



State Training Board

# TAFE Industry Skill Centres

Consultation paper

August 2017

## **State Training Board industry consultations: TAFE Industry Skill Centres**

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For further information:

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## Chairman's Message



Western Australia's vocational and education and training (VET) sector has a vital role in the economic, social and industrial development of our State. Our VET sector provides training and skills needed by trade, non-trade and para-professional workers for all of Western Australia's industries.

Through careful planning and investment the VET sector can contribute to the Western Australian economy and avoid the implications of long-term skill shortages on the labour market by ensuring TAFE delivers the training needed by Western Australian industries for Western Australian jobs.

The State Training Board's *State Training Plan 2017–2020* supports and encourages a strong connection between the world of vocational learning and the world of work. The State Training Board has an important role in encouraging industry to engage and invest in training and skills development, and to engage with the VET sector so that together we can design quality training programs and products that meet the needs of local industries.

The Board recognises that the VET sector is complex and can be difficult to navigate, particularly for students, jobseekers and employers. Developing and delivering products and services that are fit-for-purpose will require TAFE to develop strong partnerships with local employers and industry to understand the immediate and long-term workforce needs of local industry.

The State Training Board encourages people with experience, skills and knowledge of Western Australia's industry sectors to engage with the Board, Minister, policymakers, training providers, industry training councils and other key stakeholders to ensure education/training curricula, qualifications and training products are relevant and informed by current and future needs of local industries.

The purpose of this paper is to gain an understanding from employers and industry leaders about what they want and need from TAFE in order to meet their immediate and long-term workforce needs.

By working together, the State can grow the proportion of people with post-school qualifications and provide opportunities for all Western Australians to participate in the labour market.

A handwritten signature in black ink that reads "Jim Walker".

Jim Walker  
**CHAIR, STATE TRAINING BOARD**  
**August 2017**

## State Training Board

The State Training Board is the peak industry training advisory body to the Minister for Education and Training in Western Australia. The State Training Board’s functions are set out in Part 3 of the *Vocational Education and Training Act 1996*.

The Board’s role is to provide independent high level expert advice to the Minister on matters relating to VET including preparing policy which aims to improve the links between specific industry developments and VET to ensure optimum employment for West Australians.

Our members come from a range of industries and are dedicated to training and skills development. The Board provides a direct link between industry and government. We are committed to fostering strong partnerships with industry, unions, peak bodies, and employers to identify training and skills needed by Western Australian industries for Western Australian jobs.

Our current members are:



Mr Jim Walker, Chair



Ms Vanessa Davies



Mr Chris Hall, AM



Dr Felicity Jefferies, MBBS, GAICD



Ms Jeanette Roberts



Professor Cobie Rudd, PhD,  
MPH, BHSC (N), GAICD



Mr Wayne Muller



Ms Meredith Hammat



Mr Ray Sputore

### Industry training advisory bodies

The State Training Board recognises industry training advisory bodies from which the Board takes advice in relation to VET matters, including the establishment of apprenticeships and traineeships. The current industry training advisory bodies recognised by the State Training Board are:

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

## Developing partnerships between industry and TAFE

For Western Australia's economy to thrive it needs a skilled, well-trained, adaptable and agile workforce. Collaboration and partnerships between industry and the VET sector are vitally important to ensure that students, apprentices and trainees have the skills, knowledge and capacity that employers need for current and future jobs.

To create a vibrant Western Australian economy with a diverse range of industries and jobs there is a need to create opportunities for industry and TAFE to engage directly. A key focus for the State Government is to strengthen partnerships between industry, the VET sector and TAFE to better respond and adapt training courses and materials for existing, new and emerging industries. Well-targeted training programs will provide the workforce required by industries both in Perth and regional Western Australia, enabling the economy to become stronger and more resilient to fluctuations and global pressures.

Creativity and flexibility is being demanded by industry and businesses. Industry and unions expect flexible services, packaged and delivered in ways to suit diverse work environments without compromising quality. Employers must be engaged in designing their own skilling solutions and recognised as a key customer of TAFE.

