

STATE TRAINING BOARD

2006-2007 ANNUAL REPORT



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September 2007
Hon. Mark McGowan MLA
Minister for Education and Training
21st Floor, Governor Stirling Tower
197 St Georges Terrace
PERTH WA 6000

Dear Minister

In accordance with Section 24 of the *Vocational Education and Training Act 1996*, I am pleased to submit on behalf of the State Training Board the annual report for the year 2006-07.

The Board plays a critical role in reviewing and assessing the needs and priorities of the vocational education and training sector in Western Australia.

In the context of strong economic growth and skill shortages, in 2006-07 the Board has led a number of key strategic initiatives including:

- the preparation of the State Training Profile 2007;
- overseeing the implementation of the Skills Formation Taskforce recommendations to reform the apprenticeship and traineeship system;
- the completion of the 'Beyond the Resources Boom' project;
- the establishment of the Resources Sector Committee to undertake planning for the skills needs within this sector;
- the establishment of the Review of Industry Training Advisory Arrangements;
- a project to identify target groups disengaged from employment and VET;
- the development of a proposal to establish a Small Business Training Institute;
- the review of the Regional Planning Framework; and
- the review of the State Training Profile process, including the development of labour forecasting methodologies.

These projects will assist the State to respond to current and future skill shortages, including informing the development of the State Training Profile 2008-2010.

I would like to thank the Board members for their dedication and valuable contribution to the work of the State Training Board in 2006-07.

I would also like to express my appreciation to the Director General and officers of the Department of Education and Training for their support, which has been invaluable in guiding our deliberations and activities in 2006-07.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Keith Spence', with a stylized, cursive script.

Keith Spence
Chair

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ABOUT THE STATE TRAINING BOARD

FUNCTIONS OF THE STATE TRAINING BOARD

The State Training Board provides policy advice to the Minister for Education and Training on matters relating to vocational education and training (VET) in Western Australia.

The Board's functions are conducted in accordance with Section 21 of the *Vocational Education and Training Act 1996*.

In summary, the State Training Board:

- provides advice to the Minister on the existing and anticipated supply and demand for skills in various industries, particularly those experiencing a skills shortage;
- prepares a State Training Profile for the allocation of State funding for vocational education and training;
- recognises various industry training advisory bodies; and
- prepares policy which improves the links between specific industry developments and VET so as to gain optimum employment opportunities for people.

2007 WORK PLAN

The 2007 State Training Board work plan outlines the key activities and strategic projects of the Board in accordance with Section 21 of the *Vocational Education and Training Act 1996*.

The work plan is designed to underpin the strategic directions, policies and priorities for the State training system. Key initiatives of the plan include:

- the preparation of the State Training Profile 2008 – 2010;
- overseeing the implementation of the Skills Formation Taskforce recommendations to reform the apprenticeship and traineeship system;
- the completion of the 'Beyond the Resources Boom' project to plan for future vocational education and training delivery;
- undertaking the Review of Industry Training Advisory Arrangements;
- the establishment of the Resources Sector Committee to undertake planning for the skills needs of the resources industry;
- the Review of the Regional Planning Framework;

- a project to identify priority target groups disengaged from employment and the VET sector;
- the development of a 'White Paper' articulating the strategic directions, policies and priorities for the State training system;
- the creation of a Small Business Advisory Committee to advise on the establishment of a Small Business Training Institute;
- the provision of advice on the National Training Reform agenda; and
- sponsorship of the WA Training Awards 2006, including the State Training Board Award for an Outstanding Employer of Apprentices and/or Trainees.

MEMBERS OF THE STATE TRAINING BOARD

Members of the State Training Board are appointed under Section 19 of the *Vocational Education and Training Act 1996*, 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. The Board's membership reflects its responsibility to ensure effective links with industry, government and community stakeholders including the Training Accreditation Council and the Department of Education and Training.

The State Training Board consists of nine members, although following a resignation in 2006-07, there is currently one vacant position on the Board. It is anticipated that this position will be filled shortly.



Mr Keith Spence, Chair

Appointed 6 May 2005 to 30 June 2008.

