



# Annual Report

2018–2019

# Statement of Compliance

Hon Sue Ellery MLC  
Minister for Education and Training

In accordance with section 24 of the *Vocational Education and Training Act 1996*, I hereby submit for your information and presentation to Parliament a report on the operations of the State Training Board for the financial year ended 30 June 2019.



**Jim Walker**  
**CHAIR, STATE TRAINING BOARD**

26 AUGUST 2019

## STATE TRAINING BOARD ANNUAL REPORT 2018–2019

Published by the State Training Board 2019

For further information:

Office of the State Training Board  
Department of Training and Workforce Development  
16 Parkland Road, Osborne Park WA 6017  
P: Locked Bag 16, Osborne Park DC WA 6916

T: 08 6551 5593

E: [ostb@dtwd.wa.gov.au](mailto:ostb@dtwd.wa.gov.au)

W: [stb.wa.gov.au](http://stb.wa.gov.au)

# Contents

<b>Statement of Compliance</b>	<b>1</b>
<b>About this report</b>	<b>5</b>
Disclosures and legal compliance	5
Financial statements	5
Section 175ZE of the <i>Electoral Act 1907</i>	5
Compliance with the Public Sector Code of Conduct	5
<b>Chair's message</b>	<b>7</b>
<b>About the State Training Board</b>	<b>9</b>
Roles and functions	9
State Training Board members as at 30 June 2019	10
Diversity in membership	13
Membership changes during the reporting period	13
Remuneration of State Training Board members	13
The Board's working relationships	14
Minister for Education and Training	14
Department of Training and Workforce Development	14
Office of the State Training Board	14
Industry training advisory bodies	15
Training Accreditation Council	15
TAFE Executive	15
<b>Strategic context</b>	<b>16</b>
<i>Our Priorities: Sharing Prosperity</i>	16
Economic and labour market conditions	16
The growing skills needs of the health care and social assistance industries	17
Training commencements	18
Skills shortages in regional and remote communities	18
The Joyce Review	19
Technology and innovation	19
<b>Activities of the Board</b>	<b>20</b>
Board meetings	20
Strategic planning session with industry training councils	20
Establishment and variation of apprenticeships	20
Management of Industry Training Councils	23
<i>Strategies to grow apprenticeships and traineeships in Western Australia</i>	23
Social Assistance and Allied Health Workforce Project	24

Technology and innovation project.....	25
State Training Plan .....	25
<b>Appendix 1: State Training Board committees.....</b>	<b>26</b>
Establishment and Variation of Apprenticeships Committee .....	26
Social Assistance and Allied Health Steering Committee.....	26
Technology and Innovation Steering Committee.....	27
<b>Appendix 2: Industry Training Council membership .....</b>	<b>28</b>
Community Services, Health and Education Training Council.....	28
Construction Training Council .....	28
Financial, Administrative and Professional Services Training Council Inc.....	29
Food, Fibre and Timber Industries Training Council (WA) Inc.....	29
FutureNow Creative and Leisure Industries Training Council Inc .....	30
Logistics Training Council Inc.....	30
Resources Industry Training Council .....	31
Retail and Personal Services Training Council Inc .....	31
Utilities, Engineering, Electrical and Automotive Training Council .....	32





## About this report

This report fulfils the requirements of section 24 of the *Vocational Education and Training Act 1996* by reporting on the operations of the State Training Board ('the Board') for the 12 months to 30 June 2019.

### Disclosures and legal compliance

This annual report is prepared in line with the Public Sector Commission's annual reporting guidelines at [publicsector.wa.gov.au](http://publicsector.wa.gov.au)

### Financial statements

In accordance with the *Financial Management Act 2006*, the Department of Training and Workforce Development is the accounting authority for the State Training Board. The Board's financial statements are provided within the Department's annual report.

### Section 175ZE of the *Electoral Act 1907*

Section 175ZE of the *Electoral Act 1907* requires public agencies to report details of expenditure to organisations providing services in relation to advertising, market research, polling, direct mail and media advertising. The State Training Board has not incurred expenditure of this nature during the reporting period.

### Compliance with the Public Sector Code of Conduct

The State Training Board's Code of Conduct was developed in line with the Public Sector Commission's *Conduct Guide for Public Sector Boards and Committees*. All members are provided with a copy of the Code of Conduct as part of the induction training to the State Training Board as it provides guidance about ethical conduct, public duties and legal responsibilities. There were no issues in relation to the Code of Conduct or Code of Ethics during the reporting period.



## Chair's message



On behalf of the State Training Board, I am pleased to present our Annual Report for the year ending 30 June 2019.

During the year, the State Training Board achieved several milestones that will help the State's vocational education and training (VET) sector deliver the skills needed by Western Australian industry.

On 24 January 2019, the Board's report, *Strategies to Grow Apprenticeships and Traineeships* was released by the Minister for Education and Training. The report was the culmination of state-wide industry forums held by the State Training Board and the consideration of some 33 written submissions from industry stakeholders. This consultation provided valuable and detailed industry advice to inform VET strategy.

The State Government has implemented several of the Board's recommendations. Jobs and Skills Centres have been established across the State to provide a one-stop-shop for careers, training and employment advice and to assist the community in better navigating the training system. The introduction of the *Jobs and Skills WA Employer Incentive* will reduce the net cost of employing an apprentice or trainee.

During the financial year, the State Government also released the Board's *Social Assistance and Allied Health Workforce Strategy*, which was developed through extensive research and stakeholder consultation. Western Australia's aged care, disability, allied health and community service sectors are experiencing a rising demand for services due to the ageing population and the roll-out of the National Disability Insurance Scheme. The report has identified that the number of disability and aged care workers would need to double over the next five years and the VET sector would need to provide additional training places to meet the needs of the workforce.

An interagency working group, led by the Department of Training and Workforce Development, is implementing the strategy. In May 2019, the working group launched a pre-traineeship program, developed in collaboration with the Community Services, Health and Education Training Council and North Metropolitan TAFE. Pre-traineeships combine entry level training with experience in a real workplace. The pilot program will be expanded from 1 July 2019 to other registered training organisations. The pre-traineeship pilot program aims at attracting new workers to the aged care and the disability care sectors. The Enterprise Training pilot program provides funding support to enterprises to upskill existing workers in the disability and aged care sectors to respond to skills gaps and future workforce requirements.

In October 2018, the Board delivered the *State Training Plan 2018–2021* to the Minister for Education and Training. The plan is developed within the context of national and State VET policies and priorities and draws upon detailed economic and labour market trends and forecasts and is informed by industry intelligence. The priorities identified in the plan will inform the State Government on the parameters for funding, planning and policy of the State's training system.

In its *Plan for Jobs*, the State Government committed to revamp the Industry Training Council network to ensure that their structures and input provide a direct link between industry needs and Government economic direction. On 1 July 2018, the Board took over the management of the industry training councils.

The Board, in consultation with the Minister for Education and Training, will ensure that industry training advisory bodies, including the industry training councils have appropriate levels of industry coverage, membership and governance structures to ensure that industry intelligence gathered from small, medium and large employers is focused on achieving Government's priorities.



On 20 February 2019, the Premier, the Hon Mark McGowan, launched the *Our Priorities: Sharing Prosperity* targets to deliver better results for Western Australians. The targets cover six key outcome areas – a strong economy; a bright future; a safer community; a liveable environment; Aboriginal wellbeing and regional prosperity. Skills development through VET is an important contributor to these outcomes, as is the creation and growth of jobs and the ongoing development of the Western Australian workforce. The Board will work closely with the State Government, local industry and other VET stakeholders to identify how the VET system can contribute to achieving the State Government’s targets.

