

# TRAINING WA

Planning for the future 2009 - 2018



Cover images: WA Training Award winners



The 2007 WA Apprentice of the Year, Brendan Pratt, travelled overseas and worked in some of the great kitchens in England, including The Ritz London, following his win. Since returning to Perth he has been promoted to Chef de Partie at Fraser's Restaurant Kings Park and is supervising an apprentice chef.



A passionate furniture maker, Ashlee Scinocco was 2008 WA Apprentice of the Year. She plans to travel to Italy and visit world famous furniture manufacturers and trade shows in Milan. When she returns to Perth she plans to do further study in furniture design and business management with the aim of opening her own business one day.



Macmahon Contractors won the 2008 WA Training Initiative Award for a specialised Indigenous mining trainee program for the Newman area. The program allows trainees to choose the direction of their traineeship after experiencing on the job training in the different departments on the Newman mine site.



Since being named the WA Vocational Student of the Year in 2007, Lisa Horn's career in jewellery design and manufacturing has gone from strength to strength. In 2008 she went to Los Angeles as part of the G'Day USA Showcase and is currently producing one-off designs under her label Lisa Cooper Designs.

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## From the Minister

To position Western Australia for future employment demands, we need a flexible and innovative training system.

With the influence of global conditions, following a period of sustained boom, we are now experiencing a slowdown in Western Australia's economic growth. More than ever, we need to invest in training to increase our long term productivity and ensure the skills needs of industry are met into the future.

While there have been recent changes for apprentices and trainees, further reforms are needed to maintain and develop our capacity to meet future workforce needs. We need to adopt a holistic and collaborative approach to training, recognising and encouraging the contribution of all sectors in meeting current and future workforce needs, as well as individual needs for social, personal and economic advancement.

*Training WA* is a targeted plan to transform our training system from 2009 to 2018.

The plan is based on increasing training participation and skills development by providing people with the skills to make the transition into employment; and increasing the skills of the existing workforce in line with regional and industry requirements. It is the blueprint for the WA Government's investment in the State's training system.

Through this plan, the WA Government is making an immediate investment to help minimise the impact of the current economic downturn. Targeted initiatives will support enterprises to develop their workforces and will provide additional training opportunities for Western Australians. In addition, the plan outlines initiatives to transform the training system over the medium to long term.

The plan benefits people in training or considering training; people wanting to up-skill or re-skill; people in regional and remote areas; and people who have yet to engage or are traditionally under-represented in training.

I would like to acknowledge members of the State Training Board for their assistance in developing this plan. I look forward to working with industry and other partners to transform WA's training system.

A handwritten signature in black ink, appearing to read 'Peter Collier'. The signature is fluid and cursive.

**Hon Peter Collier MLC**

Minister for Training

May 2009

## From the Chair, State Training Board of WA

Training is vital to maximise Western Australia's economic development into the future.

Our research, including the *Beyond the Resources Boom* project<sup>1</sup>, has highlighted that the training system needs to anticipate and adapt to change. This has been reinforced by the recent changes in the global economic environment.

We have considered the future training requirements for Western Australia under a range of scenarios. We know that, no matter what the economic scenario, the training system has a key role to play in maximising our long term productivity, including through increased participation by individuals in training. To meet the requirements of industry, we need to ensure skills needs are met.

*Training WA* identifies strategies to increase the skills and participation of all Western Australians in the workforce and in the community, driven by a flexible and innovative training system. They include recognising the contribution that all providers of training will make to achieve the outcomes of the plan.

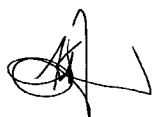
This plan will increase both productivity and participation in training through:

- a skilled workforce
- a contemporary apprenticeship and traineeship system
- individual participation in training
- support for regional communities
- a vibrant and diverse training market
- training system capability and capacity.

This will be achieved through immediate, medium and long term initiatives to benefit all Western Australians.

The State Training Board, through the Department of Education and Training, will develop a State Training Plan to implement the strategies outlined here. The Department will report regularly to the Board on progress.

I would like to thank State Training Board members and staff of the Department of Education and Training for their input in assisting with the development of this plan to support the economic and social development of our State.



**Keith Spence**

Chair, State Training Board



<sup>1</sup> State Training Board, *Beyond the Resources Boom*, 2007.

# Executive summary

Building on research undertaken by the State Training Board and the Department of Education and Training, *Training WA* outlines the direction for the training system from 2009 to 2018 to maximise the development of skills as well as training<sup>2</sup> and employment outcomes for all Western Australians.

A series of strategies and deliverables will contribute to achieving the State Government's major goals and vision for the training system.

## Vision

A flexible and innovative training sector which provides the skills required of people to realise their potential.

## Major goals

- An increase of 17 500 working aged Western Australians undertaking accredited training by 2012<sup>3</sup>.
- An increase in the proportion of workplace and/or flexible training delivery from 27% to 40% by 2012<sup>4</sup>.

Strategies	Key programs	Key deliverables
<b>A skilled workforce</b>	<ul style="list-style-type: none"> <li>• Increasing the range and number of people undertaking training at Certificate IV and above.</li> <li>• Assisting individuals to progress to higher levels of education and training.</li> <li>• Improving the pathways between training and university.</li> <li>• Supporting training providers to work more closely with industry.</li> <li>• Supporting the training needs of the small business sector.</li> </ul>	17 000 more Western Australian enrolments in high level training (Certificate IV and above) will be achieved by 2012 <sup>5</sup> .
<b>A contemporary apprenticeship and traineeship system</b>	<ul style="list-style-type: none"> <li>• Increasing the number of apprentices and trainees in training.</li> <li>• Assisting apprentices and trainees to make informed career decisions.</li> <li>• Improving the flexibility and choice of trades training for students and employers.</li> <li>• Increasing employer involvement in the training system.</li> <li>• Increasing participation in high level traineeships.</li> <li>• Streamlining processes and reducing the complexity of the system.</li> </ul>	5000 more apprentices and trainees will be in training by 2012.

<sup>2</sup> Training refers to accredited vocational education and training throughout this publication.

<sup>3</sup> Figure relates to publicly funded clients aged 15 to 64 years, from 127 974 in 2008 to 145 500 in 2012.

<sup>4</sup> The proportion of training delivered outside the traditional classroom model.

<sup>5</sup> Figure relates to course enrolments.

Strategies	Key programs	Key deliverables
<b>Individual participation in training</b>	<ul style="list-style-type: none"> <li>Increasing participation of young people in training.</li> <li>Improving employment outcomes from training and participation in higher level training programs by Aboriginal people.</li> <li>Improving training participation and outcomes for priority target groups.</li> <li>Supporting adult community education as well as foundation, bridging and pathway training which lead to further training and employment.</li> </ul>	<p>30 000 Aboriginal people will be enrolled in employment related training from 2009 to 2012.</p> <p>33 000 Western Australians will be enrolled in Certificate I foundation training during 2009 and 2010.</p>
<b>Support for regional communities</b>	<ul style="list-style-type: none"> <li>Expanding the range of publicly funded qualifications in regional areas.</li> <li>Improving access to training.</li> <li>Enhancing regional planning information to guide training delivery and support regional communities.</li> <li>Improving pathways between training and employment.</li> <li>Enhancing training infrastructure and equipment in regional areas.</li> </ul>	<p>450 courses at Certificate III and above will be available in regional Western Australia by 2012.</p>
<b>A vibrant and diverse training market</b>	<ul style="list-style-type: none"> <li>Increasing competition for public funds within the training provider market.</li> <li>Giving TAFE colleges independence to compete effectively in an open training market.</li> <li>Improving consumer access to information about training options.</li> <li>Planning approaches that influence training delivery in line with industry and community needs.</li> </ul>	<p>The proportion of training delivery allocated through competitive processes will increase from 27% to 50% by 2012.</p>
<b>Training system capability and capacity</b>	<ul style="list-style-type: none"> <li>Focusing on the training system's own workforce development.</li> <li>Enhancing training provider infrastructure and equipment.</li> <li>Tailoring training products and teaching, learning and assessment to employer and student needs.</li> <li>Communicating, rewarding and promoting best practice within the training system.</li> <li>Leveraging the contribution of the private and industry training market in Western Australia.</li> </ul>	<p>Graduate achievement of their main reason for study will be maintained at more than 85% each year to 2012.</p> <p>Employer satisfaction with training will increase from 72% to 85% by 2012.</p>

Guiding principles
<ul style="list-style-type: none"> <li>Strategic management of the WA Government's investment in training to ensure continuity of service.</li> <li>Consumers, individuals and industries are placed at the centre of the training system.</li> <li>Transparency and accountability are evident in both governance and decision making.</li> <li>There is equal access to training for all.</li> </ul>

# Summary of major goals and deliverables

## Major goals

**An increase of 17 500 working aged Western Australians undertaking accredited training by 2012.**

This will mean an increase in the training participation rate from 8.6% in 2008 to 9.1% in 2012.

**An increase in the proportion of workplace and/or flexible training delivery from 27% to 40% by 2012.**

This refers to the change in proportion of VET module enrolments delivered outside of face to face delivery from 2008.

