



State Training Board

Annual Report

2017-2018

Report on the operations of the State Training Board for the financial year ending 30 June 2018.

STATE TRAINING BOARD ANNUAL REPORT 2017-2018

Published by the State Training Board 2018

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Statement of Compliance

Hon. Sue Ellery MLC
Minister for Education and Training
13th 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 2018.

A handwritten signature in black ink, appearing to read 'J. Walker', is positioned above the typed name and title.

Jim Walker
CHAIR
STATE TRAINING BOARD
16 August 2018

Executive Summary

About this Report

This report fulfils the requirements of section 24 of the *Vocational Education and Training Act 1996* (the VET Act) by reporting on the operations of the State Training Board (the Board) to the Minister for Education and Training for the period 1 July 2017 to 30 June 2018.

The report is required to be tabled by the Minister for Education and Training in both Houses of the Parliament of Western Australia.

The report comprises:

- Executive Summary
- Chairman’s Message – key highlights of the operations of the State Training Board for the financial year 2017-18;
- Overview of the State Training Board – including legislative context, functions and powers of the Board, membership details including remuneration;
- Strategic Context
- Activities of the State Training Board
 - Meetings of the State Training Board
 - Establishment and Variation of Apprenticeships Committee (EVAC)
 - Appeals against decisions of the Training Accreditation Council
 - Strategic work program

Disclosures and Legal Compliance

This annual report is prepared in line with the Public Sector Commission’s Annual Reporting Framework for the 2017-2018 financial year.

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 accounting authority for the State Training Board.

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 during the reporting period.

Compliance with the Public Sector Code of Conduct

The State Training Board Code of Conduct was developed in line with Public Sector Commission’s Conduct Guide of Boards and Committees. All 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.

Chairman's Message



On behalf of the State Training Board, I am pleased to present our Annual Report for the year ending 30 June 2018.

The State Training Board's role is to provide advice to the Minister for Education and Training and to advocate for, facilitate and support policies, strategies and activities that will help to ensure the vocational education and training (VET) sector develops and delivers the skills needed by Western Australian industries.

Our strategic priorities are to increase the number of Western Australians with post-school qualifications, support the State Government's *Plan for Jobs* to create a vibrant and diversified economy with a broader range of industries and jobs by facilitating training and development in a diversity of skills, and ensure VET remains relevant to industries' needs and abreast of technology and innovation advances.

During the reporting period, we performed our role and accomplished our strategic priorities in several ways.

Softer economic and labour market conditions in recent years have contributed to a decline in apprenticeships and traineeships in Western Australia since 2012. To address this, the Board led consultations with industry to look at ways to increase the take-up of apprenticeships and traineeships in Western Australia. Nearly 400 industry stakeholders were consulted in Perth, north to Broome, Port Hedland and Geraldton, south to Albany, Pingelly and Bunbury and east to Kalgoorlie, Merredin and Esperance. The consultations have helped the Board identify common barriers faced by employers and apprentices which will inform the design and provision of more targeted support through TAFE and the broader VET sector. The Board has provided its advice and recommendations to the State Government for growing apprenticeships and traineeships in Western Australia and will continue to advocate for optimum conditions for employers, apprentices and trainees to re-engage with the VET system.

To encourage the uptake of VET by secondary school students, the Board in partnership with the training councils, provided a submission to the Education and Health Standing Committee's inquiry into the VET in Schools Program advocating a further strengthening of the Program to better align to pathways into skilled and priority occupations. Current resourcing constraints and delivery predominantly through the auspicing model is limiting students' access to a broader range of VET qualifications that are pathways into skilled and priority occupations and in demand within the WA economy. The Board recommended exploring a range of alternative delivery arrangements in collaboration with industry employers, TAFEs and RTOs to broaden secondary school students' access to VET training and employment. This recommendation has been supported by Government with measures being taken to investigate and implement collaborative delivery across school sites.

The Board supports the State Government's *Plan for Jobs*, a blueprint for diversifying the State's economy, develop key transport and other economic infrastructure and leverage off State expenditure in these areas to maximise opportunities for Western Australians to obtain skilled jobs, including through apprenticeships and traineeships. The Board is encouraged by the State Government's enactment of the *Western Australian Jobs Act 2017* which will be implemented from 28 September 2018 and will use the State Government's procurement process to enhance local industry participation in the supply of goods and services for major Government projects.

This is expected to encourage local industry's uptake of apprenticeships, traineeships and other training and job opportunities in Western Australia.

Another important policy priority for the State Training Board is to meet the growing skill demands of the State's healthcare and social assistance industry. The State's health system will face many skilling challenges in the next few years due to the growing ageing population, the rollout of the National Disability Insurance Scheme (NDIS), increased prevalence of chronic diseases, consumer directed care and the rising expectations of consumers, limited funding and resources and rising costs of the health system. It is one of the fastest growing industries in Western Australia and is expected to require the State to offer additional training places for courses leading to important occupations in the healthcare and social assistance industry. To assist the State Government, the Board, in conjunction with its industry partners, is undertaking the Social Assistance and Allied Health project which will research the specific skills needs of a highly skilled aged care workforce and provide its advice and recommendations to Government.

To ensure that the VET sector remains relevant to industries' needs and abreast of technology and innovation advances, the State Training Board is also undertaking a research project in partnership with its industry training council network to inquire into and provide advice to the Minister for Education and Training on the implications of technology and innovation advances on the current and future skills needs of Western Australian industries and the education and training responses required in the short, medium and long-term.

The Board, through its representation in the STEM Advisory Panel, is a strong advocate of the VET sector working more collaboratively with secondary schools, universities and employers to provide employment pathways into STEM occupations.

The State Training Board would like to formally acknowledge the contributions of Ms Jeanette Roberts, Dr Felicity Jefferies, Mr Dan Hill and Mr Nathan Bentley who left the Board during the financial year, and welcome Captain Angela Bond, Ms Fran Kirby, Ms Meredith Hammat and Mr Ray Sputore who commenced as Board Members during the financial year.

I look forward to working closely with my fellow Board members, the Minister for Education and Training, industry training councils, the Department of Training and Workforce Development and key stakeholders to progress strategic issues impacting the VET sector in Western Australia.



Jim Walker
CHAIR, STATE TRAINING BOARD

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Overview of the State Training Board

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

Role and Functions of the State Training Board

The Board is the peak industry training advisory body to the Minister for Education and Training in Western Australia. The functions set out in the VET Act include:

- preparing the State Training Plan for the Minister's consideration which identifies the training and skill development priorities for Western Australia's industries and guides the State Government's investment under the VET Act over a four-year period;
- recognising various industry advisory bodies from which the Board takes advice when preparing the State Training Plan and providing advice to the Minister on apprenticeships and traineeships;
- providing advice and recommendations to the Minister on apprenticeships and traineeships in Western Australia;
- preparing policy for the Minister's consideration which aims on improving the links between specific industry developments and the vocational education and training sector to ensure optimum employment opportunities for people and ensure availability of appropriately skilled labour in the State;
- dealing with appeals against decisions of the Training Accreditation Council; and
- providing independent advice to the Minister on matters set out below:
 - the existing and anticipated supply and demand for skills in various industries;
 - strategies to support industries which are experiencing skill shortages;
 - policy which aims to improve the links between specific industry developments and VET so as to gain optimum employment opportunities for people and ensure the availability of appropriately skilled labour in the State;
 - 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 section 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). 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 re-appointment at the discretion of the Minister.

Members of the State Training Board as at 30 June 2018:

Jim Walker (Chair)
Meredith Hammat
Fran Kirby

Ray Sputore
Angela Bond
Prof. Cobie Rudd

Vanessa Davies
Chris Hall, AM (Board nominated)
Wayne Muller (Board nominated)

Biographies of the State Training Board members can be viewed at Appendix 1.