Mr Spence is the Executive Vice President Enterprise Capability at Woodside Energy Ltd, having been with Woodside since 1994 in a number of roles including Chief Operating Officer and Acting Chief Executive Officer. Mr Spence brings to the Board extensive knowledge of the resource industry having over 25 years of experience in the oil and gas industry, including eighteen years with Shell. Mr Spence is also Chairman of the Advisory Board of the Australian Centre for Energy and Process Training (ACEPT) and Chairman of the WA Energy Research Alliance Industry Advisory Group. He is a member of the Chamber of Minerals & Energy Executive Council and Management Committee and a member of the Curtin Council.



Ms Lyn Sherwood, Member

Appointed 1 July 2005 to 30 June 2008.

Ms Sherwood is the Managing Director of an executive career coaching business; Lyn Sherwood Enterprises. Ms Sherwood brings a wealth of experience to the Board, having worked in the public and private sectors in human resource management, and education and training.



Mr Bill McKenzie, Member

Appointed 1 July 2005 to 30 June 2008.

Mr McKenzie resides in Kalgoorlie and is a Barrister and Solicitor practising predominantly in the field of commercial and business law. Mr McKenzie has served extensively on boards since the 1980's and was Chairman of the Goldfields Esperance Development Commission until July 2006.



Mr Denis McInerney, Member

Appointed 1 July 2005 to 30 June 2008.

Mr McInerney is the Managing Director of McInerney Ford. Mr McInerney is chairman of the WA Sports Centre Trust and also chairman of the Australian Irish Heritage Foundation.



Mr Glen Lewis, Member

Re-appointed 31 December 2005 to 31 December 2008.

Initial term of appointment was 1 May 2004 to 30 December 2005.

Mr Lewis has over 15 years experience working within the information technology industry, including over 10 years at iiNet, during which he led various functions including Customer Service, Human Resources, and Network Operations. He has recently founded a technology start-up and brings to the board experience with technology and fast growth companies.



Ms Colleen Hayward, Member

Re-appointed 31 December 2005 to 31 December 2008.

Initial term of appointment was 1 May 2004 to 30 December 2005.

Ms Hayward is Manager of the Kulunga Network at the Telethon Institute for Child Health Research and is Associate Professor at Curtin University. Ms Hayward has an extensive policy and management background in education, training, health, employment and housing.



Mr John (Jock) Ferguson, Member

Appointed 1 October 2005 to 30 June 2008.

Mr Ferguson was elected the Western Australian State Secretary of the Australian Manufacturing Workers Union in 2000. Mr Ferguson brings to the Board a wealth of

industry and union experience and extensive knowledge of industrial issues impacting on the training system.



Mr Umberto (Bert) Giancristofaro, Member

Appointed 1 October 2005 to 30 June 2008.

Mr Giancristofaro leads the human resource management team at Compass Group (Australia) Pty Ltd. Mr Giancristofaro brings to the Board a range of industry and global training experiences and is instrumental in establishing education and training partnerships that benefit local communities in regional and remote areas of Australia.



Mr Joe Passione, Member (Resigned)

Appointed 1 July 2005 to 30 June 2008.

Mr Passione resigned from the State Training Board as at 21 February 2007.

Mr Passione has more than 20 years experience in the building and construction, property development and agricultural industries.

EXECUTIVE SUPPORT

The State Training Board is supported by a Secretariat that operates within the Department of Education and Training. Officers of the Secretariat include:

Mellisa Teede, Manager

Terry Large, Executive Assistant

BOARD MEETINGS

During 2006-07, the State Training Board met on five occasions to consider a range of strategic issues and priorities, including:

- addressing the skill needs of the resources industry;
- planning for the future of the vocational education and training delivery 'Beyond the Resources Boom';
- review of Industry Training Advisory Arrangements;
- preparation and planning of the State Training Profile 2007;
- Skills Formation Taskforce Report;
- WA VET Delivery and Infrastructure Review Committee Report;
- Small Business Advisory Committee Report and the establishment of a Small Business Training Institute;
- review of training and delivery in the Kimberley region;
- Defence Industry Report;
- review of VET arrangements in the Goldfields Esperance region; and
- review of State Training Profile processes, including the development of labour forecasting technologies.

