



Government of **Western Australia**
Department of Training
and Workforce Development



STATE TRAINING BOARD

2009 - 2010 ANNUAL REPORT

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10 September 2010

Hon. Peter Collier MLC
Minister for Energy; Training and Workforce Development
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* (VET Act), I am pleased to submit on behalf of the State Training Board the Annual Report for the year 2009 - 2010.

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 and subsequent recovery.

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

- preparation of the *State Training Plan 2010-2012*;
- ***Training together – working together*** initiative;
- continued recognition and implementation of the new Training Council network;
- developing and implementing the process for the establishment of, and variation to apprenticeships and traineeships under the amended VET Act;
- review of the Australian Apprenticeship Support Services in Western Australia;
- developing a more resilient and responsive trade training system project;
- Aboriginal School Based Training program;
- WorldSkills Competition project; and
- Greenskills - *Skilling for a Sustainable Future in Western Australia* research.

These projects will assist the State Government in setting its strategic direction for training in Western Australia, including informing the development of the State Training Plan 2011–2013, 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 staff within the Department of Training and Workforce Development and to the Training Councils for their ongoing professional conduct, commitment, and contribution in support of the Board. Their efforts have been invaluable in assisting our deliberations and activities in 2009 - 2010.

Yours faithfully

A handwritten signature in black ink, appearing to be 'KS' with a stylized flourish.

KEITH SPENCE
CHAIR

TABLE OF CONTENTS

About the State Training Board	1
Functions of the State Training Board	1
Membership	2
Executive Support	7
2008-09 Work Plan	8
Board Meetings	8
Appeals	9
Code of Conduct and Code of Ethics	9
Key Relationships with Government, Industry and the Community	10
State Training System	10
Training Councils	11
Highlights and Achievements	12
State Training Plan 2010 - 2012	12
Training together – working together	12
Implementation of the new Training Council Network	12
VET Act Amendment Legislation – Establishment and Variation of Apprenticeships	13
Review of the Australian Apprenticeship Support Services	13
Responsive Trade Training System	13
Skilling for a Sustainable Future in Western Australia	14
Aboriginal School Based Training	14
WorldSkills Competitions	14
WA Workforce Development Initiatives	14
Gorgon and Major Projects – Skills Needs Assessment Project	15
Training WA: Planning for the Future 2009-2018	15
WA Training Awards 2009	15
Australian Training Awards 2009	16
State Training Plan	17
2009 Overall Performance	19

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 and Workforce Development. The role of the Board is to provide advice to the government for the purpose of guiding the strategic direction and priorities of the State's training system.

The State Training Board is a statutory body established in accordance with the *Vocational Education and Training Act 1996* (VET Act). Amendments to the VET Act came into effect on 10 June 2009 that introduce a new legislative framework to modernise apprenticeships and traineeships. The key functions of the Board under the amended VET 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 also continues to consider appeals against decisions of the Training Accreditation Council (TAC).

MEMBERSHIP

Members of the State Training Board are appointed under Section 19 of the VET Act 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 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 VET Act, 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

- Second Term of appointment 1 December 2008 to 30 November 2013
- Initial Term of appointment 6 May 2005 to 30 June 2008

Mr Keith Spence is in his second term of appointment for 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 retirement in June 2007 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 January 2008 to 31 December 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 underwater communications and 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 Institute Governing Council.



Dr Susan Gordon AM, Member

- Appointed 1 December 2008 to 30 November 2011

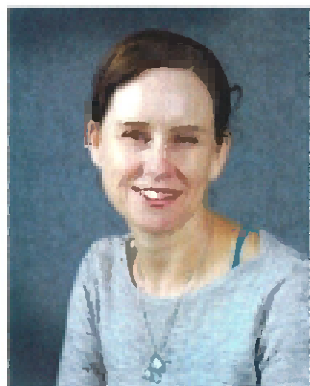
Dr Susan Gordon was a Magistrate of the Children's Court, Western Australia for over 20 years retiring in 2008. Dr Gordon was the Chairperson of the Northern Territory Emergency Response Taskforce, a member of the Western Australia Indigenous Implementation Board, member of various national and state 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 December 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 on various programs 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 Coole, Member

- Appointed 1 December 2008 to 30 November 2011

Ms Jane Coole 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 Coole 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 Coole 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.



Dr Gregory Lewis, Member

- Appointed 1 July 2009 to 30 June 2012

Dr Lewis is a clinical and educational psychologist and has had a long career in the disability employment, education and training sectors; providing training and consultancy services to government and non-government agencies in the disability employment, education and training sectors.