Membership changes during the reporting period

On 1 July 2017, Ms Meredith Hammat replaced Mr Dan Hill from Unions WA, while Mr Ray Sputore replaced Mr Nathan Bentley from the Chamber of Commerce and Industry – Western Australia (CCI-WA). On 1 January 2018, Captain Angela Bond replaced Ms Jeanette Roberts, while Ms Fran Kirby replaced Dr Felicity Jefferies. Mr Chris Hall AM was on a leave of absence from 31 May to 31 August 2018.

Remuneration of State Training Board members

Section 63 of the VET Act provides that State Training Board members are entitled to receive remuneration in the form of sitting fees¹. During the 2017-18 reporting period, Board members received the following remuneration:

Table 1: State Training Board remuneration 2017-18

Position	Name	Type of remuneration	Period of membership	Gross remuneration 2017-2018
Chair	Jim Walker	Sitting fees	1 July 2017 - 30 June 2018	\$32,550.00
Member	Ray Sputore	Sitting fees	1 July 2017 – 30 June 2018	\$13,020.00
Member	Meredith Hammat	Sitting fees	1 July 2017 – 30 June 2018	\$13,020.00
Member	Chris Hall, AM	Sitting fees	1 July 2017 - 30 June 2018	\$13,020.00
Member	Wayne Muller	Sitting fees	1 July 2017 - 30 June 2018	\$13,020.00
Member	Vanessa Davies	Sitting fees	1 July 2017 - 30 June 2018	\$13,020.00
Member	Prof. Cobie Rudd	Sitting fees	1 July 2017 - 30 June 2018	\$13,020.00
Member	Capt. Angela Bond	Sitting fees	1 January 2018 - 30 June 2018	\$6,510.00
Member	Fran Kirby	Sitting fees	1 January 2018 - 30 June 2018	\$6,510.00
TOTAL 2017-18				\$123,690.00

The Board's relationship with the Minister, Government and the Training Sector

The Board has an important role in encouraging industry to invest in training and skills development, and to engage with the VET sector so that together we can design quality training programs to meet the needs of all industries. This involves developing and delivering strategies, policies and actions that maximise opportunities for building, attracting and retaining a skilled and capable workforce for our State; whether it's through creating more flexible training options, or creating opportunities for employers to engage with the training sector through apprenticeships and traineeships.

Minister

The State Training Board is appointed by the Minister under the *Vocational Education and Training Act 1996* and the Chair, on behalf of the Board, meets with the Minister on a regular basis. During the reporting period, the State Training Board reported to:

- Hon. Sue Ellery MLC, Minister for Education and Training from 1 July 2017 to 30 June 2018.

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. (Premier's Circular 2010-02). Sitting fees are paid on a quarterly basis.

Department of Training and Workforce Development

The State Training Board has a close working relationship with the Department of Training and Workforce Development (the Department). The VET system is administered by the Department in its role as State Training Authority. The Department, in addition to its vital training role, 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's 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 and traineeship system.

The Chair meets regularly with the Director General and other Senior Executives of the Department to align State Training Board priorities with Department priorities. Ms Anne Driscoll was appointed as Director General on 8 November 2017, a position that she has been acting in since 15 May 2017.

The Board's close association with the Department is through the Executive Director, Policy Planning and Innovation being a standing invited guest to State Training Board meetings. At each Board meeting, Mr Simon Walker, provides updates on national and State VET policy and funding developments as well as providing information on Department activities. The Chair meets with Mr Walker on a regular basis to keep abreast of developments between Board meetings.

Office of the State Training Board

The Department provides secretariat support to the State Training Board through the Office of the State Training Board (OSTB). The OSTB is part of the Department of Training and Workforce Development and reports to Mr Simon Walker, Executive Director, Policy, Planning and Innovation.

The OSTB provides executive support to members and committees of the State Training Board. The OSTB comprises of four full time equivalent positions:

Position	Level	Substantive Officer
00029303 Director, Office of the State Training Board	PS8	Kathy Hoare
00029337 Senior Project Officer	PS6	Rani Thulasy
00029291 Senior Policy Officer	PS6	Salina Hand (on temporary assignment from June 2017 to March 2018)
00029119 Industry Contract Officer	PS4	Stephen Kirk
00034537 Management and Project Support Officer	PS3	Paula Campbell/Hela Mircea (job sharing arrangement)

Industry Training Advisory Bodies

The Board's industry engagement framework provides a structured way for industry peak bodies, unions and employers to inform and engage with the State's training system. One of the key functions of the State Training Board is to recognise various industry training advisory bodies from which the Board takes advice for the purposes of drafting the State Training Plan or making recommendations to the Minister under Part 7 of the VET Act. The Board's industry training advisory bodies inform the development of the State Training Plan and have a formal role in providing advice on apprenticeships and traineeships.

In the 2017-18 financial year, the Board recognised 11 industry training advisory bodies:

- Community Services, Health and Education Training Council Inc;

- Construction Training Fund;
- Financial, Administrative & Professional Services Training Council Inc;
- Logistics Training Council;
- Food, Fibre & Timber Industries Training Council (WA) Inc;
- FutureNow: Creative and Leisure Industries Training Council;
- Retail and Personal Services Training Council;
- Resources Industry Training Council;
- Utilities, Engineering, Electrical and Automotive Training Council;
- Public Sector Commission; and
- WA Local Government Association.

All industry training advisory bodies are expected to provide advice around five key deliverables:

- priority occupations and skills demanded by industries;
- the establishment and variation of apprenticeships and traineeships;
- VET qualifications appropriate for delivery to secondary students;
- the development, review, endorsement and implementation of training packages, and nominal hours for newly endorsed qualifications; and
- input into the strategic projects, policies and direction of the State's training system.

Excepting the Public Sector Commission and the WA Local Government Association, all the other industry training advisory bodies (known as industry training councils) are funded by the Department of Training and Workforce Development through individual Service Agreements.

The State Training Board and the Department of Training and Workforce Development have established a Memorandum of Understanding with the Public Sector Commission (PSC) and the WA Local Government Association (WALGA) for the provision of strategic information and advice on their vocational education and training needs relating to 'State Government Administration' and 'Local Government Administration' respectively.

Membership of the Industry Training Councils' Board of Management is provided in Appendix 2.

TAFE Executive Team

As part of the State Government's revamp of the State Training Board, there is now closer alignment between the Chair of the State Training Board and the TAFE Executive team. The Chair of the State Training Board attends every second meeting of the TAFE Executive team.

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 VET 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 VET sector and in providing practical, efficient and responsive support for government, the Board, industry training providers and the community.

Other Stakeholders

Throughout the 2017-18 reporting period, the Board has worked closely with a number of stakeholders, including TAFE, private training providers, unions, the Chamber of Commerce and Industry (WA) and the Chamber of Minerals and Energy, and other industry advisory groups both locally and nationally.

For the first time, the State Training Board engaged with the not-for-profit and community services sector including the National Disability Services (WA Branch), the WA Council of Social Service and the Aged and Community Services.



Strategic Context

The Western Australian vocational education and training (VET) system, through training and skills development, plays a vital role in enhancing the State's workforce capacity. Through this role, the VET system provides an important contribution to the economy and social development of the State.

The Western Australian VET system is established under the *Vocational Education and Training Act 1996*. The Department of Training and Workforce Development (the Department) assists the Minister in the administration of the VET Act in its role as the 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 and trainees, under training contracts with employers.

The Western Australian VET system sits within a national VET system consisting of a network of eight State and Territory Governments, the Australian Government, the Australian Industry Skills Committee, Skills Service Organisations, Industry Reference Committees, peak employer and employee groups and public and private training providers.