In addition to the regular State Training Board meetings, representatives of the Board chaired a number of committee and sub-committees including:

- the Small Business Advisory Committee;
- the Resources Sector Committee;
- the Review of Industry Training Advisory Arrangements Sub Committee;
- the Beyond the Resources Boom Sub Committee;
- the State Training Profile 2007 Sub Committee;
- the Priority Target Groups Sub Committee;
- the Review of Regional Planning Processes Sub Committee;
- the Ministerial Review of VET Arrangements in the Goldfields Esperance Region Sub Committee;
- the Review of Training Priorities for the Kimberley Region Sub Committee; and
- the Econometric Model Sub Committee.

The Chair of the State Training Board also met with the Minister for Education and Training to discuss strategic issues in relation to vocational education and training.

APPEALS

Section 31 (1) of the *Vocational Education and Training Act 1996* provides for a person who is dissatisfied with a decision of the Training Accreditation Council (TAC), made in the performance of its functions under Section 27 (1), to appeal to the State Training Board against that decision. During the 2006-07 period, there were no appeals against decisions made by the TAC.

CODE OF CONDUCT AND CODE OF ETHICS

The Board operates in accordance with the State Training Board Code of Conduct and the Western Australian Public Sector Code of Ethics. These codes provide guidance to members on ethical conduct and their responsibilities in relation to conflict of interest and confidentiality of information.

KEY RELATIONSHIPS WITH GOVERNMENT, INDUSTRY AND THE COMMUNITY

THE STATE TRAINING SYSTEM

In an environment of strong economic growth and demand for labour, the delivery of VET is vital in meeting the skill needs of industry and providing enhanced opportunities for Western Australians.

Publicly funded VET delivery in this State is delivered through a network of 10 TAFEWA colleges, two university VET providers, as well as some 160 private registered training organisations.

In particular, the 10 TAFEWA colleges offer vocational education, apprenticeship and traineeship training, entry and bridging courses, fee for service customised training, adult community education and training opportunities for full-fee paying international students at more than 120 locations throughout the State.

In 2006, 27.7 million student curriculum hours of vocational education and training were delivered to over 97,700 clients in Western Australia.

In 2007, consistent with the recommendations of the Skills Formation Taskforce, increased focus has been placed on apprenticeship and traineeship training as a way of meeting the skill requirements of industry.

The Board would like to acknowledge the research and administrative support provided by the Department of Education and Training to the Board, as well as the various reports provided to the Board at their meetings.

INDUSTRY TRAINING ADVISORY BODIES

For this reporting period, the State Training Board under section 21 (1) (b) of the *Vocational Education and Training Act 1996* recognises 14 Industry Training Advisory Bodies (ITABs), which are funded by the Department of Education and Training.

These Industry Training Advisory Bodies:

- act as an interface between industry and Government on VET issues through the development, maintenance and extension of industry networks;
- promote and seek industry's participation in nationally recognised training;
- provide leadership to industry in matters associated with vocational education and training;
- identify and promote employment based training opportunities to industry; and

- work collaboratively with the Department of Education and Training and the State Training Board in the identification of current and future vocational education and training priorities.

The 14 ITABs are:

- FutureNow – Learning For Life ITC
- Automotive Training Australia (WA) Inc
- Building and Construction ITC Inc
- Community Services, Health and Education ITAB Inc
- Finance, Property & Business Skills (WA) Inc
- Food and Beverage ITC Inc
- Hospitality and Tourism ITC Inc
- Light Manufacturing ITC Inc
- Metals, Manufacturing and Services ITC Inc
- Primary Industries Training Council Inc
- Process Manufacturing ITC Inc
- Transport and Storage ITC Inc
- WA Information, Electro technology and Utilities Industry ITC Inc
- Wholesale, Retail and Personal Services ITC Inc.

Throughout 2006-07, the State Training Board conducted a series of consultation forums with the Industry Training Advisory Bodies to share information on VET and industry trends and developments.

The Board wishes to acknowledge the information and advice provided by the Industry Training Advisory Bodies during 2006-07.

NATIONAL ARRANGEMENTS FOR VOCATIONAL EDUCATION AND TRAINING

The Chair of the State Training Board participates in regular meetings with the Chairs of the respective States and Territories Training Boards to discuss training and skills issues of national importance.

In 2006, this included providing high level industry advice to the Council of Australian Government's (COAG) through the Ministerial Council for Vocational and Technical Education (MCVTE) on further reforms of the national training system.