## Deliverables<sup>6</sup>

**17 000 more Western Australian enrolments in high level training (Certificate IV and above) will be achieved by 2012.**

This is an increase in course enrolments from 31 376 in 2008 to 48 400 by 2012.

**Increased recognition of existing skills when undertaking training, with a 33% increase in the number of recognition of prior learning outcomes by 2012.**

This is an increase in successful training modules from 30 087 in 2008 to 40 000 by 2012.

**5000 more apprentices and trainees will be in training by 2012.**

This equates to an increase from 37 281 apprentices and trainees in December 2008 to 42 500 apprentices and trainees in December 2012.

**An additional 1400 employers will employ apprentices and trainees by 2012.**

This is an increase from 10 049 employers in December 2008 to 11 450 employers by December 2012.

**Satisfaction of employers of apprentices and trainees will increase from 70% to 85% by 2012.**

This is an increase from 2007 employer satisfaction with VET services as a way of meeting skill needs (NCVER Employers' Use and Views of the VET System Survey).

**30 000 Aboriginal people will be enrolled in employment related training from 2009 to 2012.**

This is an increase in Stream 3000 course enrolments from 7170 in 2008 to 7600 by 2012.

**33 000 Western Australians will be enrolled in Certificate I foundation training during 2009 and 2010.**

This is an increase in enrolments from 15 938 in 2008 to 16 700 by 2010.

**The proportion of VET in schools in key priority industry areas will increase from 23% of enrolments to 40% by 2012.**

This is an increase in the proportion of VET in schools from 2008 including enrolments from all funding sources.

## Deliverables

**450 courses at Certificate III and above will be available in regional Western Australia by 2012.**

This is an increase from 403 courses in 2008.

**The proportion of training delivery allocated through competitive processes will increase from 27% to 50% by 2012.**

This is an increase from the proportion in 2008.

**Student satisfaction levels will be maintained at more than 85% each year to 2012.**

This is measured through the Student Satisfaction Survey (TAFE current students).

**Workforce development plans will be completed for each region and industry area.**

**Graduate achievement of their main reason for study will be maintained at more than 85% each year to 2012.**

This is measured through the NCVET Student Outcomes Survey.

**Employer satisfaction with training will increase from 72% to 85% by 2012.**

This is an increase from 2007 in satisfaction of employers with VET qualifications as a job requirement.



## Immediate, medium and long term initiatives

The initiatives in this plan are designed to respond to the impact of the economic downturn on all Western Australians, as well as substantially reform the training system over the medium to long term.

### Immediate initiatives<sup>7</sup>

- Introduce course fee exemptions to help unemployed people into training (\$17.6 million).
- Introduce a rebate on workers' compensation premiums for employers of first year Certificate III and above apprentices and trainees to encourage employers to invest in training (\$10.6 million).
- Provide greater access for all Western Australians to career development services (\$3.0 million).
- Provide additional funding to strengthen the Employment Directions Network to provide free career advice (\$1.0 million).
- Introduce 50% fee concessions for students to have their skills formally recognised through Recognition of Prior Learning (\$755 000) and free recognition services for unemployed people<sup>8</sup>.
- Establish a team to facilitate Recognition of Prior Learning (\$1.6 million).
- Establish a critical support unit to help employers and employees during the economic downturn (\$630 000).
- Run marketing and awareness campaigns to inform individuals and employers about training options during the economic downturn (\$4.1 million).
- Provide Certificate I foundation training to an additional 1500 Western Australians (\$5.7 million).
- Develop initiatives to help employers retain apprentices and trainees.
- Establish a response team to provide advice and support to small businesses (\$2.1 million).



TAFE graduate Denson Baker ACS on the set of the feature film *The Waiting City*.



<sup>7</sup> Most initiatives will be effective from 1 July 2009.

<sup>8</sup> Fee concessions for Recognition of Prior Learning for publicly funded training.



### Medium term initiatives

- Increase training delivery at Certificate IV and above, including through the Productivity Places Program.
- Improve pathways to higher levels of training, including through the Masterclass of trades.
- Offer training vouchers to small businesses.
- Increase competition for publicly allocated funds for training.
- Increase apprenticeship and traineeship training, including through the Productivity Places Program.
- Modernise the apprenticeship system by implementing the amended *Vocational Education and Training Act 1996*.
- Provide support to employers and apprentices/ trainees through ApprentiCentre.
- Provide advice on industry training needs through the enhanced network of industry training advisory bodies (Training Councils).
- Target training in schools to local employment opportunities.

- Develop initiatives to support training of Aboriginal people, including support services and the enhanced Aboriginal School Based Training program.
- Develop new curriculum initiatives and models of assessment for workplace learning.
- Enhance training infrastructure and equipment.
- Improve planning for training through the State Training Plan<sup>9</sup>.
- Complete a workforce development plan for the training sector.

### Long term initiatives

- Further increase competition for publicly allocated funds for training.
- Ensure greater TAFE college independence.
- Improve pathways between training and university.
- Achieve national Council of Australian Governments' (COAG) targets including those relating to participation in training, higher level qualifications and 'Closing the Gap for Indigenous Australians'.

<sup>9</sup> As per the amended *Vocational Education and Training Act 1996*.

## WA's economic outlook

Western Australia has experienced sustained economic growth, driven by strong demand for mineral and energy resources. Skill shortages in trade areas have been a feature of the surging economy.

While the State's domestic economy, as measured by State Final Demand, grew by 5.8% on an annual basis, quarterly growth slowed to 0.6% over the December 2008 quarter (after averaging 2.2% growth a quarter over the previous three years)<sup>10</sup>.

However, changes to global economic conditions have reduced expectations of economic growth for Western Australia over the next two to three years. The extent, depth and duration of the global downturn are still far from clear, and there remains a considerable degree of uncertainty about the global outlook. Although the sizeable pipeline of resource-related construction work still to come will support economic activity over the short-term, the State's main comparative advantage (its resource-endowment) that helped it prosper during the resource boom years could become a source of vulnerability.

Western Australia has seen an increase in the number of major redundancies in recent months as employers seek to reduce costs. The unemployment rate rose to 4.9% in March 2009, up from 4.2% in February, and is expected to rise further in the short term<sup>11</sup>. However, the global downturn is still expected to be a temporary phenomenon, with a recovery expected to build gradually through 2010 and beyond. Despite the impact of current global economic conditions, economic growth in Western Australia over the next 10 years could be a little stronger than the national average, with Access Economics predicting annual growth will average 3.1% between 2008 and 2018, compared to 2.8% nationally<sup>12</sup>. Demand for skilled workers will continue to rise.

Underlying drivers, such as population growth, are anticipated to remain strong. Over the past 15 years, WA's population growth has been the second fastest in the country, recording an increase of 30.0% or 504 700 residents. In the year to September 2008, the resident population grew by 62 600 people, or by 2.9%, representing the highest annual growth rate in Australia. From 2008 to 2018 the population is forecast to continue to grow strongly at 21.8% compared to 15.4% nationally<sup>13</sup>.

As recently as 2007 the Chamber of Commerce and Industry WA found that, without intervention, skill shortages would worsen in Western Australia as immigration levels and birth rates failed to keep pace with retirement rates. If the rate of economic growth over the previous six years was maintained and nothing was done to boost employment numbers, a shortfall of 150 000 workers was forecast by 2017<sup>14</sup>.

The State Training Board project, *Beyond the Resources Boom*, also highlighted the extra demand for skilled workers in Western Australia to 2016.

While economic growth projections have since been revised downwards, the fundamental issues outlined by the Chamber of Commerce and Industry WA remain relevant. The development of skilled workers will continue to be required to meet the demands of industry, including those due to factors such as retirements and changing technology.

While increasing workforce participation is important in meeting the skill needs of the economy, participation rates in WA are already the highest of any state in Australia at 69.0% compared to 65.5% nationally<sup>15</sup>. Up-skilling existing workers will be crucial into the future.

<sup>10</sup> Australian Bureau of Statistics, *Australian National Accounts* 5206.0.

<sup>11</sup> Australian Bureau of Statistics, *Labour Force Survey* 6202.0.

<sup>12</sup> Access Economics, *Business Outlook December 2008*.

<sup>13</sup> Australian Bureau of Statistics Cat. 3222.0.

<sup>14</sup> Chamber of Commerce and Industry Western Australia, *Building Human Capital: A discussion paper*, 2007.

<sup>15</sup> Australian Bureau of Statistics Cat. 6202.0, participation rates for February 2009.

It is also estimated that there are approximately 310 000<sup>16</sup> working aged people in WA not engaged in the labour force. Providing this group with the skills to re-engage in the workforce will be essential to meet the future skill needs of the economy.

Alongside these developments, like most economies in the developed world, WA is affected by a number of well documented trends that have implications for ongoing economic and social wellbeing.

These include:

- the competitive pressures of globalisation
- more flexible, mobile workforces
- the rapid pace of technological change
- newly emerging industries and occupations
- climate change
- an ageing population.

At the same time, there is a need to balance the economic agenda with a social agenda that values the participation of all individuals and groups, including those most disadvantaged. It is also important that people living in regional Western Australia have improved access to training.

