



Department of
Education and Training



STATE TRAINING BOARD

2008 - 2009 ANNUAL REPORT

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14 September 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 2008 - 2009.

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 during an unprecedented and rapidly changing period due to the global economic crisis.

The Board led a number of key strategic initiatives including:

- development of the strategic plan *Training WA: Planning for the future 2009-2018* identifying strategies to increase the skills and participation of all Western Australian's in the workforce and community;
- preparation of the *State Training Profile 2009-2011*;
- recognition and implementation of the new Training Council network;
- developing a process for the establishment of, and variations to apprenticeships under the newly amended VET Act;
- commencing a review of the Australian apprenticeship support services in Western Australia;
- revisiting the *Beyond the Resources Boom* project in response to the economic downturn to identify and analyse issues including shifts in training demand (including between regional and metropolitan);
- Aboriginal School Based Training program;
- WorldSkills project;
- development of strategies to increase the labour force participation of Priority Target Groups through improved engagement in training; and
- The Small Business Training Institute.

These projects will assist the State in its response to the impacts of the current global economic crisis and skill needs, including informing the development of the State Training Plan 2010–2012 and will also assist to support the economic and social development of the State.

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 2008 - 2009.

Yours faithfully

KEITH SPENCE
CHAIR

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ABOUT THE STATE TRAINING BOARD

FUNCTIONS OF THE STATE TRAINING BOARD

The State Training Board is the State's peak industry advisory body on training matters and in this capacity reports directly to the Minister for Training. The role of the Board is to provide advice to the government for the purpose of guiding the strategic direction of the State training system.

The amendments to the *Vocational Education and Training 1996 Act* (VET Act) and *Training Legislation Amendment and Repeal Act 2008* were passed by the Western Australian Parliament and received Royal Assent on 10 December 2008. The *Training Legislation Amendment and Repeal Act 2008* came into effect by default on 10 June 2009.

The amendments to the Act introduce a new legislative framework to modernise apprenticeships and traineeships. The key functions of the Board under the amended *Vocational Education and Training 1996 Act* are:

- The preparation of a three year State Training Plan for the approval of the Minister. The plan will be used as the basis for funding training providers in Western Australia and for negotiating Commonwealth funding. The State Training Plan, as defined in section 5(1) of the amended VET Act, deals with:
 - a) the training needs of the State's various industries;
 - b) how those needs should be met by registered training providers, using funds provided under this Act; and
 - c) any other matters required in the plan by the Minister.
- The recognition of industry training advisory bodies (Training Councils) for the purposes of providing advice to the Board on the State Training Plan and also for the new function of establishing or varying apprenticeships.
- To prepare for the Minister policy that aims to improve the links between specific industry development and VET for optimum employment opportunities for people.
- To make recommendations to the Minister, after having consulted with industry as per the regulations, on the establishment or variation of apprenticeships. Under the amended VET Act this function is called the *classification of qualifications* and relates to traditional apprenticeships as well as traineeships.
- The Board is to continue to provide advice to the Minister on:
 - a) skills supply and demand including skill shortages in various industries;
 - b) strategic directions, policies and priorities for the State training system;
 - c) international, national, and state training issues;
 - d) the extent to which training services meet current and future requirements, including equal opportunity of access; and
 - e) any other matters as required by the Minister.
- The Board is also to continue considering appeals against decisions of the Training Accreditation Council (TAC).

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. Members should represent the diversity of the Western Australian community as well as the training sector.

Seven members are appointed one of which is selected by the Minister to undertake the duties of the chairperson. Under the amended VET Act the Minister must also appoint one of the members for their experience in “workers’ interests” and the other for their experience in “employers’ interests”. For these two appointments the Minister may consider the advice of UnionsWA and the Chamber of Commerce and Industry of Western Australia (Inc.).

Under Section 19 (2) of the *Vocational Education and Training Act 1996* the Minister may appoint two other persons to be members of the Board.

The State Training Board consists of the following nine members:



Mr Keith Spence, Chair

Reappointed 1 December 2008 to 30 November 2013

Initial Term of appointment 6 May 2005 to 30 June 2008

Mr Keith Spence has been reappointed for a second term, up to a five year period. Keith is currently on several other Boards and Committees, including Skills Australia, many of which are directly related to the training sector. Keith is a non-executive director of Clough Ltd, Geodynamics, Verve Energy and GESB ML.

