



ANNUAL REPORT 2002



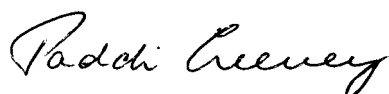
The Hon A Carpenter MLA
Minister for Education and Training
12th Floor Dumas House
2 Havelock St
West Perth WA 6005

Dear Minister

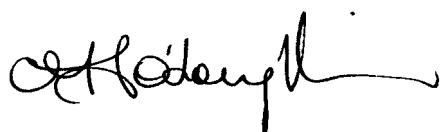
PRESENTATION OF THE CHALLENGER TAFE ANNUAL REPORT 2002

In accordance with Section 54 of the *Vocational Education and Training Act 1996* and Section 66 of the *Financial Administration and Audit Act 1985*, I have pleasure in submitting the sixth Annual Report of Challenger TAFE for your information and for your presentation to Parliament.

The Annual Report is for the year ending 31 December 2002 and has been prepared in accordance with the provisions of the *Financial Administration and Audit Act 1985*.



Paddi Creevey
Chair, Governing Council



Michael O'Loughlin
A / Managing Director

17 April 2003

Table of Contents

	Page
SECTION 1: A YEAR IN PROFILE	3
Congratulations from the Chair of the Governing Council	3
Governing Council	4
Governing Council Committees	7
Managing Director's Overview	8
Strategic Planning Framework 2002-2007	13
Key Directions	16
Organisational Structure	20
Office of the Managing Director	21
The Training Research and Development (TR&D) Directorate	21
Client Services Directorate	21
Business Services Directorate	22
Business Development Directorate	22
Committees and Consultation	22
SECTION 2: REPORT ON OPERATIONS – TRAINING DELIVERY	24
Centres of Specialisation	24
WA Maritime Training Centre – Fremantle	26
WA Applied Engineering & Shipbuilding Training Centre	29
Construction Division	31
WA Centre for Leadership & Community Development	33
Fremantle Hospitality & Tourism Training Centre	35
Visage Training Centre for Hair, Fashion & Beauty	37
Community & Health Services Training Centre	39
Information Technology & Environmental Science Skills Centre	41
WA Horticulture & Applied Science Skills Centre	43
WA Wool Technology Training Centre	45
Fremantle e-Tech Centre	47
Kadadjiny Mia Centre for Aboriginal Learning	49
Peel Education and TAFE Campus	51
Research and Development	53
SECTION 3: REPORTS ON CUSTOMER FOCUS	55
Client Communications and Services	54
Apprenticeships and Traineeships	56
A Commitment to Youth	58
Student Centred Learning: Overcoming the Barriers of Disadvantage	61
Disability Services	63
Innovative Learning Services	64
Quality System Enhancements	65
Program Evaluation	66
Customer Comments	68
Challenger TAFE – Student Council	69
SECTION 4: BUSINESS SERVICES & CORPORATE MANAGEMENT	70
Human Resource Management and Development	70
Financial Management and Audit	73
Information Systems	73
Assets and Facilities Development	74
Challenger TAFE Learning Resource Centre	75
Records and Information Management	75
SECTION 5: STATEMENTS OF COMPLIANCE	76
SECTION 6: KEY PERFORMANCE INDICATORS	81
SECTION 7: FINANCIAL STATEMENTS	93

Congratulations from the Chair of the Governing Council

The Governing Council is delighted to present Challenger's TAFE 2002 Annual Report. It congratulates Challenger TAFE on meeting its strategic objectives, planned achievements and advancing its key directions in 2002.

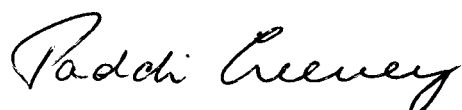
This advancement has been particularly notable in terms of active engagement with local industry, applied research, development of new courses, community development and building overseas markets.

A key part of this success has been as a result of the strong collaborative frameworks that have been nurtured throughout the year. The advisory committees that were established in 2001 for each of the college's Centres of Specialisation have proven very effective tools in maintaining strong networking and cross-sectorial cooperation. Launching the world-class WA Wool Technology Training Centre in September, in collaboration with CY O'Connor, was particularly significant. It was a very tangible example of the TAFE network striving to produce cost-effective and innovative solutions in a niche area.

It is very evident that Challenger TAFE is committed to its students and clients in providing them quality learning experiences and customer services. This commitment has paid dividends with several of Challenger TAFE's current students and graduates winning prestigious awards, including Sandro Puca winning the WA Apprentice Chef of the Year.

Lastly, on behalf of Council, I would like to congratulate Challenger TAFE in winning the Premier's Award in the 'Education and Skills' category for the Peel Education and TAFE Campus. The campus has set an impressive standard in multi-partner collaboration and learning pathways.

Once again, I would like to thank staff, industry and community stakeholders for their active participation and contributions to the life of Challenger TAFE.



Paddi Creevey
Chair, Governing Council

Governing Council

At the commencement of the year, the Governing Council comprised eleven members who were appointed by the Minister for Training. During the year, the Council invited the Chair of the Aboriginal Employment, Education and Training Committee (AEETC), Ms Debra Nolan to attend Council meetings and provide a formal liaison between the Governing Council and the AEETC.