## National context

The COAG reform agenda for training includes:

- placing clients (individuals and businesses) at the centre of the system
- reforming training products, services, information systems and regulations to meet a more demand and client driven system
- driving further competition in current training arrangements and strengthening capacity of providers and businesses to build the foundation for deeper and broader skills required by the 21st century labour market
- creating an investment environment and settings that optimise investment from all sources (governments, individuals, businesses and industry) including funding for delivery, tax policy, programs and employment incentives
- renewal of the governance framework to reinforce the role of industry and maximise effectiveness and efficiency in intergovernmental relations
- ensuring that skills are fully utilised and wastage of human capital is reduced.

COAG desired outcomes include:

- the working age population has gaps in foundation skills levels reduced to enable effective educational, labour market and social participation
- the working age population has the depth and breadth of skills and capabilities required for the 21st century labour market
- the supply of skills provided by the national training system responds to meet changing labour market demand
- skills are used effectively to increase labour market efficiency, productivity, innovation, and ensure increased utilisation of human capital.

Western Australia is supportive of this agenda and has incorporated these key reforms in setting the future direction for the WA training system.

To achieve these outcomes, the Australian Government has enhanced industry training arrangements including a peak industry representative body, Skills Australia, and has expanded the role of national industry skills councils. In line with these reforms, WA has recently enhanced local industry training advisory arrangements.

The Australian Government, in partnership with states and territories, has also committed to provide more than 700 000 new training places nationally under the Productivity Places Program to 30 June 2012, including for existing workers and jobseekers.

WA was the first state to join with the Australian Government under the Productivity Places Program, announcing 1000 new training places to up-skill existing workers through higher level traineeships.

The Premier of Western Australia signed the National Partnership Agreement for the Productivity Places Program in December 2008. Western Australia's share of these places equates to up to 74 000 course enrolments, providing significant potential for growth in training in Western Australia.

Western Australia has also joined with other states and the Australian Government in the COAG Youth Compact with Young Australians. This complements the current initiatives for young people in WA.

<sup>16</sup> Australian Bureau of Statistics, *Labour Force Survey* 6202.0, 12 month average to February 2009.

## Western Australian context

Western Australia is an important contributor to the national economy with:

- approximately 10% of Australia's population, with growth above the national rate
- 14.0% of national Gross Domestic Product<sup>17</sup>
- 37.5% (\$84.9 billion) of total national exports which is significantly higher than all other states/territories (see figure 1)<sup>18</sup>.

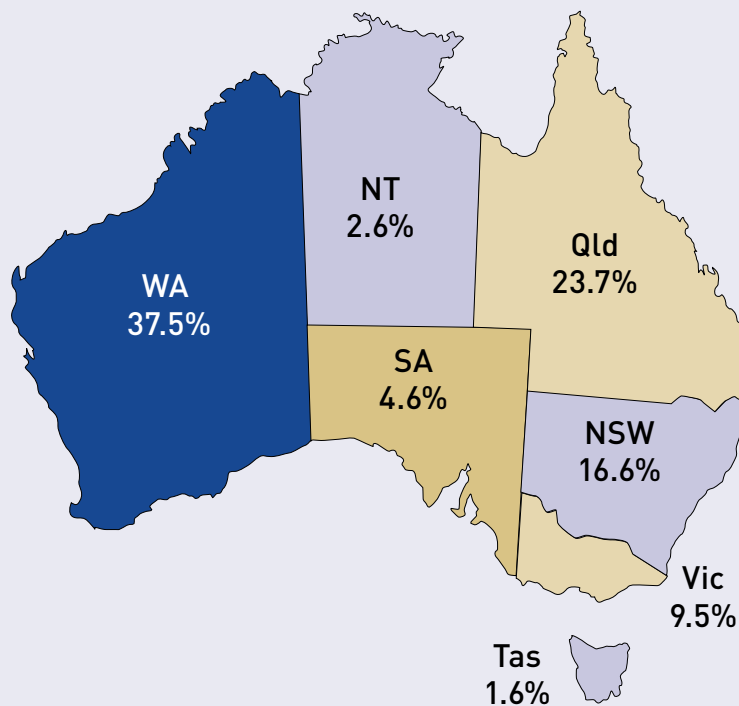
WA is the largest geographical state/territory, occupying one third of Australia and spanning 2400 kilometres from north to south. While 73.8% of WA's population is in the metropolitan area, regional percentage population growth to 2018<sup>19</sup> is projected to outpace metropolitan growth. This presents a challenge to provide remote areas of the State with high quality training services.

The mining industry is the largest contributor to WA's Gross State Product, representing 29.8% in 2007-08<sup>20</sup>.

The WA labour market is also unique, with tradespeople representing 14.5% of employed people compared to 12.8% nationally<sup>21</sup>. This has implications for local training delivery.

WA's training system is guided by the *Vocational Education and Training Act 1996*. One of the important objectives of the Act is to establish a State training system to meet current and future training needs of industry and the community. This Act has been amended by the State Government to modernise the training system in Western Australia and bring the legislation in line with the requirements of today's workforce. The Amendment Bill will be proclaimed in mid 2009.

Figure 1: State contribution to total national exports to the year ending January 2009<sup>22</sup>



Source: Australian Bureau of Statistics, Exports by state to the year ending January 2009

<sup>17</sup> Australian Bureau of Statistics, *2007-08 Australian National Accounts, State Accounts* 5220.0.

<sup>18</sup> Australian Bureau of Statistics, Exports by state for the year to January 2009.

<sup>19</sup> Department for Planning and Infrastructure, *WA Tomorrow Population Report*.

<sup>20</sup> Australian Bureau of Statistics, *Australian National Accounts State Accounts* Cat. 5220.0.

<sup>21</sup> Australian Bureau of Statistics, *Labour Force Survey* Cat. 6202.0.

<sup>22</sup> Australian Capital Territory figure not included.



## Challenges for WA's training system

The State's training system must be transformed to meet the needs of industry, the community and regional Western Australia over the next 10 years and beyond. The system, both public and private, makes a significant contribution to the State's economy. Subject to appropriate regulatory and legislative settings, the system has the potential to make an even greater contribution to the State's economy as more Western Australians have access to training that helps them achieve their goals.

Local, national and international research has highlighted challenges which have been considered in the context of a range of economic scenarios for Western Australia.

It is important to continue to build on industry led reforms which have achieved an increase in apprentices and trainees, with a renewed focus on supporting employers to address barriers to the uptake and retention of apprentices.

However, it is also important to stop the decline in non-apprenticeship/traineeship (institutional) delivery since 2003, including institutional based training by mature age people, and in people enrolling in higher level qualifications. Withdrawal and fail rates for publicly funded training is an issue across some courses and regions. To maximise value for money from government investment in training, a greater focus is needed on retaining students and ensuring successful training outcomes.



Important challenges for Western Australia's training system for the future, no matter what the economic scenario, are detailed below:

### Training system

1. Developing flexibility to ensure the training system can anticipate and adapt quickly to client needs.
2. Improving the understanding of the training system, its relevance and value to industry, existing workers and the community.

### Industry

3. Ensuring training meets industry needs and promoting the involvement of industry (particularly at an enterprise level) in the training system.
4. Continuing to address current and emerging skill shortages within trade and non-trade areas to enable the economy to grow.
5. Supporting staff recruitment and retention within industry, including skills development for existing workers.
6. Ensuring the training system responds to the needs of the small business sector.

### Individuals

7. Improving student retention and achievement in training to maximise return on investment.
8. Providing school students and their parents with information and advice to assist young people in making informed career choices.

9. Ensuring young people receive adequate preparation for work and the skills needed for their chosen employment pathway.

### Communities

10. Addressing the specific needs and issues of regional communities to support regional development in Western Australia.
11. Addressing the implications of the emerging 'wealth gap' and continuing to support participation in training of those people who are disadvantaged.
12. Supporting endeavours to improve skills development and employment of Aboriginal people.

### Training providers

13. Changing the role of publicly funded training providers from delivering training in the classroom to facilitating learning – including in the workplace.
14. Attracting, developing and retaining skilled staff for the training sector to ensure quality training.
15. Ensuring sufficient investment and/or access to required training infrastructure, equipment and learning resources, including through allowing third party access to TAFE facilities.
16. Leveraging the contribution of the private and industry training markets to Western Australia.

*Training WA* outlines immediate, medium and long term initiatives to address these challenges.



# Building WA's flexible and innovative training system

**Vision: A flexible and innovative training sector which provides the skills required of people to realise their potential.**

Between 2009 and 2018 the WA Government will transform the training system.

Industry will have access to highly skilled workers in areas where they are needed most. Training will be tailored to industry needs, using workplace and other flexible delivery so industry will value, and have much greater involvement in the training system. Businesses will see apprenticeships and traineeships as integral to their operations. As a result, productivity in Western Australia will increase.

Individuals will benefit from a significant increase in training opportunities which lead to employment and, because they will have greater choice of where and how to learn, more people will participate in training. Customised advice will guide study and career decisions, and support will be given to people to undertake entry level training and progress to employment.

Training providers will work closely with industry to deliver training to meet industry needs. The training market will be characterised by highly capable and agile providers using an experienced and highly skilled workforce. There will be increased opportunities to compete for public funds to deliver training.