Until his recent retirement Mr Spence held the position of Executive Vice President Enterprise Capability at Woodside Energy Limited having been with Woodside for fourteen years.

Mr Spence has brought to the Board extensive knowledge of the Resource Industry having had thirty years experience in the oil and gas industry.

This is Mr Spence’s second term on the State Training Board where he maintains the position of Chair.



Mr Mike Deeks CSC, Member
Appointed 1 July 2007 to 30 June 2010.

Mr Deeks had a long and successful Naval career retiring from the defence forces in January 2005. He then became the Chairman of the Board of Nautronix Ltd, a West Australian based company involved in water communications and underwater positioning technology. In addition he has undertaken consultancy work for the Western Australian Government in the area of marine and defence.

Mr Deeks is currently employed as Western Australia's Site Executive for Raytheon Australia. He is the deputy Chair of Challenger TAFE Governing Council. He is in his first term of office as a member of the State Training Board having been appointed from 2008-2010.



Dr Susan Gordon AM, Member
Appointed 1 December 2008 to 30 November 2011

Dr Susan Gordon was a Magistrate of the Children's Court, Western Australia for over 20 years retiring in 2008. Dr Gordon was the Chairperson of the Northern Territory Emergency Response Taskforce, a member of the Western Australia Indigenous Implementation Board, member of various national and state Councils/Boards and a member of the Australian Employment Covenant Steering Committee.

In 1993 Dr Gordon was awarded an Order of Australia - Australian Medal for her commitment to Aboriginal people and community affairs. Dr Gordon was also awarded a Centenary Medal in 2003 and the Defence Service Medal in 2006. She has a Bachelor of Laws and was awarded an Honorary Doctorate of Letters, from the University of Western Australia. Susan has been a long term advocate of Indigenous and children's issues (Chaired the

'Gordon Inquiry' in 2002) and has worked in the Pilbara region for a period covering 15 years from the early 1970s.

Dr Gordon has held a number of positions on various Indigenous and non- Indigenous Boards including that of Chairperson/Commissioner.



Ms Simone McGurk, Member
Appointed 1 Dec 2008 to 30 November 2011

Ms Simone McGurk is the current Secretary for UnionsWA with a long association with the union movement in Australia.

Ms McGurk was one of the first women to be elected as an office bearer for the Australian Manufacturing Workers' Union.

Ms McGurk has also had experience in media, working as a radio producer in the city and in regional Western Australia.



Mr Geoffrey Wrigley, Member
Appointed 1 December 2008 to 30 November 2011

During Mr Geoff Wrigley's career he has been a member of several industry related Committees and Boards, some of which were Ministerial appointments such as Industry Training Councils, the Aboriginal Employment Promotional Committee, Electrical Licensing Board and Trade Recognition Australia.

Mr Wrigley is currently Chamber of Commerce and Industry's Chief Commercial Officer. He has had diverse practical experience in the oil and gas sector in trade, supervisory and management roles.



Ms Jane McMeikan, Member
Appointed 1 December 2008 to 30 November 2011

Ms Jane McMeikan is the current Director External Relations at Curtin University of Technology providing strategic, innovative leadership and management in the development of relationships between the university and the government, community and industry sectors.

Ms McMeikan brings to the Board a strong focus on regional education as she is involved with regional and remote communities to develop community capacity building projects which target education and employment outcomes to address regional skills shortages.

From 2001 – 2005 Ms McMeikan held the position of Campus Manager of Curtin University's Goldfields Campus.



Ms Audrey Jackson, Member
Appointed 31 December 2008 to 30 December 2011

Ms Jackson has had a long career in secondary education including 14 years in the position of Principal of Saint Mary's Anglican School in Karrinyup. Most recently she was Executive Director of the Association of Independent Schools of Western Australia, a position that she held for 11 years.

Ms Jackson has served on a number of Boards and governing bodies including the Council of Curtin University of Technology as both a member and Pro-Chancellor, the Council of West Coast College of TAFE and the Board of SCITECH of which she was Chair for four years.



Mr Steven Peck, Member
Appointed 31 December 2008 to 30 December 2011

Mr Steven Peck was the former Managing Director of a Mandurah building company. Throughout Mr Peck's building career he has been actively involved in associated Boards and Committees. Steven was President of the Master Builders' Association of Western Australia from 2006 – 2007.