In 1985, Dr Lewis established EDGE Training Solutions and is currently Executive Director, EDGE Employment Solutions, Western Australia.

Dr Lewis has led and managed many research projects relevant to the VET sector focusing on improving linkages between the post-secondary education and disability employment sector.

He is adjunct Associate Professor at the Centre for Research into Disability and Society at Curtin University of Technology and a member of the Advisory Board for the School of Occupational Therapy and Social Work.

EXECUTIVE SUPPORT

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

Ms Mellisa Teede, Manager

Mr Paul Giltrow, A/Manager and A/Principal Project Officer

Ms Salina Hand, A/Senior Project Officer

Ms Michelle Grady, A/Senior Project Officer

Ms Elaine Burgess, A/Senior Project Officer

Ms Claire Taylor, A/Senior Project Officer

Ms Sally Lumsden, A/Senior Project Officer

Ms Terry Large, Executive Assistant

Ms Perpetua Joseph, A/Personal Assistant

2009 - 2010 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:

- preparation of the *State Training Plan 2010-2012*, which will provide the basis of planning for the VET sector in the short to medium term;
- ***Training together – working together*** initiative to increase participation rates of Aboriginal people in a skilled labour market and improve training that leads to sustainable employment for Aboriginal people in Western Australia.
- continued recognition and implementation of the new Training Council network;
- developing and implementing the process for the establishment of, and variation to apprenticeships and traineeships under the amended VET Act;
- review of the Australian Apprenticeship Support Services in Western Australia;
- developing a more resilient and responsive trade training system project;
- *Skilling for a Sustainable Future in Western Australia* research project to identify a range of initiatives, strategies and targets for the development and delivery of a more sustainable VET system and the provision of a 'green' skilled workforce in Western Australia;
- 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
- industry consultation and recommendations 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 2010 the Board has met formally on six occasions. Meetings considered a range of strategic issues and priorities associated with the work plan.

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

- the Establishment and Variation of Apprenticeships Committee;
- ***Training together – working together*** Committee;
- WorldSkills Sub-committee;
- Apprenticeship Support Services Review Sub-committee;
- Aboriginal School-Based Training Committee; and
- Responsive Trade Training Working Group.

The Board's High Level Strategic Group met twice during the reporting period with representatives from the State Training Board, Training Council Chairs and Chief Executive Officers, 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 December 2009 and June 2010.

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.

There were no appeals against decisions made by the Training Accreditation Council during the reporting period.

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.

There were no issues in relation to code of conduct or code of ethics during the reporting period.

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 Plan 2010-2012* 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 differing economic cycles 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 State Training Providers, two university VET providers, as well as some 165 private registered training organisations.

In particular, the 10 State Training Providers 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 50 campuses across the State.

In 2009, 33.5 million student curriculum hours of vocational education and training funded under the terms of the National Funding Agreement (formerly *Skilling Australia's Workforce Agreement*) were delivered to over 110,000 clients in Western Australia. This represented an increase of 5.5% in the number of clients compared to 2008.

In 2009/10, 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 60.5% increase in the number of apprentices and trainees in training from 24,326 in August 2003 to 39,029 as at June 2010.

The Board would like to acknowledge the research and administrative support provided by the Department of Training and Workforce Development 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 (Training Councils), which are funded by the Department of Training and Workforce Development.

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

- Construction 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;
- Food, Fibre and Timber Industries Training Council (WA) Incorporated;
- Resources Industry Training Council; and
- Retail and Personal Services Training Council Incorporated.

The 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 Training and Workforce Development.

The 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:

- providing a leadership role in promoting training industry, including partnerships between industry and the training sector;
- high level strategic information and advice that informs the State Training Board on the training needs and priorities of industry in Western Australia; and
- market intelligence on skills supply and demand, in particular, current or emerging skills shortages and recommends training strategies to support industries skills development needs.

The Training 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 Training Councils, during the reporting period.

HIGHLIGHTS AND ACHIEVEMENTS

STATE TRAINING PLAN 2010-2012

The State Training Board provided the State Training Plan 2010-2012 to the Minister for Training and Workforce Development. The plan outlines supply and demand of skills, indicates skill shortages at industry and regional levels that informs the allocation of public funds.