Recovering from tough economic and labour market conditions

The Western Australian economy contracted by 2.7% in 2016-17, the first annual contraction on record, but is estimated to grow by 2.5% in 2017-18 and a further 3.25% in 2018-19². Growth over this two-year period is predominantly supported by a further expansion in export volumes consistent with an economy that is firmly within the production phase of the resource investment cycle³. However, over the remaining forward estimates period, GSP growth is expected to average 3.2% per annum with contributions from the domestic sectors (such as household consumption and business investment) dominating growth as export levels stabilise⁴.

Employment in Western Australia has strengthened in 2017-18 with a return to annual growth underpinned by full-time hiring⁵. Growth has been driven by a diverse range of industries, many of which are in the non-resources sector of the economy⁶. Employment is expected to grow by 1.5% in 2018-19 following estimated growth of 2.25% in 2017-18. This is consistent with a strengthening in lead indicators of labour demand such as business confidence and advertised job vacancies⁷.

Employment growth is forecast to strengthen to 2.25% by 2020-21, coinciding with a recovery in the domestic economy (including a return to growth in business investment) along with a lift in population growth⁸. The unemployment rate is forecast to fall to 5.75% in 2017-18 and remain steady at this rate in 2018-19 down from a recent peak of 6.2% in 2016-17⁹. Modest falls in labour

² WA Department of Treasury, (2018), Western Australia State Budget 2018-19, Budget Paper No.3, p.2;

³ Ibid, p.2;

⁴ Ibid, p.2;

⁵ Ibid, p.2;

⁶ Ibid, p.2;

⁷ Ibid, p.2;

⁸ Ibid, p.16;

⁹ Ibid,p.16

market spare capacity are also being reflected in the underemployment rate, which declined to 8.8% in the three months to February 2018 from a record high of 10.6% a year earlier¹⁰. With employment growth expected to continue over the forward estimates period, the unemployment rate is forecast to fall to 5% by 2021-22¹¹.

The State's participation rate is expected to increase to 68.4% in 2018-19 from a recent low of 67.3% in 2016-17¹². This reflects that improved employment prospects are likely to encourage people to actively seek work¹³. Further improvements in labour market conditions are expected to attract additional workers to join the labour force over the remainder of the forward estimates period. As a result, the participation rate is forecast to lift over the period to 2021-22.

Issues impacting the Vocational Education and Training sector

Decline in VET enrolments and the supply of skills

While the State economy is on the mend, recent difficult economic and labour market conditions and subdued business confidence has had flow-on effects on the uptake of apprenticeships and traineeships as employers are less likely to employ apprentices and trainees when they are not able to guarantee employment for the full-term of these employment contracts.

Publicly funded VET enrolments across Australia are 13% higher than they were 10 years ago but have trended downwards since 2012. Western Australia's publicly funded course enrolments continued the downward trend in 2017 with an overall decrease in course enrolments of 4.3%.

At a State level, a key driver for the training sector is to increase training delivery in those qualifications deemed to be a priority to industry and the labour market. Despite a decrease in enrolments between 2016 and 2017 there has been an overall increase since 2014 of 2.9%.

Table 2: VET Delivery by Funding Type – Course Enrolments 2014-2017

Training Category	Course Enrolments			
	2014	2015	2016	2017
Apprenticeships and traineeships	41,316	38,110	34,456	31,397
Priority industry qualifications	11,758	23,614	24,618	22,127
CAVSS and USIQ	17,076	16,306	18,100	18,161
Other foundation skills courses	9,297	10,153	9,807	10,095
Sub-total - Priority training	79,447	88,183	86,981	81,780
General industry qualifications	60,592	46,198	42,677	42,365
TOTAL	140,039	134,381	129,658	124,125

Source: VET Enrolment Data Collection¹⁴, validated full year data for 2017

¹⁰ Ibid, p.16

¹¹ Ibid, p.16

¹² Ibid, p.16

¹³ Ibid, p.16

¹⁴ Data collection is for the National Training Agreement (NTA) scope which is only for enrolments funded by the Department of Training and Workforce Development.

Over the 2014 to 2017 period, Western Australia has experienced a modest increase of 6.3% in the Course in Applied Vocational Study Skills (CAVSS) and the Course in Underpinning Skills for Industry (USIQ) and an overall increase in other foundation skill courses of 8.6% over the same period.

Apprenticeship and Traineeship commencements have been in decline across Australia since 2012 and in Western Australia. Between 2014 and 2017, there has been an overall decline in apprenticeships and traineeships in Western Australia of around 24%. The decline in apprenticeship numbers has been felt mostly in the construction industry. The construction industry traditionally employs more than 45% of the State's apprentices (including electrical). There has been an overall decrease in construction apprenticeship commencements of 18.6%.

To address this decline, the Board led consultations with industry to look at ways to increase the take-up of apprenticeships and traineeships in Western Australia. Nearly 400 industry stakeholders were consulted in Perth, north to Broome, Port Hedland and Geraldton, south to Albany, Pingelly and Bunbury and east to Kalgoorlie, Merredin and Esperance. The consultations have helped the Board identify common barriers faced by employers and apprentices which will inform the design and provision of more targeted support through TAFE and the broader VET sector.

Training fees have been identified as a barrier to participation. The decision by the McGowan Government to freeze TAFE fees is welcomed but a further review of fees and training affordability is needed. The State Government may need to consider measures that will improve training affordability and encourage students to return to VET and employers to take on apprentices and trainees. This may include reducing fees, offering incentives or grants for critical occupations, or further subsidies for particular courses.

Skills shortages in regional and remote communities

The State Training Board's regional consultation sessions has revealed the need to improve the access of regional and remote communities to Western Australia's training system to better address the skills needs of their respective communities. The State Training Board supports measures to ensure that the skill needs of regional and remote communities are identified and planned for through the VET system.



Broome Regional Consultations

The VET Regional Partnerships Program provides an opportunity for regional TAFEs to invest in new and innovative long-term partnerships to create training and job opportunities in the community. As part of this commitment, the State Government is working to ensure the State Priority Occupation List (SPOL) is more responsive to the employment needs of the regions and that regional TAFES are delivering training aligned with future job growth in the regions.

In order to implement the Government's commitment, the Department of Training and Workforce Development will be undertaking a labour market review for each of the nine regions in the State. The Department will engage with local businesses across all industry sectors, TAFE colleges, Development Commissions, Chambers of Commerce, industry training councils and relevant government agencies as part of the process. The outcomes of the review will provide a basis for the development of a regional priority occupation list.

Undertaking interviews with employers and industry representatives for each of the regions, the review will aim to seek targeted qualitative evidence on current and future labour market trends.

It also aims to identify occupations that have either unmet demand or are a priority requiring ongoing supply, and other issues relating to the attraction, recruitment and retention of workers.

The growing skills needs of the healthcare and social assistance industry

Western Australia's participation in the National Disability Insurance Scheme (NDIS) will have the potential to provide significant economic, income and job growth to Western Australia. The NDIS is an Australian Government scheme which provides all Australians under the age of 65 years who have a permanent or significant disability with the reasonable and necessary supports they need to enjoy an ordinary life. The NDIS recognises that everyone's needs and goals are different and provides people with individualised support and the flexibility to manage their supports to help them meet their needs and achieve their goals.

From 1 July 2018, the National Disability Insurance Agency (NDIA) will assume responsibility for the delivery of the NDIS in Western Australia. The NDIS will be fully rolled out across Western Australia by 2019-20, with a total of 39,097 clients expected to join the scheme by 30 June 2020.