Currently Mr Peck occupies a number of Board member and Chair positions including that of the Builders' Registration Board and the Building Construction Industry Training Fund (BCITF) Careers Promotion Committee.

The following two members terms expired during the reporting period in December 2008.



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 founded a technology start up and brought 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.

EXECUTIVE SUPPORT

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

Mellisa Teede, Manager
Salina Hand, A/Executive Officer
Terry Large, Executive Assistant
Paul Giltrow, Principal Project Officer
Andrew Wotherspoon, A/Manager
Perpetua Joseph, A/Personal Assistant

2008 - 2009 WORK PLAN

The 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:

- Commissioning of the strategic plan 2009-2018 identifying strategies to increase the skills and participation of all Western Australian's in the workforce and community *Training WA: Planning for the future 2009-2018*;
- Preparation of the *State Training Profile 2009-2011*;
- Recognition and implementation of the new Training Council network;
- Developing a process for the establishment of, and variations to apprenticeships under the newly amended VET Act;
- Commencing a review of the Australian apprenticeship support services in Western Australia;
- Managing a range of research including further scenario planning, engagement of priority target groups in training and emerging industries and skills, particularly in the area of Green Skills;
- Development of strategies to increase the labour force participation of Priority Target Groups through improved engagement in training; and
- Preparation of the draft 2010-2012 State Training Plan, which will provide the basis of planning for the VET sector in the short to medium term.
- There were visits to all TAFEWA Colleges as part of the planning process for the State Training Plan 2010 -2012.
- Provide high level strategic direction and advice through a sub committee for the Aboriginal School-Based Training program and actively encourage increased engagement and support from all stakeholders, in particular employers and industry; and
- Planning to strategically lead the promotion and championing of the WorldSkills competition programs at a state, national and international level.

BOARD MEETINGS

Over the twelve months to 30 June 2009 the Board has met formally on six occasions. One of those meetings was an extraordinary State Training Board meeting held in January 2009. Meetings considered a range of strategic issues and priorities associated with the work plan including:

- overseeing the establishment and implementation of the new industry training advisory arrangements including regional workforce development plans and communication protocols;
- developing transitional arrangements to classify existing qualifications in preparation for the amended VET Act and draft guidelines for Training Councils;
- review of the state training plans including *State Training Profile 2009-2011* and the development of the strategic skills plan *Training WA: Planning for the future 2009-2018*;
- consideration of the VET Act 1996 amendment legislation;
- Aboriginal School Based Training program;
- Priority Target Groups;
- WorldSkills;
- Recognition of Prior Learning (RPL);
- VET Delivery and Infrastructure Review;
- Training Awards 2009;

- Revisiting the *Beyond the Resources Boom* report;
- Adult and Community Education; and
- Career Development.

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

- the Recognition of Training Councils Sub-Committee; and
- the Aboriginal School-Based Training Committee.

The Board has also dealt with items out of session and provided independent advice direct to the Minister on the Australian apprenticeship support services in Western Australia, the Bradley Review and advice relating to Pundulmurra Campus in the Pilbara.

Furthermore, a key recommendation of the review of industry training advisory arrangements was for a high level strategic meeting group to meet twice a year featuring representatives from the State Training Board, Training Council Chairs, the Department, and the Minister for Training to discuss and align industry needs and priorities with State and Commonwealth government requirements. This group met in May 2009 with another meeting planned for late 2009.

APPEALS

Part 7A 58G 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 to appeal to the State Training Board against that decision.

During 2008-09, there were no appeals 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.

In early 2009 the State Training Board was selected for a random audit of management of interest by the Office of the Public Sector Standards Commissioner. In accordance with Public Sector Compliance and Monitoring, the State Training Board has in place policy intent, management strategies and operational procedures.

KEY RELATIONSHIPS WITH GOVERNMENT, INDUSTRY AND THE COMMUNITY

THE STATE TRAINING SYSTEM

The major goals and overarching themes from *Training WA: Planning for the future 2009-2018* and the *State Training Profile 2009-2011* are to increase participation of working aged Western Australians in training and enhance the responsiveness, flexibility and innovation of the Training System.

There are six major themes to underpin this. A skilled workforce, a contemporary apprenticeship and traineeship system, individual participation in training, support for regional communities, a vibrant and diverse training market, and capability and capacity of a training system.