At the national level, the VET sector is undergoing a period of change and reform. The Board provided strategic input into the Commonwealth Government’s *Expert Review of Australia’s Vocational Education and Training System* led by the Hon Steven Joyce. The Commonwealth Government’s *Delivering Skills for Today and Tomorrow* package announced on 2 April 2019 addresses some of the recommendations in this report. The Board will continue to work with the Minister for Education and Training, the Department of Training and Workforce Development and industry and VET stakeholders to monitor the national reform agenda and provide strategic advice that represents Western Australia’s needs.

I would like to extend my appreciation to my fellow board members for their commitment, collaboration and support during the reporting period. I would also like to formally acknowledge the contributions of Ms Vanessa Davies and Mr Wayne Muller who left the Board during the financial year, and welcome Professor Julianne Coffin and Mr Stephen Moir who commenced as board members during the financial year. In addition, I would like to acknowledge the work of Mr Simon Walker, who held the role of Executive Director of Policy Planning and Innovation at the Department of Training and Workforce Development until October 2018.

I look forward to working closely with my fellow board members, the Minister for Education and Training, Industry Training Councils, the Department of Training and Workforce Development and key stakeholders to progress strategic issues impacting the VET sector in Western Australia.

A handwritten signature in black ink, appearing to read 'J. Walker', with a stylized, cursive script.

**Jim Walker**  
**CHAIR, STATE TRAINING BOARD**

## About the State Training Board

The State Training Board (the Board) is an independent body established by Part 3 of the *Vocational Education and Training Act 1996* (the VET Act) as the peak industry training advisory body to the Minister for Education and Training (the Minister).

### Roles and functions

The Board has the following key functions:

#### State Training Plan

Each year, the Board prepares a plan for the Minister's consideration that identifies the training and skill development priorities for Western Australia's industries and guides the State Government's investment under the VET Act over a four-year period.

#### Industry Training Advisory Bodies

The Board recognises various industry training advisory bodies (also known as Industry Training Councils) from which it takes advice for the purposes of drafting the *State Training Plan* and making recommendations to the Minister for Education and Training, under section 21(2) and Part 7 of the VET Act. In 2018–19, the Board recognised 11 Industry Training Advisory Bodies (see page 15).

#### Apprenticeships and traineeships

Through its Establishment and Variation of Apprenticeships Committee, the Board provides advice and recommendations to the Minister on apprenticeships and traineeships in Western Australia. This includes variations to existing apprenticeships and traineeships and the establishment of new ones.

#### Training Accreditation Council appeals

A person who is dissatisfied with a decision of the Training accreditation Council may appeal against it to the Board.

#### Policy

The Board prepares policy for the Minister's consideration that aims to improve the links between specific industry developments and the VET sector to ensure optimum employment opportunities for people and ensure availability of appropriately skilled labour in the State.

#### Advice

The Board provides independent advice to the Minister on the following:

- The existing and anticipated supply and demand for skills in various industries
- Strategies to support industries which are experiencing skill shortages
- Policy which aims to improve the links between specific industry developments and VET so as to gain optimum employment opportunities for people and ensure the availability of appropriately skilled labour in the State
- Strategic directions, policies and priorities for the State training system
- Emerging international, national and State training issues
- The extent to which training services meet the current and future requirements of industry and the community, including the requirement for equal opportunity of access to those services
- Any other matters as directed by the Minister

## State Training Board members as at 30 June 2019



**Mr Jim Walker (Chair)**  
1 December 2014 to present

Mr Walker has worked with equipment dealers supplying construction, agriculture, mining and government and marine industries for 44 years. Mr Walker's career started as an Apprentice – Diesel/Heavy equipment fitter with Hastings Deering. In 2000, he was appointed Managing Director for WesTrac and progressed through the company to become Chief Executive Officer, retiring from WesTrac in late 2013.

In addition to his role as Chair, State Training Board, Mr Walker is Chair of Australian Potash, Austin Engineering, Mader Group, the WA Motor Museum and Wesley College. He is Deputy Chair of RAC Holdings (WA) and Director of MG Kailis Group. Mr Walker is a member of the Australian Institute of Company Directors and the Australian Institute of Management WA, where he held the position of President AIM WA (2008–2010) and National President AIM (2010–2013).



**Mr Chris Hall AM**  
1 January 2013 to present

Mr Hall is the Chief Executive Officer of Juniper, one of Western Australia's largest providers of aged care and community support services. He has held corporate governance and senior leadership positions for 30 years in the Australian not for profit sector and local government industry at national, state and local levels. He has served on numerous government advisory and consultative bodies and on the boards of various not for profit organisations.

Mr Hall is a graduate of the Australian Institute of Company Directors, a fellow of the Australian Institute of Management and was the 2009 Churchill Fellow. In 2017, Mr Hall was made a member in the general division of the Order of Australia for his significant service to the community through support for sustainable social welfare outcomes and to the not for profit sector.



**Professor Cobie Rudd, BHSc (N), MPH, PhD, GAICD**  
16 November 2015 to present

Professor Cobie Rudd is the Deputy Vice-Chancellor (Strategic Partnerships) and Vice-President at Edith Cowan University (ECU) with key responsibilities to enhance external relations and higher education sector partnerships and oversee professional accreditations. This includes redressing gender inequalities. Professor Rudd has over 30 years of experience across sectors and has led a diverse range of capacity-building and research projects on a national scale, specifically workforce-related. She has held senior policy, research and advisory roles for state and commonwealth governments in the fields of health and education.

In 2011, Professor Rudd was appointed by the Australian Government Office for Learning and Teaching as a National Teaching Fellow, to investigate enhancing the uptake of learning through simulation. She has served on over 15 boards of governance and is a graduate of the Australian Institute of Company Directors. In addition to her membership of the State Training Board, she is on the Board of the Cancer Council of WA.



**Ms Meredith Hammat**  
1 July 2017 to present

Ms Hammat is Secretary of UnionsWA, the governing peak body of the trade union movement in Western Australia, representing around 30 affiliated unions who in turn represent about 140,000 working Western Australians. Ms Hammat has over 20 years' experience in the trade union movement, having worked for the Australian Services Union in local government, energy and community services industries before taking on the role of Unions WA Secretary in 2012. Ms Hammat is a graduate of the Australian Institute of Company Directors and holds a Master's degree in Industrial Relations. She is also a board member for Triathlon WA.



**Mr Ray Sputore**  
1 July 2017 to present

Mr Sputore has over 43 years' professional, corporate and business experience through a range of executive management and non-executive management appointments. Mr Sputore's extensive boardroom and board committee experience includes ASX listed, proprietary, not-for-profit and government organisations covering the building, civil, industrial, State government, resource and oil and gas sectors. Previous board roles include Master Builders WA, Master Builders Australia, Leighton Contractors, Ngarda Mining and Civil, Decmil Australia and the WA Construction Industry Long Service Leave Scheme).

Mr Sputore graduated in Civil Engineering from the West Australian Institute of Technology in 1974. He is a Graduate of the Australian Institute of Company Directors, a Fellow of the Institute of Engineers Australia, a Chartered Engineer and a registered builder, contractor and practitioner. Mr Sputore is the President of the Chamber of Commerce and Industry (CCIWA), the Chair of the CCIWA Board, non-executive director of the Australian Chamber of Commerce and Industry and non-executive director of Cbus (United Super).



**Captain Angela Bond RNR**  
1 January 2018 to present

Captain Bond was appointed to the State Training Board on 1 January 2018. As at 30 June 2019, she is the Senior Manager Estate Service with Serco at Fiona Stanley Hospital. After an extensive naval career, Captain Bond was the Commanding Officer at HMAS Stirling and the Senior Naval Officer of Western Australia prior to transferring to the Naval Reserve in March 2017.

Captain Bond has extensive experience in executive positions and human resource management. She is also a non-Executive Director of the Leeuwin Ocean Adventure Foundation, a Member of the Veterans Advisory Council of WA, a Fellow with the Australian Institute of Management WA and a Member of the Australian Institute of Company Directors. Captain Bond has achieved a Master of Business Administration degree and a Master of Defence Studies (Management) degree from the University of Canberra.