While estimates of current levels of employment and growth differ, there is broad consensus that the number of full-time equivalent (FTE) positions will need to roughly double over the transition period. This is expected to create between 5,000 and 8,000 new FTE direct jobs in Western Australia's disability services sector.

In addition to the rollout of the NDIS, the growing ageing population, increased complexity in medical needs and diagnosis, rising expectations of consumers, limited funding and resources and rising costs are all expected to cause significant workforce challenges for the State's health system.



There will be a need to increase the number of skilled workers in the industry. The State Training Board's Healthcare and Social Assistance project is researching the specific skills needed for a highly skilled healthcare and social assistance workforce and develop an inclusive workforce development plan for the aged care, disability services and allied health and community services sectors. It will provide its advice and recommendations to the Minister for Education and Training.

Technology and innovation advances and the changing nature of work

Technology and innovation advances are changing the nature of work in some of Western Australia's key industries. Many existing and emerging skills will be needed in future. Many jobs are also expected to change in design. The State Training Board is keen to ensure that the VET sector remains responsive to the different needs of industry as technology changes the way people work and gain skills.

The State Training Board's Technology and Innovation project is examining some of these issues and will be providing some recommendations and strategies to the Minister for Education and Training for preparing for the future of work.

Revamp of the State Training Board and Industry Training Councils

In its *Plan for Jobs*, the Government committed to "revamp the State Training Board and the Industry Training Councils to ensure that their structures and input provide a direct link between industry needs and Government economic direction."

As part of the revamp, the Minister for Education and Training has reviewed the State Training Board's membership and made new appointments in July 2017 and January 2018 to strengthen the Board's membership. New members were appointed from Unions WA (to represent

employees' interests in vocational education and training) and the Construction, Hospitality and Defence industries as they are key priority areas for the Government. The STB's membership also meets the Government's commitment for more female representation on government boards and committees.

In addition, the State Training Board will take over the management of the Industry Training Councils from 1 July 2018, currently managed by the Department of Training and Workforce Development (DTWD). The Board, in preparation for 1 July 2018, has undertaken consultations with the DTWD, State Solicitors Office (SSO) and the nine Industry Training Councils. Consultations to date have included a comprehensive survey to industry training councils and contractual and financial discussions with the SSO and the DTWD. The Board, in consultation with the Minister for Education and Training and the DTWD, will ensure that industry training councils have the appropriate levels of industry coverage, membership and governance structures.

The Board will also oversee the development of an industry engagement framework to ensure that information gathered through consultations with small, medium and large employers is focussed on Government's priorities – that is about ensuring training that leads to job opportunities for Western Australians.

Jobs and Skills Centres to address difficulties in navigating the VET system

The State Training Board's consultation sessions has revealed that industry and community members are finding the VET system complex and difficult to navigate and that apprenticeships and traineeships are not widely promoted or understood by young people and the community.



A key deliverable under the *Plan for Jobs* is to transform TAFE colleges into industry skills centres, known as Jobs and Skills Centres. The Jobs and Skills Centres will provide a one-stop-shop for anyone looking to improve their skills and job prospects – including students, job seekers and career changers. The centres will engage with their local communities and industry so they can respond effectively to the needs of their clients.

Five metropolitan centres opened in April 2018 at TAFE campuses in Joondalup, Balga, Northbridge, Rockingham and Thornlie. Regional centres will open progressively throughout 2018-19.

The centres will also assist businesses to develop the workforce they need to support business growth. They will provide businesses with free assistance to recruit new workers, especially apprentices and trainees, and develop the skills of their existing workers. Jobs and Skills Centres will engage with their local industry in order to develop local solutions for local needs.

To coincide with the Jobs and Skills Centres, a comprehensive website has been developed to provide a one-stop for information relating to VET courses offered in Western Australia. It provides tailored information for students, prospective apprentices and trainees, employers and linkages to other government websites. The website also provides a home for the former Career Centre and Aboriginal Workforce Development Centre services in an integrated location.

Activities of the State Training Board

Meetings

The State Training Board meets on a bi-monthly basis (six per year) in February, April, June, August, October and December. The meetings are typically held on the third Thursday of the month between 3.00 p.m. and 7.00 p.m.

During the reporting period, the State Training Board held the following meetings:

17 August 2017:	Department of Training and Workforce Development
20 October 2017:	Department of Training and Workforce Development
25 January 2018:	Department of Training and Workforce Development
15 February 2018:	Department of Training and Workforce Development
26 April 2018:	Department of Training and Workforce Development
14 June 2018:	Department of Training and Workforce Development

Table 3: State Training Board Meeting Attendance Record

BOARD MEMBER	GENERAL MEETINGS					
	17/8/17	20/10/17	25/1/18	15/2/18	26/4/18	14/6/18
Jim Walker (Chair)	✓	✓	✓	✓	✓	✓
Vanessa Davies	✓	✓	✓	✗	✗	✗
Chris Hall	✗	✓	✓	✓	✓	✗
Meredith Hammat	✓	✗	✓	✓	✓	✓
Cobie Rudd	✗	✓	✓	✓	✓	✓
Wayne Muller	✓	✓	✓	✓	✓	✓
Ray Sputore	✓	✓	✓	✓	✗	✓
Angela Bond			✓	✓	✓	✓
Fran Kirby			✓	✓	✓	✓
Jeanette Roberts	✗	✓				
Felicity Jefferies	✗	✗				

Extraordinary Meetings

On 23 October 2018, the State Training Board hosted a strategic session with the Chairs and Chief Executive Officers of the industry training councils to provide an update on the Board's consultation with industry stakeholders on the *Plan for Jobs* and to discuss industry priorities, trends and common issues impacting VET and industries in Western Australia.

On 21 March 2018, the Board had another similar strategic planning session to gather industry training councils' feedback to assist with the Department of Training and Workforce Development's capability review.

Committees of the State Training Board

Section 23 of the VET Act 1996 enables the State Training Board to appoint committees and working groups to assist it to perform its functions under the Act. 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 Board established the Establishment and Variation of Apprenticeships Committee (EVAC) to perform the Board’s role in providing advice to the Minister for Education and Training regarding the classification of prescribed vocational education and training qualifications as required under section 60C of the VET Act 1996.

The members of EVAC during the reporting period were:

- Jim Walker (Chair);
- Meredith Hammat, State Training Board member;
- Wayne Muller, State Training Board member; and
- Nathan Bentley, CCI-WA (until 11 May 2018)

Section 60C is intended to provide a means of regulating the classification of certain qualifications. The establishment of apprenticeships¹⁵ is based on the classification of qualifications by the Minister as either ‘Class A’ or ‘Class B’. The intent of having a classification of qualification is to ensure that some qualifications are protected and can only be achieved through an apprenticeship arrangement.

Table 4: Classification of Prescribed VET Qualifications under Section 60C of the VET Act

Class A	Class B	Class C
Being a qualification that must only be undertaken through an apprenticeship arrangement (i.e. fulfilling the obligations of an apprentice under a training contract with an employer registered by the Department of Training and Workforce Development).	Being qualifications that may be achieved through an apprenticeship arrangement OR through an institutional pathway with a registered training provider without the requirements of an apprenticeship.	Being qualifications that can only be undertaken through an institutional pathway without the requirements of an apprenticeship (these institutional delivery only qualifications will not require classification and will be Class C by default).

An ‘establishment’ will require the Board to provide advice to the Minister on certain conditions relating to the apprenticeship, as detailed in regulation 37 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; and
- 37(4)(e): any condition that should apply to the classification of the qualification.

The regulations prescribe that the State Training Board must consult with industry advisory bodies as well as employee and employer groups in any industry that might be affected by the decision of the Minister.