TRAINING TOGETHER - WORKING TOGETHER

The Minister for Training and Workforce Development requested the State Training Board to develop a Western Australian Aboriginal Workforce Development Strategy that presents ways of increasing participation rates of Aboriginal people in a skilled labour market and improving training that leads to sustainable employment for Aboriginal people in Western Australia.

The State Training Board's *Training together – working together* committee, in consultation with Aboriginal communities, industry, employers, training providers and government developed the strategy, which was launched by the Minister at the Aboriginal Workforce Development Summit on 4 June 2010.

IMPLEMENTATION OF THE NEW TRAINING COUNCIL NETWORK

The Board has played an ongoing role in the recognition and implementation of the 10 Training Councils that were established at the beginning of 2009. These Training Councils will undertake a high level strategic role with industry and the training sector and a leadership role in developing workforce development plans and strategies to assist industry to address current and future skills shortages.

Members of the Training Councils are high level influential industry and business leaders, with *ex-officio* representation from the Board and Department of Training and Workforce Development at key Training Council Committee of Management meetings.

Industry advice is now integrated within the Board's overall planning processes and provides peak level industry involvement to ensure current and future needs of industry, employers and the economy are met.

The Board has overseen the Training Council network's development of Industry Workforce Development Plans and will undertake an annual review of the outcomes and effectiveness of the new Training Council arrangements in the second half of 2010.

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

The State Training Board's Establishment and Variation of Apprenticeships Committee (EVAC) was established in 2009 as part of the amendments to the *Vocational Education and Training Act 1996* that came into effect on 10 June 2009.

The EVAC considers proposals relating to the classification of prescribed vocational education and training qualifications and provides advice and recommendations to the Minister for Training and Workforce Development on the establishment and variation of apprenticeships and traineeships in Western Australia.

The EVAC advice and recommendations follow consultation with key stakeholders including 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 are gazetted.

In determining whether a qualification will be available under a training contract or not, qualifications are classified in 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.

REVIEW OF THE AUSTRALIAN APPRENTICESHIP SUPPORT SERVICES

In response to a request from the Minister for Training and Workforce Development, the State Training Board undertook a review of the apprenticeship support services in Western Australia to investigate the interface between ApprentiCentre and Australian Apprenticeship Centres to reduce duplication and streamline services within existing Commonwealth contractual arrangements to ensure employers of apprentices receive appropriate support services in Western Australia.

The Board undertook extensive consultation with relevant stakeholders and has provided its final report to the Minister with recommendations for a more comprehensive model for apprenticeship support services in Western Australia.

RESPONSIVE TRADE TRAINING SYSTEM

The State Training Board has been leading a working group in a consultation process involving Training Councils, Unions WA and other relevant stakeholders to investigate and develop a proposal for the Minister for Training and Workforce for a new trade training approach to be more responsive to industry needs. Research is currently being undertaken with pilots anticipated at the beginning of 2011.

SKILLING FOR A SUSTAINABLE FUTURE IN WESTERN AUSTRALIA

The State Training Board commissioned an independent research project to identify a range of initiatives, strategies and targets for the development and delivery of a more sustainable VET system and the provision of a 'green' skilled workforce in Western Australia.

The final report has been provided to the Board and the Minister for Training and Workforce Development and lists six recommendations including a comprehensive industry engagement strategy for the Department of Training and Workforce Development and industry at the enterprise level on how green skills should be further developed.

ABORIGINAL SCHOOL BASED TRAINING

The Aboriginal School Based Training program is aimed at driving key improvements to school based training opportunities for Indigenous students in Years 10, 11 and 12. The Board provides high level strategic direction and advice for the program and actively encourages increased engagement and support from all stakeholders.

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 Training and Workforce Development 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. The Board has provided a report to the Minister for Training and Workforce Development that offers advice and recommendations for re-invigorating and promoting WorldSkills Australia Competitions in Western Australia.

WA WORKFORCE DEVELOPMENT INITIATIVES

The Department of Training and Workforce Development has been developing the Western Australian Workforce Development Plan aimed at building, attracting and retaining a skilled workforce for the State. The State Training Board has been contributing to the Plan along with other key stakeholders.

GORGON AND MAJOR PROJECTS – SKILLS NEEDS ASSESSMENT PROJECT

The State Training Board, in conjunction with Department of Training and Workforce Development and the Resources Industry Training Council, is undertaking a quantitative assessment of skill needs and potential supply of labour for the Gorgon and other major projects. The assessment will assist in the development of training and workforce development strategies for the resources sector. The project will also inform the workforce development plan for the resources sector, as well as other industries, and the Western Australian Workforce Development Plan. The project will be undertaken in two phases, initially focusing on the Gorgon Project and then expanded to other major resource sector projects. The labour demand implications for other industries in WA will also be considered during the second phase.