**Fran Kirby**  
1 January 2018 to present

Ms Kirby was appointed to the State Training Board from 1 January 2018. Born in Northern Ireland, she immigrated to Western Australia in 1987 having completed a Bachelor of Hospitality and Business from the University of Ulster. Having gained significant hotel operational experience in Ireland and Australia, Ms Kirby spent seven years as Human Resources Manager at Observation City Hotel in 1992 until 1999. Thereafter, she spent three years as Human Resources Manager at the Esplanade Hotel in Fremantle.

In 2003, Ms Kirby joined Accor Hotels as the Regional Human Resources Manager for Western Australia. She is responsible for 13 hotels across the State. Ms Kirby was admitted to the Australian Hotels Association Hall of Fame in 2008, for services to the Hospitality Industry in Western Australia.



**Professor Julianne Coffin**  
1 January 2019 to present

Professor Coffin was appointed to the State Training Board on 1 January 2019. She is an Aboriginal woman with traditional ties to her grandparents' Nyangumarta Country in the Pilbara region. Professor Coffin is recognised as a prominent Aboriginal researcher with expertise in cultural security, education and research across a diverse range of settings, including chronic diseases, community development and promotion. Professor Coffin was also a Chief Investigator on the NHMRC funded Centre for Research Excellence in Aboriginal Health and Wellbeing (CREAHW) at the Telethon Kids Institute and holds the position of Ellison Professor of Aboriginal Health – Telethon Kids.

Currently, Professor Coffin is exploring innovative social and emotional well-being delivery for Aboriginal youth in the Kimberley region with the use of equine assisted learning and psychotherapy.



**Stephen Moir**  
1 April 2019 to present

Mr Moir is the Group Chief Executive Officer of the Motor Trade Association (MTA WA), a position he has held since February 2010. The MTA WA is the peak representative body for the automotive retail and services sector. The automotive sector in Western Australia consists of approximately 7,000 businesses, which employ 35,000 people.

Prior to joining the MTA WA, Mr Moir was the Managing Director of the Small Business Development Corporation where he had responsibility for the development and sustainability of the State's small business sector. He was also responsible for the management of the State's skilled and business migration program and established one of the most respected, innovative and successful programs in Australia. Mr Moir was a member of the Commonwealth Minister for Immigration's Consultative Panel which determined the future shape of the skilled migration program for Australia. In addition, Mr Moir has held senior management positions in the retail sector, industrial relations, marketing and human resource professions.



### Diversity in membership

Board members are appointed by the Minister under section 19 of the VET Act for their experience and expertise in education and training, industry or community affairs and their ability to contribute to the strategic direction of the State training system. Members represent the diversity of the Western Australian community as well as the training sector.

Seven members are appointed by the Minister under section 19(1), from which one member is selected to undertake the duties of the Chair. Of these members, one is appointed for their experience in workers' interests, one for their experience in employers' interests, and one to represent Aboriginal interests.

Under section 19(2) of the VET Act, the Minister may appoint two other persons from a panel of names submitted by board members appointed under section 19(1). Mr Stephen Moir and Mr Chris Hall AM were appointed in this way. Members are appointed for a term up to three years and the chairperson is appointed for a term up to five years. All members are eligible for re-appointment at the discretion of the Minister.

### Membership changes during the reporting period

During the period, Professor Julianne Coffin replaced Ms Vanessa Davies as the member representing Aboriginal interests and Mr Stephen Moir replaced Mr Wayne Muller.

### Remuneration of State Training Board members

Section 63 of the VET Act provides that Board members are entitled to receive remuneration in the form of sitting fees<sup>1</sup>. During the 2018–19 reporting period, board members received the following remuneration.

**Table 1: State Training Board remuneration 2018–19**

Position	Name	Type of remuneration	Period of membership	Gross remuneration 2018-2019
Chair	Mr Jim Walker	Sitting fees	1 July 2018 – 30 June 2019	\$32,550.00
Member	Mr Ray Sputore	Sitting fees	1 July 2018 – 30 June 2019	\$13,020.00
Member	Ms Meredith Hammat	Sitting fees	1 July 2018 – 30 June 2019	\$13,020.00
Member	Mr Chris Hall AM	Sitting fees	1 July 2018 – 30 June 2019	\$13,020.00
Member	Prof Cobie Rudd	Sitting fees	1 July 2018 – 30 June 2019	\$13,020.00
Member	Capt. Angela Bond	Sitting fees	1 July 2018 – 30 June 2019	\$13,020.00
Member	Ms Fran Kirby	Sitting fees	1 July 2018 – 30 June 2019	\$13,020.00
Member	Mr Wayne Muller	Sitting fees	1 July 2018 – 31 December 2018	\$6,510.00
Member	Ms Vanessa Davies	Sitting fees	1 July 2018 – 1 January 2019	\$6,510.00
Member	Prof Julianne Coffin	Sitting fees	1 January 2019 – 30 June 2019	\$6,510.00
Member	Mr Stephen Moir	Sitting fees	1 April 2019 – 30 June 2019	\$3,255.00
<b>TOTAL 2018–19</b>				<b>\$133,455.00</b>

<sup>1</sup>Members who are on the public payroll, including all current State, Commonwealth and Local Government employees, current and retired judicial officers and current employees of public academic institutions are not eligible to receive sitting fees (Premier's Circular 2010–02). Sitting fees are paid on a quarterly basis.



## The Board's working relationships

The Board has an important role in enabling industry to invest in training and skills development by engaging with the VET sector. This involves developing and delivering strategies, policies and actions that maximise opportunities for building, attracting and retaining a skilled and capable workforce for our State, whether it is through creating more flexible training options or creating opportunities for employers to engage with the training sector through apprenticeships and traineeships.

### Minister for Education and Training

The Board is appointed by the Minister under the VET Act as the peak industry training advisory body. The Chair, on behalf of the Board, meets with the Minister on a regular basis. During the reporting period, the Board reported to the Hon Sue Ellery MLC, Minister for Education and Training.

### Department of Training and Workforce Development

The Board has a close working relationship with the Department of Training and Workforce Development (the Department). The VET system is administered by the Department in its role as the State Training Authority. In addition to this vital training role, the Department has a broader responsibility for workforce development. That is, to build, attract and retain a skilled workforce to meet the economic needs of Western Australia, to minimise skill shortages and maximise the State's ability to respond to new opportunities.

The Department manages the investment of public resources in the State's VET system, including planning, funding and monitoring services. It funds training that is delivered by a Statewide network of TAFE colleges and private registered training organisations (RTOs). The Department is also responsible for administering and monitoring the State's apprenticeship and traineeship system.

The Chair meets regularly with the Director General, the Executive Director Policy Planning and Innovation and other senior executives of the Department to align the Board's priorities with the Department's priorities. The Executive Director Policy Planning and Innovation also attends Board meetings to provide the link between Department and Board activities and to provide updates on Commonwealth and State VET issues, policies and developments, funding matters, uptake of training (including apprenticeships and traineeships) and other Department activities. From July to October 2018 this role was fulfilled by Mr Simon Walker and for the remainder of the reporting period by Ms Karen Ho.

### Office of the State Training Board

The Department provides secretariat support to the Board through the Office of the State Training Board, which is part of the Department of Training and Workforce Development's Policy Planning and Innovation directorate. The Office of the State Training Board provides executive support to members and committees of the Board. In 2018–19, it had the following staff:

Position	Level
Director Office of the State Training Board	PS8
Senior Project Officer	PS6
Senior Policy Officer	PS6
Industry Contract Officer	PS4
Management and Project Support Officer	PS3

### Industry training advisory bodies

In the 2018–19 financial year, the Board recognised the following 11 industry training advisory bodies (or Industry Training Councils):

- Community Services, Health and Education Training Council
- Construction Training Council
- Financial, Administrative & Professional Services Training Council
- Food, Fibre & Timber Industries Training Council (WA)
- FutureNow: Creative and Leisure Industries Training Council
- Logistics Training Council
- Retail and Personal Services Training Council
- Resources Industry Training Council
- Utilities, Engineering, Electrical and Automotive Training Council
- Public Sector Commission
- WA Local Government Association

Industry Training Council membership is detailed in Appendix 2.

