



Annual Report

For the year ended 30 June 2012

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STATEMENT OF COMPLIANCE

Hon Murray Cowper, MLA
Minister for Training and Workforce Development; Corrective Services
12th 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 hereby submit for your information and presentation to Parliament a report on the
operations of the State Training Board for the financial year ended 30 June 2012.

Keith Spence
CHAIR
STATE TRAINING BOARD
August 2012

CHAIRMAN'S MESSAGE

It gives me great pleasure to present the State Training Board's Annual Report for the year ended 30 June 2012.

Despite global economic uncertainty, the demand for Western Australia's natural resources continues and the outlook for the State's economy remains positive. This high level of activity increases demand for a highly skilled workforce. Western Australia anticipates a labour shortage of around 76,000 workers by 2015. Given this, it is imperative that Western Australia continues to invest in training and skills development for all Western Australians.

This year the State Training Board, through its State Training Plan and other activities continued to focus on developing training priorities based on occupations that remain critical to the economic prosperity of the State. In addition, the need to support those Western Australians that are currently under-represented in the workforce, including Aboriginal people, people with disabilities and those from culturally and linguistically diverse backgrounds.

Aboriginal Western Australians are five times more likely to be unemployed than other Western Australians. In the past twelve months we have seen an increase in Aboriginal participation in meaningful training and long-lasting employment through the *Training together-working together strategy*. I commend the Department of Training and Workforce Development for the progress in implementing the recommendations of the *Training together-working together strategy* and in particular the work of the five Aboriginal Workforce Development Centres. Through a 'joining the dots' approach the Aboriginal Workforce Development Centres have helped more than 300 individual Aboriginal job seekers into employment placements and another 150 in training.

The State Training Board prepares a work plan comprising of key functions, initiatives and taskforces of the Board. The work plan was reviewed in February 2012 to align the Board's work on priorities for the State's training system. During the year the Board has continued to work collaboratively with the Department of Training and Workforce Development and the Industry Training Council network to identify strategies to address skill shortages and to build a responsive, flexible training system within a State and national framework.

The past twelve months has also been a period of change for the State Training Board with three new members joining the Board. I am delighted to welcome Kelley Yeats, Vanessa Davies and Joanne Farrell to the State Training Board. I congratulate those members who were reappointed during the period: Audrey Jackson, Simone McGurk and Jane Coole.

I would like to acknowledge the contribution of my Board colleagues who retired from the State Training Board during the reporting period. Dr Sue Gordon's expertise and knowledge was invaluable for the *Training together-working together strategy* and I was extremely grateful for her tireless commitment to provide better opportunities through sustainable training and employment for Aboriginal people in Western Australia. Geoff Wrigley's expertise and insight as someone who was an apprentice himself, has trained and managed apprentices was important on the Establishment and Variation of Apprenticeship Committee. I also thank Steven Peck for his expertise and experience and contribution to the State Training Board.

Each year the State Training Board aims to meet at least once outside the Perth metropolitan area. After months of planning the Board travelled to Karratha on 21 June. The regional visit was keeping in the Government's goal of having a stronger focus on the regions. This was the first time that the full Board had travelled to remote Western Australia. The Board held consultation sessions with local stakeholders to gain an understanding of vocational education and training successes, challenges and needs in the Pilbara region and to explore key issues and challenges impacting the Pilbara region in relation to workforce development. I sincerely thank our regional stakeholders for taking the time to meet with members of the State Training Board and for providing an honest account of the challenges impacting regional Western Australia. The Board looks forward to holding similar meetings in other regional and remote towns in the coming years.

This year's State Training Board Annual Report provides more details on our major activities. Our work could not be done without the support of Dr Ruth Shean, Simon Walker and staff within the Department of Training and Workforce Development. I also thank our colleagues in industry, enterprises and stakeholders in the training sector, the professions, government agencies and others for your support and valuable advice.

Keith Spence

CHAIR

STATE TRAINING BOARD

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OVERVIEW OF THE STATE TRAINING BOARD

ESTABLISHMENT AND FUNCTION

The State Training Board is an independent statutory body established under Part 3 of the *Vocational Education and Training Act 1996* (the VET Act). The Board reports directly to the Minister for Training and Workforce Development.

The functions of the State Training Board are:

- to give the Minister a draft State Training Plan as and when required by the Minister;
- to recognise various industry training advisory bodies as bodies from which the Board takes advice for the purposes of drafting a State Training Plan or making recommendations to the Minister under Part 7;
- to make recommendations that are required or permitted to be made by it to the Minister under Part 7;
- to prepare, for consideration by the Minister, policy which aims to improve the links between specific industry developments and vocational education and training so as to gain optimum employment opportunities for people, and ensure the availability of appropriately skilled labour, in the State; and
- to perform the functions it has under Part 7A Division 2.

In addition, the Board provides advice to the Minister on matters relating to:

- the existing and anticipated supply and demand for skills in various industries, particularly expanding industries and industries which are experiencing or are expected to experience a shortage of skilled labour, and on proposed strategies to support such industries;
- strategic directions, policies and priorities for the State training system;
- emerging international, national and State training issues;
- the extent to which training services meet the current and future requirements of industry and the community, including the requirement for equal opportunity of access to those services; and
- any other matters, as directed by the Minister.

MEMBERSHIP

State Training Board members are appointed by the Minister 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 by the Minister under section 19(1), of which:

- one is selected to undertake the duties of chairperson;
- one is appointed for their experience in 'workers' interests'; and
- one is appointed for their experience in 'employers' interests'.

Under 19(2) of the VET Act, the Minister may appoint two other persons from a panel of names submitted by the Board members appointed under section 19(1).

Board members are appointed for a term not exceeding three years and the chairperson is appointed for a term not exceeding five years. All members are eligible for reappointment at the discretion of the Minister. Members are eligible to receive remuneration for their services which is paid in the form of sitting fees¹.

Membership changes during the reporting period

The following terms of appointment expired during the reporting period:

Dr Susan Gordon:	1 December 2008 to 30 November 2011
Mr Geoffrey Wrigley:	1 December 2008 to 30 November 2011
Ms Jane Coole:	1 December 2008 to 30 November 2011
Ms Simone McGurk:	1 December 2008 to 30 November 2011
Ms Audrey Jackson	31 December 2008 to 30 December 2011
Mr Steven Peck:	31 December 2008 to 30 December 2011
Dr Gregory Lewis:	1 July 2009 to 30 June 2012

As a result the following appointments* and reappointments were made by the Minister for Training and Workforce Development and were approved by Cabinet:

Ms Simone McGurk:	1 December 2011 to 30 June 2014
Ms Kelley Yeats*:	1 December 2011 to 30 June 2014
Ms Jane Coole:	1 December 2011 to 30 November 2014
Ms Vanessa Davies*:	1 December 2011 to 30 November 2014
Ms Audrey Jackson:	30 December 2011 to 30 June 2014
Mr Adam Harry*:	1 January 2012 to 31 December 2014
Ms Joanne Farrell*:	18 June 2012 to 31 December 2014

Mr Adam Harry resigned prior to taking up his appointment due to competing work commitments. To fill the vacancy arising from Mr Harry's resignation Cabinet approved the appointment of Ms Joanne Farrell to the State Training Board on 18 June 2012. Profiles of the Board members are provided at the end of this report.