The following proposals were considered by the EVAC or completed during the reporting period. More information can be found on the State Training Board website.

Table 5: Minister Approved EVAC Proposals 2017-18

¹⁵ Apprenticeship means any employment based training scheme whether termed an apprenticeship, traineeship, cadetship or internship.

Establishment	
Class B	Minister Approved
ACM30617 Certificate III in Pet Grooming	16 March 2018
ACM32016 Certificate III in Beekeeping	20 March 2018

EVAC proposals lapsed, withdrawn or not supported during 2017-18:

The Minister did not support the establishment of RII30915 Certificate III in Civil Construction (Traffic Management) based on the recommendations of EVAC.

Proposals not yet completed as at 30 June 2018

The following proposals were not yet completed by 30 June 2018:

- RII30915 Certificate III in Civil Construction Stream 8 Traffic Management;
- CPC32912 Certificate III in Construction Crane Operations
- UEE40411 Certificate IV in Electrical – Instrumentation
- BSB30115 Certificate III in Business;
- BSB30415 Certificate III in Business Administration;
- MST30216 Certificate III in Manufactured Textile Products;
- MAR30813 Certificate III in Maritime Operations (Marine Engine Driver Grade 2 near coastal);
- CPC32413 Certificate III in Plumbing;
- BSB20215 Certificate II in Customer Engagement; and
- HLT45015 Certificate IV in Dental Assisting.

Industry Consultative Committee

The Industry Consultative Committee was proposed by the State Training Board in response to the Independent Review of the Vocational Education and Training (VET) sector in Western Australia conducted by Emeritus Professor Margaret Seares during 2013-14. The Industry Consultative Committee (ICC) is established as a committee of the State Training Board in accordance with section 23 of the *Vocational Education and Training Act 1996*.

The role of the ICC is to progress strategic workforce development matters that impact the workforce. The ICC meets twice a year to progress items of a strategic nature such as the development of strategic policy advice that will impact all industries that could benefit from the insight of the Chair of the State Training Board and the Chairs of the Industry Training Councils on a more formal basis.

The ICC did not meet during the year ended June 2018.

Strategic Work Program

Social Assistance and Allied Health Workforce Project

The State Training Board is undertaking a project to inquire into and provide advice to the Minister for Education and Training on a co-ordinated response to the training and workforce development needs of the Western Australian aged care, disability, mental health and community services sectors with a vocational education and training (VET) focus. The project's terms of reference are as follows:

1. identification and development of points of integration and intersection to encourage workforce development, mobility and shared resources between sectors;
2. the current composition and future requirements of the workforce in Western Australia in the public, private and not-for-profit sectors, including full-time, part-time and casual workers, including:
 - a. the common and sector-specific entry level skills and qualifications needed by frontline and service support roles across the sectors;

- b. the common and sector-specific skills and qualifications needed by management and governance roles across the sectors: and
 - c. factors impacting workforce attraction and retention, such as remuneration, working conditions, recognition, staffing ratios, and career progression and pathways.
3. the role of the vocational education and training system in addressing the workforce development needs of the sectors, including:
 - a. quality and consistency of competencies, qualifications and skills sets being delivered that respond to the needs of learners and industry;
 - b. the coordination, management and supervision of work placements for students and trainees;
 - c. barriers and their potential solutions to training participation and completion by marginalised groups, such as fees, ineffectual delivery models and the complexity of the VET system; and
 - d. the appropriateness of administration, compliance and reporting requirements on providers.
4. the future workforce requirements, including:
 - a. anticipated growth of the sectors resulting from factors such as the ageing population and the rollout of the National Disability Insurance Scheme in Western Australia;
 - b. challenges and opportunities associated with changes in Commonwealth and State Government policy, funding and regulation in relation to service delivery and the VET system;
 - c. challenges and opportunities associated with access of delivery of services to and by Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse groups, people with disability, young people, and the LGBT community;
 - d. challenges and opportunities associated with the delivery of services in rural and remote towns and communities in Western Australia; and
 - e. the use of technology, medical advances and other innovative practices to support the delivery of services.
5. such other matters that the Committee may recommend and the Board may determine for inquiry.

The State Training Board established a Steering Committee to inquire into and provide advice to the Minister for Education and Training on a co-ordinated response to the training and workforce development needs of the Western Australian aged care, disability, allied health, mental health and community services sectors with a vocational education and training (VET) focus.

The members of the Social Assistance and Allied Health Workforce Steering Committee are:

- Chris Hall, AM State Training Board (Chair);
- Professor Cobie Rudd, State Training Board;
- Wayne Muller, State Training Board;
- Dr Felicity Jefferies, Healthfix Consulting;
- Julie Waylen, National Disability Services (WA);
- Trevor Lovelle, Aged and Community Services;
- Louise Giolitto, WA Council of Social Service;
- Christine Allen, Leading Age Services Australia (WA Branch);

- Sharon Bushby, Aboriginal Health Council of WA;
- John Bouffler, Community Employers WA;
- Dan Hill, Health Services Union of WA;
- Rochelle Tucker, Australian Childcare Alliance Western Australia;
- Jamie Mackaway, Community Services, Health and Education Training Council;
- Margaret Denton, WA Country Health Service;
- Karen Bradley, Department of Health;
- Renae Hodgson, Mental Health Commission;
- Dr Ross Kelly, Department of Training and Workforce Development; and
- Arron Minchin, Department of Primary Industries and Regional Development (until December 2017).

During the financial year, the Steering Committee met on 6 September 2017, 4 October 2017, 31 January 2018 and 9 May 2018. The Committee's advice and recommendations are expected to be provided as part of a report to the Minister for Education and Training in the upcoming financial year.

Technology and Innovation Project

The State Training Board established the Technology and Innovation Steering Committee to inquire into and provide advice to the Minister for Education and Training on the implications of technology and innovation advances on the current and future skills needs of Western Australian industries and the education and training responses required in the short, medium and long-term to meet these needs. This is a project that is undertaken in partnership with the industry training councils. The project's terms of reference are as follows:

1. To appraise how current and emerging innovation and technology advances are changing the nature of work in some of Western Australia's key industries in the short to medium term, particularly in relation to:
 - a. skills needs (existing and emerging) that will be required by industries;
 - b. new types of jobs that are expected to be in high demand;
 - c. existing jobs that are expected to change in design;
 - d. VET products (skills, qualifications and training package design changes) required to close the gap between the supply and demand for skills in the short, medium and long-term; and
 - e. the pathways from VET to higher education required to meet the skills needs demanded by industries; and
 - f. reference how supply side and other broader environmental factors (e.g. migration patterns, ageing demographic, global business supply chains and licensing requirements) are likely to change the demand for skills and new types of jobs and affect the work landscape.
2. identify skills that will enable people to participate productively in the knowledge-economy of the future, as job-seekers, entrepreneurs, business owners and innovators. These skills include, but are not limited to: Science, Technology, Engineering and Mathematics (STEM) skills; Digital Literacy Skills; Enterprise Skills; Communication; Creativity and Innovation; Financial Literacy; Analytical and Critical Thinking; Project Management; Change Management and Adaptability;
3. develop education training and other strategies to increase the supply of local talents to meet the new and existing skills identified and embed and encourage these and other foundational skills as appropriate at the primary, secondary and tertiary levels; and

4. identify policy changes needed to ensure an appropriate response to these skills needs and strategies.