TRAINING WA: PLANNING FOR THE FUTURE 2009-2018

In May 2009, the Minister for Training and Workforce Development released the *Training WA* plan for the future of Western Australia's training system over the next 10 years. The plan aims to transform the State's training system and position Western Australia to respond to future employment demands. It includes immediate, medium and long term initiatives as the blueprint for the Government's investment in the State's training system. The State Training Board, through the Department of Training and Workforce Development has developed a State Training Plan to implement the strategies outlined in the *Training WA* plan.

WA TRAINING AWARDS 2009

The Western Australian Training Awards 2009 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 Government Employees Superannuation Board, Australian Government Department of Education, Employment and Workplace Relations, The Graham (Polly) Farmer Foundation, Perth Convention Exhibition Centre, Training Accreditation Council, Australian Institute of Management, Apprenticeships Australia, The Chamber of Minerals and Energy Western Australia, Australian Council for Private Education and Training, The Sunday Times, and the State Training Board.

The winners in each category of the WA Training Awards 2009 were:

Blake McCarthy

WA Apprentice of the Year 2009

Jon Arlow

WA Vocational Student of the Year 2009

Adam Selby

WA Trainee of the Year 2009

Salathiel McKay

WA Aboriginal and Torres Strait Islander Student of the Year 2009

Bel Skinner

WA Trainer of the Year 2009

Daniel Lowe

WA School-based Apprentice of the Year 2009

Hollywood Private Hospital, Nedlands

WA Employer of the Year 2009

Jobs South West Community Services, Bunbury

WA Small Training Provider of the Year 2009

Central TAFE, Perth

WA Large Training Provider of the Year 2009

'ASETS Through-care Model', Department of Corrective Services, Perth

WA Training Initiative 2009

Western Australian College of Agriculture, Cunderdin

WA VET in Schools Award 2009

AUSTRALIAN TRAINING AWARDS 2009

Eligible winners from the awards went on to represent Western Australia at the Australian Training Awards on 19 November 2009.

- Blake McCarthy won Australian Apprentice of the Year
- Adam Selby was runner up Australian Apprentice (Trainee) of the Year
- Daniel Lowe was runner up Australian School-based Apprentice of the Year
- Salathiel McKay was runner up Aboriginal and Torres Strait Islander Student of the Year
- WA Department of Corrective Services won Australian Training Initiative
- WA College of Agriculture Cunderdin won VET in Schools Excellence
- Hollywood Private Hospital won Employer of the Year

The 2010 Training Awards are underway with judging for categories in Western Australia having taken place in July 2010. The WA Training Awards presentation will take place at the Perth Convention Exhibition Centre on 27 August 2010. The Australian Training Awards will be held on 19 November 2010 in Sydney.

STATE TRAINING PLAN

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. The Plan is prepared on a triennial basis with annual updates and reviews.

Key areas of focus include:

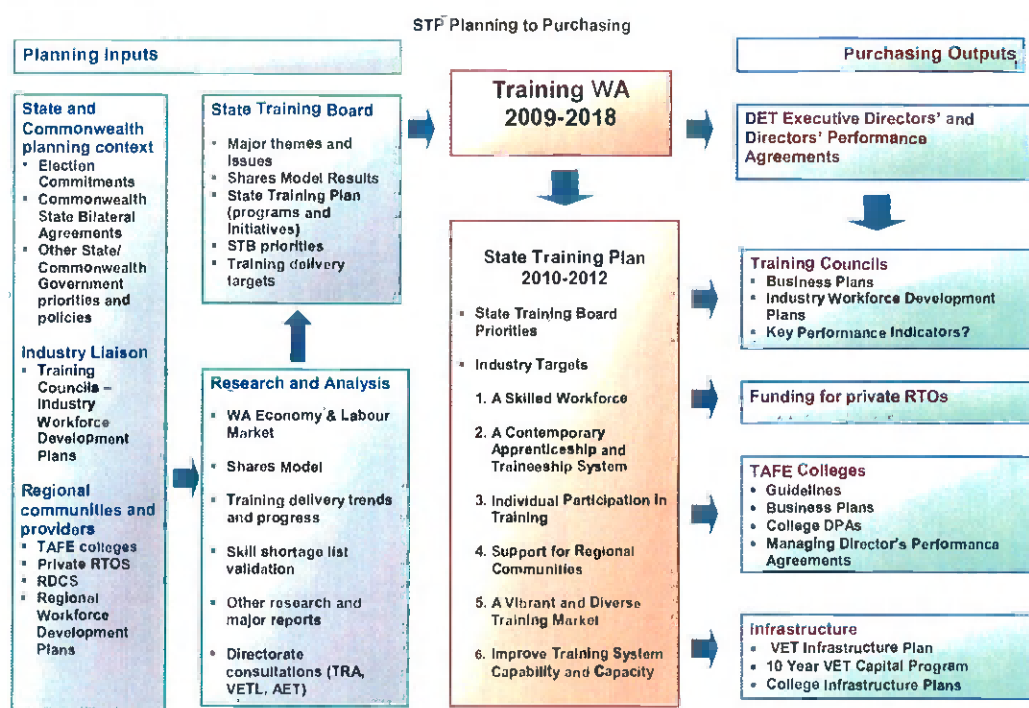
- training to maximise future economic opportunities;
- minimise skill shortages;
- plan for the skill needs of the resources sector and broader industries;
- improving the engagement of priority target groups in training to broaden the potential size and skills of the Western Australian workforce;
- increasing the targets set for apprenticeships and traineeships in *Training WA*;
- a greater focus on youth including through VET in Schools and apprenticeships and traineeships programs;
- skill needs associated with environmental sustainability considerations;
- strong demand for higher level skills;
- integrated use of migration programs; and
- career development and information.

Following the State Training Board's consideration of the major themes in the State Training Plan, the Board's priorities outlined in the previous year's State Training Profile, and the Board's current work plan, the following priorities form the agenda for the Board's activities for the three year period 2010-2012, with the overall objectives to increase the productivity and participation rates of the Western Australian workforce and the specific objectives, which include:

1. Establish industry workforce development plans and champion the adoption of workforce development practices across industry
 - Develop the Western Australian Workforce Development Plan.
 - Support Workforce Development Plans for the 10 industry areas covered by the Training Councils and the nine regions in Western Australia.
 - Undertake research and develop strategies to address the State's skills requirements for a sustainable future.
2. Improve the productivity of the West Australian workforce
 - Increase industry's focus on skills utilization through the implementation of a workforce development approach
 - Continue to examine and implement opportunities to increase skills recognition across all industry areas to acknowledge the skills and experience of individuals and increase the number of people with formal qualifications.

- Examine and implement strategies to up-skill existing workers to meet the current and future skill needs of industry and to leverage the Productivity Places Program.
3. Grow the size of the Western Australian workforce through increased participation
- Undertake research and pilot projects on under-represented groups in the workforce to increase participation in the labour market through improved engagement in training.
 - Identify options and implement strategies to deliver apprenticeships and traineeships in a more flexible and contemporary manner.
 - Develop and implement a plan to significantly boost the levels of workforce participation and rates of employment for Indigenous people in Western Australia (Training Together-Working Together initiative)
 - Deliver industry responsive VET in Schools programs to improve pathways to further training and education and local employment opportunities.
 - Support the implementation of the ACE strategy.

The Department of Training and Workforce Development uses the following *State Training Planning and Purchasing Framework*:



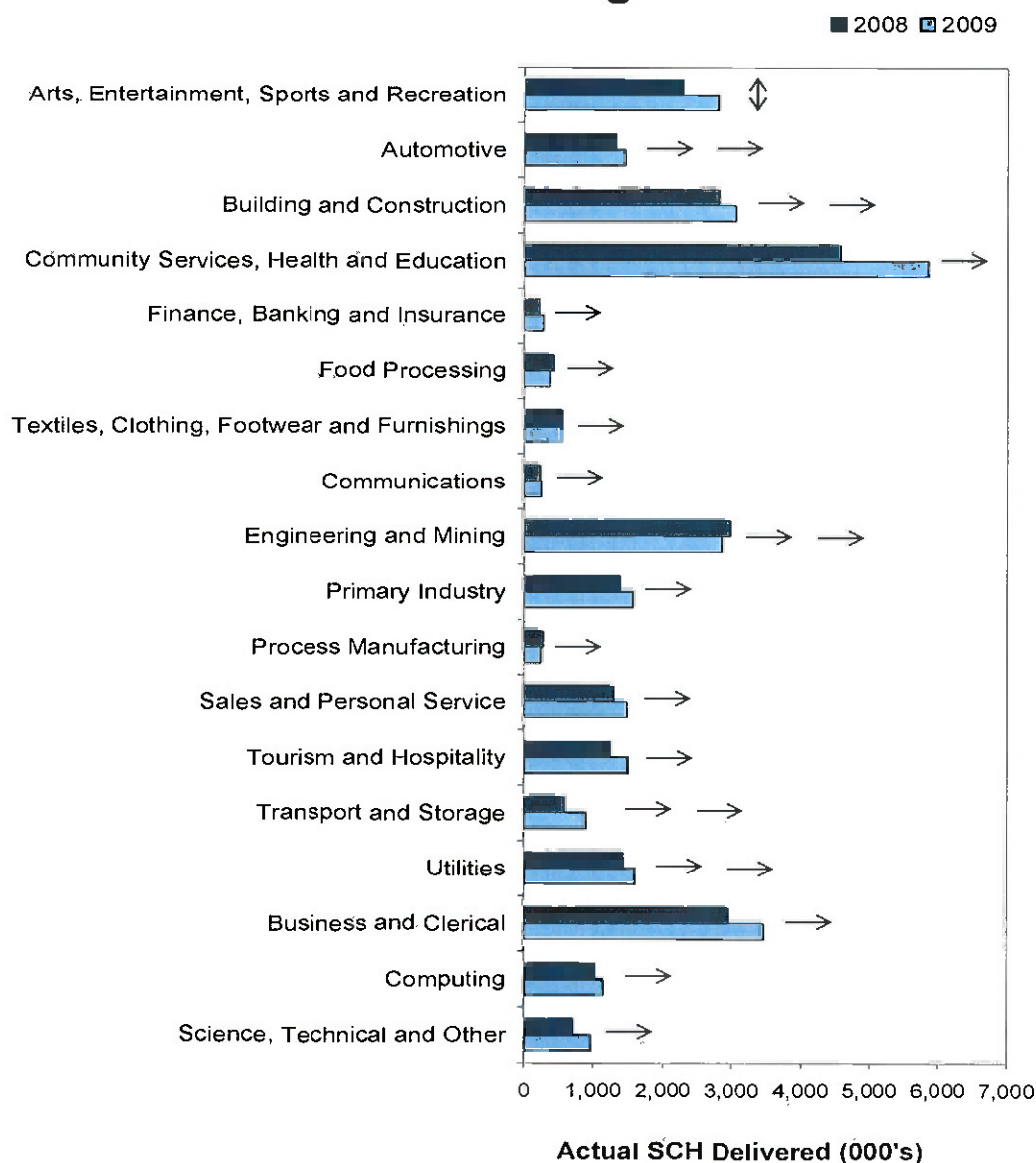
The *State Training Plan 2010-2012* is available on the State Training Board's website: <http://www.stb.wa.gov.au/AboutUs/Pages/Publications.aspx>

2009 OVERALL PERFORMANCE

Training system progress towards State Training Plan priorities

The industry growth targets were reviewed during the development of the State Training Plan 2010-12. The following figure identifies the targets for each industry against the actual student curriculum hours (SCH) delivered in 2008 and 2009 to ascertain the training system's progress towards achieving the targets set. The figure shows industries targeted for maintenance of training delivery, denoted by the arrow symbol \updownarrow , industries targeted for increase training delivery, \rightarrow , and industries targeted for priority increase $\rightarrow\rightarrow$.

State Training Plan 2010-12 Growth Targets



Source: National Agreement Scope 2008, 2009 Student Curriculum Hours by Broad WADT Group, excluding General Education and Training.

Industries targeted for priority growth in training delivery included: automotive; building and construction; engineering and mining; transport and storage and utilities. Training delivery in these industries has been gradually increasing since 2004 and continues to grow between 2008 and 2009 except for engineering and mining which declined by 130,242 SCH (4.4%).

Most of the industries targeted for increased training delivery achieved growth between 2008 and 2009. Industries which did not achieve their growth targets were food processing which declined by 51,585 SCH (12.3%); process manufacturing which declined by 34,046 SCH (12.0%) and textiles, clothing, footwear and furnishings which declined marginally by 2,357 SCH (0.4%). The target strategy for the arts, entertainment, sports and recreation industry was to be maintained, however training delivery increased by 516,282 SCH (22.6%) over the period 2008 to 2009.