REPORTING RELATIONSHIPS

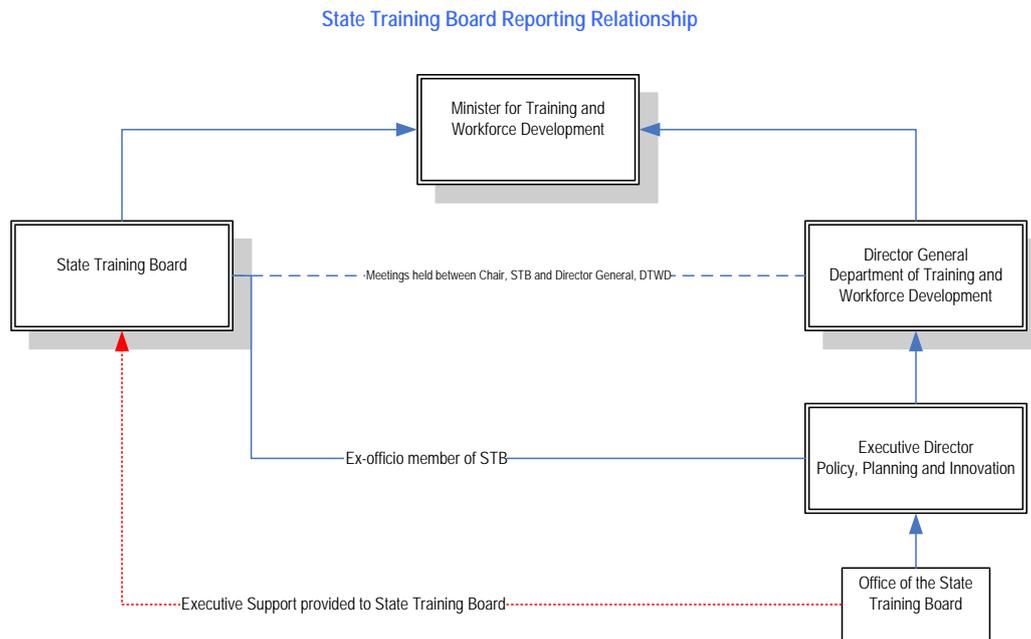
During the reporting period the Chair of the State Training Board and the former Minister for Training and Workforce Development, Hon Peter Collier, MLC held quarterly meetings. In addition, Minister Collier attended the State Training Board's High Level Strategic Group meetings.

The Board has a close working relationship with the Department of Training and Workforce Development. The Chair met regularly with the Director General, Dr Ruth Shean and other Senior Executive staff. The Chair provided an update to the Department's Corporate Executive on Board activities.

The Executive Director, Policy Planning and Innovation is an ex-officio member of the State Training Board. Mr Walker provides the Board with updates on the Department's activities, programs and policies that may impact on the Board's business.

¹ Members who are on the public payroll including all current State, Commonwealth and Local Government employees; current and retired judicial officers; and current employees of public academic institutions are not eligible to receive sitting fees.

The reporting relationship of the State Training Board is shown below:



The Office of the State Training Board (OSTB) sits within the Policy, Planning and Innovation directorate of the Department and reports directly to the Executive Director. The OSTB provides executive support to members of the State Training Board. During the reporting period there were various vacancies within the OSTB resulting in acting opportunities and temporary assignments, as shown below:

Position	Substantive Officer	Acting/Temporary Assignments
Director	Mellisa Teede	Kathy Hoare (1/7/11 – 30/6/12)
Senior Project Officer	Paul Giltrow	Kerrie White (part time 0.2FTE) (22/7/11 – 8/12/11) Suzanne Seinor (16/4/12 – 30/6/12)
Executive Assistant	Terry Large	Karen Van Staden (10/10/11 – 3/2/12)

MEETINGS

During the reporting period the State Training Board convened five general meetings, one extraordinary meeting and one regional visit. The State Training Board general meetings are held bi-monthly and typically on the third Thursday of the month. On occasion, the OSTB has circulated agenda items ‘out of session’ where an item requires Board input between scheduled meetings.

Meeting locations:

25 August 2011:	Raytheon Australia, Henderson
20 October 2011:	Australian Centre for Energy and Process Training, Munster
8 December 2011:	Department of Training and Workforce Development
9 February 2012:	Richgro Garden Products, Jandakot
19 April 2012:	Polytechnic West, Professional & Career Development Centre, Bentley
21 June 2012:	Karratha Regional Visit

Under Schedule 1 of the *Vocational Education and Training Act 1996* a quorum at meetings “is at least one half of the number of members or if a quorum cannot be

present at a meeting because of the operation of clause 5, a quorum for that meeting is such number of members as the Minister may determine". Clause 5 states "the presence of a person at a meeting need not be by attendance in person but may be by that person and each other person at the meeting being simultaneously in contact by telephone, or other means of instantaneous communications". Teleconference facilities were used on a number of occasions to ensure that a quorum was present.

Member	General meetings	Extraordinary meeting 25 January 2012	Regional visit (Karratha) 21 June 2012
Keith Spence	4 of 5	Yes	Yes
Mike Deeks	5 of 5	Yes	Yes
Greg Lewis	3 of 5	No	Yes
Audrey Jackson	5 of 5	Yes	Yes
Jane Coole	2 of 5	No	Yes
Simone McGurk	3 of 5	Yes	Yes
Vanessa Davies	3 of 3	No	Yes
Kelley Yeats	3 of 3	No	Yes
Geoff Wrigley	2 of 2	Term expired 30/11/11	Term expired 30/11/11
Sue Gordon	1 of 2	Term expired 30/11/11	Term expired 30/11/11
Steven Peck	0 of 3	Term expired 30/12/11	Term expired 30/12/11

COMPLIANCE

Compliance with Public Sector Standards and Ethical Codes

The State Training Board *Code of Conduct* was developed in line with the Public Sector Commission's Conduct Guide for Boards and Committees. All Board members are provided with a copy of the Code of Conduct as part of the induction training to the State Training Board as it provides guidance about ethical conduct, public duties and legal responsibilities.

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

Section 175ZE of the *Electoral Act 1907*

Section 175ZE of the *Electoral Act 1907* requires public agencies to report details of expenditure to organisations providing services in relation to advertising, market research, polling, direct mail and media advertising. The State Training Board has not incurred expenditure of this nature.

Financial Statements

The State Training Board is an entity of the Department of Training and Workforce Development whose financial costs are fully reported within the Department's annual report. In accordance with the *Financial Management Act 2006*, the Department is the accountable authority for the Board, however, the Board in accordance with section 24(1) of the *Vocational Education and Training Act 1996* is required to prepare and present to the Minister, an annual report on the operations (functions) of the Board.

STRATEGIC OVERVIEW

Vocational education and training (VET) provides skills and knowledge for work through a national training system. The system includes the Australian Government, the State and Territory Governments, industry, public and private training providers that work together to provide nationally consistent training across Australia.

The Minister for Training and Workforce Development administered the VET system in Western Australia through the *Vocational Education and Training Act 1996*. The Department of Training and Workforce Development assists the Minister in the administration of the VET Act in its role as a State Training Authority. The VET Act sets out the functions and powers of the Minister and provides for:

- a VET system for the State of Western Australia;
- the establishment and functions of the State Training Board and the Training Accreditation Council;
- the establishment of colleges, and other VET institutions; and
- the training of people, such as apprentices, under training contracts with employers.

RELATIONSHIP WITH GOVERNMENT, INDUSTRY AND THE TRAINING SECTOR

The State Training Board, as the peak industry training advisory body to the Minister for Training and Workforce Development, has developed a strong working relationship with various stakeholders.

Training Councils

One of the key functions of the Board is to recognise various industry training advisory bodies as bodies from which the Board takes advice for the purposes of drafting a State Training Plan or making recommendations to the Minister under Part 7 of the VET Act.

The industry training councils provide:

- a leadership role in promoting training to 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;
- advice and recommendations to the State Training Board on the establishment and variation of employment based training arrangements in Western Australia in line with the Board's *Guidelines for the Establishment and Variation of Apprenticeships Committee*; and
- market intelligence on skills supply and demand, in particular, current or emerging skills shortages and recommends training strategies to support industry's skills development needs.

In the reporting period, the Board recognised 10 industry training advisory bodies:

Community Services, Health and Education Training Council Inc.;

Construction Training Council;

FutureNow – Creative and Leisure Industries Training Council Inc.;

Electrical, Utilities and Public Administration Training Council Inc.;

Engineering and Automotive Training Council Inc.;

Financial, Administrative & Professional Services Training Council Inc.;

Logistics Training Council;
Food, Fibre and Timber Industries Training Council (WA) Inc.;
Resources Industry Training Council; and
Retail and Personal Services Training Council Inc.