## Immediate initiatives

The recent change in economic conditions is impacting on the immediate demand for training services.

Already there has been a 17% increase in applications for full-time training through the centralised TAFE admissions process for 2009. In addition, major redundancies are leading to an increase in demand for career development services, while apprenticeship opportunities are contracting as employers seek to reduce costs.

The training sector has a key role to play in minimising the impact of the downturn on all Western Australians, and ensuring the development of a skilled workforce to enable Western Australia to maximise opportunities for the future.

The State Government has developed a series of targeted two year initiatives<sup>23</sup> to respond to the economic downturn, investing \$47.4 million<sup>24</sup> as detailed below:

### Course fee exemptions for unemployed people

Experience has shown that, during an economic downturn, it is often the most disadvantaged people in the labour market who suffer. Over the next three financial years the Government is allocating \$17.6<sup>25</sup> million to provide a guaranteed training place for all unemployed Western Australians, and fee exemptions for their training<sup>26</sup>. This will ensure those people in greatest need develop their skills and maximise their employment possibilities for the future.

<sup>23</sup> Course fee exemptions will apply over three financial years.

<sup>24</sup> Includes an additional \$300 000 allocated to industry based training programs.

<sup>25</sup> Funding figures for immediate initiatives have been rounded.

<sup>26</sup> Fee exemptions apply to course fees only, as defined by the Department of Education and Training policy document, *VET Fees and Charges 2009*.

### **Rebate on workers' compensation premiums for employers of apprentices and trainees**

To ensure Western Australia continues to develop the skills required by the economy into the future, a rebate on workers' compensation premiums will be introduced for employers of first year Certificate III and above apprentices and trainees (\$10.6 million).

By reducing employer costs, the Government is providing a strong incentive to train, ensuring young Western Australians receive opportunities to invest in and build on their skills for the future.

### **Expansion of career development services**

The WA Government is responding to increased demand for career development services by improving access for Western Australians to these services. This includes an investment of an additional \$3.0 million over two years. The WA Government is also strengthening the Employment Directions Network of not-for-profit community based agencies with an additional \$1.0 million to improve the provision of free career services throughout Western Australia. As a result, Western Australians, including young people and unemployed people, will have access to high quality career guidance and advice to help them find rewarding and fulfilling careers.

### **Recognition of Prior Learning**

Recognition of Prior Learning allows unqualified but experienced workers to have their skills and knowledge recognised through obtaining a training qualification. This recognition can help people find new jobs, change careers, reduce the time to complete a qualification, and identify skills gaps to increase productivity.

To help Western Australians, including those who may have been made redundant, the WA Government will establish a team to coordinate and promote innovative practices for Recognition of Prior Learning (\$1.6 million). In addition, the WA Government will invest an extra \$755 000 to provide a 50% fee concession to all Western Australians for Recognition of Prior Learning services, and make these services free to people who are unemployed<sup>27</sup>.

### **Critical support unit to support employers and employees**

The WA Government will provide an additional \$630 000 for a critical support unit to help minimise the impact of the economic downturn on businesses and employees. The dedicated team will work with officers from ApprentiCentre, Career Development Centre and Employment Directions Network to provide advice and support to businesses and employees affected by the economic downturn.

### **Marketing and awareness campaigns**

Comprehensive marketing and awareness campaigns (\$4.1 million) will be run to inform individuals and industry of training opportunities and assistance in Western Australia.

To help encourage employers to maintain their investment in apprentices and trainees, employers will be reminded of the long term benefits of employing apprentices and trainees, as well as the importance of maintaining their commitment to training during the economic downturn.

### **Certificate I foundation training**

It is often the most disadvantaged people in the labor market who suffer during an economic downturn. The Government will provide Certificate I foundation training to an additional 1500 Western Australians (\$5.7 million) over the next two years. The development of these skills will lead to opportunities for employment and further training.

### **Initiatives to retain apprentices and trainees**

The WA Government is working with industry to develop initiatives to support apprentices and trainees to complete their training in the event their apprenticeship is suspended.

Initiatives include:

- developing enhanced pre-apprenticeship programs at Certificate II level
- providing up to \$1800 to group training organisations per out of trade apprentice enabling these apprentices to complete their apprenticeships.

### **Small business response team**

To help small businesses, the WA Government will allocate \$2.1 million to provide additional staff for the Small Business Training Institute. These staff will provide advice and support to small businesses and promote training opportunities.

<sup>27</sup> Fee concessions for Recognition of Prior Learning for publicly funded training.

## Medium term initiatives

### Major goal: An increase of 17 500 working aged Western Australians undertaking accredited training by 2012<sup>28</sup>

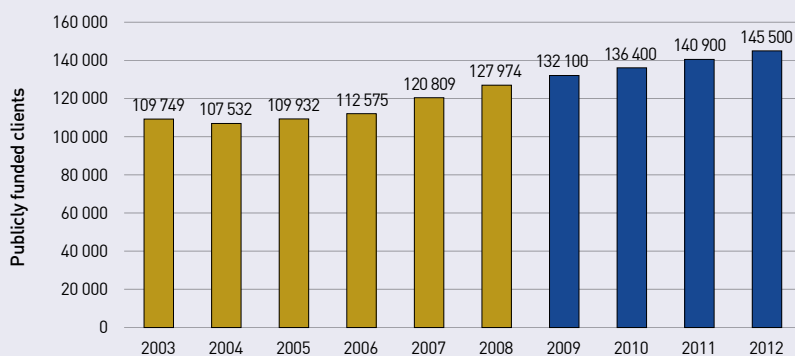
Participation in training will increase as a result of a more flexible and innovative training system (see figure 2). Additional training places will be made available for existing workers and job seekers (including at higher levels) through apprenticeships and traineeships, as well as foundation and bridging courses. This will ensure Western Australia can maximise opportunities as the economy rebounds.

Training providers and industry training advisory bodies (Training Councils) will work with businesses to ensure businesses understand the value of training. In addition, consumer choice will be promoted including through an increase in the proportion of training allocated through competition. An example is the enhanced Aboriginal School Based Training program implemented in 2009. This provides mentoring, pastoral care and work readiness skills for Aboriginal students and guidance for transition into relevant apprenticeships and traineeships.

Marketing efforts will be broadened to focus on attracting all Western Australians to training, including existing workers.



Figure 2: Increased training participation for the working age population aged 15 to 64 years



Source: Department of Education and Training

<sup>28</sup> From 127 974 publicly funded clients aged 15 to 64 years to 145 500 by 2012.

**Major goal: An increase in the proportion of workplace and/or flexible training delivery from 27% to 40% by 2012**<sup>29</sup>

To achieve a flexible and innovative training system, training will be delivered in the workplace, in the classroom at flexible times, online and away from the classroom (see figure 3).

Learning resources will be developed and an e-learning taskforce will be set up to work with training providers to increase the use of technology in learning.

A flexible learning culture will be encouraged among training providers through the new industry training advisory arrangements. Training Councils will work closely with enterprises and training providers to support and encourage additional workplace learning.

**Long term initiatives**

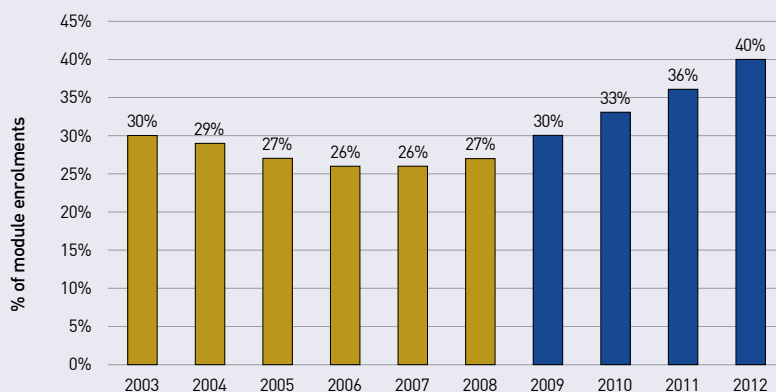
In the long term, Western Australia will increase competition for publicly allocated funds for training, accompanied by increased TAFE independence. Pathways between training and university, and between school and training will be improved.

**Meeting national targets**

In implementing these initiatives, Western Australia will be in a sound position to meet its contribution to national targets set by COAG and through Australian Government funding agreements. This includes targets to halve the proportion of Australians aged 20 to 64 without qualifications at Certificate III and above by 2020, and to double the number of higher qualification completions (Diploma and Advanced Diploma) between 2009 and 2020.



Figure 3: Increased proportion of 'non-classroom based' delivery



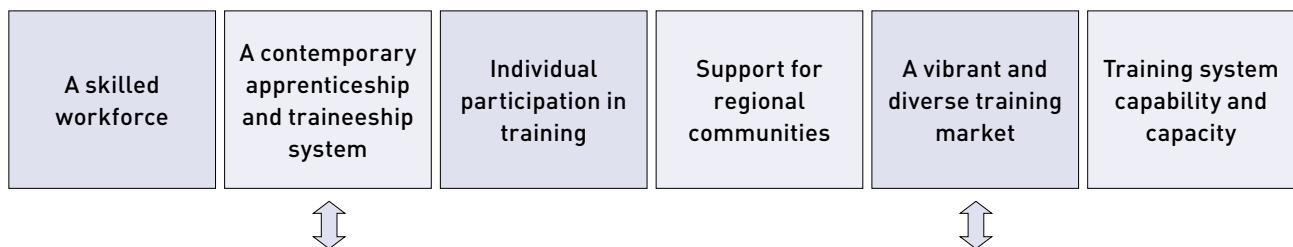
Source: Department of Education and Training

<sup>29</sup> The proportion of training delivered outside the traditional classroom model.