In its *Plan for Jobs*, the State Government committed to ‘revamp the State Training Board and the Industry Training Councils to ensure that their structures and input provide a direct link between industry needs and Government economic direction.’ In line with this commitment, on 1 July 2018, the Board took over the management of the Industry Training Councils from the Department.

Industry Training Councils are funded to provide the above-mentioned services through individual Service Agreements (with the exception of the Public Sector Commission and the WA Local Government Association who provide advice under a Memorandum of Understanding). Throughout 2018-19, the Board and its secretariat worked with Industry Training Councils and the Department to develop Service Agreements for the 2019-20 financial year and beyond. The new Agreements will enable the Board to ensure that Industry Training Councils have appropriate industry coverage, membership and governance structures.

### Training Accreditation Council

The Training Accreditation Council (TAC) is Western Australia's registering and course accrediting body and is responsible for quality assurance and recognition of VET services in the State. This includes:

- registration of training providers;
- accreditation of courses; and
- recognition of skills and qualifications.

Registered training organisations that deliver to multi-jurisdictional and international students are regulated by the national VET regulator, the Australian Skills Quality Authority (ASQA). The Board works closely with both TAC and ASQA, especially in referring quality issues in VET delivery that it has identified in key industry sectors, and the unlawful provision of vocational education and training by RTOs that contravene existing regulations. The Board also considers appeals from persons who are dissatisfied with a decision of TAC relating to registration, course accreditation or cancellation of VET qualifications under section 58G of the VET Act.

### TAFE Executive

As part of the State Government's revamp of the Board, there is now closer alignment between the Board and the TAFE Executive. This includes the Chair of the Board attending TAFE Executive meetings.

## Strategic context

The Western Australian VET system, through training and skills development, plays a vital role in enhancing the State's workforce capacity, making an important contribution to the economy and social development of the State. The system is established under the VET Act, which provides for:

- a VET system for the State of Western Australia;
- the establishment and functions of the Board and the Training Accreditation Council;
- the establishment of colleges and other VET institutions; and
- the training of people, such as apprentices and trainees, under training contracts with employers.

The Western Australian VET system sits within a national VET system consisting of eight state and territory governments, the Commonwealth Government, the Australian Industry Skills Committee, Skills Service Organisations (SSOs), Industry Reference Committees, peak employer and employee groups and public and private training providers. The WA VET sector is impacted by a range of issues such as Commonwealth and State Government reform and economic and labour market conditions.

### ***Our Priorities: Sharing Prosperity***

On 20 February 2019, the Premier launched the *Our Priorities: Sharing Prosperity* initiative with 12 key performance targets to deliver better results for Western Australians on six key outcome areas:

- A strong economy
- A bright future
- A safer community
- A liveable environment
- Aboriginal wellbeing
- Regional prosperity

The targets are ambitious and will require a sustained focus by the State Government, with collaboration across Government and the wider community to achieve the outcomes expected. Targeted skills development through VET is an important contributor to the outcomes, as is the creation and growth of jobs and the ongoing development of the Western Australian workforce.

### **Economic and labour market conditions**

Tough economic and labour market conditions in recent years have affected the uptake of VET in Western Australia. However, the State Government's 2019–2020 Budget indicates some early signs of economic recovery.

WA Department of Treasury's *Western Australia State Budget 2019–20: Budget Paper No.3 Economic and Fiscal Outlook* shows that Western Australia's Gross State Product (GSP) grew by 1.9% in 2017–18 with the State's economy valued at \$255,883 million. While this rate of growth was lower than that experienced nationally, it was important to see a return to positive growth in Western Australia on the back of the 1.8% decline observed in 2016–17. The State's GSP is projected to increase moderately by 2% in 2018–19 and forecast to strengthen further to 3.5% and 3% in 2019–20 and 2020–2021.

The optimism around the State's economic growth forecasts is on the back of a substantial increase in business investment, the first in seven years. This is mainly from the construction of new and replacement iron ore projects and new lithium projects. Additionally, the State Government's substantial investment in major road and METRONET rail infrastructure projects is expected to lift economic growth. Collectively, these drivers and increasing employment in the healthcare and social assistance sector are expected to contribute to improvements in labour market conditions. Employment is projected to grow by 1.75% (or 23,500 additional jobs) in 2019–20, up from an estimated 1% (or 13,300 jobs) in 2018–19.

Labour force participation rates (proportion of people either employed or actively looking for work) in Western Australia now stand at 68.8% remaining higher than the national rate of 65.7%. As of April 2019, the State's total unemployment rate was 6.1%<sup>2</sup>. The State Government's 2019–2020 Budget supports jobs growth and diversification of the economy with targeted investments in construction, tourism, agriculture, primary industries and aquaculture, international education, medical research and resources research and development<sup>3</sup>.

### **The growing skills needs of the health care and social assistance industries**

Over the next five years, the health care and social assistance industry is forecast to have the largest employment growth of all industries in Western Australia. Western Australia's aged care, disability, allied health and community service sectors are undergoing fundamental change coupled with a rising demand for services due to the ageing population and the rollout of the National Disability Insurance Scheme (NDIS). This is expected to require greater access to VET training places. In addition, the use of technology, medical advances and other innovative practices to support the delivery of care will require staff to undertake continuous training and skills development throughout their working life.

On 2 April 2019, the State Government launched the Board's *Social Assistance and Allied Health Workforce Strategy*, which was developed through extensive research and consultation with industry and other stakeholders. The report identified that the number of disability and aged care workers would need to double over the next five years and that the VET sector must provide training that meets the needs of the workforce. The report called for:

- a co-ordinated response to maximise the development and growth of the social assistance and allied health workforce to meet the growing and diverse demands of the WA community;
- the urgent simplification and streamlining of employment and training pathways to build a contemporary, skilled and flexible workforce;
- the State Government to ensure that the social assistance and allied health sector has appropriately skilled workers in regional and remote communities;
- the development of the social assistance and allied health workforce through innovative attraction and retention strategies, career and training pathways aimed at diversifying the workforce and raising awareness in the community of the many rewarding job opportunities;
- the Department of Training and Workforce Development to work with industry peak bodies, the Training Accreditation Council and the Australian Skills Quality Authority to increase confidence in VET delivery in the social assistance and allied health sector;
- the State Government to explore ways to decrease the cost of training for social assistance and allied health sector employers and students/trainees so that it is more affordable; and
- the Social Assistance and Allied Health Steering Committee to undertake further research and industry consultations to determine the future workforce requirements of the social assistance and allied health sectors to improve the portability of skills to ensure a skilled workforce into the future.

The State Government has formed an interagency working group to implement the recommendations in the workforce strategy and ensure there is collaboration across key State Government agencies.

---

<sup>2</sup> Australian Bureau of Statistics Catalogue No: 6202.0

<sup>3</sup> WA Department of Treasury, (2019), *Western Australia State Budget 2019-20: Budget Paper No.3 Economic and Fiscal Outlook*, p.5;

## Training commencements

While the State economy is on the mend, recent difficult economic and labour market conditions and subdued business confidence have had flow-on effects on the uptake of apprenticeships and traineeships, with total commencements declining over the last few years (table 2). This has mainly been driven by a decline in existing worker traineeships, which is also partly due to changes in Commonwealth and State Government settings in relation to existing worker training.

In 2018, there was a 6.2% increase in apprenticeship commencements compared to 2017. This includes a 22.5% increase in automotive apprenticeship commencements and a 12.9% increase in metals, manufacturing and services apprenticeship commencements.