Council met every two months and held five meetings during the year. In addition, each member participated in one of two Council Committees: the Planning and Development Committee and Performance and Audit Committee. The members of the Council provided invaluable service and support to the College and willingly gave up their time and effort in its interests. Council members attended several functions throughout the year, which marked important milestones for the college. This included:

- Welcoming the *Film and Television Institute* and *Animation Works* to the Fremantle e-Tech Centre and celebrating the partnership arrangement established between the providers
- Actively engaging in the Industry Advisory Committees that were appointed to each of the Centres of Specialisation.
- Celebrating achievements in Adult Learners Week
- Launching the new Centres of Specialisation: WA Wool Technology Training Centre
- Opening the new buildings at the WA Horticulture & Environmental Science Skills Centre
- Attending the Premier's Award.
- Contributing to the State Training Board VET Strategy 2004 –2010
- Hosting the '2002 Highlights and Achievement' event held on December 4

Members of the Governing Council also took part in the half-day strategic planning workshop held in September with 70 senior staff. During November, Governing Council members met individually with the Managing director to propose ways that governing Council could add value to the college for 2003.

Council Membership

The members of the Challenger TAFE Governing Council during 2002 were:



Ms Paddi Creevey (Chair)

Paddi has worked as a senior social worker at the Mandurah Community Health Centre for the last 16 years. Her qualifications include a Bachelor of Social Work. She is currently Deputy Mayor of the City of Mandurah. She has been involved in local government for eight years and has chaired the Planning and Development Committee for six years. She has strong interests in sustainability and community development, particularly the Peel region. Paddi serves on the Boards of a number of community organisations such as the Women's Refuge, Peel Community Legal Centre and WestAus Crisis. She is a member of Zonta International and the Mandurah Fishing Club.



Mr Kim Bailey (Deputy Chair)

Kim has more than 43 years of experience in Bailey's Fertilisers, the family business, and in the field of horticulture. He is also a resident of the College region and a former Rockingham City Councillor. Kim is a founding member of Governing Council and the Chair of the Planning and Development Committee. He is also the Chair of the Turf and Landscape Industry Association.



Mr Ron Innes

Ron is an inaugural Governing Council member and was formerly a Director of the College with 32 years of TAFE service. A mechanical engineer by profession, he has extensive experience in the development and implementation of vocational education and training strategies. He is actively involved in the Peel community. Ron retired as a Governing Councillor in December 2002.



Mr Angus Callander

Angus has been the General Manager of M.G. Kailis for 14 years and has been with Kailis for twenty years. He holds a Bachelor of Business. He has had a close involvement with education and training for the past twelve years and was formerly a Governing Council Chair of Central West TAFE College.

Angus is currently Director of the Fishing Industry Council and a member of the Rock Lobster Industry. He is the College Chair for the Maritime Advisory Committee.



Dr Diana Newman, AM

Diana is a Chartered Accountant. She has extensive qualifications, including receiving an honorary Doctor of Commerce from Edith Cowan University in 1999, following a receipt for Membership of the Order of Australia Award in 1997 for services to accounting and community.

Diana is an Associate of the Institute of Chartered Accountants in Australia, Fellow of CPA Australia and Fellow of the Institute of Company directors. She is currently Managing Partner of Newman Partners and is a Director of Child Health Research Foundation Inc. During 2000, she served on the Gunning Committee of Inquiry into the Ministry of Fair Trading Boards.



Mr Geoff Richards

Geoff is Chairman of Greening Australia, Western Australia and vice-president of its National Board. He is past National President of the Nursery and Garden Industry Australia. He is owner and Managing Director of Richgro Garden Products. Geoff is also the Chair of the Industry Advisory Committee to the Challenger TAFE WA Horticulture & Environmental Science Skills Centre. He has been a Rotary member for the last 27 years.



Ms Margaret Watroba

Having gathered more than 21 years of experience in a variety of Australian and overseas organisations, Margaret is currently the Principal Electrical Engineer with WMC Resources Project and Engineering Group. Margaret's qualifications include a Master of Science (Electrical Engineering) and a Diploma in Chemical Engineering.



Mr Kevin Murrell

Kevin has over 20 years TAFE teaching experience at Challenger TAFE specialising in English, Communications and Industrial Relations. For the last five years he has worked primarily in Business. He has been the Teachers Union representative for most of this period and has recently conducted research on behalf of the Union and the Department of Training. His qualifications include a Bachelor of Arts (Honours), Higher Diploma of Education and a Graduate Diploma in Reading Education.



Mr Malcolm Goff (Managing Director)

Malcolm has been Managing Director of Challenger TAFE since 1999 and was formerly the Executive Director, Strategic Services in the WA Department of Training. Malcolm has many years of teaching and management experience in the vocational education and training system.

Malcolm's qualifications include a Bachelor of Arts (Economics), Higher Certificate in Teaching, Graduate Diploma in Education Administration and a Master of Business. He is a current member of the Australian College of Education.



Mr Paul Smithall

Paul is the Engineering Manager working for Alcoa World Alumina at the Kwinana Refinery. He is responsible for leading a multi-disciplinary team, managing the capital program and contract personnel on site. In all Paul has 13 years engineering experience, with 11 years working for Alcoa.

Paul graduated from the Curtin Graduate School of Business with the inaugural Masters Degree in Leadership and Management (MLM) with Distinction in 1999. He completed the Fairfax Fellowship in 2001 (a National Experiential Leadership program coordinated by the St James Ethics Centre in Sydney) and was nominated for and participated in the Queens Trust Forum for Young Leaders in 1996.



Ms Fran Kirby

Fran has spent more than 20 years in the hospitality industry in both the United Kingdom and Australia and has, for the past ten years, been Human Resource Manager and later Director at two of Perth's leading Hotels. She is currently human resource manager of the Esplanade Hotel in Fremantle, a position she has held for the last 3 years.

Fran is also Chair of the Industry Advisory Committee to the College's Fremantle Hospitality and Tourism Training Centre. Fran's qualifications include a Bachelor of Arts (Hotel Management).

Ms Debra Nolan (Chair of the AEETC)

Debra has had extensive experience working in education, health and community services with indigenous people and youth. She is the Chair of the Aboriginal Employment, Education and Training Committee.