## Strategies

The WA Government will develop a more flexible and innovative training system through the following strategies and guiding principles:

### Strategies



### Guiding principles

- Strategic management of the WA Government's investment in training to ensure continuity of service.
- Consumers, individuals and industries are placed at the centre of the training system.
- Transparency and accountability are evident in both governance and decision making.
- There is equal access to training for all.



## Strategy: A skilled workforce

The Western Australian economy requires a skilled workforce to grow, improve productivity and maximise opportunities. Industry research indicates there will be greater demand for higher level skills in the economy, with the strongest growth forecast in management, associate professional and professional roles<sup>30</sup>. These roles, especially management and associate professional, are serviced by training qualifications at Certificate IV and above.

### In summary, actions will focus on:

- increasing the range and number of people undertaking training at Certificate IV and above
- assisting individuals to progress to higher levels of education and training
- improving the pathways between training and university
- supporting training providers to work more closely with industry
- supporting the training needs of the small business sector.

### Increasing training at Certificate IV and above

Additional higher level training places will be made available in Western Australia through the Productivity Places Program. Increased training delivery will also be allocated through competitive processes which will give students and employers a wider choice when selecting their training providers.

To promote high level skills, relevant work based cadetships will be introduced across a range of industries. These will be tailored to industry needs

and work roles, and will lead to Certificate IV or Diploma level qualifications. Cadetships will involve a mix of project learning on the job and training away from the workplace. Public funding will also be provided for existing workers to undertake traineeships at Certificate IV and above.

### Progressing to higher levels of training

The Masterclass of trades gives apprentices and young tradespeople the opportunity to expand their skills beyond their trade qualifications. Pathways will also be provided for students to progress to higher levels of training through training in schools. High quality career information will help students, parents and teachers.

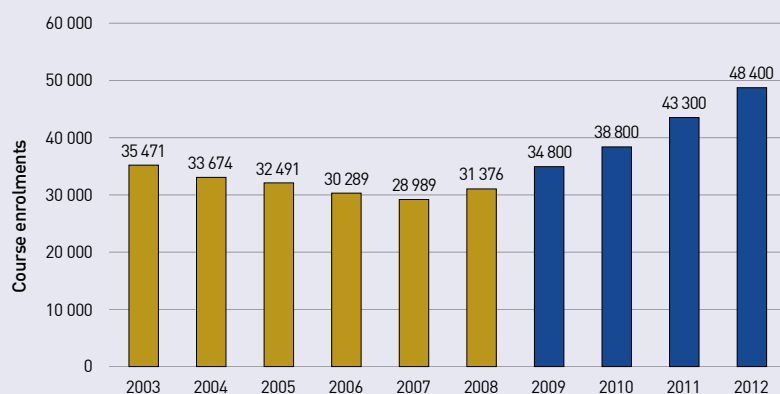
People will be recognised for their existing skills when seeking to gain a qualification through a process called Recognition of Prior Learning. The existing fee structure for gaining this recognition has been identified as a deterrent to training at a higher level. Over the next two years, a 50% fee concession will be available for Recognition of Prior Learning (\$755 000) and there will be total fee exemptions for people who are unemployed<sup>31</sup>. In addition this will result in more people, including unemployed Western Australians, gaining formal qualifications and in increased mobility within the workforce.

### Improving pathways between training and university

The Review of Australian Higher Education<sup>32</sup> highlighted the importance of an integrated tertiary sector, including the need for clearer and stronger pathways between training and university, and coordinated responses to workforce development issues.

## 17 000 more Western Australian enrolments in high level training (Certificate IV and above) will be achieved by 2012

Figure 4: Increased training enrolments at Certificate IV and above



Source: Department of Education and Training

<sup>30</sup> Centre for the Economics of Education and Training, *Qualifications and the future labour market in Australia*, 2006.

<sup>31</sup> Fee concessions for Recognition of Prior Learning for publicly funded training.

<sup>32</sup> Professor Denise Bradley et al, *Review of Australian Higher Education Final Report*, December 2008.

Western Australia supports these pathway reforms and will ensure close partnerships are developed between training providers and universities so students can move between the two sectors, including from university to training. Additional training will be provided in higher level qualifications, which are often a pathway to higher education. As a result, Western Australians will have more opportunities to progress their careers and develop their skills.

### Supporting training providers to work with industry

It is vital that skills are developed in line with industry requirements. WA's new network of industry training advisory bodies (Training Councils) will provide a link between industry and the training system. Training Councils have been given more resources and will produce detailed workforce development plans for their industries. In collaboration with national industry advisory bodies and training providers, industry training requirements will be identified and programs developed to meet the skills needs of enterprises.

### Supporting the training needs of small business

Affordable and accessible training solutions for the small business sector will be promoted. Training vouchers will be offered to small business owners or managers to undertake training to support the growth of their businesses. The Small Business Training Institute provides training which meets the needs of small businesses and promotes the benefits of a learning culture to the sector. This includes offering one-on-one coaching in the workplace as well as training events tailored to the specific needs of small business.

An additional \$2.1 million will be provided over the next two years to increase capacity to liaise with small businesses throughout the State and offer advice and support on training matters.

- ✓ 17 000 more Western Australian enrolments in high level training (Certificate IV and above) will be achieved by 2012.
- ✓ Increased recognition of existing skills when undertaking training, with a 33% increase in the number of recognition of prior learning outcomes by 2012.



## Strategy: A contemporary apprenticeship and traineeship system

Apprenticeship and traineeship training will be crucial to meet the future skill needs of industry.

We will continue to build on industry led reforms, including those recommended by the Skills Formation Taskforce to strengthen the apprenticeship and traineeship system. Reforms implemented so far include reduced terms for apprenticeships and the introduction of part-time and school based apprenticeships.

### In summary, actions will focus on:

- increasing the number of apprentices and trainees in training
- assisting apprentices and trainees to make informed career decisions
- improving the flexibility and choice of trades training for students and employers
- increasing employer involvement in the training system
- increasing participation in high level traineeships
- streamlining processes and reducing the complexity of the system.

### Increasing apprentices and trainees in training

Training places in apprenticeships and traineeships will be increased in Western Australia, leveraging funding through the Productivity Places Program. The range of apprenticeship and traineeship qualifications will also be expanded, based on advice from industry.

Integrated communications and marketing campaigns will continue to be implemented to encourage Western Australians to take up apprenticeships and traineeships. Over the next two years the WA Government will implement initiatives to encourage employers to continue to employ apprentices and trainees.

A rebate on workers' compensation premiums will be introduced for employers of first year Certificate III and above apprentices and trainees (\$10.6 million). By reducing employer costs, the Government is providing a strong incentive to train, ensuring young Western Australians receive opportunities to invest in and build on their skills for the future.

An additional 1500 Certificate I level training places, including pre-apprenticeships, will be available over the next two years to increase foundation skills (\$5.7 million).

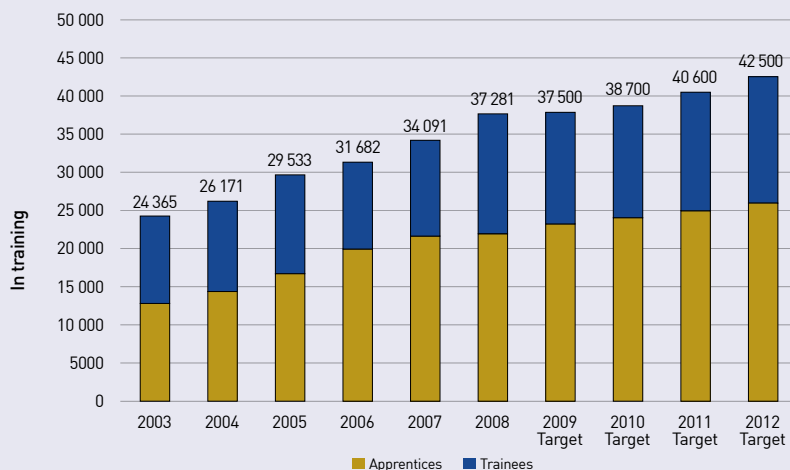
The WA Government is working with industry to develop initiatives to support apprentices and trainees to complete their training in the event their apprenticeship is suspended.

Initiatives include:

- developing enhanced pre-apprenticeship programs at Certificate II level
- providing up to \$1800 to group training organisations per out of trade apprentice, to enable them to complete their apprenticeships.

## 5000 more apprentices and trainees will be in training by 2012

Figure 5: Increased number of apprentices and trainees in training



Source: Department of Education and Training

## **Assisting apprentices and trainees to make informed career decisions**

A comprehensive career development strategy will be implemented to provide lifelong career development services to Western Australians of all ages. This will enable young people, their parents and teachers to access professional career advice and training information to assist them in making informed choices about further education and employment options, including apprenticeships and traineeships.