The members of the Technology and Innovation Steering Committee are:

- Jim Walker, State Training Board (Chair);
- Ray Sputore, State Training Board;
- Wayne Muller, State Training Board;
- Tim Dymond, Researcher, Unions WA
- Julie Hobbs, Chief Executive Officer, FutureNow – Creative and Leisure Industries Training Council;
- Alan Davis, Director, Skills Development, Construction Training Fund;
- Caroline Thompson, Executive Director, Community Services, Health & Education Training Council;
- Allan Jones, Chief Executive Officer, Financial, Administrative & Professional Services Training Council;
- Jason Cullen, A/Chief Executive Officer, Utilities, Engineering, Electrical and Automotive Training Council;
- Nigel Haywood, Manager, Resources Industry Training Council;
- Norma Roberts, Executive Director, Retail and Personal Services Training Council;
- Jillian Dielesen, Chief Executive Officer, Logistics Training Council; and
- Kay Gerard, Chief Executive Officer, Food, Fibre & Timber Industries Training Council.

During the financial year, the Steering Committee met on 25 June 2018. The Steering Committee's advice and recommendations are expected to be provided as part of a report to the Minister for Education and Training in the upcoming financial year.

Growing Apprenticeships and Traineeships in Western Australia – Industry Consultation

The Minister for Education and Training, the Hon. Sue Ellery MLC, requested the State Training Board to lead consultations with industry to look at ways to increase the take-up of apprenticeships and traineeships across Western Australia.

The State Training Board hosted a series of forums across Western Australia between August 2017 and March 2018. Nearly 400 industry stakeholders were consulted as part of the process.

- Perth - 18 August 2017 and 21 August 2017 (3 sessions);
- Geraldton – 13 October 2017;
- Port Hedland – 31 October 2017;
- Merredin – 3 November 2017;
- Albany – 8 November 2017;
- Broome – 13 November 2017;
- Kalgoorlie – 24 November 2017;
- Bunbury – 27 November 2017;
- Pingelly – 4 December 2017;
- Esperance – 8-9 March 2018



The Board also received 33 written submissions from industry stakeholders. The consultations were part of the State Government's election commitment to create jobs and revitalise the State's training system.

The consultations have helped the Board to understand industries' needs and will guide strategic decisions about the State's future training needs. Through the consultations, the Board has identified the common barriers faced by employers and apprentices. This will inform the design and provision of more targeted support through TAFE and the broader VET sector.

Based on the feedback received from industry stakeholders, the State Training Board has prepared its advice and report “Strategies to grow apprenticeships and traineeships in Western Australia” which was presented to the Minister in May 2018.

Parliamentary Inquiry into Vocational Education and Training in Schools

The State Training Board and industry training council network provided a joint submission to the Education and Health Standing Committee’s Inquiry into VET for secondary school students.

The submission provided information on the program’s delivery trends in Western Australia, and provided industry perspectives around the need for the program to have clearly articulated objectives, consistent policies and funding, and to better align to pathways in skilled and priority occupations. The submission recommended mandating the use of the *VET Qualifications Register for Secondary School Students* to ensure that only industry supported qualifications that are appropriate for delivery to school students are delivered as part of the program. It also recommended addressing the quality issues in the Program’s delivery by limiting the number of qualifications suitable for delivery through auspicing arrangements and exploring other collaborative delivery arrangements with employers, TAFES and RTOs; improving the resourcing of the program; and recognising and providing funding support for a wider range of training products such as skills sets training which are greatly valued by industry employers.

The Chair of the State Training Board and Director, Skills Development of the Construction Training Fund provided evidence to the Education and Health Standing Committee.

State Training Plan 2018-2021

Under section 21 of the *Vocational Education and Training Act 1996*, the State Training Board is required to give the Minister for Education and Training a draft State Training Plan every year that identifies the current and future training and skill development priorities for Western Australia’s industries.

The priorities identified in the Plan will inform the State Government on the parameters for funding, planning and policy of the State’s training system, including meeting industries’ skills needs by investing in training places through public and private training providers. The Plan is developed within the context of national and State vocational education and training policies and priorities. It also draws upon detailed economic and labour market trends and forecasts and is



informed by industry intelligence. The drafting of the State Training Plan 2018-2021 was undertaken during the reporting period. It takes into account the Labor Government’s 2017 election commitments, in particular the *Plan for Jobs* and underpinning principles laid out in its election platform. The broader context underpinning the *Plan for Jobs* is the need to diversify the State’s economy, develop key transport and other economic infrastructure and leverage off State expenditure in

these areas to maximise opportunities for Western Australians to get skilled jobs, including through apprenticeships and traineeships.

Each initiative aims at increasing job opportunities for Western Australians across a wider range of industries. The Government wants greater effort in the areas of science, technology, manufacturing, tourism, services, education services, agriculture and other industries. Regional employment opportunities are also a priority for the Government.

Ensuring there is a sufficient supply of local skilled workers, maximising business productivity and improving labour market engagement to overcome disadvantage are complementary objectives. These social and economic drivers are key considerations in the development of the State Training Plan.

Appendix 1: State Training Board Members Biographies

Current Members



Mr Jim Walker, Chair
1 December 2014 to present

Mr Walker has worked with equipment dealers supplying to the construction, agriculture, mining, government and marine industries for 44 years. Mr Walker's career started as an Apprentice – Diesel/Heavy equipment fitter with Hastings Deering. In 2000, he was appointed Managing Director for WesTrac and progressed through the company to become Chief Executive Officer, retiring from WesTrac in late 2013.

Mr Walker is non-Executive Chairman of Macmahon Holdings, non-Executive Director of Programmed Maintenance Services Group Limited and non-Executive Director of RAC Holdings (WA). He is Deputy Chairman of Seeing Machines, Deputy Chairman of the WA Motor Museum and Chairman of Wesley College Council. He is a member of the Australian Institute of Company Directors and the Australian Institute of Management WA, and held the position of President, AIM WA (2008-2010).



Ms Vanessa Davies, Member
1 December 2011 to present

Ms Davies is an Aboriginal woman who has traditional links to Wongai and Noongar people in Western Australia. As an Aboriginal person, Ms Davies has spent her entire career working in the Aboriginal Affairs arena.

Ms Davies is currently employed by Compass Group as the National General Manager of Diversity and Indigenous Engagement. Ms Davies' employment experience includes working in the private sector, government, business development, justice, employment, training and education, health, community and Indigenous relations.

Ms Davies is a board member of the Swan River Trust and Chairperson of Marr Mooditj Training.



Mr Chris Hall, AM
1 January 2013 to present

Mr Hall is the Chief Executive Officer of MercyCare, a leading Catholic provider of aged care, family, health, disability and community services.

Mr Hall has held corporate governance and senior leadership positions for 30 years in the Australian not for profit sector and local government industry at national, state and local levels. He has served on numerous government advisory and consultative bodies and on the boards of various not for profit organisations.

Mr Hall is a graduate of the Australian Institute of Company Directors, fellow of the Australian Institute of Management and 2009 Churchill Fellow. Mr Hall was awarded a member in the general division of the Order of Australia on 12 June 2017 for his significant service to the community through support for sustainable social welfare outcomes and to the not for profit sector.



Ms Meredith Hammat, Member
1 July 2017 to present

Ms Hammat is Secretary of Unions WA, the governing peak body of the trade union movement in Western Australia representing around 30 affiliated unions who in turn represent about 140,000 working Western Australians. Ms Hammat has over 20 years' experience in the trade union movement, having worked for the Australian Services Union in local government, energy and community services industries before taking on the role of UnionsWA Secretary in 2012.

Ms Hammat is a graduate of the Australian Institute of Company Directors and holds a Masters degree in Industrial Relations. She is a Board member for Triathlon WA and was a Board member with FutureNow: Creative and Leisure Industries Training Council from 2013-2017.