The COAG agreed that further work on the reform of the VET sector was needed to continue to increase the contribution of the national training system to the productivity of Australia's workforce.

COAG requested the Ministerial Council for Vocational and Technical Education (MCVTE) prepare a report which examines the following:

- the growing need for higher level skills;
- cultural workplace change to lift educational participation and attainment;

- possible reforms to funding and other mechanisms to make the training system more responsive to demand;
- options to increase Australia's investment in vocational education and training;
- enhancing user choice through meaningful and timely performance information;
- more appropriate regulation of education and training providers; and
- building stronger relationships between firms and training providers.

The Department of Education and Training in October 2006 undertook a roundtable consultation forum to gather feedback on the proposed reforms.

Within this context, the State Training Board, through the Chairs of the States and Territories Training Boards and the MCVTE, provided a Western Australian industry and community perspective on the proposed reform agenda.

The final reform package was endorsed by MCVTE in November 2006 and noted by COAG in April 2007.

HIGHLIGHTS AND ACHIEVEMENTS

SKILLS FORMATION TASKFORCE

The Skills Formation Taskforce was established in 2005, to recommend to the Minister for Education and Training the reforms needed to address skill shortages and strengthen the apprenticeship and traineeship system in Western Australia. The Taskforce was chaired by the Hon. Clive Brown, and included key Western Australian industry representatives.

Under the auspices of the State Training Board, the Taskforce also established a series of Industry Working Groups.

In 2006, the Taskforce released the report 'Careers for Life - Creating a Dynamic and Responsive Apprenticeship and Traineeship System' outlining a series of recommendations to reform the training system.

Amongst others, the following were considered key elements required of the apprenticeship and traineeship system:

- responsive to industry needs and performance driven;
- integrity and quality in skills assessment;
- ease of access and navigation;
- career pathways for qualified apprentices and trainees;
- engages Indigenous students by delivering flexible training options that incorporate work readiness skills, literacy and numeracy;
- providing the best possible access to apprenticeships and traineeships;
- peak level industry involvement;
- develops greater commitment to training among employers;
- a skilled, experienced and flexible lecturing workforce; and
- attracts and retains high performing students.

The Taskforce and associated Industry Working Groups achieved landmark reform, including shorter indentures for trainees and apprentices in more than 30 trade areas.

In 2006-07, the State Government announced a range of measures to progress the recommendations from the Taskforce, including:

- the provision of extra field officers to provide greater support to employers, apprentices and trainees;
- improvements in apprenticeship and traineeship administrative processes to reduce red tape;
- the development of stronger links between training providers and industry to increase employer confidence in training assessment;
- the development of assessment tools to increase trade skills recognition for experienced but unqualified workers;
- a market research and promotional campaign for apprenticeships and traineeships to ensure young people continue to be attracted to the trades; and
- a range of measures to provide additional support for Indigenous Western Australians to participate in apprenticeships and traineeships.

The Skills Formation Taskforce sub committee of the State Training Board will meet twice yearly to oversee the Department of Education and Training's implementation strategy of the Taskforce recommendations.

BEYOND THE RESOURCES BOOM PROJECT

The State Training Board commissioned the 'Beyond the Resources Boom' report to assist in positioning the State's training sector beyond the current resources boom.

The report provides research and economic modelling, based on different outlooks for the mining industry.

The research identified that the continuation of a tight labour market highlights the need for the VET sector to encourage those traditionally not engaged in the training sector to take up training. This is particularly important for industries struggling to compete for labour, such as health, education and the community services.

The current strong jobs market also highlighted the need for flexibility within the training system to cater for the increasing proportion of the workforce that is in employment.

The report recommends a 'White Paper' be developed that incorporates these issues and looks more broadly at developing a Department of Education and Training response to training in the context of current skills shortages.

The report is to be launched in August 2007.

RESOURCES SECTOR COMMITTEE

The Resources Sector Committee was established to plan for, in conjunction with the Chamber of Minerals and Energy, the skills needs of the resources industry in Western Australia.

The Committee will clarify the resources sector's estimates of a shortfall of 42,000 trade and semi-skilled workers, forecast in the Chamber of Minerals and Energy report 'Staffing the Super Cycle: Labour Force Outlook in the Minerals Sector 2005 to 2015.'