The delivery of VET is vital in meeting the skill needs of industry and providing enhanced opportunities for Western Australians. The Board is of the view that even in a softening economic environment there will continue to be a strong demand for skilled labour.

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 TAFE 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 2008, 29.2 million student curriculum hours of vocational education and training funded under the terms of the national agreement (*Skilling Australia's Workforce Agreement*) were delivered to over 104,000 clients in Western Australia. This represented an increase of 3.0% in the number of clients compared to 2007.

In 2008/09, 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 includes establishment of part-time and school-based apprenticeships in a range of industries; and a 55.4% increase in the number of apprentices and trainees in training from 24,326 in August 2003 to 37,807 as at June 2009.

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.

TRAINING COUNCILS

For this reporting period, the State Training Board under section 21 (1) (b) of the *Vocational Education and Training Act 1996* currently recognises 10 industry training advisory bodies (ITABs), which are funded by the Department of Education and Training.

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 new training advisory arrangements included a reduction in the number of advisory bodies from 14 to 10, accompanied by an increase in funding to strengthen the provision of services and training advice from the industry training advisory body network, collectively referred to as Training Councils.

The 10 new Training Councils had staggered commencement dates from 1 January 2009 and by 30 June 2009 all were fully operational. The 10 new Training Councils are:

- Building & Construction Industry Training Fund – trading as Construction Training Council;
- Community Services, Health and Education Training Council Incorporated;
- Creative and Leisure Industries Training Council Incorporated – trading as FutureNow;
- Electrical, Utilities and Public Administration Training Council Incorporated;
- Engineering and Automotive Training Council Incorporated;
- Financial, Administrative and Professional Services Training Council Incorporated;
- Logistics Training Council Incorporated;
- Primary, Food and Beverage, Furnishing and Textiles Industries Training Council (WA) Incorporated;
- Resources Industry Training Council; and
- Retail and Personal Services Training Council.

Training Councils provide high level strategic information and advice to the Western Australian government on the vocational education and training (VET) needs and priorities of industry in Western Australia. Training Councils will undertake a leadership role within their industry sector and ensure their activities align with the priorities set by the Minister for Training, the State Training Board and the Department of Education and Training.

Training Councils will undertake high level, strategic functions, with these functions clearly specified in their Association's Constitution, in the State Training Board Guidelines for recognition purposes and the functions as outlined in their Service Agreements. These functions include:

1. Leadership role in promoting training to industry, including partnerships between industry and the training sector;
2. Supporting innovation and workforce development; and
3. Provide forward looking advice to State and Commonwealth Governments on training needs and priorities for public funding.

The ten new Councils are closely aligned to the National Industry Skills Councils and will undertake a leadership role among industry and perform significantly enhanced strategic functions to engage industry in the VET sector. The Board wishes to acknowledge the information and advice provided by the former 14 Industry Training Advisory Bodies, and the 10 new Training Councils, during the reporting period.

HIGHLIGHTS AND ACHIEVEMENTS

NEW INDUSTRY TRAINING ADVISORY ARRANGEMENTS

The State Training Board has recognised and overseen the implementation of ten new training councils that commenced operating from the beginning of this year.

Members of the Training Councils are high level influential industry and business leaders. In response to a recommendation of the *Review of Industry Training Advisory Arrangements in Western Australia (April 2008)* strengthened communication links have been established between the State Training Board, the Department of Education and Training and the Training Councils, including through senior Department and State Training Board representation (ex-officio) at key Training Council Committee of Management meetings.

Industry advice is now integrated within the Board's overall planning processes.

The Board will continue to oversee the implementation of the recommendations of the State Training Board *Review of Industry Training Advisory Arrangements in Western Australia (April 2008)*, to provide peak level industry involvement to ensure current and future needs of industry, employers and the economy are met.

TRAINING WA: PLANNING FOR THE FUTURE 2009-2018

The recently announced *Training WA: Planning for the future 2009-2018* launched by the Minister in May 2009 provides the blueprint to guide the Western Australian training system over the next decade. Based on extensive research the Plan builds 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 plan identifies strategies to increase the skills and participation of Western Australians in the workforce and community and builds 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.