Mr Ray Sputore, Member
1 July 2017 to present

Mr Ray Sputore has over 43 years professional, corporate and business experience through a range of executive management and non-executive management appointments. Mr Sputore's extensive boardroom and board committee experience includes ASX listed, proprietary, not-for-profit and government organisations covering the building, civil, industrial, state government, resource and oil and gas sectors. Previous board roles include Master Builders WA, Master Builders Australia, Leighton Contractors, Ngarda Mining and Civil, Decmil Australia and the WA Construction Industry Portable long service leave.

Mr Sputore graduated in Civil Engineering from the West Australian Institute of Technology in 1974. Mr Sputore is a Graduate of the Australian Institute of Company Directors, a Fellow of the Institute of Engineers Australia, a Chartered Engineer and a registered builder, contractor and practitioner. Mr Sputore is the President of the Chamber of Commerce and Industry (CCI-WA), the Chair of the CCI-WA Board and a non-executive director of the Australian Chamber of Commerce and Industry.



Professor Cobie Rudd, BHSc(N), MPH, PhD, GAICD, Member
16 November 2015 to present

Professor Rudd is the Deputy Vice-Chancellor (Strategic Partnerships) and Vice-President at Edith Cowan University. Previously, she was ECU's pro-Vice-Chancellor (Health Advancement), Professor of Mental Health and one of five National Teaching Fellows appointed by the Australian Government Office for Learning and Teaching in 2011, the first in simulation. She now also leads gender equity in academia for ECU and is actively addressing the gender imbalance in science, technology, engineering, mathematics and medicine.

Professor Rudd has over 30 years of experience across sectors and has served on numerous boards of governance. In addition to her membership of the State Training Board, she currently holds a Cabinet-endorsed appointment to the Ministerial Council of Suicide Prevention. Professor Rudd also serves on the Board of the Cancer Council of WA and is a graduate of the Australian Institute of Company Directors.



Wayne Muller, Member
1 January 2016 to present

Mr Muller has over 20 years' practical experience in VET including being employed as a TAFE lecturer and VET manager. Mr Muller is a nationally recognised expert in the development of training packages and competency based assessment and is the author of several published computing textbooks.

Mr Muller has a Bachelor of Science and a Diploma of Education from the University of Western Australia. He was formally the Director of MasterClass Business Solutions which specialised in the design, creation and delivery of courses for leadership and management.



Fran Kirby, Member
1 January 2018 to present

Ms Fran Kirby was appointed to the State Training Board from 1 January 2018. Born in Northern Ireland, she immigrated to Western Australia in 1987 having completed a Bachelor of Hospitality and Business from the University of Ulster. Having gained significant Hotel operational experience in Ireland and Australia, Ms Kirby spent seven years as Human Resources Manager at Observation City Hotel in 1992 until 1999. Thereafter, Ms Kirby spent three years as Human Resources Manager at the Esplanade Hotel in Fremantle. In 2003, Fran joined Accor Hotels as the Regional Human Resources Manager for Western Australia. She is responsible for 13 hotels across the State. Fran was admitted to the Australian Hotels Association "Hall of Fame" in 2008 for services to the Hospitality Industry in Western Australia.



Captain Angela Bond, RNR, Member
1 January 2018 to present

Captain Bond was appointed to the State Training Board on 1 January 2018. Captain Bond is currently the Senior Manager Estate Service with Serco at Fiona Stanley Hospital. Previously, Captain Bond was the Commanding Officer at HMAS Stirling and the Senior Naval Officer of Western Australia prior to transferring to the Naval Reserve in March 2017 after an extensive Royal Australian Navy career. Captain Bond has extensive experience in executive positions and has a background in human resource management. Captain Bond is also a non-Executive Director of the Leeuwin Ocean Adventure Foundation, a Senior Associate with Australian Industry Defence Network WA, an Associate Fellow with Australian Institute of Management WA, a Research Fellow with the Perth USAsia Centre and a Member of Australian Institute of Company Directors. Captain Bond has achieved a Master of Business Administration degree and a Master of Defence Studies (Management) degree from the University of Canberra.

Appendix 2: Industry Training Council Membership

The Industry Training Councils Boards of Management Membership as at 30 June 2018.

Community Services, Health and Education Training Council

The Community Services, Health and Education Training Council Inc. is an advisory and research organisation that provides advice on VET and workforce development needs for the community services, health and education industries.

Executive Director: Ms Caroline Thompson¹⁶

Title	Name	Employer/Representation
Chair	Stuart Reid	WA Council of Social Service
Board member	Richard Barlow	Health Services Union of WA
Board member	Jane Lorimar	Department for Communities
Board member	Geoff Holden	National Disability Services WA
Board member	Josique Lynch	Joondalup Early Learning Centre ECU
Board member	Karen Callaghan	Department of Health WA
Board member	Jan Norberger	Australian Medical Association
Board member	Trevor Lovelle	Aged & Community Services WA
Board member	John Rossi	Department of Education
Board member	Toni Walkington	Community & Public Sector Union
Board member	Pat O'Donnell	United Voice Union
Board member	Vacant	Independent Education Union of Australia
Board member	Vacant	Australian Services Union
Board member	Vacant	State School Teachers Union of WA
Executive member	Wade McLeod	Association of Independent Schools WA
Executive member	Caroline Thompson	Community Services, Health and Education Training Council
Observer	Dr Ross Kelly	Department of Training and Workforce Development
Observer	Chris Hall	State Training Board

Construction Training Fund

The Construction Training Fund aims to improve the quality of training and to increase the number of skilled workers in the building and construction industry.

The Construction Training Fund also carries out the role of a Construction Training Council, which works closely with industry stakeholders and provides advice to Government to ensure that training meets the needs of one of WA's biggest and most diverse industries.

The Construction Industry Strategic Group board governs the Construction Training Council.

Director, Skills Development: Mr Alan Davis

¹⁶ Mr Jamie Mackaway was the Chief Executive Officer up until 31 May 2018.

Title	Name	Employer/Representation
Chair	Alan Jackson	Construction Training Fund
Board member	Kim Prout	Association of Wall and Ceiling Industries of WA
Board member	Philip Kemp	Master Builders Association (WA)
Board member	John Gelavis	Housing Industry Australia (WA)
Board member	Fred Sharp	Contract Carpenters Association of WA
Board member	Michael Jez	Construction, Forestry, Mining and Energy Union
Board member	Steve McCartney	Australian Manufacturing Workers Union (WA Branch)
Board member	Michael Anthony	Air Conditioning & Mechanical Contractors Association of WA
Board member	Andy Thomas	National Fire Industry Association of WA
Board member	Murray Thomas	Master Plumbers and Gasfitters Association of WA/MPA Group
Board member	Amanda Dawes	Master Painters and Decorators
Board member	Ian Eardley	Group Training Australia WA Association
Board member	Stan Liaros	The Apprentice & Traineeship Company
Board member	Jeff Miller	Civil Contractors Federation (WA Branch)
Executive member	Alan Davis	Construction Training Council
Observer	Gary Itzstein	National Electrical and Communications Association of WA
Observer	Phil Wyles	Department of Training and Workforce Development
Observer	Ray Sputore	State Training Board

Financial, Administrative and Professional Services Training Council Inc

The Financial, Administrative and Professional Services Training Council Inc. works with industry to foster: quality and industry specific training; a skilled and flexible workforce; and effective representation on training-related matters.