Department of Training and Workforce Development

The VET system is administered by the Department of Training and Workforce Development in its role as the State Training Authority. The Department in addition to its vital training role now has the broader responsibility of workforce development. Workforce development aims to build, attract and retain a skilled workforce to meet the economic needs of Western Australia, to minimise skill shortages and maximise the State's ability to respond to new opportunities.

The Department manages the investment of public resources in the State VET system, including planning, funding and monitoring services. It funds training which is delivered by a state-wide network of State Training Providers and private providers. The Department is also responsible for administering and monitoring the State's apprenticeship system.

In December 2010 the Department prepared *Skilling WA – A workforce development plan for Western Australia* (Skilling WA) in response to the increasing demand for skills and labour being driven by major resources and infrastructure projects. Skilling WA contains a range of priority actions under five strategic goals that focus on increasing participation in the workforce, skilled migration, attraction and retention, skills development and planning and coordination. The State Training Board has incorporated the strategic goals of Skilling WA into its strategic work plan.

Training Accreditation Council

The Training Accreditation Council is Western Australia's State Registering and Course Accrediting Body and is responsible for quality assurance and recognition of vocational education and training services in Western Australia. This includes:

- the registration of training providers;
- the accreditation of courses;
- the recognition of skills and qualifications; and
- providing policy advice to the State Training Board on recognition arrangements.

The Training Accreditation Council is committed to being the national leader in the strategic management of the recognition and quality assurance of training, including associated policies, services and standards in the vocational education and training sector and to providing practical, efficient and responsive support for government, the Board, industry training providers, and the community.

Other Stakeholders

Throughout the 2011-12 reporting period the Board has worked closely with a number of stakeholders, including state training providers, private training providers, UnionsWA, the Chamber of Commerce and Industry (WA), the Chamber of Minerals and Energy, Skills Australia, and other industry advisory groups both locally and nationally.

STATE TRAINING PLAN 2012-2015

Section 21(1)(a) of the *Vocational Education and Training Act 1996* requires the State Training Board to prepare for the Minister's approval a State Training Plan. The Plan contributes to the policy and purchasing direction for the training system in Western Australia for the short to medium term.

The State Training Plan is developed each year within the context of current State and national vocational education and training policies, commitments and agreements. In addition, a range of inputs feed into the plan including:

- analysis of economic, labour market and demographic data;
- industry consultation and advice;
- regional advice; and
- other relevant research and reports.

In recent years the State Training Plan is informed by the State Priority Occupation List (SPOL) and the Western Australian Shares Model. The SPOL is a list of occupations that are in high demand or considered industry-critical in Western Australia. The Shares Model is an economic model that provides an indication of how future training resources should be distributed in order to meet the future demand for skilled workers in Western Australia.

On 29 July 2011 the working group met to review the draft State Training Plan 2012-2015. The working group members for the reporting period were Keith Spence, Audrey Jackson, Geoff Wrigley, Gary Fitzgerald, (Director, State Workforce Planning), Gordon Duffy, (Manager, State Workforce Planning), and Giulia Ranelli, (Principal Consultant, State Workforce Planning).

Feedback from the working group was incorporated into the final State Training Plan 2012-2015 that was endorsed by the full State Training Board at its August 2011 meeting. Minister Collier endorsed the State Training Plan 2012-2015 on 22 November 2011.

In order to provide a flexible and responsive training system within a State and national VET framework and based on the labour market analysis undertaken, the following purchasing priorities for 2012-2015 were recommended:

Growth in Employment Based Training – apprenticeships and traineeships	
Top Priority	Priority
<ul style="list-style-type: none"> • Electrotechnology and telecommunications • Automotive and engineering • Construction 	All other occupations with an apprenticeship or traineeship pathway.
Priority institutional training delivery aligned to industry need	
Top Priority	Priority
<ul style="list-style-type: none"> • Electrotechnology and telecommunications • Automotive and engineering • Specialist managers • Education professionals • Machine and stationary plant operators • Design, engineering, science and transport professionals • Construction trade workers 	<ul style="list-style-type: none"> • Business, human resources and marketing professional • Protective service workers • Sales representatives and agents • Road and rail drivers • Hospitality, retail and service managers • Cleaners and laundry workers • Inquiry clerks and receptionists • Legal, social and welfare professionals • ICT professionals

	<ul style="list-style-type: none"> • Carers and aides • Office managers and program administrators • Mobile plant operators • Other clerical and administrative workers.
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High Level Skills

To meet long term national agreement targets and to align with other priorities, such as *Training WA* and the Australian Government's *Building Australia's Future Workforce*, it is recommended that additional weighting continue to be given to those occupations that have a higher level qualification.

Increased training participation and improved language, literacy and numeracy levels

To support a key strategic goal of Skilling WA which is to increase participation in the workforce, and the strategies outlined in *Training together - working together* and *Building diversity and equity in training 2010–18*², it is recommended that training opportunities are maximised for those who may be currently under-represented in some areas of training and the workforce. These individuals tend to come from diverse backgrounds and include:

- people with disabilities;
- people from culturally and linguistically diverse (CALD) backgrounds;
- Aboriginal Western Australians;
- residents in regional and remote areas;
- women with dependents; and
- young people.

It was also recommended that there be a focus on those qualifications that can provide appropriate pathways to further training in the high priority areas identified in this Plan.

In addition, fundamental literacy and numeracy skills are a critical issue for all industry sectors of the State and therefore an increase in the provision of foundation training needs to be made in the Department's purchasing strategies.

This priority is supported by the State Government's commitment of \$6.4 million allocated in the 2011-2012 Budget. This additional funding will provide 3,415 training places and focuses on increasing workforce participation for Western Australians who are under-represented in the workforce, returning to the workforce or from culturally and linguistically diverse backgrounds. Another \$3.86 million has been allocated to provide 1,131 training places to assist Aboriginal people into the workforce. The training will include Certificate I and II level training, and will allow job seekers to undertake skills training and work-readiness programs to take advantage of future employment opportunities.

HIGH LEVEL STRATEGIC GROUP

A recommendation of the Review of Industry Training Advisory Arrangements in Western Australia (2008) was for a high level strategic group to meet twice a year. Representatives from the State Training Board, Industry Training Councils, Department of Training and Workforce Development and the Minister for Training and Workforce Development discuss and align industry needs and priorities with State and Australian Government requirements.

² *Building Diversity and Equity in Training 2010-2018* can be downloaded from www.dtwd.wa.gov.au

During the 2011-12 reporting period the High Level Strategic Group met on three occasions:

29 July 2011

The meeting on 29 July 2011 examined Skilled Migration and Improving Industry Engagement. The former Minister for Training and Workforce Development, Hon Peter Collier, MLC, delivered the opening address to the meeting. The Minister discussed the State Government's commitment to ensuring that training opportunities are available for all Western Australians but acknowledged that there would not be sufficient numbers of people to meet the skill demand forecast to be 150 000 by 2017. The Minister spoke about the State Migration strategy and his negotiations with the Australian Government.

The meeting participants examined methods of industry engagement on three broad based themes:

- Strengthening the existing industry training council network;
- Identifying opportunities to broaden industry engagement in Western Australia, and
- Meeting the needs of small, medium and large industry/businesses in Western Australia.

30 November 2011

The meeting on 30 November 2011 examined National Partnership on Youth Attainment and Transitions, Youth Unemployment and 'Crowding Out' – Competition for Skilled Labour. Minister Collier provided an opening address that included national training issues, Western Australia's success at the National Awards held on 25 November 2011, improving the outcomes for Aboriginal people through the Aboriginal Workforce Development Centres and the *Training together-working together* strategy, challenges in raising the profile of training in Western Australia especially in getting the message to young people about their future career choices and the importance of the training council network in providing invaluable insight and strategic advice on a variety of projects/developments within the training system.

The meeting participants resolved to form two steering committees under the State Training Board to examine:

- Youth Unemployment in Western Australia; and
- Crowding Out: Competition for Skilled Labour.

8 May 2012

A new format was trialled at the meeting held on 8 May 2012. For this meeting the industry training councils were asked to submit questions to the Minister for Training and Workforce Development to answer. Questions submitted from the industry training councils covered skill migration, critical skills shortages, skill sets, up-skilling for sole traders, national reform and harmonisation, the entitlement model and the future of industry training advisory arrangements in Western Australia.

