

STATE TRAINING BOARD

2007 - 2008 ANNUAL REPORT



State
Training
Board

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January 2009

Hon. Peter Collier MLC
Minister for Energy; Training
11th Floor, Dumas House
2 Havelock Street
WEST PERTH WA 6005

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 2007 - 2008.

Throughout the reporting period the Board played 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, the Board led a number of key strategic initiatives including:

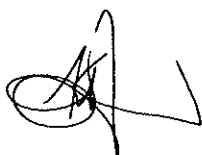
- preparation of the State Training Profile 2008-2010;
- commissioning of the report *Review of Current Industry Training Advisory Arrangements in Western Australia* to determine the most suitable model for consultation within each industry;
- development of a draft strategic plan for consideration of government to guide the Western Australian training system over the next decade;
- completion of the project *Beyond the Resources Boom* to inform planning for the vocational education and training sector beyond the economic boom;
- establishment of the Small Business Training Institute;
- coordination of a project to identify priority target groups currently disengaged from VET and employment, and to explore strategies for improvement;
- coordination of the work of the Resources Sector Committee in identifying and developing VET/University two way articulation and credit pathways for the resources sector in Western Australia; and
- the awarding of the State Training Board Award as part of the WA Training Awards 2007.

These projects will assist the State in its response to current and future skill shortages, including informing the development of the State Training Profile 2009 - 2011.

I would like to thank the Board members for their dedication and valuable contribution to the work of the State Training Board throughout the reporting period.

I would also like to express my appreciation to the Director General and officers of the Department of Education and Training for their ongoing professional conduct, commitment, and contribution in support of the Board. Their efforts have been invaluable in guiding our deliberations and activities in 2007 - 2008.

Yours faithfully

A handwritten signature in black ink, appearing to be 'K. Spence', with a stylized flourish at the end.

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.

MEMBERSHIP

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:



Mr Keith Spence, Chair

Appointed 6 May 2005 to 30 June 2008

Mr Spence was the Executive Vice President Enterprise Capability at Woodside Energy Ltd, having been with Woodside from 1994 to 2008 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 1980s and was Chairman of the Goldfields Esperance Development Commission until July 2006.



Mr Denis McNerney, Member

Appointed 1 July 2005 to 30 June 2008.

Mr McNerney is the Managing Director of McNerney Ford. Mr McNerney 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 Mike Deeks, Member

Appointed 1 July 2007 to 30 June 2010.

Commodore Mike Deeks commanded the Fleet Replenishment ship *HMAS SUCCESS* in 2000-2001, which included deployments to Hawaii and China. Commodore Deeks has more than 20 years' experience in the Defence industry as well as senior positions in Government.

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

2007 - 2008 WORK PLAN

In accordance with Section 21 of the *Vocational Education and Training Act 1996* the 2008 State Training Board implemented its work plan to underpin the strategic directions, policies and priorities for the State training system.

The key initiatives, activities and strategic projects undertaken by the Board during the reporting period include:

- preparation, implementation and review of the 2008 - 2010 State Training Profile;
- implementing the recommendations of the review of industry training advisory arrangements;
- coordination of the work of the Resources Sector Committee in identifying and developing VET/University two way articulation and credit pathways for the resources sector in Western Australia;
- undertaking research to identify the socio-economic factors and demographic characteristics influencing the lower levels of participation of specific groups of Western Australians in the labour market;
- developing a draft strategic plan for the consideration of government to guide the Western Australian training system over the next decade; and
- identifying and developing formal articulation and career pathways arrangements in the resources sector between VET and universities.

BOARD MEETINGS

Over the twelve months to 30 June 2008 the Board met formally on seven occasions to consider a range of strategic issues and priorities associated with the work plan including to:

- lead and monitor the progress of the Resources Sector Committee;
- complete the *Beyond the Resources Boom* project;
- commission and implement the recommendations of the *Review of Industry Training Advisory Arrangements*;
- prepare the State Training Profile 2008-2010;
- implement the recommendations of the *Skills Formation Taskforce Report*;
- establish the Small Business Training Institute to address the training needs of small business operators;
- initiate and develop a draft long term strategic plan to guide the Western Australian training sector over the next decade;
- identify the causal factors affecting the under-representation of priority target groups in the VET system and explore means of increasing participation rates;
- identify and develop formal VET/University two way articulation and credit pathways for the resources sector in Western Australia; and
- administer the State Training Board Award 2007.