These skill requirements will then be analysed in the context of the planned profile delivery and against forecast growth rates and occupational forecasts to determine the requirement to modify the State Training Profile.

The Committee is scheduled to present its preliminary report to the State Training Board in December 2007.

REVIEW OF INDUSTRY TRAINING ADVISORY ARRANGEMENTS

In response to the recommendation from the Skills Formation Taskforce, the Board is undertaking a review of industry training advisory arrangements in Western Australia.

The review is examining:

- the purpose and role of industry advisory arrangements, including the Industry Training Advisory Bodies (ITABs), within the VET sector, to clearly determine the expectations and requirements to be met;
- the current advisory arrangements, including the ITABs and the recent Skills Formation Taskforce Industry Working Groups, to determine the strengths and weaknesses of these approaches;
- alternative industry advisory models to determine their effectiveness and applicability to Western Australia; and
- the requirement to customise the industry advisory model to meet different industry circumstances and requirements.

Quantum Consulting Australia were appointed to undertake the consultations for the Review. 71 separate consultations have been conducted, including with peak industry representatives, training providers, ITAB Committees of Management and Executive Officers, as well as staff from the Department of Education and Training. In total, more than 165 stakeholders have been consulted.

The review report is expected to be presented to the Minister in October 2007.

WA VET DELIVERY AND INFRASTRUCTURE REVIEW COMMITTEE

In 2006, the State Training Board was invited to deputy chair a Department of Education and Training WA VET Delivery and Infrastructure Review. The steering committee appointed consultants KPMG to conduct a series of interviews, workshops, and surveys with TAFEWA colleges, schools, private providers and other stakeholders in relation to the infrastructure, assets, facilities and major plant/equipment required to meet the future requirements of VET delivery.

The WA VET Delivery and Infrastructure Review report, 'Positioning WA for Growth' was completed in May 2007 and made a series of recommendations to the Minister for Education and Training.

The report recommended a number of strategic principles for infrastructure planning, as well as recommending priority in the short term be given to refreshing trade equipment across TAFEWA colleges and improving infrastructure for building and construction, metals and engineering. A range of medium term TAFEWA campus infrastructure initiatives were also recommended.

In response to these recommendations, the State Government announced in May 2007 that additional funding of \$43 million was to be allocated to major TAFEWA college infrastructure projects focussing on the building, automotive and metals industries, as well as upgraded trade training equipment across TAFEWA colleges.

SMALL BUSINESS ADVISORY COMMITTEE

In May 2006, the State Training Board established the Small Business Advisory Committee for a period of twelve months, to provide advice to the Board on strategies to improve access to training for small business operators, including the establishment of a Small Business Training Institute.

The Committee submitted their final report at the April 2007 meeting of the Board. The Board endorsed several key recommendations of the Committee, including:

- that a Small Business Training Institute be established to address the business-related training needs of small business operators and that the broad aim of the Institute is to develop an entrepreneurial and continuous learning culture within the business sector; and
- that the Institute enhances small business operator's access to business training that is practical, applicable and delivered in a place and manner that meets the needs of the client group.

Funding has been committed by the State Government for the establishment of a Small Business Training Institute, designed to meet the training needs of local small business operators. The Department of Education and Training is to negotiate a Deed of Agreement with a local TAFEWA College to establish the Institute by early 2008.

PRIORITY TARGET GROUPS

As identified in the 'Beyond the Resources Boom' research, there is a requirement to increase workforce participation, including through maximising the involvement of people on income support through training.

The Board is undertaking a project to identify those sections of the community who are not participating in employment or VET, and identify what can be done to engage them in the VET system.

It is anticipated that a preliminary report on this issue will be presented to the State Training Board in October 2007.

MINISTERIAL REVIEW OF VET ARRANGEMENTS IN THE GOLDFIELDS ESPERANCE REGION

In response to a request from the Minister for Education and Training, a review was completed in August 2006 regarding the provision of publicly funded vocational education and training in the Goldfields region.

The Review made a series of recommendations in order to better service the needs of local employers, industry and the wider community, in particular the needs of Indigenous people in the Goldfields Esperance region.

The Department of Education and Training is undertaking negotiations to progress these recommendations.

WA TRAINING AWARDS 2006

The WA Training Awards 2006 again recognised and celebrated the vocational education and training achievements of students, employers, trainers and training providers.