The Director General of the Department of Training and Workforce Development provided an overview of the proposed design for the State's Student Entitlement Model which will be implemented from 1 January 2014. A more detailed plan of the State's Student Entitlement Model would be available at the High Level Strategic Group meeting scheduled for November 2012.

STATE TRAINING BOARD WORK PLAN 2011-2012

The State Training Board prepares a work plan comprising of key functions, initiatives and taskforces of the Board. The work plan was reviewed in February 2012 to align the Board's work on priorities for the State's training system.

NEW PROJECTS

The Board has adopted new strategic projects as part of its 2011-12 work plan:

Youth Unemployment

Youth unemployment was identified as a key issue at the High Level Strategic Group meeting held on 30 November 2011. The meeting participants agreed that the issue of youth unemployment went far beyond training and workforce development issues. To remain focussed on the issues within the State Training Board's remit the working group agreed to examine the following broad issues:

- preparation of young people for future education, training and/or employment;
- re-engaging long-term unemployed youth with education, training or employment; and
- employers attitude and expectations when employing young people, especially those who have been disengaged.

For further information on this project please refer to [Youth Unemployment Steering Committee](#)

Crowding Out: Competition for Skilled Labour

Competition for Skilled Labour was identified as a key issue at the High Level Strategic Group meeting on 30 November 2011. The meeting participants agreed to establish a steering committee to provide advice to the Minister for Training and Workforce Development on strategies to mitigate the impact of 'crowding out' effect on Western Australian industry caused by the rapid growth in workforce and labour demands of the State's Resource sector. The meeting participants agreed that a positive approach to this issue would be to examine the projected labour force demands of the resources sector compared with the supply through existing industries (feeder industries) or through the training sector.

The State Training Board appointed ACIL Tasman in June 2012 to undertake desktop research and analysis of:

- supply and demand dynamics affecting occupations in Western Australia, including labour flows (turnover and replacement rates, age profiles, training rates, labour mobility);
- trade and occupation profiles in demand for the large scale infrastructure and operation projects commencing or recently commenced in the resources sector;
- multi-skilled tradespeople in demand; and
- the most appropriate leading, coincidental or lagging indicators for tracking occupational skill shortages which may be general or specific to occupations or occupational groups.

The project is anticipated to be completed by mid to late 2012.

Monitoring of the Department's implementation of the Entitlement Model

The Council of Australian Governments (COAG) has agreed on a reform process to increase participation in training and ensure training is more responsive to Australia's industry and economic needs. At the core of this reform effort is the renegotiation of the National Agreement on Skills and Workforce Development, and in particular the introduction of a training entitlement: a commitment to provide government subsidised training to all eligible persons.

An entitlement model can also be used to support demand driven training by introducing a training market, within which the consumer has the freedom to undertake training in their qualification of choice, at the provider of their choice.

In mid-2011, the Department of Training and Workforce Development engaged the Nous Group, to explore the options and potential budget impacts of possible entitlement designs for the Western Australian VET system. The Nous Group engaged with the State Training Board as part of the consultation phase.

At its February 2012 meeting, the Board agreed to add monitoring of the Department's implementation of an Entitlement Model in Western Australia. The Board would form an industry perspective on the Entitlement Model and provide advice to the Department and the Minister on the issue.

Review of issues arising from the National Reform Agenda

The COAG reform agenda will also impact on other areas of the State's VET system. The Board will form an industry perspective on the National Reform Agenda and provide advice to the Department and the Minister on this matter.

REMOVAL OF PRIORITIES FROM THE WORK PLAN

As part of the review the Board opted to remove the *Vocational Education and Training (VET) in Schools* project from the Board's work plan to focus on the wider issue of youth unemployment in Western Australia. The Board did not see the value in duplicating the work being undertaken by the VET in Schools High Level Strategic Steering Committee established by the Department of Education and the Department of Training and Workforce Development. The Board's work on youth unemployment would focus its efforts on programs, activities and training undertaken by young people aged between 15 and 24 years of age that help prepare them for their future careers and identify areas that could be improved.

The Board also opted to remove the project on *Improving Workforce Participation*. The project aimed at working in partnership with the Department of Training and Workforce Development in supporting strategic goal one of *Skilling WA: A workforce development plan for Western Australia*³. The working group met once during the reporting period. The complexity of the project to increase participation in training and the workforce requires it to be tackled across several dimensions involving policy development, program development, service delivery, funding and program monitoring. These functions are better placed with the Department of Training and Workforce Development. The Board will re-examine this issue at a later date.

Similarly, the project on *Workforce Literacy and Numeracy* has also been removed as the project is better placed with the Department of Training and Workforce Development

³ Strategic Goal 1: Increase participation in the workforce particularly among the under-employed and disengaged, mature-aged workers, Aboriginal and Torres Strait Islander and other under-represented groups.

as they establish the State's language, literacy and numeracy strategy. The Board will re-engage with the Department on this important project at a time that policy framework has been established.

PROGRESS ON STRATEGIC PROJECTS

WA Future Workforce Projections – 2025

This is a strategic project that aims to analyse the future workforce needs of Western Australia. There will be the development of future workforce scenarios including economic and workforce modelling to define labour supply and demand, labour sources, participation levels, skills mix and other factors for each scenario.

The High Level Working Group (HLWG) met on 1 December 2011. At that meeting it was agreed that this project should have a direct line of sight to similar scenario model work being undertaken at a national level by Skills Australia. The HLWG has formed a view that the scenarios developed by Skills Australia are Western Australia centric and should be used as the basis for the State Training Board and Department of Training and Workforce Development project, with customisation for the Western Australian context. It is intended that some discussion papers will be prepared as background information for a planning day where the Skills Australia scenarios are 'tweaked' by a selected reference group of stakeholders to suitably reflect any relevant Western Australian specific issues. The project is anticipated to be finished in late 2012.

Training Together Working Together Implementation

The *Training Together-Working together* (TTWT) strategy aims to provide better outcomes from training for Aboriginal people to ensure that they are able to enjoy the opportunities and participate in the growth of our economy. The strategy was released on 4 June 2010. The Board now has an oversight role in the implementation of the recommendations of the TTWT strategy.

On 22 November 2011 a forum was held to review progress on implementation of the TTWT strategy and consider regional perspectives on the barriers to Aboriginal people's workforce participation. The forum was attended by key Department officers and representatives of the Board, relevant State Government agencies and Aboriginal Workforce Development Centre Steering Groups.

Dr Sue Gordon has agreed to continue on the TTWT Steering Committee post-State Training Board membership.

Improving Industry Engagement

The current industry advisory arrangements focus on input from the Industry Training Councils. The Department has signalled that it wants to broaden the scope of its industry engagement and seek advice from other sources, in particular the training and workforce planning needs of small and medium enterprises (SMEs). Any adjustment in industry advisory arrangements will need to consider the role and function of the Board in the process.

The Board, working in partnership with the industry training councils, will be developing alternative industry engagement models and processes. This work will continue throughout 2012 and will be a focus in the Board's visit to Karratha on 21 June 2012.

Oversight of the Industry Training Advisory Arrangements

Under the *Vocational Education and Training Act 1996* the Board has a role in recognising the industry training advisory bodies (Training Councils) from which the

Board takes advice for the purpose of drafting the State Training Plan and advice in relation to the establishment of apprenticeships and traineeships. The Training Councils undertake a strategic role with industry and the training sector and a leadership role in developing industry workforce development plans and strategies to assist industry to address current and future skills shortages.

OTHER ACTIVITIES

Appeals under section 58G of the Vocational Education and Training Act 1996

Section 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 under section 58B, 58C or 58E of the VET Act may appeal against it to the State Training Board.

An appeal can be only on the ground that, in making the decision appealed against, the Training Accreditation Council erred in its application of, or failed to apply criteria or procedures in, guidelines it was required to apply under section 13 of the *Vocational Education and Training Act 1996* or by the regulations. The State Training Board cannot undertake a merit based review of the decision.