REVIEW OF “*BEYOND THE RESOURCES BOOM*” REPORT

The State Training Board commissioned the *Beyond the Resources Boom* project which used economic modelling to provide a range of economic and labour forecasts for Western Australia covering the period to 2016. The forecasts were based on different outlooks for the resources sector in the State, with a stronger or weaker resources sector correlating to a stronger or weaker economy. Four alternative scenarios were modelled.

In light of the changing economic circumstances, a reassessment of the scenarios in the *Beyond the Resources Boom* report was undertaken. This reassessment examined how the changing economic environment may translate to changes in demand for skills and labour. The reassessment was undertaken as part of a review the State Training Board committed to undertake at the time of the endorsement of the *State Training Profile 2009-2011*. The purpose of the review was to enable the assessment of the ongoing relevance of the priorities and directions of the *State Training Profile 2009-2011*.

SMALL BUSINESS TRAINING INSTITUTE

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 with 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.

The Department of Education and Training undertook to provide \$1.4 million to fund a two year pilot of the Small Business Training Institute (SBTI) and negotiated an agreement with West Coast College to pilot the Institute for two years, in 2008 and 2009.

Following the purchase of the Small Business Solutions® Program which enables small business owners to access mentoring services, the SBTI was formally launched on 18 November 2008. Premises in both the northern and southern corridors of Perth have been established, staff have been recruited and a web portal has been launched. In addition, an Advisory Board has been appointed with representation from both the training and small business sectors.

ENGAGING PRIORITY TARGET GROUPS

Building upon preliminary research undertaken by the State Training Board in 2007 that identified high levels of underemployment for groups of Western Australians in specific regional areas, the sub committee will examine the socio-economic factors and demographic characteristics influencing lower levels of labour force and VET participation of priority target groups.

The sub committee will draw upon key statistical data analysis and a review of literature, research and qualitative studies, to identify strategies to increase the labour force participation of the identified groups through improved engagement in training. The strategies will target specific groups in regional areas.

VOCATIONAL EDUCATION AND TRAINING ACT 1996 AMENDMENTS – ESTABLISHMENT AND VARIATION OF APPRENTICESHIPS

The amendments to the *Vocational Education and Training Act 1996* (VET Act), which came into effect on 10 June 2009, introduce a new legislative framework to provide greater flexibility and a more contemporary training system in Western Australia.

One part of this new legislative framework sees the establishment and variation process for apprenticeships being more responsive to the needs of industry and for the first time there is only one establishment process that is consistent for all types of apprenticeships (i.e. apprenticeship, traineeship, cadetship, and internship).

Under the amended VET Act, the State Training Board will provide advice to the Minister for Training on the establishment or variation of apprenticeships. The Board will make recommendations following consultation with key stakeholders including industry Training Councils, employer groups and unions. The Board will recommend to the Minister whether a qualification will be available exclusively under a training contract or not, and also whether other conditions and requirements should apply, such as part-time or full-time arrangements, school-based training arrangements, and length of nominal duration. Once approved by the Minister, new or varied apprenticeships will be gazetted.

In determining whether a qualification will be available under a training contract or not, qualifications will be placed into one of the following three classes:

- *Class A* qualifications must only be delivered when an employer and apprentice/trainee have entered into a training contract;
- *Class B* qualifications may be delivered when an employer and apprentice/trainee have entered into a training contract AND may be delivered through an institutional pathway where no training contract is required; or
- *Class C* qualifications cannot be delivered under a training contract, i.e. all qualifications not classified as A or B.

PUNDULMURRA COLLEGE PROPOSAL

In response to a request from the Office of the Minister for Training, the State Training Board undertook a review of a proposal from the Indigenous Land Corporation to establish an independently owned and operated Indigenous training college at Pundulmurra, with special responsibility for the provision of education and training to Aboriginal people.

The Board paid particular attention to gauging the level of industry support for the proposal and whether changing the current governance and operational arrangements for Pundulmurra would enhance the quality and access to training by Aboriginal people in the region and ultimately, the achievement of successful employment outcomes in the region.

WORLDSKILLS COMPETITIONS

WorldSkills is a global network of 51 countries that participate in trade and skills competitions. WorldSkills Australia is supported by all States and Territories and has the following stated purpose:

To benchmark skills achievement in Vocational Education and Training nationally and globally through skills competitions, thereby developing awareness of and promoting respect for skills excellence.