**Table 2: Training commencements by calendar year, 2015–18<sup>4</sup>**

Commencements	2015	2016	2017	2018
Apprenticeships	7,887	6,424	6,436	6,838
Existing worker traineeships	9,120	5,314	4,446	1,499
New entrant traineeships	10,317	9,771	10,246	10,002
<b>Total</b>	<b>27,324</b>	<b>21,509</b>	<b>21,128</b>	<b>18,339</b>

Where a qualification has been identified as a priority for industry, it receives a higher rate of State government subsidy. As shown in table 3, enrolments in priority qualifications through institution-based study declined between 2017 and 2018, continuing the declining trend of the last few years. Enrolments in other General Industry Training increased between 2017 and 2018, but were still lower than the 2015 level.

**Table 3: Course enrolments by category, by calendar year, 2015–18<sup>5</sup>**

Enrolment category	2015	2016	2017	2018
Priority Industry Qualifications	23,614	24,618	22,127	20,912
General Industry Qualifications	46,198	42,677	42,365	43,804

## Skills shortages in regional and remote communities

In its *Plan for Jobs*, the State Government committed to ensuring that the State Priority Occupation List (SPOL) is responsive to regional employment needs and ensures that regional TAFEs are delivering training that aligns with future job growth in the regions. Regional consultations undertaken by the Board have revealed the need to improve access to VET for regional and remote communities. The Board supports measures that ensure the skill needs of industries in regional and remote communities are identified and that training delivery in regional TAFE colleges align with these needs.

The Department of Training and Workforce Development is undertaking detailed labour market reviews to develop priority occupation lists for each region. These will be used by the Department to inform the annual training delivery, performance and planning for regional TAFE colleges. In addition, the VET Regional Partnerships Program provides an opportunity for regional TAFEs to invest in new and innovative long-term partnerships to create training and job opportunities in the community.

<sup>4</sup> Department of Training and Workforce Development: Training Contract Snapshot end May 2019

<sup>5</sup> Department of Training and Workforce Development: AVETMISS full year data collection NTA Scope

## The Joyce Review

On 28 November 2018, the Commonwealth Government commissioned the Hon Steven Joyce to undertake an expert review of the VET sector to examine how the system can better deliver for Australian job seekers and employers now and into the future. The review engaged with a wide range of stakeholders including the Board. Mr Joyce delivered the final report, *Strengthening Skills: Expert Review of Australia's Vocational Education and Training System*, to the Government in March 2019.

While the report notes overall stakeholder support for the vocational training model, it makes 71 recommendations around six broad themes:

- Strengthening quality assurance
- Speeding up qualification development
- Simpler funding and skills matching
- Better careers information
- Clearer secondary school pathways
- Greater access for disadvantaged Australians

On 2 April 2019, the Commonwealth Government announced a \$525 million *Delivering Skills for Today and Tomorrow* package, which includes a range of measures addressing recommendations in the Joyce review. The Board will continue to monitor the potential impact of VET sector reforms arising from the Joyce review and will work with stakeholders to develop the State's position.

## Technology and innovation

Advances in technology and innovation are changing the nature of work in some of Western Australia's key industries. The Board is undertaking work to ensure that the VET sector remains responsive to the different needs of industry as technology changes the way people work and gain skills. The Board's ongoing *Technology and Innovation Project* is examining how the VET sector can be positioned for advances in technology and innovation. The Board's report and recommended strategies will be provided to the Minister in 2019-20.



## Activities of the Board

### Board meetings

Full meetings of the Board are held six times per year and usually occur in the offices of the Department of Training and Workforce Development. Table 4 details the Board's meeting dates and the attendance of individual members.

**Table 4: State Training Board meetings and attendance**

Board member	General meetings						
	14/06/18	16/08/18	18/10/18	6/12/18	23/01/19	18/03/19	15/05/19 <sup>6</sup>
Mr. Jim Walker (Chair)	✓	✓	✓	✓	✓	✓	✓
Mr. Chris Hall AM	✗	✗	✓	✓	✓	✓	✗
Ms. Meredith Hammat	✓	✓	✓	✓	✓	✓	✓
Professor Cobie Rudd	✓	✓	✓	✗	✓	✓	✗
Mr. Ray Sputore	✓	✓	✓	✓	✗	✓	✗
Ms. Fran Kirby	✓	✓	✓	✓	✓	✓	✓
Captain Angela Bond	✓	✓	✓	✓	✓	✓	✓
Mr. Wayne Muller	✓	✓	✓	✓			
Ms. Vanessa Davies	✗	✓	✓	✗			
Professor Julianne Coffin					✓	✓	✗
Mr. Stephen Moir							✓

### Strategic planning session with industry training councils

The Board held a strategic planning session with industry training councils on 23 October 2018 at the North Metropolitan TAFE Joondalup Campus. The Hon Sue Ellery, Minister for Education and Training attended the event and addressed attendees on the State Government's priorities for the VET sector.

Ms Michelle Hoad, Managing Director North Metropolitan TAFE provided a presentation on the TAFE's special programs such as Police Studies and Aboriginal Services Cadet Program; Digital Academy, Animation and Gamification; Nursing, Health and Wellness; Culinary Arts and Hospitality; and the Leederville Oxford Foyer Project. During the session, the Board and Industry training councils discussed and identified strategies for maximising intelligence gathered through industry engagement to improve the links between industry developments, the VET sector and the State Government's economic direction.

### Establishment and variation of apprenticeships

The Board's Establishment and Variation of Apprenticeships Committee (EVAC) provides advice to the Minister regarding the classification of prescribed VET qualifications and any other conditions applied to them, as required under section 60C of the VET Act. A list of the committee members can be found in Appendix 1.

<sup>6</sup> The meeting on 15 May 2019 was held at Fiona Stanley Hospital

The EVAC may establish new apprenticeships or make variations to existing ones. The regulations prescribe that the Board must consult with industry training councils as well as employee and employer groups in any industry that might be affected by the Minister's decision.

Qualifications may be classified as A, B or C, which determines whether they may be undertaken through employment-based training only (class A), through institution-based training only (class C), or whether both pathways are available (class B). Table 4 provides details.

**Table 5: Classification of prescribed VET qualifications under section 60C of the VET Act**

Class A	Class B	Class C
A qualification that a person cannot obtain except by fulfilling the obligations of an apprentice under a training contract.	A qualification that a person may, but need not, obtain by fulfilling the obligations of an apprentice under a training contract.	A qualification that a person cannot obtain by fulfilling the obligations of an apprentice under a training contract.

Through the EVAC, the Board also provides advice to the Minister on other conditions relating to the apprenticeship, as detailed in regulation 37 in the *Vocational Education and Training (General) Regulations 2009*:

- Whether an apprentice under a training contract for the qualification should be called an 'apprentice', 'trainee', 'intern', 'cadet' or some other term.
- The nominal period of a training contract for the qualification.
- Whether an apprentice under a training contract for the qualification should be able to work part time under the contract.
- Whether a person at school should be able to enter into a training contract for the qualification.
- Any other condition that should apply to the classification of the qualification.

All proposed establishments and variations, as well as the Minister's decision on each proposal, are published on the State training Board website. Table 6 details the proposals that were considered by the EVAC during the reporting period.