Chief Executive Officer: Mr Allan Jones

Title	Name	Employer/Representation
Chair	Graham Drury	Wilson Security
Deputy Chair	Brian Lee	Security Industry Advisory Council
Board member	Cameron Palassis	Cleaning Council of WA
Board member	Kerrin Simmonds	Institute of Public Accountants
Board member	Les Marshall	Combined Small Business Alliance
Board member	Anne O'Neill	Australian Institute of Office Professionals
Board member	Julie Ann Canal	The Design Mill (Building Design Australia)
Board member	Peter Douglas	Surveying and Spatial Sciences Institute
Board member	Shaun Ridley	Australian Institute of Management WA
Board member	Sadie Davidson	Real Estate Institute of WA
Board member	John Cutrali	Transport Workers Union of WA
Executive member	Allan Jones	Financial, Administrative and Professional Services TC Inc
Observer	Lisa Barron	Department of Training and Workforce Development
Observer	Vanessa Davies	State Training Board

Food, Fibre and Timber Industries Training Council (WA) Inc

The Food, Fibre and Timber Industries Training Council promotes training to industry, supports innovation and workforce development.

Chief Executive Officer: Ms Kay Gerard

Title	Name	Employer/Representation
Chair	Carlo Gossati	Inglewood Products Group
Deputy Chair	Cheryl Stinson	HR Consultant (Self Employed)
Board member	Alex Rupe	Cabinet Makers Association of WA
Board member	Margaret Sylvester	Silver Star Design Wear
Board member	Geoff Richards	Richgro Garden Products
Board member	Ann Maree O'Callaghan	Strategy Matrix
Board member	Ric Newman	EE & JM Newman
Board member	John Da Silva	Australasian Meat Industry Employees Union
Board member	Brad Gandy	The Australian Workers' Union
Board member	Vacant	Food and Beverage sector
Executive member	Kay Gerard	Food, Fibre and Timber Industries Training Council (WA) Inc
Observer	Jodie Wallace	Department of Training and Workforce Development
Observer	Prof. Cobie Rudd	State Training Board

FutureNow Creative and Leisure Industries Training Council Inc

FutureNow brings together industry leaders, training organisations and action groups to make recommendations to the State Training Board regarding workforce development strategies for Western Australia.

Chief Executive Officer: Ms Julie Hobbs

Title	Name	Employer/Representation
Chair	Barry Felstead	Australian Resorts
Deputy Chair	Ian Smith	Advance Press, Printing Industries Association of Australia
Board member	Ian McDougall	Hospitality Group Training; Australian Hotels Association
Board member	Warwick Lavis	Matilda Bay Restaurant and Winery
Board member	Matthew Thomas	Racing and Wagering WA
Board member	George Coldham	Australian Computer Society
Board member	Rob Thompson	WA Sports Federation
Board member	Evan Hall	Tourism Council of WA
Board member	Natalie Jenkins	Black Swan, State Theatre Company
Board member	Jane King	John Curtin Gallery
Board member	Stuart Halusz	Freelance Actor; Media, Entertainment, Arts Alliance
Board member	Seph McKenna	Screen, Media and Communications
Executive member	Julie Hobbs	FutureNow: Creative and Leisure Industries Training Council Inc
Observer	Karen Ho	Department of Training and Workforce Development
Observer	Fran Kirby	State Training Board

Logistics Training Council Inc

The Logistics Training Council is the peak advisory body for skills development and training in Western Australia for the transport, logistics and wholesale industries.

Chief Executive Officer: Ms Jillian Dielesen

Title	Name	Employer/ Representation
Chair	Cathi Payne	Payne Haulage
Deputy Chair	Brian Appleby	Public Transport Authority
Board member	Steve Barrett	Qantas Airways Ltd
Board member	Jim Kelly	Logistics Sector
Board member	Stuart Davey	Fremantle Port Authority
Board member	Kari Pnacek	Transport Workers Union WA
Board member	Danny Cain	Maritime Union of Australia WA
Board member	Natasha Lindfield	SolstadFarstad ASA
Board member	Vacant	Postal Industry Sector
Board member	Vacant	Rail Infrastructure Sector
Board member	Vacant	Wholesaling Sector
Board member	Vacant	General Transport
Executive member	Jillian Dielesen	Logistics Training Council
Observer	Phil Torrisi	Department of Training and Workforce Development
Observer	Captain Angela Bond	State Training Board

Resources Industry Training Council

The Resources Industry Training Council is a joint venture between the Australian Petroleum Production and Exploration Association Ltd (APPEA) and the Chamber of Minerals and Energy of Western Australia (CMEWA).

Executive Officer: Mr Nigel Haywood

Title	Name	Employer/Representation
Chair	Jeroen Buren	Woodside Energy (APPEA Nominee)
Board member	Lesley Adams	Quadrant Energy (APPEA Nominee)
Board member	Nicole Roocke	Chamber of Minerals and Energy (CME Nominee)
Board member	Daniel Archer	CPB Contracting (CME Nominee)
Board member	Nicky Firth	Rio Tinto (CME Nominee)
Board member	Virginia Hilliard	Australian Drilling Industry Training Committee
Board member	Brad Gandy	Australian Workers Union
Board member	Graham Pallot	Construction, Forestry, Mining and Energy Union - WA
Board member	Glenn McLaren	Australian Manufacturing Workers Union
Board member	Luke Casserly	Chevron Australia
Board member	Tony Noonan	Maanshan Iron and Steel (Australia)
Board member	Jack Jacka	Wesfarmers Chemicals, Energy and Fertilizers
Board member	Zoran Bebic	Monadelphous
Board member	Vacant	APPEA Nominee
Board member	Vacant	Association of Employer Representative
Executive Member	Nigel Haywood	Resources Industry Training Council
Observer	Simon Walker	Department of Training and Workforce Development

Observer	Jim Walker	State Training Board
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Retail and Personal Services Training Council Inc

The Retail and Personal Services Training Council serves the Retail, Community Pharmacy, Hairdressing, Floristry, Beauty Therapy and Funeral services industry sectors in relation to Vocational Education and Training.

Chief Executive Officer: Ms Norma Roberts

Title	Name	Employer/ Representation
Chair	Ben Harris	Shop Distributive and Allied Employees Association
Board member	Anthony McAnuff	Community Pharmacy Industry
Board member	Daniel McKeig	Funeral Industry
Board member	Aldo Muia	Diamond Head
Board member	Peta Longman	Balshaws Florist
Board member	Andrew Vitolins	Shop Distributive and Allied Employees Association
Executive Member	Norma Roberts	Retail and Personal Services Training Council
Observer	Karen Purdy	Department of Training and Workforce Development
Observer	Meredith Hammat	State Training Board

Utilities, Engineering, Electrical and Automotive Training Council

The Utilities, Engineering, Electrical and Automotive Training Council provides strategic advice to the State Training Board and the Department of Training and Workforce Development, regarding industry training issues relating to utilities, engineering, electrical and automotive industries.

Chief Executive Officer: Mr Jason Cullen¹⁷

Title	Name	Employer/Representation
Chair	Steve McCartney	Australian Manufacturers Workers Union (AMWU)
Vice Chair	Melonie Stuart	BAE Systems
Board member	Julie Binks	APA Group
Board member	Ian Bodger	Industry Consultant
Board member	Carl Copeland	The Electrical and Communications Association of WA Inc
Board member	Joe Giura	Westrans Services
Board member	Neil Hooley	Water Corporation
Board member	David von Kelaita	Electrical Trade Union WA
Board member	Mike Millard-Hurst	Western Power
Board member	Steve Moir	Motor Trade Association of WA (Inc)
Board member	Kevin Poynton	Waste Management Association of Australia
Board member	Tony Sutton	Minprovis
Board member	Jill Hugo	Australian Services Union
Board member	James Wyatt	Optimi Digital
Executive member	Jason Cullen	Utilities, Engineering, Electrical and Automotive TC
Observer	Anna Wildy	Department of Training and Workforce Development
Observer	Wayne Muller	State Training Board

¹⁷ Mr David Fleay was Chief Executive Officer until April 2018.



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