The Awards were organised by the Department in conjunction with the State Training Board and sponsored by John Hughes Group, McDonald's, Coles Myer Institute, Newmont Australia, Training Accreditation Council, Chamber of Minerals and Energy WA, Westscheme Superannuation, CDM Australia, Australian Institute of Management, Australian Council for Private Education and Training, *The Sunday Times*, Pretzel Logic and the State Training Board.

The winners in each category of the WA Training Awards 2006 were:

- WA Apprentice of the Year – Gavin Zimmer
- WA Trainee of the Year – Gemma Backshall
- WA Vocational Student of the Year – Johanna Swoboda
- WA Aboriginal and Torres Strait Islander Student of the Year – Nadine Johnston
- WA Resource Apprentice or Trainee of the Year – Damien Challis
- WA VET in Schools Student Award –
 - Student of the Year - Christopher Giles
 - School Based Trainee of the Year - Mac Proski
 - Aboriginal and Torres Strait Islander Student of the Year - Kendall Roe
 - Education Support Student of the Year - Joshua Yates
- WA Access and Equity Award – C.Y. O'Connor College of TAFE and West Australian Country Health Service – Wheatbelt
- WA VET in Schools Award – WA College of Agriculture – Cunderdin
- WA Trainer of the Year – Dr Michael Cheah
- WA Small Training Provider of the Year – Marr Mooditj Foundation Inc
- WA Large Training Provider of the Year – Swan TAFE
- WA Medium Employer of the Year – WA Freightlines Group of Companies
- WA Large Employer of the Year – John Holland Pty Ltd

2006 State Training Board Award for an Employer of Apprentices or Trainees

The 2006 State Training Board Medal was awarded to Western Geotechnics Group Pty Ltd for its investment in trainees, for its innovative onsite learning and assessment strategies, and for providing a rich and supportive learning environment for trainees.

Australian Training Awards

Eligible winners from the awards went on to represent Western Australia at the Australian Training Awards in Adelaide in November 2006.

Winner of the Australian Training Initiative Award was C.Y. O'Connor College of TAFE and the West Australian Country Health Service – Wheatbelt, while the John Holland Group (VIC/WA) won the Employer of the Year Award. Marr Mooditj Foundation Inc was the winner of the national Small Training Provider of the Year Award, while the WA College of Agriculture, Cunderdin won the VET in Schools Excellence Award.

STATE TRAINING PROFILE

The State Training Board prepares a State Training Profile ('the Profile') for the approval of the Minister. The Profile articulates from an industry perspective the priorities and directions for publicly funded vocational education and training based on identification of the training needs of the Western Australian economy and community. Traditionally, the Profile is prepared on a triennial basis with reviews and updates undertaken annually.

In November 2006, the State Training Board prepared for the Minister's approval the State Training Profile 2007 (<http://www.stb.wa.gov.au/state-training-profile.html>).

Key areas of focus include:

- providing Western Australians with the skills to support the State's economic growth in existing, new and emerging industries;
- expansion of apprenticeships and traineeships in skill shortage areas;
- addressing skill shortages currently experienced at both an industry and regional level;
- targeted up-skilling programs for existing workers; and
- improving education, training and employment outcomes for Indigenous Western Australians.

The Board will conduct its annual review of the 2007 Profile and will include an analysis of the 2006 planned delivery against actual delivery to identify possible shifts in demand and supply for training. Based on this analysis the Board will make recommendations for the redistribution of public funding for the 2008 training delivery period.

The Department of Education and Training uses three main purchasing strategies to achieve the State Training Profile:

- the negotiation and funding of TAFE**WA** college training profiles, including apprenticeship and traineeship delivery;
- private provider user choice arrangements that apply to apprenticeships and traineeships; and
- calls for application for other competitively allocated training programs.

2006 OVERALL PROFILE PERFORMANCE

In 2006, actual delivery of publicly funded vocational education and training was approximately 27.7 million student curriculum hours (SCH)¹, exceeding the Profile target (26.6 million SCH) by approximately 1.1 million SCH or 4.2%.

Progress continues to be made in areas where skill shortages have been identified such as automotive, building and construction, metals and mining, electrical trades, community service workers, and education and childcare workers.