**Table 6: EVAC activity 2018–19**

Establishment	Gazettal date
RII30915 Certificate III in Civil Construction Stream 8 Traffic Management (Class B traineeship)	3 March 2019
MAR30818 Certificate III in Maritime Operations (Marine Engine Driver Grade 2 Near Coastal)	7 December 2018
UEE40411 Certificate IV in Electrical – Instrumentation	2 November 2018
BSB20215 Certificate II in Customer Engagement	16 October 2018
HLT45015 Certificate IV in Certificate in Dental Assisting	12 October 2018
<b>Variation</b>	
UET30912 Certificate III in ESI – Remote Community Utilities Worker (Class A apprenticeship) The variation expanded the range of eligible communities.	28 January 2019
<b>Removals</b>	
52659WA Certificate III In Painting (Housing) 52660WA Certificate III in Bricklaying (Housing) 52661WA Certificate III in Plastering (Housing) 52662WA Certificate III in Carpentry (Housing) 52664WA Certificate III in Wall and Ceiling Fixing (Housing)	16 November 2018 No longer meets the needs of industry
UEP50412 Diploma of ESI Generation Maintenance – Electrical Electronics UEP50418 Diploma of ESI Generation Maintenance – Electrical Electronics UEP40512 Certificate IV in ESI Generation Maintenance – Electrical Electronics UEP40318 Certificate IV in ESI Generation Maintenance – Electrical Electronics	17 May 2019 No longer meets the needs of industry
<b>Qualification updates</b>	
<b>Lapsed, withdrawn or not supported</b>	
CPC30611 Certificate III in Painting and Decorating The proposal sought to allow the qualification to be obtained without a training contract (for international students only).	
<b>Expedited EVAC (variations arising from operational updates to qualifications)</b>	
43 qualifications	
EVAC proposals in progress as at 30 June 2019	Notice of Intent date
AHC21316 Certificate II in Shearing	26 June 2019
RGR30518 Certificate III in Racing (Trackwork Rider)	13 June 2019
FBP20217 Certificate II in Baking	17 April 2019
PMB30116 Certificate III in Polymer Processing (Rubber Belt Splicing)	12 February 2019
CPP31318 Certificate III in Security Operations	19 March 2019

## Review of Class A and B Register

During the period, the EVAC undertook a review of all Class A and B qualifications in consultation with Industry Training Councils. Findings will be provided to the Minister in the second half of 2019. This review is undertaken periodically to ensure that the range of apprenticeships and traineeships on offer are appropriate to meet the current skills needs of industries. It considered the following:

- Nominal term
- Classification
- Part time arrangements
- Potential removal of unused apprenticeships and traineeships
- Aligning names more closely with occupational outcomes

## Management of Industry Training Councils

On 1 July 2018, the Board took over the management of the Industry Training Councils and negotiated new Service Agreements and key performance indicators for the 2019–20 financial year and beyond. The Board, in consultation with the Minister for Education and Training, will ensure that the Industry Training Councils have appropriate levels of industry coverage, membership and governance structures. Through the Service Agreements, the Board and the Industry Training Councils will implement an industry engagement framework that will ensure industry intelligence includes the views of small, medium and large employers.

## Strategies to grow apprenticeships and traineeships in Western Australia

On 24 January 2019, the Hon Sue Ellery, Minister for Education and Training, released the Board's report: *Strategies to grow apprenticeships and traineeships*. The report includes recommendations to support job creation and revitalisation of Western Australia's training system. It is based on Statewide industry forums hosted by the Board in the previous financial year and the consideration of 33 written submissions received from industry stakeholders. In total, 350 individuals and organisations involved in Western Australia's training sector were consulted as part of the process. The consultations helped the Board to understand what industry needs from the State's training sector and inform future strategies.

There was overwhelming agreement that apprenticeships and traineeships are important to Western Australia's future. They provide valuable pathways for young Western Australians entering the workforce, as well as older people wanting to upgrade or reskill to find new employment opportunities. The Board set out to understand the needs of Western Australian industry and to identify the common issues and barriers that employers face when employing apprentices and trainees.

While there were wide-ranging issues and opinions, in summary, the report found:

- the apprenticeship system is complex and difficult to navigate;
- there are cost pressures associated with the employment of apprentices and trainees;
- apprenticeships and traineeships are not widely promoted or understood by young people and the community;
- businesses want greater flexibility from the training sector; and
- Jobs and Skills Centres need to collaborate with industry and VET stakeholders to support users of the VET system.

The Board proposed five broad strategies to address these issues:

- 1 Make it easier for participants to navigate the apprenticeship system.
- 2 Reduce costs for employers and apprentices/trainees to make training more affordable.
- 3 Promote the VET sector and the opportunities available through apprenticeships and traineeships.
- 4 Make training adaptive to industry needs and foster structured partnerships.
- 5 Be customer focused and provide reliable information, advice and support through the TAFE Jobs and Skills Centres.

The Department of Training and Workforce Development is currently working towards implementing the strategies and provides regular progress updates to Board members.

## Social Assistance and Allied Health Workforce Project

The Health Care and Social Assistance industry is critical to the social and economic development of Western Australia. The sector is the largest employing industry in Western Australia, employing around 155,000 people.

In September 2017, the Board established the Social Assistance and Allied Health (SAAH) Steering Committee to investigate the workforce needs of Western Australia's SAAH sectors, to provide advice to the Minister for Education and Training and to guide research and development of an integrated workforce development plan for the sectors. The primary focus for the SAAH Committee is frontline and support occupations that have a VET pathway. The project does not cover the entire health care and social assistance industry and does not address the skill and workforce requirements of mainstream health services, such as hospitals, specialist medical services, maternity services, emergency medicine, medical services offered through general practice, pathology or diagnostic imaging services.

The SAAH Committee is chaired by Mr Chris Hall AM. Members are representatives of Western Australia's aged care, disability, mental health, allied health and community service sectors as well as unions and government agencies. Full SAAH Committee membership is listed in Appendix 1.

The *Social Assistance and Allied Health Workforce Strategy* (SAAH workforce strategy), publicly released on 2 April 2019, made seven key recommendations. In response, the State Government established an interagency working group to lead and improve coordination across portfolios and focus effort and expenditure on shared outcomes. Led by the Department of Training and Workforce Development, the interagency working group prepared a State Government response and will report twice a year to the Jobs and Economic Diversification Cabinet Sub-Committee.

The SAAH Committee and interagency working group recognise the significant opportunity for the State Government and social assistance and allied health industry to work together to address Western Australia's workforce needs. It is also recognised that it would be remiss of the State Government to work in isolation of Commonwealth agencies given the significant role the Commonwealth Government plays in the policy and funding settings for both the aged care and disability services sectors.

In response to the recommendations contained in the *Social Assistance and Allied Health Workforce Strategy*, the Department of Training and Workforce Development has introduced two pilot programs in collaboration with the Community Services, Health and Education Training Council:

- A new pre-traineeship program will address the rising demand for services in the aged care and disability care sectors. The pilot will initially focus on the Certificate II in Introduction to Aged Care and Certificate II in Introduction to Disability. The pre-traineeship will provide learners with industry specific training combined with adequate time in a real work place (through a work placement) to gain skills, knowledge and behaviours to enable transition into an indentured traineeship.
- The Enterprise Training Program will support the training of existing workers in the disability and aged care sectors, to respond to current skill gaps and future workforce requirements. Under this pilot program, enterprises will partner with eligible RTOs to make an application to the Department of Training and Workforce Development for funding for training that meets the enterprise's skills needs.

In February 2019, the Board commenced work on phase two of the project, which addresses the workforce needs of the broader sector. The Board has identified areas for future work in the areas of Aboriginal health, youth services, mental health, and alcohol and other drugs support services. The Board will provide advice and recommendations on the next phase of the project to the Minister for Education and Training by 31 December 2019.