During the 2011-12 reporting period the State Training Board received and considered three appeals.

ACHIEVEMENTS AND HIGHLIGHTS

REGIONAL MEETING OF THE STATE TRAINING BOARD

Regional and metropolitan visits provide opportunities for State Training Board members to talk face-to-face with stakeholders such as employers and employees; industry, local government and community representatives; training market intermediaries; training providers, public and private; and students, apprentices and trainees. Each year the State Training Board agrees to meet at least once outside the Perth metropolitan area.

The State Training Board travelled to Karratha on 21 June 2012. This is the first time the State Training Board has met in remote Western Australia.

The purpose of the meeting was to gain knowledge of vocational education and training (VET) successes, challenges and needs in the Pilbara region. The State Training Board was joined by representatives from most of the industry training councils. The training councils welcomed the opportunity to travel with the State Training Board to meet with regional industry stakeholders.



**State Training Board visit to Karratha: Group One:
Industry site visit to Dampier Port Authority.**

(L to R) Steve Lewis (Dampier Port Authority), Simon Walker (DTWD), Jane Coole, Audrey Jackson, Simone McGurk, Jillian Dielesen (Logistics ITC); Keith Spence (Chair) and Ian Andrews (CSH&E ITC).



State Training Board Visit to Karratha: Group Two

(L to R) Norma Roberts (RAPS ITC), Kelley Yeats, Greg Lewis, Helen McNeill (FAPS ITC), Vanessa Davies, Mike Deeks, Alan Davis (Construction ITC), Nigel Haywood, (Resources ITC).

The highlight of the regional visit was the consultation sessions held at the Karratha International Hotel. The morning session was attended by representatives from Pilbara Development Commission, Chevron Australia, Rio Tinto, Woodside, BHP Billiton, Fortescue Metals Group, Pilbara Institute and the WA Country Health Service. The State Training Board was informed on the challenges and barriers to training and workforce development in the Pilbara region including housing and accommodation; transport; literacy and numeracy, articulation and the need for training flexibility. There was a strong need for industry-wide collaboration on recruitment, training and workforce development as well as supporting the service skills that support larger resource companies (child care, hospitality, health and community services).

The afternoon session included education and training providers of the Pilbara region. The session was attended by Karratha Senior High School, St Luke's College, Pilbara Education Regional Office, Pilbara Institute, Pilbara Institute, Rio Tinto and WA Country Health Service. There has been a significant improvement in the number of VET opportunities available for high school students in the past year in Karratha, but issues

still remain with resources, training places and work placement for students. As the Resources sector is on Karratha's doorstep there is a strong push for careers in the sector, and this can have negative consequences for students who are not ready or do not have the foundation skills needed to gain employment in the Resources industry. The education and training providers have highlighted that Maths, English and Science are important subjects for students wanting careers in the Resources sector and that there is no longer the opportunity to simply walk into a resources job.

In the afternoon the State Training Board visited the Pilbara Institute campus. This presented an opportunity to meet with staff and students, view training facilities on the campus and to hear from the Managing Director on the challenges impacting Pilbara Institute.

The State Training Board also met with the Chamber of Mineral and Energy North West Regional Council (CME-NWRC) members and discussed recruitment, training and retention strategies of the Resources sector. The CME-NWRC members highlighted issues with:

- recruiting people with not only the right skills and experience but the right attitude to safety and risk and ability to work in a highly regulated industry;
- the lack of support services in Karratha, especially child care, that had negative impact on women returning to work; and
- the competitiveness of recruitment for Resource industry jobs and the unrealistic expectations of prospective workers.

TRAINING TOGETHER WORKING TOGETHER

Despite continued demand for skills and labour in our State, Aboriginal people are disproportionately under-represented in the workforce by a factor of three compared to non-Aboriginal Australians. Many Aboriginal people are long-term unemployed and experience a level of disadvantage that impacts on their living standards, life expectancy and health and this flows on into families and communities⁴.

The *Training together – working together* committee made six main findings:

1. There is a lack of connection and coordination between employers, job seekers and service providers, between State agencies and between State and Australian Governments that creates inefficiency and ineffectiveness.
2. There are job opportunities for Aboriginal people but employers do not know how to successfully engage with them. There is an opportunity to increase employer involvement and commitment to employing Aboriginal people.
3. One size does not fit all – locally responsive solutions are needed to address unique local issues.
4. Support for Aboriginal people transitioning from school to training, from training into jobs, from unemployment to employment is essential – relationship-based mentoring is the critical ingredient in helping individuals to make successful transitions into sustainable employment.
5. There are major individual and institutional barriers to Aboriginal participation in the workforce – a strategic, systematic response is needed to remove these fundamental barriers.

⁴ *Training together-working together*. sustainable employment outcomes for Aboriginal people through training: Aboriginal workforce development strategy can be downloaded from www.stb.wa.gov.au

6. There is a need to raise awareness of Aboriginal employment opportunities and promote new Aboriginal role models.

In the past twelve months we have seen an increase in Aboriginal participation in meaningful training and long-lasting employment through the *Training together- working together strategy*. Through a 'joining the dots' approach the Aboriginal Workforce Development Centres have helped more than 300 individual Aboriginal job seekers into employment placements and another 150 in training.

In addition, more than 400 employers and industry groups have been supported through the AWDCs to develop and implement Aboriginal employment strategies.

A key aspect of the Aboriginal Workforce Development strategy is the promotion of new Aboriginal role models and success stories. This approach seeks to build aspiration and self-confidence among Aboriginal people while also fostering awareness among employers about the benefits of employing Aboriginal people.

A number of role models have been identified and six video clips appear on the AWDC website.

A formal framework for evaluating the AWDCs has been established by the Department of Training and Workforce Development. The purpose of the evaluation is to assess the effectiveness of the AWDCs and their component parts and to provide evidence to inform key future decisions.

SEMINAR ON WORKFORCE DEVELOPMENT

On 20 February 2012 the State Training Board hosted a seminar by Professor John Buchanan, the Director, Workplace Research Centre at the University of Sydney. Professor Buchanan provided some insight into recent thinking on skills, workforce development and skill utilisation. For the State Training Board the seminar was an opportunity to explore what is meant by 'workforce development' and where vocational education and training sits within this scope. For the purposes of the seminar, the term 'workforce development' was defined as how an industry or organisation attracts workers, retains workers and provides them with learning and skilling opportunity. For the research, there were three key findings:

- Productivity and VET: the nexus between business and workforce development needs closer attention;
- Workforce participation: VET needs to be closely integrated with social and labour market policy; and
- The 'articulation' problem: disconnection between flows of learning and labour more profound than commonly recognised and are reinforced by current policy in VET.

PUBLIC PRIVATE PARTNERSHIP REPORT RELEASE

On 9 August 2011 the Minister for Training and Workforce Development released the Public Private Partnership report commissioned by the State Training Board. The project investigated partnerships between Western Australian State Training Providers and industry to discover how the State Government could best support a coordinated approach.

The State Training Board worked with the Department of Training and Workforce Development on an implementation plan for the recommendations contained in the Board's report. The implementation plan was approved by the Department's Corporate

Executive on 7 December 2011. As part of the implementation plan a detailed matrix of public private partnerships was developed as well as a selection guide for assisting State Training Providers in identifying potential partners. The Board's report, matrix and selection guide can be found on the State Training Board's website: www.stb.wa.gov.au

RESPONSIVE TRADE TRAINING PILOTS

The State Training Board's Responsive Trade Training Working Group (RTTWG) formed to examine ways of developing a more flexible, responsive and resilient apprenticeship and traineeship system in Western Australia that better suits the needs of industry and that responds to changing economic cycles. The RTTWG includes representation from the Board, all Industry Training Councils, UnionsWA and the Department of Training and Workforce Development.

The RTTWG's research and consultation to date has included an examination of commencement, cancellation, and completion rates against aspects such as pre-apprenticeships, age groups, gender and diversity for a number of trades. The resulting figures identified industry areas that could be targeted for a pilot program of flexible training delivery. The RTTWG agreed to the following trade areas:

- Carpentry and Joinery: Industry still experiencing economic downturn that is expected to last for 18 months or more.
- Electrotechnology: Significant demand for training/skill shortage area.
- Telecommunications (Data and Voice Communications): Future skill need related to the National Broadband Network (NBN) rollout.
- Hospitality: Skill shortage area for chef and cook and need to attract diversity groups.

