

## **INQUIRY INTO SKILLS SHORTAGES IN RURAL AND REGIONAL NSW**

**Organisation:**

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**Theme:**

**Summary**

**From:**  
**To:** <statedevelopment@parliament.nsw.gov.au>  
**Date:** Mon, Aug 1, 2005 1:33 pm  
**Subject:** State Govt inquiry into skills shortage

To Julie Langsworth,

The following is a letter that I sent to my local paper stating my reasons why the claim of skill shortages is not true. This is simply due to spelling and grammar errors that job applicants make when applying for work, or that the applicants resume dose not (for whatever reason) attract the attention a potential employer.

This is the letter.

To the editor,  
I am writing this in reference to the front-page article, 'Skills Shortage Stifling growth,' in Saturdays (23 April) BDT.  
We have, in this city, unemployed people who have excellent skills and qualifications in all areas of employment. You think of an area of employment, and there will be an unemployed person in this city that will have the skills, qualifications and aptitude necessary to do the job. It is said that, 'It is not the person who has the best skills, qualifications and aptitude to do the job that gets the interview. 'It is the person whose resume is so, "razzle-dazzle," that it grabs! 'The employers attention, that gets the interview.' Those unemployed who are experts in selling themselves, experts in making their job application letters so 'razzle-dazzle,' are the ones that get the jobs. Whether they have the skills, qualifications and aptitude necessary to do the job or not. I bet your bottom dollar, that the person who has the most boring, the most mind numbing, three page application letter, with, a five page, two column, resume, is the person who has the skills, qualifications and aptitude necessary to do the job.

But guess what?

No employer is going to read a three-page application letter with a five page two column resume. Not ever!

I can say the same thing about applications that have spelling mistakes in them. Because of that one tiny little spelling mistake, the employer will not give that application any further consideration. Yet that applicant could have the best skills, qualifications and aptitude to do the job. But because of that one spelling mistake...

The application gets rejected.

Sometimes the spelling mistake can be as simple as an individual's opinion on how a word is spelt.

For example, organization and organisation.

Now depending on your opinion, one of these words is spelt incorrectly.

However, according to my Collins Dictionary (forth edition 1999) both words are spelt correctly. Other words that fall into this category are; colour, flavour, neighbour, programme, realization etcetera. This difference of opinion can cost an unemployed person the job.

It's exactly the same, for written grammar.

On average, in this city, there are about 2000 unemployed people. And approximately another 1000 will join our ranks in December. Their certified qualifications will range from a High School Certificate to a Diploma.

If the employers in this city. Examine every application equally. Including the most boring, the most mind numbing application, and those applications with that one tiny little spelling mistake. An employer may actually find the best person for the job.

Skills shortages! Not when you've got unemployed who have Trade Certificates, Advance Certificates, and Diplomas in every skills area imaginable.

Employers, please, dug a little deeper. Examine every application individually. There, you may find the employee that you're looking for.

Yours Sincerely

End of letter.

And it is these spelling and grammar mistakes that cost the unemployed the job. Yesterday's primary school students are today's unemployed. Today's primary school students become tomorrows unemployed.

Now, for spelling and grammar errors, the blame must be layed firmly with the Department of Education. For the Department of Education has failed to teach children how to spell properly and has failed to teach children proper written grammar. The Department of Education has also failed to teach children the correct procedures in creating a backbone structure to any story or assignment they write. If the Department of Education did its job properly in teaching children to write...

Every six-grade child in the state of NSW should be able to parse the following paragraph:

But before the great and terrible day of the Lord comes, I will send you the prophet Elijah. He will bring fathers and children together again: otherwise I would have to come and destroy your country. (Malachi 4:5-6 GNT. Note: the Bible quote is with the boundaries of copyright law.)

But, because of the education system, the majority of six-graders will not be able to parse anything, let alone the above paragraph.

Also, the differences between state education systems are to blame. For example, one state teaches its primary school children to spell the word colour. C. O.L.O.R. Yet, another state teaches its children to spell the word colour. C. O.L.O.U.R. So! You say? Here is my point; Children grow up, they move out of home, they move across the city, the state, or, interstate. It is through these people that the differences between the state education systems become obvious. Especially, if these people are Company managers or CEO (Chief Executive Officers).

This affects the unemployed chances of getting a job.

Also, because of E-mail and mobile text massaging, kids today are learning to use specialized characters and symbols. For example, Sk8, :), as stand in for actual words. To employers and managers, such characters and symbols are unacceptable and very bad grammar.

As to grammar! Let's see. How about... quotation marks! Depending on an individual point of view, depends on which quotation marks they use, double ("" ) or single ("" ). If this point of view is different to that of a potential employer... that unemployed person can kiss that job goodbye. Another example, if an unemployed person makes the mistake of using incorrect punctuation; or, uses more punctuation marks than is absolutely necessary in their job applications... then those unemployed people can say goodbye to that job.

If the New South Wales Department of Education did its Job properly, in teaching its students proper written grammar we wouldn't have this problem of a skills shortages. Once a student leaves High School (with or without the school certificate). They join the ranks of the unemployed; therefore, they become the responsibility of the Federal Government. So a students lack of English grammar becomes a problem, for the entire nation of