WorldSkills competitions provide a positive focus for industry, employers, training providers and the Department of Education and Training to work together to promote and celebrate skills excellence. The competitions operate on a cycle at three levels: state, national and international.

The Board has committed to provide support to strategically lead the promotion and championing of WorldSkills competition programs at a state, national and international level. Through the Training Council network, a sub committee will generate increased support and involvement from industry in the programs.

REVIEW OF THE AUSTRALIAN APPRENTICESHIP SUPPORT SERVICES

In response to a request from the Minister for Training, the State Training Board undertook extensive consultation with industry and unions regarding a proposal from the Department of Education, Employment and Workplace Relations (DEEWR) to transfer the functions and funding of the Australian Apprenticeship Centres (AACs) to each of the States and Territories to deliver more integrated and responsive services to improve the performance of service systems. In response to its findings the State Training Board has been requested to recommend to the Minister a more comprehensive model for apprenticeship support services in Western Australia.

WA TRAINING AWARDS 2008

The WA Training Awards 2008 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, Australian Department of Education, Employment and Workplace Relations, Newmont Australia, Training Accreditation Council, Australian Institute of Management, Australian Council for Private Education and Training, The Sunday Times, Apprenticeships Australia and the State Training Board.

The winners in each category of the WA Training Awards 2008 were:

- WA Apprentice of the Year – Ashlee Scinocco
- WA Trainee of the Year – Joanna Wren
- WA Vocational Student of the Year – Debra Franks
- WA Aboriginal and Torres Strait Islander Student of the Year – James Palmer
- WA VET in Schools Award – Central West TAFE, Geraldton Senior High School and the Clontarf Midwest Football Academy
- WA Trainer of the Year – Elizabeth Haythornthwaite
- WA Small Training Provider of the Year – Australian College of Training
- WA Large Training Provider of the Year – Great Southern TAFE
- WA Small Business of the Year - Verriers Engineering Services
- WA Employer of the Year - Western Australia Police, WA Police Academy
- WA Training Initiative Award of the Year - Macmahon Contractors, Macmahon Indigenous Mining Trainee Program

AUSTRALIAN TRAINING AWARDS

Eligible winners from the awards went on to represent Western Australia at the Australian Training Awards on 20 November 2008.

- Verriers Engineering Services won the Prime Ministers Small Business of the Year.
- Central West TAFE, Geraldton Senior High School and the Clontarf Midwest Football Academy won Australian VET in School's Award.
- Australian College of Training won Australian Small Training Provider of the Year.
- Western Australia Police won an industry award in the government category.
- Debra Franks was runner-up Australian Vocational Student of the Year.

The 2009 Training Awards is underway with judging for categories in Western Australia to take place in July 2009. The WA Training Awards presentation will take place at Perth Convention Exhibition Centre on Friday, 4 September 2009. The Australian Training Awards will be held on Thursday, 19 November in Canberra.

STATE TRAINING PROFILE

The State Training Board prepares a State Training Plan for the approval of the Minister in accordance to Section 21(1) of the VET Act. The Plan 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 April 2009, the *State Training Profile 2009-2011* was endorsed by the Minister for Training. <http://www.stb.wa.gov.au/AboutUs/Pages/Publications.aspx>

Key areas of focus include:

- increasing skills recognition across all industry areas to acknowledge the skills and experience of individuals and increase the number of people with formal qualifications;
- developing Workforce Development Plans for the 10 industry areas covered by Western Australia's new industry training advisory arrangements and the 9 regions in Western Australia to improve planning;
- delivering industry responsive VET in Schools programs to improve pathways to local employment opportunities;
- undertaking research on under-represented groups in the workforce to increase participation in the labour market through improved engagement in training;
- up-skilling existing workers to meet the current and future skill needs of industry and leveraging the Productivity Places Program; and
- undertaking a phase II review of VET delivery and infrastructure to assess future delivery, infrastructure and technology needs.