## Technology and innovation project

The Board established the Technology and Innovation Steering Committee to enquire into and provide advice to the Minister for Education and Training, on the implications of technology and innovation advances on the current and future skills needs of Western Australian industries, and the education and training responses required in the short to medium term to meet these needs. This project is being undertaken in partnership with Industry Training Councils. The project's terms of reference are as follows:

- 1 To appraise how current and emerging innovation and technology advances are changing the nature of work in some of Western Australia's key industries in the short to medium term, particularly in relation to:
  - a skills needs (existing and emerging) that will be required by industries;
  - b emerging job roles that are expected to be in high demand;
  - c existing jobs that are expected to change in design;
  - d broader implications for the labour market and changes to work patterns;
  - e changes to VET products and delivery required to close the gap between the supply and demand for skills in the short to medium term; and
  - f the pathways from VET to higher education required to meet the future skills needs of industries.
- 2 To reference how supply side and other broader environmental factors (eg migration patterns, the ageing demographic, global business supply chains and licensing etc) are likely to change the demand for skills and affect the work landscape.
- 3 To identify skills that will enable people to participate productively in the knowledge economy of the future as jobseekers, entrepreneurs, business owners and innovators. These skills include, but are not limited to science, technology, engineering and mathematics (STEM); design; digital literacy; enterprise; communication; creativity and innovation; financial literacy; analytical and critical thinking; project management; and change management and adaptability.
- 4 To develop education, training and other strategies to increase the supply of local talents to meet the emerging and existing skills identified, and encourage the development of these skills as part of the education and training system, particularly through the VET system.
- 5 To identify any policy changes and strategies needed to ensure Western Australians maintain and increase higher quality jobs and skills, job security, economic prosperity and living standards into the future.

The membership of the Technology and Innovation Steering Committee is provided in Appendix 1. The steering committee's final advice and recommendations will be provided to the Minister for Education and Training in 2019–20.

## State Training Plan

The *State Training Plan 2018–2021* identifies the priorities that will inform the State Government on the parameters for funding, planning and policy of the State's training system. This identifies how Western Australia's skills needs may be met through Government investment in training. Ensuring a sufficient supply of skilled workers will maximise business productivity and improve labour market engagement to overcome disadvantage. The Board develops the State Training Plan within the context of national and State policies and priorities and draws on detailed economic and labour market trends and forecasts. It is informed by industry intelligence provided by the State's network of Industry Training Councils.

During the period, the Board began work on the *State Training Plan 2020–2022*, which is will be released at the end of 2019, in relation to training commencing in 2020. The Board worked with the industry training councils to develop the *State of our Industries* report that provides a comprehensive examination of the nineteen industry sectors in Western Australia. The *State of the Industries* report replaces the State Training Plan background paper that was previously provided by the Department's State Workforce Planning branch. The report will inform the education and training priorities for key industries and occupations in Western Australia's labour market.



## Appendix 1: State Training Board committees

Section 23 of the VET Act enables the Board to appoint committees and working groups to assist it to perform its functions under the Act. A committee may include people who are not members of the Board but must include at least one member of the Board.

### Establishment and Variation of Apprenticeships Committee

The Board's Establishment and Variation of Apprenticeships Committee (EVAC) provides advice to the Minister regarding the classification of prescribed VET qualifications and any other conditions applied to them, as required under section 60C of the VET Act.

The EVAC meets as necessary to discuss contentious issues, but otherwise conducts its work out of session. In 2018–19, EVAC had the following members:

- Mr Jim Walker
- Ms Meredith Hammat
- Mr Wayne Muller (1 July to 31 December 2019)
- Ms Julianne Coffin (7 to 30 June 2019)
- Mr Stephen Moir (7 to 30 June 2019)

### Social Assistance and Allied Health Steering Committee

In September 2017, the Board established a Social Assistance and Allied Health Steering Committee (SAAH Committee) to investigate the workforce needs of Western Australia's Health Care and Social Assistance sectors, provide advice to the Minister for Education and Training, and guide research and development of an integrated workforce development plan for the sectors.

The SAAH Committee met on 19 September 2018, 25 February 2019, 1 April 2019 and 6 May 2019 and has the following members:

- Chris Hall AM (Chair)
- Professor Cobie Rudd
- Julie Waylen, State Manager, National Disability Services (WA)
- Trevor Lovelle, Chief Executive Officer, Aged and Community Services
- Louise Giolitto, Chief Executive Officer, WA Council of Social Service
- Sharon Bushby, Manager Sector Development, Aboriginal Health Council of WA
- John Bouffler, Executive Director, Community Employers WA
- Richard Barlow, Lead Organiser, Health Services Union of WA
- Carolyn Smith, Secretary, United Voice
- Rachelle Tucker, Executive Officer, Australian Childcare Alliance Western Australia
- Margaret Abernethy, A/Executive Director, Health Programs, WA Country Health Service
- Renae Hodgson, Assistant Director, Planning Policy and Strategy, WA Mental Health Association
- Ben O'Rourke, Executive Director Inclusion, Department of Communities
- Jennifer Campbell, A/Chief Health Professions Officer, Clinical Excellence, Health Department
- Caroline Thompson, Chief Executive Officer, Community Services, Health and Education Training Council
- Kathy Hoare, A/Director, State Workforce Planning, Department of Training and Workforce Development (Chair of the Interagency Working Group)
- Salina Hand, Senior Policy Officer, Office of the State Training Board (Executive officer)

## Technology and Innovation Steering Committee

The Board established a Technology and Innovation Steering Committee to investigate the implications of technology and innovation advances on the current and future skills needs of Western Australian industries, and the education and training responses required in the short to medium term to meet these needs.

The steering committee met on 25 June 2018 and 11 February 2019. It has the following members:

- Jim Walker (Chair)
- Ray Sputore
- Wayne Muller (former Board member)
- Tim Dymond, Researcher, Unions WA
- Caroline Thompson, Executive Director, Community Services, Health & Education Training Council
- Allan Jones, Chief Executive Officer, Financial, Administrative & Professional Services Training Council
- Jason Cullen, Chief Executive Officer, Utilities, Engineering, Electrical and Automotive Training Council
- Nigel Haywood, Manager, Resources Industry Training Council
- Norma Roberts, Executive Director, Retail and Personal Services Training Council
- Jillian Dielesen, Chief Executive Officer, Logistics Training Council
- Kay Gerard, Chief Executive Officer, Food, Fibre and Timber Industries Training Council
- Julie Hobbs, Chief Executive Officer, FutureNow – Creative and Leisure Industries Training Council
- Alan Davis, Director, Skills Development, Construction Training Fund
- Kathy Hoare, Director, Office of the State Training Board
- Rani Thulasy, Senior Project Officer, Office of the State Training Board (Executive officer)

## Appendix 2: Industry Training Council membership

As at 30 June 2019

The industry sector coverage of each Industry Training Council is published on the State Training Board website at [stb.wa.gov.au](http://stb.wa.gov.au)

### Community Services, Health and Education Training Council

Executive Director: Ms Caroline Thompson

Title	Name	Employer/Representation
Chair	Geoff Holden	National Disability Services WA
Deputy Chair	Neil Guard	Richmond Wellbeing
Board member	Jane Lorrimar	Department of Communities
Board member	Josique Lynch	Joondalup Early Learning Centre, Edith Cowan University
Board member	Sheralee Tamaliunas	Department of Health WA
Board member	Jan Norberger	Australian Medical Association
Board member	Trevor Lovelle	Aged & Community Services WA
Board member	Margaret Denton	WA Country Health Service
Board member	Louise Giolitto	WA Council of Social Services
Board member	James Harris	Aboriginal Health Council of WA
Board member	Richard Barlow	Health Services Union of WA
Board member	Rikki Hendon	Community & Public Sector Union / Civil Service Association of Western Australia
Board member	Pat O'Donnell	United Voice Union
Executive member	John Rossi	Department of Education
Executive member	Caroline Thompson	Community Services, Health and Education Training Council
Observer	Mark Bloomfield	Department of Training and Workforce Development
Observer	Chris Hall AM	State Training Board

### Construction Training Council

Director, Skills Development: Mr Alan Davis

Title	Name	Employer/Representation
Chair	Ian Hill	Construction Training Fund
Board member	Sandra McInnes	Woodside Energy
Board member	Cheng Rolfe	DM Civil
Board member	Les Wellington	Construction Skills Training Centre
Board member	David Von Kelaite	Electrical Trades Union
Board member	Michael McLean	Master Builders (WA)
Board member	Dean O'Rourke	ABN Group
Executive member	Alan Davis	Construction Training Council
Observer	Phil Wyles	Department of Training and Workforce Development
Observer	Ray Sputore	State Training Board