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

- the Resources Sector Committee;
- the Review of Industry Training Advisory Arrangements;
- the Beyond the Resources Boom project;
- the State Training Profile;
- the Priority Target Groups; and
- the Review of Regional Planning Processes.

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, made in the performance of its functions under Section 27 (1), to appeal to the State Training Board against that decision.

During 2007-08, there was one appeal against decisions made by the Training Accreditation Council.

CODE OF CONDUCT AND CODE OF ETHICS

Board members are provided with copies of 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 165 private registered training organisations.

In particular, the ten TAFEWA colleges offer vocational education award qualifications, 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 2007, 27.6 million student curriculum hours of vocational education and training funded under the terms of the national agreement were delivered to over 101,000 clients in Western Australia. This represented an increase of 3.5% in the number of clients compared to 2006.

In 2007/08, consistent with the recommendations of the Skills Formation Taskforce, increased focus has been placed on apprenticeship and traineeship training as a way of addressing the skill requirements of industry. This included the nominal reduction in duration from four to three or three and one half years for more than 30 existing trades. In addition, 11 new two-year trades have been introduced specifically for residential building.

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.

The 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 and Business Services ITC 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, Electrotechnology and Utilities Industry ITC Inc
- Wholesale, Retail and Personal Services ITC Inc.

Throughout 2007/08, the State Training Board conducted a series of consultations with ITABs on the preparation of the State Training Profile and on the recommendations of the proposed new industry training advisory arrangements.

The Board wishes to acknowledge the information and advice provided by the Industry Training Advisory Bodies during 2007/08.

HIGHLIGHTS AND ACHIEVEMENTS

REVIEW OF INDUSTRY TRAINING ADVISORY ARRANGEMENTS

The *Report on the Review of Industry Training Advisory Arrangements In Western Australia* was commissioned by the State Training Board in response to a key recommendation of the Skills Formation Taskforce to review the current industry training advisory arrangements and determine the best model for industry consultation within each industry.

Under the new arrangements the scope and functions of Industry Training Advisory Bodies (ITAB) have been substantially reshaped and expanded from the existing model to ensure that high level expert industry advice is provided to the State Government.

The new model has restructured and amalgamated the current industry groupings and associated industry bodies with the intention of attracting key industry leaders and industry associations to take a leadership role in the State's industry advisory arrangements. This is particularly important in developing linkages and partnerships with employers, employee associations and training providers to address current and future skills shortages.

Key recommendations of the report include:

- industry training advisory bodies are substantially reshaped and refocussed to play a leading expert role in planning and leading industry's response to skill shortages and will undertake higher level strategic functions closely aligned to State priorities;
- the existing 14 industry groupings and associated industry bodies be amalgamated to ten to allow for increased linkages and partnerships across industry sectors in collaboration with employers, employee associations and training providers to address current and future skills shortages; and
- for the purpose of reflecting the collaborative approach to the workforce development role of the industry advisory bodies, the term ITAB will be changed to Training Councils.

DRAFT STRATEGIC PLAN FOR WA TRAINING SYSTEM 2008-2018

A draft strategic plan is being developed to provide the blueprint to guide the Western Australian training system over the next decade. Based on extensive research the Plan will build upon current Government reforms to increase the skills and participation of all Western Australians in the workforce and in the community, driven by a flexible and a responsive training system.

The draft plan will build on a number of wide ranging reforms, which have been identified through:

- the Skills Formation Taskforce;
- the *WA VET Delivery and Infrastructure Review*;
- the State Training Board's *Beyond the Resources Boom* project;
- the *Review of Industry Training Advisory Arrangements*;
- the Higher Level Qualifications Working Group;
- a series of regional and industry studies;
- *Creating the future for our young people - raising the school leaving age*; and
- market reforms identified through the Review of User Choice Arrangements.

The Plan is scheduled to be released in late 2008 or early 2009.

BEYOND THE RESOURCES BOOM PROJECT

The *Beyond the Resources Boom* project was commissioned by the State Training Board to inform planning for the vocational education and training sector beyond the current economic boom, particularly in light of the cyclical history of the resources industry.

Leading edge forecast modelling was employed to test the response of the State's labour market to different economic scenarios, which revealed that only a severe downturn in the mining and construction industries would reduce the demand for tradespeople.