This includes pilot programs between selected schools and Employment Directions Network providers, which will be used to establish a comprehensive career development service across the public school sector. This will be supported by a state-of-the-art interactive career development website which will be the initial point of contact for all Western Australians seeking career information.

## **Improving flexibility and choice**

An Amendment Bill for the *Vocational Education and Training Act 1996* has been passed by Parliament and will be proclaimed in mid 2009. This will provide a new legislative framework to modernise apprenticeships and traineeships, simplify processes and encourage more employers to hire apprentices and trainees.

The WA Government has expanded User Choice arrangements to provide greater choice to apprentices/trainees and employers when selecting training providers. In addition to TAFE colleges, private training providers are eligible to deliver publicly funded apprenticeship training, subject to an application process.

A range of models will be introduced to support apprentices and their employers. For example, the Transforming Trades Training initiative will be used as one model to develop an innovative delivery program for trade related qualifications. This initiative features greater flexibility for workplace learning and improvements to induction processes for apprentices and trainees. This will complement initiatives introduced to support apprentices and employers during the economic downturn, including initiatives to assist apprentices and trainees to complete their training.

Regulations currently in place restrict the number of employed apprentices per qualified tradesperson, therefore discouraging training. The ratio of tradespeople to apprentices will be reviewed to give greater flexibility to employers to take on apprentices.

## **Increasing employer involvement**

Training Councils have been given greater resources to consult with industry on training issues such as identifying barriers and solutions to increasing the number of apprentices and trainees. Through amendments to the *Vocational Education and Training Act 1996*, new processes are being introduced giving Training Councils and the State Training Board a role in establishing new apprenticeships and traineeships.

Through ApprentiCentre, advice and support is being provided to employers of apprentices and trainees. Over the next two years the WA Government will provide an additional \$630 000 to set up a critical support unit to work with officers from ApprentiCentre, Career Development Centre and Employment Directions Network to advise and support businesses and employees affected by the economic downturn.

Marketing initiatives will also be expanded to encourage existing workers to participate in training.

## **High level traineeships**

Increased training places will be provided for higher level traineeships, including leveraging funding through the Productivity Places Program. Public funding has been provided for existing workers to undertake traineeships at Certificate IV and above. Training Councils will work with industry to promote existing worker traineeships throughout Western Australia.

### Streamlining processes

The amended *Vocational Education and Training Act 1996* is modernising apprenticeships and traineeships and abolishing the *Industrial Training Act 1975*. One simple dispute resolution process is being introduced for apprenticeships and traineeships, and there will be greater clarity for employers about their obligations. These changes are simplifying processes and encouraging more employers to take on apprentices and trainees.

The WA Government will also seek greater alignment with the Australian Government's apprenticeship and traineeship initiatives.

- ✓ 5000 more apprentices and trainees will be in training by 2012.

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- ✓ An additional 1400 employers will employ apprentices and trainees by 2012.

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- ✓ Satisfaction of employers of apprentices and trainees will increase from 70% to 85% by 2012.



## Strategy: Individual participation in training

Training provides a real opportunity for disadvantaged Western Australians to enter and participate in the workforce.

A collaborative and coordinated approach will tailor training delivery to meet the needs of all Western Australians. This approach recognises the important role of TAFE, private training providers and community based organisations to work with people marginalised in society to assist them into training and employment. The WA Government will seek cooperation with state, national and community based organisations to ensure the most efficient use of resources.

### In summary, actions will focus on:

- increasing participation of young people in training
- improving employment outcomes from training and participation in higher level training programs by Aboriginal people
- improving training participation and outcomes for priority target groups
- supporting adult community education as well as foundation, bridging and pathway training which lead to further training and employment.

## Young people

All young people are required to be in school, full-time training, an apprenticeship or a traineeship, employment or a combination of the above until the end of the year in which they turn 17. This ensures young people have the skills they need for the future, and provides them with options for further study and/or employment.

This initiative will be further supported by WA's participation in the COAG Youth Compact with Young Australians.

More young people will be encouraged into training through the following initiatives:

- Vocational education and training (VET) in schools will be refocused, with the support of Training Councils, to align with local employment opportunities. Young people will be given work readiness skills to assist them into employment.
- There will be better coordination of training information and support services for current and potential apprentices, trainees and their employers.
- A more consistent approach to career development for school students, parents and teachers will be developed through expanded delivery and improved online support.

### The proportion of VET in schools in key priority industry areas will increase from 23% of enrolments to 40% by 2012

Figure 6a: Proportion of VET in schools in priority skills shortage areas 2008

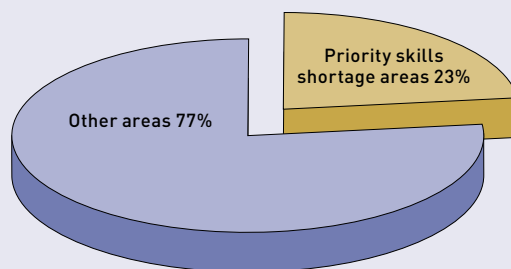
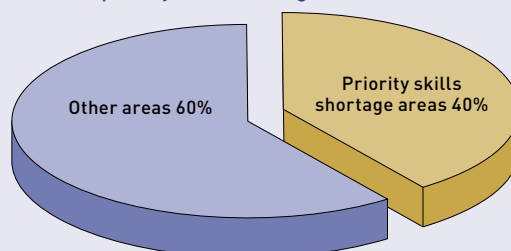


Figure 6b: Proportion of VET in schools in priority skills shortage areas 2012



Source: Department of Education and Training

## Aboriginal people

Aboriginal people represent 3% of Western Australia's population. The Aboriginal population is particularly high in the north of the State and represents 42% of the population of the Kimberley<sup>33</sup>. While the general Australian population is ageing, the Aboriginal population is expected to remain significantly younger.

The WA Government, the training sector and industry have an opportunity to encourage Aboriginal people to participate in employment.

There has been significant improvement in training participation by Aboriginal people in recent years. While Aboriginal people make up 2.6% of the WA population aged 15 to 64 years<sup>34</sup>, they represented 7.2% of course enrolments in 2007<sup>35</sup>.

There is, however, a need to:

- ensure Aboriginal people are involved in decision making in training, including through advisory committees and employment in lecturing and senior management roles
- help Aboriginal people gain long term employment
- provide more support services to Aboriginal students in training
- ensure Aboriginal people are comfortable in the training environment and that training delivery is readily accessible to them.

The WA Government will ensure Aboriginal people are involved in training decisions, including ensuring their participation in advisory committees and TAFE Governing Councils. In addition, the WA Government will encourage Aboriginal people to undertake lecturing roles through initiatives such as an Aboriginal lecturer cadetship.

To assist Aboriginal people gain long term employment, the WA Government will seek commitment by employers to take on and support Aboriginal people once training is completed.

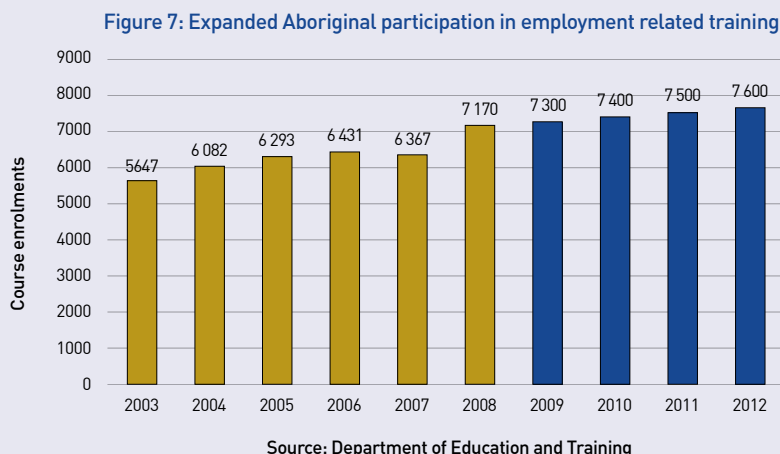
The WA Government will also contribute to the development of strategies to meet the COAG targets relating to 'Closing the Gap for Indigenous Australians' – in particular, the target to halve the gap in employment outcomes between Indigenous and non-Indigenous Australians within a decade.

The WA Government will ensure Aboriginal people will have support services in areas such as mentoring and pastoral care, literacy and numeracy development, and life and work readiness skills. For example, the Aboriginal Training Support Program will provide greater pastoral care and work readiness skills for Aboriginal people.

An enhanced Aboriginal School Based Training program has been implemented for Year 10, 11 and 12 students. Initially targeting students entering Year 10 in 2009, the enhanced program is being funded \$11.5 million over three years and provides mentoring, pastoral care and work readiness skills for students, and guidance into relevant apprenticeships and traineeships. The range of programs has been significantly expanded to include apprenticeships in addition to traineeships.

To ensure Aboriginal people are comfortable in a training environment, Aboriginal cultural training for lecturers and employers is being provided free of charge. There will be a focus on increasing the number of partnerships between industry, employment networks, community organisations and Aboriginal communities. Mobile trades training units are visiting Aboriginal communities to provide Aboriginal people with pre-employment plant, fitting, machining and boiler making skills to further improve job readiness.