Understanding the immediate and future workforce needs of industry will require TAFE to have effective engagement with small, medium and large enterprises, indigenous businesses, peak groups, regional businesses, charities and not-for-profit entities that provide employment to Western Australians. Effective communication and knowledge sharing across the TAFE sector about industry requirements was also seen as essential in supporting consistent outcomes.

### Creating a one-stop-shop for industry

The McGowan Government's *Plan for Jobs* aims to transform TAFE colleges into one-stop-shop Industry Skill Centres. Under the plan TAFE will continue to deliver high quality training through its campuses across Western Australia as well as offering additional services to meet the needs of local employers and industry.

TAFE Industry Skill Centres will engage with business networks to gather specific information about their training and skill development needs. Information on current and emerging skill needs currently produced by Department of Training and Workforce Development in consultation with the State Training Board and industry training councils could be more actively shared with TAFE colleges and the TAFE Industry Skill Centres. Similarly, the TAFE Industry Skill Centres could become a valuable source of intelligence on immediate and emerging skill needs of local industry and ensure that public funds are directed to meet the needs of local industry.

The TAFE Industry Skill Centres will work with local businesses, no matter how big or small, to help define and identify their immediate and long-term workforce development needs and provide customised advice on publicly-funded training and support services that are available. This may include the delivery of short courses, skill sets to full qualifications in a classroom or through a training contract. Training may be delivered by TAFE, in partnership with other providers, digitally or directly in the workplace.

TAFE will offer training and skills assessment facilities and provide employers, unions, apprentices and trainees with a single point of contact around their training and employment needs. It is proposed that the TAFE Industry Skill Centres could provide recruitment assistance to businesses and students. This would enable businesses to advertise for job-ready graduates, work placements or apprenticeships and traineeships directly through the TAFE Industry Skill Centres. It may also

provide a recruitment service for pre-apprenticeship and other pre-employment training programs into apprenticeship and traineeship placements.

For business and industry the suggested range of services that could be delivered through a TAFE Industry Skill Centre include:

- recruitment assistance – connecting business to suitably qualified job seekers and graduates;
- recruiting apprentices and trainees – including recruiting apprentices from pre-apprenticeship classes;
- information about appropriate courses or skill sets for upskilling existing workers;
- skills assessments for existing workers and gap training to meet your business needs;
- assistance with transitioning retrenched or displaced workers to new jobs and careers; and
- customised training solutions.

**1. What services would you like to see offered by your local TAFE Industry Skill Centre?**

## Public consultations

### Perth metropolitan area

#### Perth CBD – Friday, 18 August 2017

10:30 am (registration), 11:00 am to 2:00 pm (lunch included)

Mercure Hotel, 10 Irwin Street Perth WA 6000

#### Perth CBD – Monday 21 August 2017

8:30 am (registration), 9:00 am to 11:00 am (morning tea included)

Mercure Hotel, 10 Irwin Street Perth WA 6000

#### Perth CBD – Monday 21 August 2017

12:30 pm (registration), 1:00 pm to 3:00 pm (afternoon tea included)

Mercure Hotel, 10 Irwin Street Perth WA 6000

Other consultation sessions will be held in and around the Perth metropolitan area and details will be published on the State Training Board website at [stb.wa.gov.au](http://stb.wa.gov.au).

### Regional consultations

The geographical size of Western Australia presents challenges for the VET sector and for government more generally. Regional and rural communities have different needs to the Perth metropolitan area and need flexible training solutions that take into account the fluctuations resulting from seasonal work or servicing the large resource companies with fly-in and fly-out workforce. It also needs to take into consideration the needs of local Aboriginal communities.

The Chair and members of the State Training Board will be travelling to regional Western Australia from October 2017 to consult on the issues discussed in this paper.

Dates for regional consultations will be published on the State Training Board website at [stb.wa.gov.au](http://stb.wa.gov.au) as soon as they become available.

### Written submissions

Your views on the issues highlighted in this paper and other matters relevant to the *Plan for Jobs* or the State Training Board's *State Training Plan 2017–2020* are encouraged.

Your written submissions will be used by the State Training Board to formulate advice to the Minister for Education and Training.

Please email your response to the question posed in this paper or comments to [ostb@dtwd.wa.gov.au](mailto:ostb@dtwd.wa.gov.au) by close of business on **Friday, 15 September 2017**.



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