The modelling highlighted the continuation of the current tight labour market and the challenge in meeting industry demand for skilled workers. Key service industries such as health, education and community services will find it increasingly difficult to attract skilled workers in the face of competition from sectors able to offer higher salaries.

The report confirmed the recent high priorities given by Government to apprenticeships and traineeships in vocational education and training.

Key challenges for the vocational education and training sector were identified by the report, particularly in encouraging people to continue to invest in training to ensure Western Australia's workforce is responsive to the demands of the future economy.

The report recommended that the State Training Board prepare a White Paper/Skills Plan that will set out a vision for the State training sector which takes into account the report's findings and conclusions.

The *Beyond the Resources Boom* project report was launched in late 2007.

SMALL BUSINESS TRAINING INSTITUTE

In 2007, the State Training Board endorsed the establishment of a Small Business Training Institute to address the training needs of small business operators in Western Australia the focus being:

- to promote an entrepreneurial and continuous learning culture within the small business sector; and
- to work with key stakeholders to enhance small business operators' access to business training that meets the needs of the client group.

A two year pilot of the Small Business Training Institute is being undertaken by West Coast TAFE on behalf of the TAFEWA network with the Department of Education and Training having provided \$1.4 million to fund the operations..

Personnel with experience in small business have been recruited to staff the pilot. In addition a Management Committee of stakeholders from the small business and training sectors has been established.

ENGAGING PRIORITY TARGET GROUPS

As identified in the *Beyond the Resources Boom* report, there is a need to develop strategies to encourage non-traditional cohorts or priority target groups (PTG) to better engage in VET and ultimately increase their participation in the labour force. This will broaden the supply of labour and help address skill shortages in a variety of occupations.

The Board is undertaking research to identify the socio-economic factors and demographic characteristics influencing the lower levels of participation of specific groups of Western Australians in the labour market. The research requires an examination of the level of representation of these groups in the VET sector as well as employment outcomes achieved.

VET/UNIVERSITY TWO WAY ARTICULATION AND CREDIT PATHWAYS FOR THE RESOURCES SECTOR

In response to the Chamber of Minerals and Energy Western Australia, the State Training Board established a Resources Sector Committee to plan for, in conjunction with the Chamber of Minerals and Energy, the skills needs of the resource industry in Western Australia. The Committee commissioned a study to examine credit transfer provisions in Western Australia and to then develop a planning framework to facilitate improved patterns of articulation through two way credit between Vocational Education and Training and the resources sector. A consultant was engaged to assist in this project.

The result was the *Two Way Credit between Vocational Education and Training in the Minerals Sector in Western Australia: Report to the State Training Board of Western Australia*.

The report identified a number of issues and opportunities relating to current articulation arrangements in Western Australia. It was tabled before the State Training Board at the 24 April 2008 meeting. Feedback on the report from the Minerals Institute Board, the Chamber of Minerals and Energy and the Department of Education and Training will feed into a Workforce Development plan developed by the proposed new Resources Training Council.

WA TRAINING AWARDS 2007

The WA Training Awards 2007 again recognised and celebrated the vocational education and training achievements of students, employers, trainers and training providers.

The Awards were organised by the Department of Education and Training in conjunction with the State Training Board and sponsored by John Hughes Group of Companies, The Chamber of Minerals and Energy WA, McDonald's Australia Ltd, Federal Department of Education, Science and Training, Newmont Australia, Training Accreditation Council, Westscheme Superannuation, CDM Australia, Australian Institute of Management, Australian Council for Private Education and Training, The Sunday Times, Apprentices Australia and the State Training Board

The winners in each category of the WA Training Awards 2007 were:

- WA Apprentice of the Year – Brendan Pratt
- WA Trainee of the Year – Zoe Howarth
- WA Vocational Student of the Year – Lisa Horn
- WA Aboriginal and Torres Strait Islander Student of the Year – Godfrey (Charlie) Colbung
- WA Resource Apprentice or Trainee of the Year – Melissa Roguski
- WA VET in Schools Student Award –
 - Student of the Year – Jessica Ogden
 - School Based Trainee of the Year – Megan Labruyere
 - Aboriginal and Torres Strait Islander Student of the Year - Ellie Penny
 - Education Support Student of the Year – Therese Williams
- WA Access and Equity Award – SMYL Community Services
- WA VET in Schools Award – Tom Price Senior High School
- WA Trainer of the Year – Paul Tennant
- WA Small Training Provider of the Year – Nara Training and Assessing
- WA Large Training Provider of the Year – West Coast TAFE
- WA Medium Employer of the Year – Western Geotechnics Group Pty Ltd
- WA Large Employer of the Year – Worsley Alumina Pty Ltd

2007 State Training Board Award for an Employer of Apprentices or Trainees

The 2007 State Training Board Medal was awarded to **Fletcher International WA** for its international reputation for excellence in its commitment to training and retention of good staff.