### 30 000 Aboriginal people will be enrolled in employment related training from 2009 to 2012



<sup>33</sup> Australian Bureau of Statistics 2006 Census of Population and Housing.

<sup>34</sup> Australian Bureau of Statistics 2006 Census of Population and Housing, based on place of usual residence.

<sup>35</sup> Clients of Aboriginal or Torres Strait Islander descent under the former Skilling Australia's Workforce Agreement. 15.9% of responses were not stated.

## Priority target groups

A number of other groups is traditionally under-represented in employment and training, including people with disabilities and those with literacy and numeracy needs.

To meet the long term skills needs of the economy, these groups and approximately 310 000 working age Western Australians currently not engaged in the labour force must have access to training and employment opportunities.

Partnerships will be promoted between training providers, communities and community based organisations to develop highly targeted training programs in line with consumer needs. This will encourage priority target groups to participate in training.

Projects will be funded through the Building Diversity framework to produce research, resources and innovative delivery for those Western Australians in priority groups. The Equity Development and Innovation program will also provide customised training programs for these groups with support from community agencies.

A new model of adult community education will be implemented, bringing together courses to develop foundation skills. This will include training in areas such as literacy and numeracy, and access programs such as New Opportunities for Women. Emphasis will be placed on assisting people to make the transition from entry to higher levels of training and on to employment.

An additional 1500 Certificate I training places, including pre-apprenticeships, will be available over the next

two years to provide Western Australians with the opportunity to increase their foundation skills (\$5.7 million). By developing these foundation skills, further training and employment opportunities will follow.

In response to the increase in demand for career services, including demand by displaced workers due to the economic downturn, an additional \$3.0 million will be invested over the next two years to expand services. At the same time, the Employment Directions Network will receive an additional \$1.0 million to improve career services throughout Western Australia.

Over the next two years, all Western Australians who are unemployed will be guaranteed a training place with fee exemptions for the cost of their training<sup>36</sup>. This investment of \$17.6 million will ensure those Western Australians in greatest need develop their skills and maximise their employment prospects for the future.

- ✓ **30 000 Aboriginal people will be enrolled in employment related training from 2009 to 2012.**

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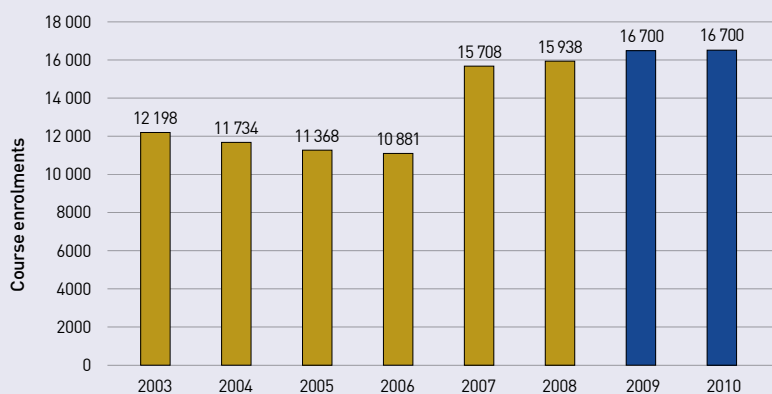
- ✓ **33 000 Western Australians will be enrolled in Certificate I foundation training during 2009 and 2010.**

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- ✓ **The proportion of VET in schools training in key priority industry areas will increase from 23% of enrolments to 40% by 2012.**

## 33 000 Western Australians will be enrolled in Certificate I foundation training during 2009 and 2010

Figure 8: Increased enrolments in Certificate I training



Source: Department of Education and Training

## Strategy: Support for regional communities

To support sustainable regional communities, all sectors of the WA community must have access to training opportunities.

Despite the challenges of being the largest geographical state/territory and spanning 2400 kilometres from north to south, the WA Government is committed to ensuring communities have improved access to training services.

### In summary, actions will focus on:

- expanding the range of publicly funded qualifications in regional areas
- improving access to training
- enhancing regional planning information to guide training delivery and support regional communities
- improving pathways between training and employment
- enhancing training infrastructure and equipment in regional areas.

The result will be significantly improved training opportunities for all Western Australians in the following regions:

- Goldfields/Esperance
- Great Southern
- Kimberley
- Midwest/Gascoyne
- Peel
- Pilbara
- Southwest
- Wheatbelt.

## Expanding the range of qualifications

Additional training places will be provided through the Productivity Places Program. The focus will be on expanding publicly funded training qualifications in the regions in line with industry and community need, including higher levels of training.

Specific examples where qualifications will be expanded include encouraging Aboriginal people to study the Diploma of Enrolled Nursing, expansion of higher level training in management, and qualifications in health and community services such as aged care.

## Improving access to training

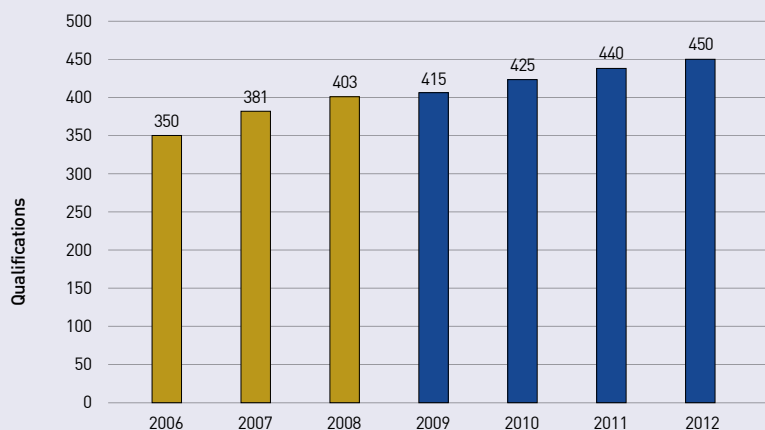
Flexible and innovative training delivery will be encouraged in line with the needs of regional communities. WestOne Services will establish an e-learning taskforce to work with training providers to make e-learning an integral part of training delivery in WA.

## Enhancing regional planning information

To ensure high quality training in skill shortage areas, the WA Government has introduced improvements to regional planning. Training Councils have been given more resources to consider regional training needs. In addition, 10 year regional workforce development plans will be completed to prioritise training needs and develop appropriate training responses. Plans have already been completed for the Peel and Goldfields/Esperance regions.

### 450 courses at Certificate III and above will be available in regional Western Australia by 2012

Figure 9: Funded regional qualifications at Certificate III and above



Source: Department of Education and Training

The Department of Education and Training will enter into discussions with Curtin University of Technology to negotiate the potential transfer of the Vocational Training and Education Centres in Kalgoorlie and Esperance to the WA Government training system. There is a need for integrating planning and training delivery in line with local training needs.

### Improving pathways between training and employment

Western Australia will promote closer relationships between training organisations and schools in regional areas to assist people in the transition from education to training and employment.

Specifically, training in schools will be focused in those areas with strong local employment opportunities. Through the Australian Government's Trade Training Centres in Schools program, there will be the opportunity to build or upgrade trade training facilities in regional areas, and increase linkages between schools, TAFE and private training organisations.

### Enhancing training infrastructure and equipment

Regional TAFE infrastructure and equipment will continue to be improved. Projects currently being progressed include:

- a new workshop for metal fabrication, electro-technology and automotive delivery in Kalgoorlie (Curtin Vocational Training and Education Centre)
- an education and vocational training centre in Wiluna (Central West TAFE).

Future regional infrastructure priorities, as identified in the Department of Education and Training's capital plan, include:

- a new training facility in Fitzroy Crossing (Kimberley TAFE)
- a skills barn in Geraldton (Central West TAFE)
- a building and construction workshop in Northam (C.Y. O'Connor College of TAFE)
- redevelopment of a heavy duty automotive workshop in Bunbury (South West Regional College of TAFE).

✓ **450 courses at Certificate III and above will be available in regional Western Australia by 2012.**



## Strategy: A vibrant and diverse training market

The rapid change in global economic conditions highlights the importance of a flexible and innovative training system for Western Australia.

A vibrant and diverse training market with competition driving responsiveness is critical to the development of a flexible and innovative training system. Drawing on the strengths of all sectors, an environment will be created to deliver a healthy training system providing the most effective training solutions. Collaboration and partnerships that draw on the strengths, expertise and combined resources of public, private, community and enterprise providers will maximise the return on investment from a more flexible, innovative training system.

A vibrant and diverse training system will lead to more competitive local training providers in the international training market. This provides significant opportunity as the education services sector represents Australia's third largest export<sup>37</sup>.

### In summary, actions will focus on:

- increasing competition for public funds within the training provider market
- giving TAFE colleges independence to compete effectively in an open training market
- improving consumer access to information about training options
- planning approaches that influence training delivery in line with industry and community needs.

## Increasing competition for public funds

Increasing competition in the training market will widen consumer choice and create a renewed consumer focus. The substantial investment in training by the private sector sits outside the publicly funded system, and drives responsiveness and quality within the training system as providers differentiate their products to access new markets. Greater competition will bring about innovation, both within the training system and the broader economy.

