs and projects to meet the designated mission. This mission was designed to serve the key stakeholders of schemes and funds to serve the people's health at work in NSW, to avoid even more breakdown and need for rehabilitation. The older workers compensation insurance market increasingly worked, unwittingly or not, to support its international market and legal interests in global trading. Their financial and mathematical models appear linear, based on price and pointing up until they crash. Working for this part of NSW government taught me that the role of government is to produce something better in the service of the people; not based on Constitutional and adversarial secret interests. Surely openness is a key reason one may know pleasure or competition from the killer instinct. Ponder football, for example, in this regional light. Thank God the product of its play, like drama or film or a book may be open to all scrutiny. But why would you ever want to mark it to market? You are your own intellectual property unless you contracted its product to your employer, in paid research work or elsewhere, for example. I have known a lifetime of people who would work at something free that fulfilled them mentally or emotionally almost regardless of the damage it did to them or the payment they received for doing it. Conceptualise regional services first for development because comparatively satisfied people often do. Movies are made about it all the time.

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