The pilots were awarded to training providers through the Department's procurement process:

- Carpentry & Joinery - Polytechnic West partnering with Housing Industry Association and ABN Group;
- Data and Voice Communications - Polytechnic West partnering with the Electrical Group Training;
- Commercial Cookery - West Coast Institute of Technology partnering with Hospitality Group Training; and
- Electrotechnology - College of Electrical Training & NECA (not awarded through the procurement process by through existing arrangements with the Department).

Students were due to commence the upfront delivery training in Term 2 in 2012 but due to recruitment difficulties three of the four pilots will commence in Semester 2 2012. Data and Voice Communications commenced training on 21 May 2012.

MONITORING OF THE ESTABLISHMENT AND VARIATION OF APPRENTICESHIPS

The State Training Board's *Guidelines for the Establishment and Variation of Apprenticeships* provides that in consultation with the Department and relevant training councils, the Board will monitor all established and varied apprenticeships for 12 months after the *Gazette* data and will provide a report to the Minister.

The State Training Board received feedback from the Department and Training Councils that suggested the monitoring timeframe of 12 months may not allow enough time for

uptake of new apprenticeships. The Board has resolved to monitor approved proposals at intervals of one, two and five years.

In the reporting period the Board undertook a review of established and varied apprenticeships that were approved by the Minister between 2009 and 2010. The report, presented to the State Training Board at its April 2012 meeting showed disappointing results with uptake of most relevant apprenticeships/traineeships had been minimal. This was in contrast to the proposals that indicated that there were significant numbers and identified industry demand for the establishment. Feedback indicates the following reasons for low uptake:

- qualifications under Classification B being undertaken via institutional based training without employment contract;
- further marketing and promotion of new apprenticeships required by industry;
- traineeship no longer the industry's preferred pathway due to associated employer costs and concerns;
- state training provider has a preference to deliver under profile through institutional arrangements;
- potential students turned away because they were unable to get enough students in a class to make it viable; and
- qualifications not being accessed in Western Australia as no funding attached to the traineeships, no registered training provider delivering the qualification in Western Australia due to low volume of potential students per year.

TRAINING AWARDS

The WA Training Awards are Western Australia's largest and most prestigious awards program. The Training Awards recognise and reward outstanding achievements of apprentices, trainees and vocational students. The Training Awards also recognise the significant and outstanding contributions made by trainers, training providers and employers.

The State Training Board co-hosts the WA Training Awards program with the Department of Training and Workforce Development. The Board has the following roles:

- to sit as Chair on each of the State judging panels;
- to nominate one member to act as the WA representative for the Australian Training Awards judging;
- to promote the program in business and public forums;
- to include a link on the State Training Board's website; and
- to host tables at the presentation dinner.

Each year the WA Training Awards showcase the significant achievements of individuals and organisations. The 2011 Awards ceremony was held at the Perth Convention Centre on Friday, 14 September 2011 and hosted by Tina Altieri.

The State Training Board congratulates the following winners:

Organisation Category Awards

Award Category	2011 Winner
WA Small Business of the Year	Subicare Child Care Centre
WA Employer of the Year	City of Cockburn
WA VET in Schools Excellence	WA College of Agriculture – Cunderdin

Award Category	2011 Winner
WA Training Initiative	Central Institute of Technology
WA Small Training Provider of the Year	Nara Training and Assessing
WA Large Training Provider of the Year	Polytechnic West
WA International Training Provider of the Year	Central Institute of Technology

Individual Category Awards

Award Category	2011 Winner
WA Apprentice of the Year	Ailin Gay
WA School-based Apprentice of the Year	Benjamin King
WA Trainee of the Year	Abbey Sergeant
WA Vocational Student of the Year	Jonte Pike
WA Aboriginal and Torres Strait Islander Student of the Year	Calvin Buckle
WA Culturally and Linguistically Diverse Training Award	Eduardo Pena
WA Trainer of the Year	Amanda Smith

Western Australians had unprecedented success at the National Training Awards held in Brisbane on Friday, 25 November 2011. Abbey Sergeant and Amanda Smith went on to win the National Award. Minister Collier said the awards were a great reflection of the Western Australian training sector.

COMMITTEES OF THE STATE TRAINING BOARD

Section 23 of the *Vocational Education and Training Act 1996* enables the Board to appoint committees to assist it to perform its functions. A committee may include people who are not members of the Board but must include at least one member of the Board.

ESTABLISHMENT AND VARIATION OF APPRENTICESHIPS COMMITTEE

The Establishment and Variation of Apprenticeships Committee (EVAC) was established by the State Training Board in response to the changes to the VET Act that came into effect on 10 June 2009. The legislative changes gave the Board a new role to provide advice and recommendations to the Minister on matters relating to the establishment or variation of employment-based training arrangements (apprenticeships and traineeships) in Western Australia.

Terms of Reference

The EVAC:

- is required to meet on an as needs basis to consider submissions from Training Councils relating to the classification of prescribed vocational education and training qualifications, particularly the establishment or variation of apprenticeships and traineeships, and make recommendations to the Minister for Training and Workforce Development;
- ensures that Training Councils have followed the process set out in the *Guidelines for the Establishment and Variation of Apprenticeships*;
- considers submissions from Training Councils including implications and risks identified by the Department of Training and Workforce Development and make recommendations to the Minister for Training and Workforce Development within four weeks of receiving a submission;
- reports to the State Training Board on the advice and recommendations it provides to the Minister for Training and Workforce Development for each submission; and
- refers submissions to the State Training Board for a decision and recommendation to the Minister for Training and Workforce Development if the Establishment and Variation of Apprenticeships Committee is unable to reach a decision on a submission, or if the decision would potentially have a significant negative impact on the domestic skills market for that particular trade and industry including employers, training providers, and students.

Membership

Membership of the EVAC is determined by the State Training Board, and includes at least three members of the State Training Board, one of which is the Chair of the State Training Board. The members of EVAC throughout the reporting period:

Keith Spence (Chair)

Simone McGurk

Jane Coole

Geoff Wrigley (to 30 November 2011)

Kelley Yeats (from 1 December 2011)

Anna Wildy, Policy Planning and Research (Ex-officio member)

Fritzi Krogel, Education and Training International (Ex-officio member)

Definitions

Establishment

An establishment of an employment-based training arrangement requires a proponent to identify an industry need for the qualification to be prescribed under section 60C of the VET Act:

Class A: being qualifications that a person cannot obtain except by fulfilling the obligations of an apprentice under a training contract; and

Class B: being qualifications that a person may, but need not, obtain by fulfilling the obligations of an apprentice under a training contract

Variations

Variations refer to proposals to alter matters relating to the prescribed qualifications as identified in the *Vocational Education and Training (General) Regulations 2009*:

37(4)(a): whether an apprentice under a training contract for the qualification should be called an apprentice, a trainee, an intern, a cadet or some other term

37(4)(b): the nominal period of a training contract for the qualification

37(4)(c): whether an apprentice under a training contract for the qualification should be able to work part-time under the contract

37(4)(d): whether a person at school should be able to enter into a training contract for the qualification

37(4)(e): any condition that should apply to the classification of the qualification

Activity during the reporting period

On 27 July 2011 an update to the *Guidelines for the Establishment and Variation of Apprenticeships* was issued. The update was required due to confusion regarding the nominal duration prescribed in Modern Awards in the national workplace relations system. Advice obtained by the Department of Training and Workforce Development stated that any matter prescribed in the Modern Award relating to apprenticeships (i.e. nominal duration, part-time arrangements) will take precedence over a conflicting matter prescribed under section 60C of the *Vocational Education and Training Act 1996*. The changes to the Guidelines require industry training councils to provide advice on these matters.

Completed Proposals

The following proposals were approved by the Minister with the date shown being the date the Minister's decision was published in the *Government Gazette*.