Restricted competition currently exists in the training system with the majority of delivery purchased directly through TAFE college profile delivery. Increased competition is being introduced to address this restriction.

User Choice purchasing arrangements will be further expanded by removing restrictions on areas open to competition. Through an application process, private training organisations are now eligible to deliver publicly funded apprenticeship and traineeship training throughout the State, competing with TAFE colleges and providing increased choice to students as well as employers.

### The proportion of training delivery allocated through competitive processes will increase from 27% to 50% by 2012

Figure 10a: Proportion of training allocated through competitive processes 2008

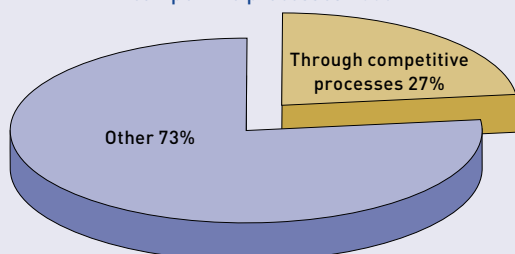
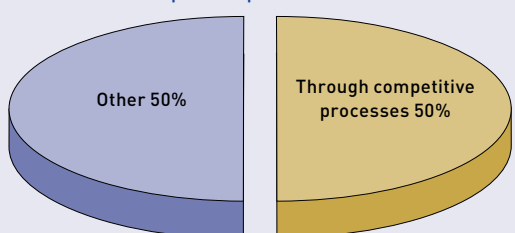


Figure 10b: Proportion of training allocated through competitive processes 2012



Source: Department of Education and Training

<sup>37</sup> Australian Bureau of Statistics, *International Goods and Services*, December 2008.

Other training delivery will progressively be opened up to competition, including delivery through the Productivity Places Program, with the Department of Education and Training maintaining an overall role in planning and guiding WA's training system. Competition will be managed to bring about collaboration and integration between training organisations and avoid unnecessary duplication. Change will be introduced in a measured way so delivery is continued and the WA Government's investment in the training system is protected.

Group training arrangements will be reviewed with the view to improving the outcomes delivered through group training organisations. A particular goal will be to improve participation of under-represented groups in both apprenticeships and traineeships through group training organisations.

#### **TAFE college independence**

In line with this increase in competition, changes to governance arrangements will provide greater independence and clearer accountability for TAFE colleges. Frameworks will be developed and maintained to enable colleges to be much clearer about their functions and their capacity to make decisions on how they operate to meet both local and wider community needs. TAFE commercial guidelines will be changed to remove unnecessary regulation and free up TAFE college operations. TAFE colleges will also operate on the basis of more comprehensive and strategic annual business plans. This will enable them to operate more flexibly and independently, with all functions, including fee for service and commercial activities, addressed in the plans.

Some of the functions associated with coordinating international students and training admissions will be devolved to TAFE colleges to provide greater flexibility.

#### **Improving information about training options**

With increased competition and consumer choice, information on training options will be made widely available to prospective students to help them make decisions. A comprehensive career development strategy will be implemented to provide lifelong career development services for Western Australians of all ages.

Professional career advice will form part of this coordinated statewide service which will enable all Western Australians to maximise their career potential and improve prospects for workforce participation.

Consumer groups to benefit from access to career development services will include: existing workers seeking to upskill; members of the community who are not currently participating in the workforce as a means of improving labour force participation; students seeking careers advice and information; anyone considering a career change; and an emerging group of people who have been made redundant and require support as a result of the global downturn in business activity.

Performance indicators for public training providers will also be published to help consumer choice.

#### **Planning training delivery in line with industry needs**

Planning for training delivery is vital to ensure current and emerging industry skill needs are met and to prioritise public training expenditure. The State Training Plan will use detailed economic modelling and projections as well as targeted research to improve planning outcomes.

A greater focus will be placed on consulting with training organisations about the priorities of the State Training Plan. It will also play an important role in guiding TAFE priorities through performance agreements of managing directors and through annual TAFE college business plans.

Comprehensive 10 year workforce development plans will be developed for each region, providing valuable information to prioritise training needs and develop appropriate training responses.

The new industry training advisory arrangements will improve linkages with industry and ensure representative training advice by developing specific workforce development plans for each industry.

With these changes, the Government will ensure student satisfaction with their training is maintained at the current high level, and that student retention and achievement are improved.

✓ **The proportion of training delivery allocated through competitive processes will increase from 27% to 50% by 2012.**

✓ **Student satisfaction levels will be maintained at more than 85% each year to 2012.**

✓ **Workforce development plans will be completed for each region and industry area.**

## Strategy: Training system capability and capacity

Building capability and capacity is vital to develop a flexible, innovative training system responsive to client needs, and to improve student retention and achievement.

### In summary, actions will include:

- focusing on the training system's own workforce development
- enhancing training provider infrastructure and equipment
- tailoring training products and teaching, learning and assessment to employer and student needs
- communicating, rewarding and promoting best practice within the training system
- leveraging the contribution of the private and industry training market in Western Australia.

### Focusing on workforce development

A greater focus will be placed on attracting and retaining training organisation staff. A comprehensive workforce development plan will be prepared for the training sector and the training and assessment qualification for lecturers will be publicly funded.

A comprehensive program of professional development will be implemented for training practitioners. Specific examples include conferences to showcase good practice in recognising prior learning, and expanding to private training organisations a program to develop lecturer instructional intelligence to improve skills in behaviour management.

### Enhancing infrastructure and equipment

In line with the findings of the WA VET Delivery and Infrastructure Review, partnerships will be encouraged between training providers and industry to support workplace learning, particularly for industries with capital intensive training delivery.

The focus of publicly funded training will be on facilitating learning in a variety of situations, including the workplace, rather than on classroom based training delivery.

Where appropriate, there will be increased use of community based providers, internet and mobile delivery to remote consumers as an alternative to 'bricks and mortar' infrastructure.

Phase two of the WA VET Delivery and Infrastructure Review will also be undertaken to consider the alignment of training programs at TAFE, along with infrastructure requirements across the State.



## Training products and teaching, learning and assessment

More flexible and innovative training delivery will be encouraged in line with consumer needs. Teaching, learning and assessment in the workplace and other non-institutional settings will be promoted by developing learning resources.

WestOne Services will establish an e-learning taskforce to work with training providers to increase the innovative use of technology in teaching and learning. The taskforce will provide funding for digital resources and e-learning tools, and will make e-learning an integral part of training delivery in WA.

To assist Western Australians during the economic downturn, the WA Government will provide \$1.6 million over two years to establish a team of leaders to coordinate and promote innovative practices for Recognition of Prior Learning.

## Promoting best practice

The WA Government will recognise, reward and promote best practice within the training system as a way of increasing system capability and capacity. Specific examples include publications such as *Training Matters* which highlights achievements across the training system, the WA Training Awards and through programs supporting leaders in Recognition of Prior Learning as well as conferences to showcase best practice in this area.

## The private and industry training markets

Recognising the importance of the private and industry training markets to skills development in Western Australia, the Government will ensure representatives from these markets are increasingly involved in the training system, seeking their advice and participation on training advisory groups and through training forums.

Through increased competition in the training market, private training organisations will also be given significantly more opportunities to compete for public funding for training. In addition, Training Councils will work with private training providers to identify industry training needs and opportunities.

The involvement of private and industry training organisations will be sought to understand the full contribution these sectors make to WA's training system. Actions will be developed to leverage this contribution.

- ✓ **The proportion of workplace and/or flexible training delivery will increase from 27% to 40% by 2012.**
- ✓ **Employer satisfaction with training will increase from 72% to 85% by 2012.**
- ✓ **Graduate achievement of their main reason for study will be maintained at more than 85% each year to 2012.**



# Benefiting Western Australians

The WA Government and State Training Board have created an exciting training plan to develop a skilled workforce to give all Western Australians the chance to realise their potential in the workforce and the community.

The Department of Education and Training will work with training providers, industry and enterprises to implement the plan, and will regularly report on progress against the deliverables to the State Training Board. Targets in the report are based on four year projections and will be reviewed regularly.

## Here's what we will be doing for employers:

- more skilled and qualified people
- relevant training in apprenticeships and traineeships
- more apprentices and trainees
- support to maintain apprentices and trainees during the downturn
- tailored training and support for small businesses
- work based cadetships
- customised training and recognition of skills and knowledge
- better legislation for apprenticeships and traineeships.

## Here's what we will be doing for the community:

- fee exemptions to assist unemployed people to train
- more training places and alternative training options
- more choice of apprenticeship institutions
- options to gain foundation and advanced skills
- training in schools to match local employment opportunities
- greater access to career advice and information.

## Here's what we will be doing in regional areas:

- improved TAFE facilities
- more qualifications
- planning to prioritise training needs
- improved pathways from training to employment.

## Here's what we will be doing for Aboriginal people:

- training that leads to employment
- providing a supportive and welcoming training environment
- flexible and mobile training
- cultural training for lecturers and employers.

## Here's what we will be doing for training providers:

- more training places available
- more competition for funding
- operational and commercial flexibility for TAFE colleges
- attracting, retaining and developing lecturers.

Notes:



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