The bar chart at [Appendix A](#) compares actual delivery to planned delivery in 2006 for each of the 40 occupational groups covered in the Profile. Actual delivery for 2005 has also been included to provide an indication of shifts in actual delivery across the two years. Reasons for the variations between planned and actual delivery include:

- planned delivery includes estimated traineeship and apprenticeship delivery. However, achievement of this delivery depends on employers' willingness to take on apprentices and trainees;
- student demand for training places may be greater than anticipated in certain industry areas; and
- student demand may not be sufficient to meet delivery targets in each industry area. In these circumstances, colleges negotiate movements to other priority areas.

AREAS WHERE PROFILE TARGETS WERE EXCEEDED

Training in occupational groups associated with the traditional trades has grown substantially over 2005 levels and above the planned targets for 2006. Strong jobs growth has resulted in increased apprenticeship and traineeship training of 12% for automotive, 35% for building and construction, 22% for metals and mining and 29% for electrical trades.

01A RECREATION, SPORT AND ENTERTAINMENT

Delivery increased by 20% over 2005 levels. Public demand saw the Profile target exceeded by 81%, due to high course enrolments in the Certificate III and IV in Fitness and Certificate IV in Sport Development.

Demand is likely to continue as courses in fitness and recreation gain in popularity due to the community focus on health and wellbeing.

¹ SCH are a measure of training effort. As a guide, a full-time student does about 700 hours of training annually, so an average class of 15 students would generate 10,500 SCH.

04B EDUCATION AND CHILDCARE

Actual delivery increased by 16% over 2005 levels and the Profile target in 2006 was exceeded by 34%. Delivery continued to be strong in the areas of the Certificate III and Diploma of Children's Services and Certificate III in Teacher Assistants. Priority will continue to be placed on meeting the growing demand for child care workers.

Due to the ageing workforce and current skill shortages, opportunities within this sector are expected to continue to be strong, particularly within the higher level qualifications.

19B ADULT LITERACY/ESL

Delivery in adult literacy/ESL courses remained at 2005 levels, although exceeded the Profile target by 19%. The level of delivery reflects the priority attached to literacy in the community and the importance of language skills for non-English speaking workers. This extra demand has also been driven by the growth in apprenticeships and traineeships generating demand for literacy support training.

Demand may grow in the future due to the increase in migrant workers to counteract skill shortages.

19E TARGETED ACCESS AND PARTICIPATION COURSES

Delivery grew by only 2% above 2005 levels, although the Profile target was exceeded by 40%. This delivery included 71 680 SCH of traineeship training for Indigenous students in the Certificate I in Workplace Readiness. There was also strong demand experienced for the course in Gaining Access to Training and Employment and the pre-employment qualifications such as the course in New Opportunities for Women and the course in Wider Opportunities for Work.

AREAS OF PROFILE TARGET SHORTFALL

The following indicates key areas where the 2006 delivery did not meet the planned 2006 Profile target.

15A ELECTRICAL AND ELECTRONIC ENGINEERING

The delivery in the electrical and electronic engineering fell 2.4% in 2006 and was 50% lower than the Profile target. The electronics and electro-technology industries are highly specialised and as such, the training effort can be significantly affected by market fluctuations. Students are currently choosing university and/or an apprenticeship in preference to undertaking higher level TAFE courses.

05A FINANCE INSURANCE AND PROPERTY SERVICE WORKERS

Delivery in this area fell 2% in 2006 and remains 40% below planned Profile target levels. Increases in financial services, including traineeships, has not been enough to offset reductions in the level of cleaning and real estate delivery. It has been identified that training in real estate has been largely delivered on a fee-for-service basis by a private provider. This is due to a number of factors including reduced time taken to gain the qualification and the provider's networks within the industry.

17A COMPUTING

Delivery in this area has declined 14% in 2006 and was 24% below planned Profile target levels. This is consistent with national trends including a decline in related University enrolments.

13A COOKING AND 13B HOSPITALITY

The combined 2006 cooking and hospitality course delivery decreased by 4% from the previous years SCH total and was 29% below the planned Profile target for 2006. In particular, the poor image of the industry by young people and the difficulty in recruiting and retaining staff contributed to this decline.

APPENDIX A: ACHIEVEMENT OF STATE TRAINING PROFILE TARGET 2006