Establishments	
Class B	FPI20710 Certificate II in Timber Truss and Frame Design and Manufacture (2/9/11) FPI30910 Certificate III in Timber Truss and Frame Design and Manufacture (2/9/11) FPI40310 Certificate IV in Timber Truss and Frame Manufacture (2/9/11) FPI40410 Certificate IV in Timber Truss and Frame Design (2/9/11) FPI50310 Diploma of Timber Truss and Frame Manufacture (2/9/11) FPI50410 Diploma of Timber Truss and Frame Design (2/9/11) BSB51107 Diploma of Management (2/9/11) BSB41407 Certificate IV in Occupational Health and Safety (18/10/11) CHC40508 Certificate IV in Mental Health (10/2/12) HLT32607 Certificate III in Pathology (10/2/12) FNS40810 Certificate IV in Financial Services (Finance/Mortgage Broking) (24/2/12) FNS50310 Diploma of Finance and Mortgage Broking Management (Not approved) TLI21510 Certificate II in Furniture Removal (9/3/12) FNS41011 Certificate IV in Banking Services (19/3/12)

Variations	
37(4)(a)	UEG30106 Certificate III in Gas Industry Operations (24/2/12)
37(4)(b)	CPC30211 Certificate III in Carpentry (25/11/11) CPC30111 Certificate III in Bricklaying/Blocklaying (25/11/11) CPC31011 Certificate III in Solid Plastering (25/11/11) CPC31211 Certificate III in Wall and Ceiling Lining (25/11/11) CPC31211 Certificate III in Wall and Floor Tiling (25/11/11) CPC31911 Certificate III in Joinery (25/11/11) CPC32111 Certificate III in Signage (25/11/11) CPC32011 Certificate III in Carpentry and Joinery (25/11/11) CPC30811 Certificate III in Roof Tiling (25/11/11)
37(4)(c)	CPC32408 Certificate III in Plumbing (Not approved)
37(4)(d)	RII20709 Certificate II in Civil Construction (19/8/11)
37(4)(e)	Responsive Trade Training Pilots: UEE30807 Certificate III in Electrotechnology Electrician, CPC32011 Certificate III in Carpentry and Joinery, UEE30407 Certificate III in Data and Voice Communications, SIT30807 Certificate III in Hospitality (Commercial Cookery) (23/3/12)

The FNS50310 Diploma of Finance and Mortgage Broking Management traineeship was not approved based on advice from the Financial, Administrative & Professional Services Industry Training Council.

The Certificate III in Plumbing proposal was to allow part-time apprenticeship delivery under special circumstances. The proposal was not approved based on incompatibility with the *Plumbing and Fire Sprinklers Award 2010* that states that apprentices must be full time. It was this proposal that prompted the Department to seek legal advice regarding the supremacy of the Modern Awards over the *Vocational Education and Training Act 1996*.

Proposals in progress

Proposals that were lodged (i.e. notice of intent lodged on date shown below) during the reporting period but were not completed by 30 June 2012:

Establishments	
Class A	AUR30405 Certificate III in Automotive (Heavy Vehicle Mobile Equipment) (1/5/12) AUR30405 Certificate III in Automotive (Heavy Vehicle Road Transport) (1/5/12) AUR30405 Certificate III in Automotive (Heavy Agricultural Equipment) (1/5/12) UEE33011 Certificate III in Electrical Fitting (7/6/12) Gas Transmission Apprenticeship (Qualification to be determined) (Notice given 7/6/12)
Class B	AHC50110 Diploma of Agriculture (15/2/12) SIS30210 Certificate III in Community Activity Programs (17/5/12) SIT30107 Certificate III in Tourism (28/6/12)
Variations	
37(4)(b)	SIH30111 Certificate III in Hairdressing (10/5/12) FNS30111 Certificate III in Financial Services (12/6/12)
37(4)(d)	CHC30408 Certificate III in Disability (26/3/12) HLT32507 Certificate III in Health Service Assistance (26/3/12) HLT32807 Certificate III in Health Services Support (26/3/12) CHC30708 Certificate III in Children's Services (26/3/12) CHC30208 Certificate III in Aged Care (26/3/12) HLT31807 Certificate III in Dental Assisting (26/3/12) HLT32407 Certificate III in Allied Health Assistance (26/3/12) SIS30510 Certificate III in Sport and Recreation (29/5/12)

YOUTH UNEMPLOYMENT STEERING COMMITTEE

The State Training Board established the Youth Unemployment Committee in March 2012. The Committee was formed after the High Level Strategic Group meeting identified youth unemployment as a significant issue that needed further investigation.

The State Training Board endorsed the terms of reference for the youth unemployment project at its February 2012 meeting.

Terms of Reference

The State Training Board will inquire into, consider and develop a strategic plan for the Minister for Training and Workforce Development on reducing youth unemployment in Western Australia. The Board will inquire, into and consider:

- the frequency of unemployment and underemployment in males and females aged between 15 and 24 years in metropolitan, regional and rural areas of Western Australia;
- preparing young people for further education, training and employment including factors that contribute to a successful transition from secondary education to further education/training and/or employment;
- the role, source and quality of advice provided to young people and their parents/guardians regarding career aspirations, training and/or education requirements, job prospects, earning potentials, long-term career goals, skill shortages and other related matters;
- examine the underlying factors resulting in medium to long-term unemployment among young people and development of strategies to re-engage young unemployed people in education, training and/or employment; and
- engage with industry to understand the views and expectations of employers when employing young people.

Membership

The membership of the Youth Unemployment Steering Committee:

Audrey Jackson, Chair,

Vanessa Davies, State Training Board member

Tim Dymond, UnionsWA

Allan Jones, CEO, Financial, Administrative & Professional Services Training Council

Mal Gammon, CEO, FutureNow: Creative and Leisure Industries Training Council

Jillian Dielesen, CEO, Logistics Training Council

Norma Roberts, CEO, Retail and Personal Services Training Council

Kay Gerard, CEO, Food, Fibre and Timber Industries Training Council (leave of absence)

Juanita Healy, Executive Director Statewide Services, Department of Education

Yvonne Herft, Senior Policy Officer, Policy Planning and Research branch, DTWD

Kathy Hoare, A/Director, Office of the State Training Board (Executive Officer)

The State Training Board appointed Business Group Australia to provide research, analysis and reporting writing support to the committee. The Committee was assisted by Business Group Australia consultants Mr Gary Collins and Mr Jim Syrmas.

Activity during the reporting period

The committee met formally on three occasions during the reporting period. At the first meeting held on 5 April the Committee confirmed its terms of reference, agreed to the work plan and timeline and discussed stakeholders to be consulted as part of the project. In examining the issue, the State Training Board Steering Committee on Youth Unemployment agreed to focus on three main themes:

Youth Unemployment Demographics

The Steering Committee aims to examine the youth unemployment statistics to develop a statistical picture of young people's transition to employment and further education. This will include research and analysis of youth unemployment factors including employability skills, education and training attainment, work readiness, rewarding and secure employment, career and transition support and income support.

Preparation of Young People

The Steering Committee will consult with relevant stakeholders to identify activities, programs and training that provide for a successful transition from secondary education to further education, training and employment. It will also examine young people who are no longer in secondary education and examine the long-term outcomes of young people who are on a 'notice of arrangement'. Finally, this phase of the project will explore strategies to re-engage young unemployed people in education, training and/or employment and the role that the vocational education and training sector has in this important activity.

Expectations and Career Advice – Employer, Young Person and Parent

The Steering Committee will consult with targeted agencies providing career development services in schools, tertiary institutions, industry and other community advisory bodies to examine the role, source and quality of advice provided to young people and their parents/guardians on career choices. The Steering Committee will also gather the views and expectations of industry bodies, employers, schools and training providers to focus on identifying the scale and scope of the challenges facing the acquisition and transfer of workplace skills by young people to the workplace.