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

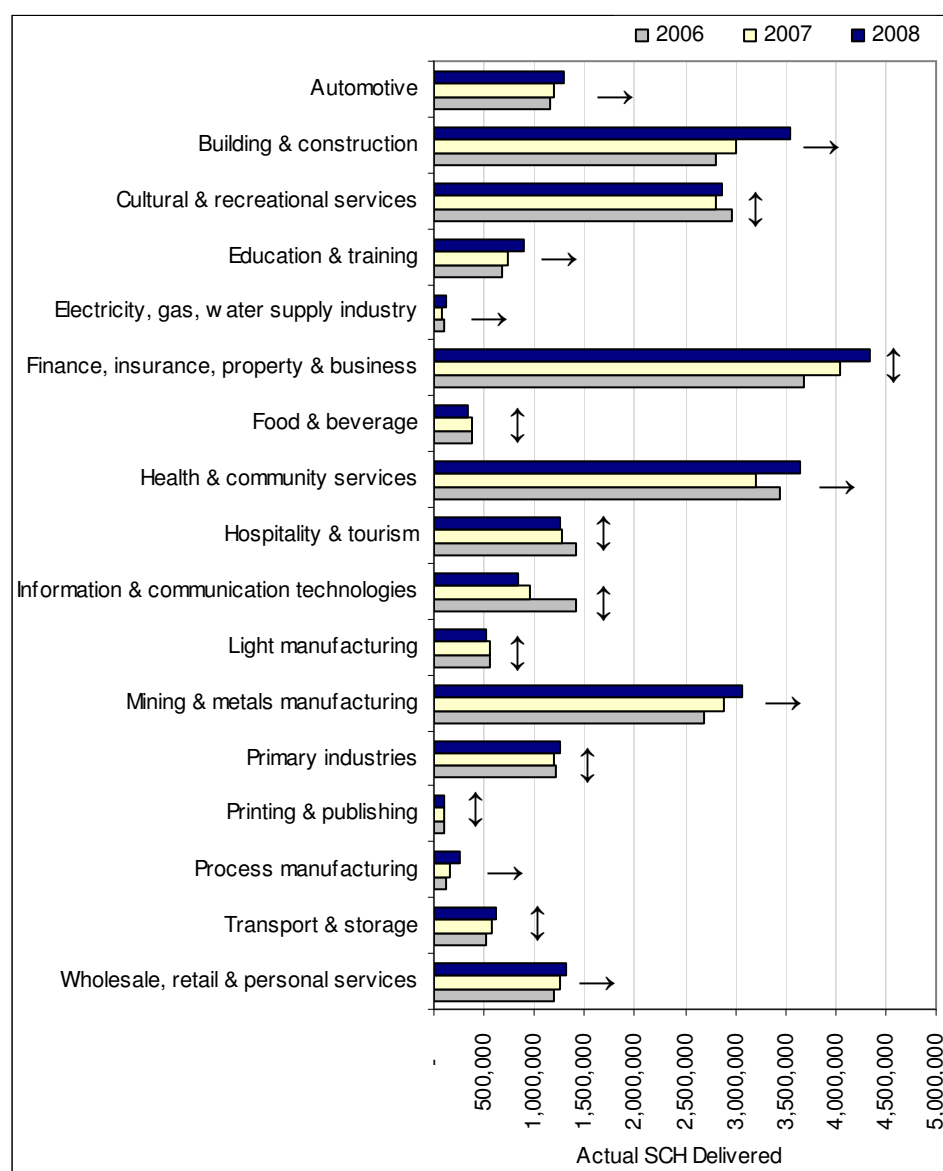
2008 OVERALL PERFORMANCE

Progress towards Industry Growth Trends

Industries targeted for growth in training delivery in the State Training Profile 2008-10 included: automotive, building and construction, mining and metals manufacturing, process manufacturing and wholesale, retail and personal services. Training delivery has been gradually increasing since 2003 and continued to grow between 2007 and 2008 for all those industries targeted for growth.

The industry growth targets were reviewed during the development of the State Training Profile 2009-2011. The following figure identifies the targets for each industry against the actual student curriculum hours (SCH) delivered in 2006, 2007 and 2008 to ascertain the training system's progress towards achieving the targets. The figure shows industries targeted for maintenance of training delivery, denoted by the arrow symbol \updownarrow , and industries targeted for increased training delivery, denoted by the arrow symbol \rightarrow .

State Training Profile 2009-11 Industry Growth Trends



Source: Industry and Community Planning, AVETMISS Data

The figure shows that all industries targeted for increased training delivery achieved growth between 2007 and 2008. Of the industries targeted for maintenance of Training delivery between 2007 and 2008, the majority experienced no notable increases or decreases. Finance, insurance, property and business is the only industry to experience a notable increase beyond the target.