Australian Training Awards

Eligible winners from the awards went on to represent Western Australia at the Australian Training Awards in Adelaide in November 2007.

Zoe Howarth was awarded Runner Up for Apprentice (Trainee) of the Year

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 annual updates and reviews.

In November 2007, the State Training Board prepared for the Minister's approval the State Training Profile 2008-2010 (<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;
- improving education, training and employment outcomes for Indigenous Western Australians; and
- increasing the proportion of delivery to higher level qualifications.

The Board will conduct its annual review of the 2008 Profile and will include an analysis of the 2007 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 2009 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 TAFEWA 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.

2007 OVERALL PERFORMANCE

In 2007, actual delivery of publicly funded vocational education and training was approximately 27.7 million student curriculum hours (SCH)¹, similar to the training activity in 2006 but short of the growth target for 2007 by 2%.

However, 2007 delivery included a 19% increase in apprenticeship training in areas of high skills shortage, such as building and construction, automotive and the electrical trades.

The bar chart in [Appendix A](#) compares actual delivery to planned delivery in 2007 for each of the 40 occupational groups covered in the Profile. Actual delivery for 2006 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 TARGET WAS EXCEEDED

The following comments focus on key areas where the 2007 delivery exceeded the planned 2007 Profile target.

TRADITIONAL TRADE AREAS:

02A AUTOMOTIVE

03A BUILDING AND CONSTRUCTION

07B FURNITURE MANUFACTURE

15B ELECTRICAL TRADES

Training in these occupational groups associated with the traditional trades has grown substantially over 2006 levels and above the planned targets for 2007. Strong jobs growth in these industries has resulted in increased apprenticeship and traineeship training of 14% for automotive, 22% for building and construction, 12% for furniture manufacture and 14% for the electrical trades.

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.

01A RECREATION, SPORT AND ENTERTAINMENT, AND 01B VISUAL AND PERFORMING ARTS

Although delivery in these areas exceeded the planning target by 10%, there has been a decline since 2006 trending towards the planning target.

04B EDUCATION AND CHILDCARE

Education and childcare training increased by 1% over 2006 levels and the Profile target in 2007 was exceeded by 4%. 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.

16C OFFICE AND CLERICAL

Office and clerical training increased by 16% in 2007. However, declines in the related areas of management and accounting training resulted in a total decline of 2.3% in these training groups.

19B ADULT LITERACY / ESL

Delivery in adult literacy/ESL courses showed a further 2% increase in 2007. 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 is also influenced by the increase in migrant workers to address skill shortages.

AREAS OF TARGET SHORTFALL

The following comments focus on key areas where the 2007 delivery did not meet the planned 2007 Profile target.

09B METAL AND MINING

In response to the needs of the resource industry, metal and mining training represents 7% of public funded training in Western Australia.

In 2007 this training increased by 1% to 1.9 million SCH, showing a positive trend towards the growth target of 2 million SCH.

15A ELECTRICAL AND ELECTRONIC ENGINEERING

The delivery in electrical and electronic engineering fell 11% in 2007 and was 37% 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 studies and/or an apprenticeship in preference to undertaking higher level TAFE courses.

17A COMPUTING

Delivery in this area continued to show a downward trend, with a 23% decline in 2007. This is consistent with national trends, including a decline in related university enrolments.

13A COOKING AND 13B HOSPITALITY

The combined 2007 cooking and hospitality delivery decreased by 14% from the previous year's SCH total and was 30% below the planned Profile target for 2007. In particular, the poor image of the industry by young people and the difficulty in recruiting and retaining staff contributed to this decline.

An additional issue is the 'leakage of labour' to the mining industry due to superior remuneration packages on offer.

APPENDIX A: ACHIEVEMENT OF STATE TRAINING PROFILE TARGET 2007