Stakeholder Consultations

The Chair of the Committee, Ms Audrey Jackson, wrote to stakeholders requesting feedback on the proposed terms of reference. The committee received responses from:

Commissioner for Children and Young People;	Food, Fibre & Timber Industries Training Council;
Catholic Education Office of Western Australia;	Activ Pathways;
Department of Education;	Rural Skills Australia;
Department for Communities;	Investing in Our Youth;
Department of Training and Workforce Development;	Swan City Youth Service;
Service Skills Australia;	Construction Training Fund;
Challenger Institute;	Western Australian Council of Social Service Inc.;
Western Australia Aboriginal Education and Training Council;	Chamber of Commerce and Industry (WA);
Great Southern Employment Development Committee Inc.;	Master Builders Association;
Youth Affairs of Council of Western Australia;	Great Southern Development Commission;
Regional Development Australia;	Shire of Collie;
	Australian Trades College Western Australia;

Department of Education, Employment and
Workplace Relations (Bunbury Office);
School Curriculum and Standards Authority;
Vocational Training and Education Centre
(VTEC);

Malaga & Districts Business Association;
Central Institute of Technology;
Kimberley Training Institute; and
Pilbara Development Commission

The Consultants provided a comprehensive report with recommendations for the Committee prior to its 12 June 2012 meeting. The report will be presented to the State Training Board at its August 2012 meeting.

MEMBERS OF THE STATE TRAINING BOARD



Keith Spence, Chair

Current appointment: 1 December 2008 to 30 November 2013

First appointed: 6 May 2005 to 30 June 2008

Mr Keith Spence was first appointed to the State Training Board on 6 May 2005. Keith is currently in his second term and continues in the role as Chair.

With over 30 years' experience in the oil and gas industry, including 18 years with Shell, Keith has a broad knowledge of the industry. Keith retired from Woodside in 2008 after 14 years tenure in top executive positions in the company. Keith held many roles during his period with Woodside, including Chief Operating Officer, Acting Chief Executive Officer, Director Oil Business Unit, Director Northern Business Unit and Exploration Manager North West Shelf. Most recently, he was Executive Vice President Enterprise Capability.

Keith graduated from the University of Tasmania with a Bachelor of Science in Geophysics (First Class Honours) and is married with two adult children.

Professional Memberships and Associations:

Board member, Australian Workforce and Productivity Agency (formerly Skills Australia), Non-executive Chairman Clough Ltd, Non-executive Chairman Geodynamics, Non-executive Director Verve Energy, Chair, National Offshore Petroleum Safety and Environmental Management Authority, Chair, Australian Institute of Management (WA), Chair, Industry Advisory Board, Australian Centre for Energy and Process Training (ACEPT), Member, Curtin University Council, Member, Western Australian Academy of Performing Arts, Member, Oil Search Limited Board



Michael (Mike) Deeks, CSC

Current appointment: 1 January 2011 to 31 December 2013

First appointed: 1 January 2008 to 31 December 2010

Mr Mike Deeks (MMgmt, BA, FAICD) had a long and successful naval career retiring from the Defence Forces in January 2005. Mike then became Chairman of a West Australian based resources and defence technology company. In addition, he has undertaken consultancy work for the Western Australian Government in the area of marine and defence industry development. Mike is currently employed as Western Australia's Site Executive for Raytheon Australia. Mike is in his second term as member of the State Training Board.

Professional Memberships and Associations:

In addition to his membership on the State Training Board Mike is also the Deputy Chair, Challenger Institute Governing Council, Member, Dampier Port Authority.



Dr Gregory (Greg) Lewis

Current appointment: 1 July 2009 to 30 June 2012

Dr Greg Lewis is a clinical and educational psychologist who has worked in the disability employment and training field since 1979. In 1984, Greg established EDGE Employment Solutions Inc., the first and one of the largest disability employment agencies in Australia. From 1987 to 1995 he served as Director of Country Services and Local Area Co-ordination with the WA Disability Services Commission.

In 1996 he established My Place (WA) Pty Ltd, an individualised accommodation service for people with disability.

Professional Memberships and Associations:

Greg currently serves as Executive Chairman of My Place (WA) Pty Ltd and Executive

Director of EDGE Employment Solutions Inc. He is also adjunct Associate Professor at the Centre for Research into Disability and Society at Curtin University of Technology. Dr Lewis is immediate past president of National Disability Services, the national peak body for disability services.



Ms Jane Coole

Current appointment: 1 December 2011 to 30 November 2014

First appointment: 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.

Jane 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.

Professional Memberships and Associations:

In addition to her membership on the State Training Board Jane is a Member of the Council for Advancement and Support of Education and a Member of Fundraising Institute of Australia.



Ms Simone McGurk

Current appointment: 1 December 2011 to 30 June 2014

First appointment: 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. Simone was one of the first women to be elected as an office bearer for the Australian Manufacturing Workers' Union.

Simone has also had experience in media, working as a radio producer in the city and in regional WA.

Professional Memberships and Associations:

In addition to her membership on the State Training Board Simone is a Member ACTU Executive, and Director AustralianSuper.



Ms Audrey Jackson, AM

Current appointment: 30 December 2011 to 30 June 2014

First appointment 31 December 2008 to 30 December 2011

Ms Audrey 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.

Audrey 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.

Audrey was awarded Medal of the Order of Australia on 11 June 2012 for service to education, vocational learning and training.

Professional Memberships and Associations:

In addition to her membership of the State Training Board Audrey is Chair of the Country High Schools Hostels Authority, Great Southern Institute of Technology Governing Council member and consultant with the Department of Education Services.



Ms Kelley Yeats

Current appointment: 1 December 2011 to 30 June 2014

Ms Kelley Yeats is presently General Manager of Apprenticeships Australia, a WA-based apprentice and trainee consultancy service and GTO run through the Chamber of Commerce and Industry WA. Kelley's qualifications are in geology but Kelley has spent a considerable part of her career in financial services, publishing and marketing roles.

Professional Memberships and Associations:

In addition to her membership of the State Training Board Kelley is a Fellow of Leadership WA.



Ms Vanessa Davies

Current appointment: 1 December 2011 to 30 November 2014

Ms Vanessa Davies is an Aboriginal woman who has traditional links to Wongai and Noongar people in Western Australia. Vanessa is currently the General Manager Diversity & Indigenous Engagement at Compass Group (Australia) Pty Ltd.

Vanessa's previous roles include Assistant Director with Serco Asia Pacific working on the Acacia Prison contract with the WA State Government and Chief Executive Officer of the largest Aboriginal Medical Service in Australia, Derbarl Yerrigan Health Service Inc. In her current and previous roles Vanessa has worked at executive management level in government relations, justice, employment and education, health, community and Indigenous relations with various companies, organisations, governments and community groups in WA and throughout Australia.

Professional Memberships and Associations:

In addition to her membership of the State Training Board Vanessa is a Swan River Trust Board member.



Ms Joanne Farrell

Current appointment: 18 June 2012 to 30 December 2014

Joanne Farrell appointment to the State Training Board was approved by Cabinet on 18 June 2012. Joanne is the Vice President Organisation Resources, Rio Tinto Iron Ore. Joanne's details will be updated on the State Training Board's website www.stb.wa.gov.au

FORMER MEMBERS OF THE STATE TRAINING BOARD

Dr Susan Gordon, AM

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. Susan 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 Susan was awarded an Order of Australia - Australian Medal for her commitment to Aboriginal people and community affairs. Susan was also awarded a Centenary Medal in 2003 and the Defence Service Medal in 2006. Susan 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.

Mr Geoffrey (Geoff) Wrigley

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.

Geoff is currently a consultant specialising in Vocational Education and Training. He has had diverse practical experience in the oil and gas sector in trade, supervisory and management roles. Prior to operating his consultancy Geoff was employed with the Chamber of Commerce and Industry as Chief Commercial Officer.

Mr Steven Peck

Appointed: 31 December 2008 to 30 December 2011

Mr Steven Peck was the former Managing Director of a Mandurah building company.

Throughout Steven's building career he has been actively involved in associated Boards and Committees. Steven was President of the Master Builders' Association of WA from 2006 – 2007. Steven has occupied a number of Board member and Chair positions including that of the Builders' Registration Board and the BCITF Careers Promotion Committee. Steven was the immediate past Treasurer of the Master Builders' Association.