## Financial, Administrative and Professional Services Training Council Inc

Chief Executive Officer: Mr Allan Jones

Title	Name	Employer/Representation
Chair	Brian Lee	Security Industry Advisory Council
Deputy Chair	Graham Drury	Wilson Security - Security Agents Institute (SAIWA)
Board member	Cameron Palassis	Cleaning Council of WA
Board member	Kerrin Simmonds	Institute of Public Accountants
Board member	Lee Marshall	Department of Commerce (Combined Small Business Alliance)
Board member	Sally Hackett	South Metropolitan TAFE (Australian Institute of Office Professionals)
Board member	Julie Ann Canal	The Design Mill (Building Design Australia)
Board member	Peter Douglas	Surveying and Spatial Sciences Institute
Board member	Shaun Ridley	Australian Institute of Management WA
Board member	Sadie Davidson	Real Estate Institute of WA
Board member	John Cutralli	Transport Workers Union of WA
Executive member	Allan Jones	Financial, Administrative and Professional Services Training Council
Observer	Adam Walker	Department of Training and Workforce Development
Observer	Stephen Moir	State Training Board

## Food, Fibre and Timber Industries Training Council (WA) Inc

Chief Executive Officer: Ms Kay Gerard

Title	Name	Employer/Representation
Chair	Carlo Gosatti	Inglewood Products Group (Australian Furniture Association Inc. - WA Branch)
Vice Chair	Cheryl Stinson	HR Consultant -Self Employed (Food and Beverage)
Board member	Ann Maree O'Callaghan	Strategy Matrix (Primary)
Board member	Brad Gandy	The Australian Workers' Union
Board member	Geoff Richards	Richgro Garden Products (Primary)
Board member	Gerard Matera	Abundance (Food and Beverage sector)
Board member	Glenice Batchelor	FA & GM Batchelor (Primary)
Board member	John Da Silva	Australasian Meat Industry Employees Union
Board member	Paul Kiely	Planet Timbers (Furnishing & Textiles)
Board member	Ric Newman	EE & JM Newman (Primary)
Board member	Sasha Kraft	Clarke Interiors (Furnishing & Textiles)
Executive member	Kay Gerard	Food, Fibre and Timber Industries Training Council (WA) Inc.
Observer	Russell Brown	Department of Training and Workforce Development
Observer	Prof Cobie Rudd	State Training Board

## FutureNow Creative and Leisure Industries Training Council Inc

Chief Executive Officer: Ms Julie Hobbs

Title	Name	Employer/Representation
Chair	Barry Felstead	Australian Resorts Crown
Deputy Chair	Ian Smith	Advance Press (Printing Industries Association of Australia)
Board member	Jane King	John Curtin Gallery
Board member	Natalie Jenkins	Independent Performing Arts Consultant
Board member	Rob Thompson	WA Sports Federation
Board member	Warwick Lavis	Matilda Bay Restaurant and Bar
Board member	Matthew Thomas	Racing and Wagering WA
Board member	Evan Hall	Tourism Council Western Australia
Board member	Michelle Sanford	Australian Computer Society
Board member	Matthew Horrocks	Screenwest
Board member	Iain McDougall	Hospitality Group Training (Australian Hotels Association)
Board member	Stuart Halusz	Freelance Actor (Media, Entertainment and Arts Alliance)
Executive member	Julie Hobbs	FutureNow: Creative and Leisure Industries Training Council Inc.
Observer	Jodie Wallace	Department of Training and Workforce Development
Observer	Fran Kirby	State Training Board

## Logistics Training Council Inc

Chief Executive Officer: Ms Jillian Dielesen

Title	Name	Employer/Representation
Chair	Cathi Payne	Payne Haulage (Road Industry)
Deputy Chair	Brian Appleby	Public Transport Authority (Rail Industry)
Board member	Steve Barrett	Qantas Airways (Aviation)
Board member	Jim Kelly	Transport and Logistics
Board member	Stuart Davey	Fremantle Port Authority (Ports)
Board member	Natasha Lindfield	SolstadFarstad ASA (Maritime)
Board member	Danny Cain	Maritime Union of Australia WA
Board member	Kari Pnacek	Transport Workers Union WA
Executive member	Jillian Dielesen	Logistics Training Council
Observer	Ross Kelly	Department of Training and Workforce Development
Observer	Captain Angela Bond	State Training Board

## Resources Industry Training Council

Executive Officer: Mr Nigel Haywood

Title	Name	Employer/Representation
Chair	Jeroen Buren	Woodside Energy (APPEA Nominee)
Board member	Brad Gandy	Australian Workers Union
Board member	Daniel Archer	CPB Contracting (CME Nominee)
Board member	Glenn McLaren	Australian Manufacturing Workers Union
Board member	Graham Pallot	Construction, Forestry, Mining and Energy Union - WA
Board member	Kevin Stone	Aquatic Leisure Technologies
Board member	Lesley Adams	Santos (APPEA Nominee)
Board member	Louise Bonser	Chevron Australia (APPEA Nominee)
Board member	Nicky Firth	Rio Tinto (CME Nominee)
Board member	Susan Cull	Chamber of Minerals and Energy (CME Nominee)
Board member	Tony Noonan	Maanshan Iron and Steel (Australia)
Board member	Vanessa Barker	Wesfarmers Chemicals, Energy & Fertilizers
Board member	Zoran Bebic	Monadelphous
Executive Member	Nigel Haywood	Resources Industry Training Council
Observer	Karen Ho	Department of Training and Workforce Development
Observer	Jim Walker	State Training Board

## Retail and Personal Services Training Council Inc

Chief Executive Officer: Ms Norma Roberts

Title	Name	Employer/Representation
Chair	Ben Harris	Shop Distributive and Allied Employees Association
Board member	Anthony McAnuff	Community Pharmacy Industry
Board member	Daniel McKeig	Funeral Industry
Board member	Aldo Muia	Freelance Hairdressing Consultant
Board member	Peta Longman	Balshaw's Florist
Board member	Dana Errington	Shop Distributive and Allied Employees Association
Board member	Andrew Vitolins	Shop Distributive and Allied Employees Association
Executive Member	Norma Roberts	Retail and Personal Services Training Council
Observer	Kevin Coombes	Department of Training and Workforce Development
Observer	Meredith Hammat	State Training Board



## Utilities, Engineering, Electrical and Automotive Training Council

Chief Executive Officer: Mr Jason Cullen

Title	Name	Employer/Representation
Chair	Steve McCartney	Australian Manufacturers Workers Union (AMWU)
Vice Chair	Melonie Stuart	Newmont (Engineering)
Board member	Carl Copeland	The Electrical and Communications Association of WA (Electrotechnology)
Board member	David von Kelaite	Electrical Trade Union WA
Board member	Ian Bodger	North Metro TAFE
Board member	James Wyatt	Optimi Digital (Telecommunication Services)
Board member	Jill Hugo	Australian Services Union
Board member	Joe Giura	Westrans Services (Engineering Fabrication)
Board member	Kevin Poynton	Waste Management Association of Australia (Waste collection)
Board member	Mike Millard-Hurst	Western Power (Electricity Supply)
Board member	Neil Hooley	Water Corporation (Water Supply)
Board member	Tony Sutton	Minprovis (Engineering Mechanical/Fabrication)
Executive member	Jason Cullen	Utilities, Engineering, Electrical and Automotive Training Council
Observer	Angela Chen	Department of Training and Workforce Development
Observer	Ray Sputore	State Training Board



Office of the State Training Board  
Department of Training and Workforce Development  
16 Parkland Road, Osborne Park WA 6017  
P: Locked Bag 16, Osborne Park DC WA 6916  
T: 08 6551 5593  
E: [ostb@dtwd.wa.gov.au](mailto:ostb@dtwd.wa.gov.au)  
W: [stb.wa.gov.au](http://stb.wa.gov.au)