



Government of Western Australia
Department of Training
and Workforce Development

Annual Report 2023-24

Transforming lives and communities,
and enabling a thriving economy.



Acknowledgement of Country

The Department of Training and Workforce Development acknowledges Aboriginal people as the first sovereign Nations of Western Australia.

We acknowledge Elders both past and present, and value the contribution of Aboriginal people within our organisation.

We support the Uluru Statement from the Heart and we embrace its invitation to walk alongside Aboriginal people, united in a movement for a better future for all Australians.

The term 'Aboriginal' is intended to include reference to Torres Strait Islander people.

While every effort has been made to vet the contents of this report, Aboriginal people should be aware that it may contain references to, or images of people who are now deceased.

The Department of Training and Workforce Development regrets any offence this might cause.

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The term 'the Department' refers to the Department of Training and Workforce Development.

This report was developed in line with the Public Sector Commission's annual reporting framework for the 2023-24 reporting year.

This report is also published on the Department's website at [wa.gov.au/dtwd](https://www.wa.gov.au/dtwd) and can be viewed in PDF format.

Alternative formats are available on request.

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Statement of compliance

Responsible Ministers
For year ended 30 June 2024

Hon Simone McGurk MLA

Minister for Training and Workforce Development;
Water; Industrial Relations

Hon Hannah Beazley MLA

Minister for Local Government; Youth; Minister
Assisting the Minister for Training and Workforce
Development

Hon David Templeman MLA

Minister for Culture and the Arts; Sport and
Recreation; International Education; Heritage

In accordance with Section 63 of the *Financial Management Act 2006*, I hereby submit for your information and presentation to Parliament, the Annual Report of the Department of Training and Workforce Development for the financial year ended 30 June 2024.

The Annual Report has been prepared in accordance with the provisions of the *Financial Management Act 2006*.



Karen Ho

Director General (Accountable Authority)

26 August 2024



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Overview

01



Director General Foreword

Karen Ho

Director General

This year marked the start of a shift in Australia's vocational education and training focus, and Western Australia was ready to make the most of a groundbreaking investment in the State's people, communities, and future workforce.

The State landed negotiations with the Commonwealth Government, securing up to \$1.3 billion for WA through a new National Skills Agreement from 1 January 2024.

The five-year, jointly funded agreement provided welcome certainty to the vocational education and training sector, which is critical for providing skills to grow the economy and opportunities for people to get a job.

We are already witnessing exciting developments emerging, including the job opportunities in the global push to decarbonise the economy.

This excitement came to a head in June 2024 when the State and Federal governments announced a joint investment of \$70.5 million over five years to establish Australia's first TAFE Clean Energy Skills National Centre of Excellence in WA.

Operating across WA's TAFE network, the Clean Energy Skills National Centre of Excellence will build on existing collaborations between WA TAFEs, universities, and industry to drive skill development.

Increasing the number of apprentices, particularly in trades such as electrical, engineering, automotive mechanical, plumbing, air conditioning, refrigeration, metal fitting and machining, is vital to ensuring WA and Australia have the skills to reach net zero by 2050.

As WA leverages its natural advantages to become a global clean energy powerhouse, the transition will offer a range of exciting opportunities for all Western Australians, to pursue careers and take up quality jobs of the future.

2023 was another successful year of participation, in fact it was one for the record books, with 153,800 publicly funded vocational course enrolments recorded in 2023, smashing the State's previous record in 2021.

Our free and low-cost training has been a game changer – helping record numbers of people learn skills in areas where they are needed most, such as the care sector, construction, and hospitality.

There were more than 38,300 enrolments in free programs in 2023 – an increase of 33 per cent on the same period in 2022. An additional 57,994 enrolments were recorded through the *Lower Fees, Local Skills* initiative.

It has been great to see so many people from under-represented cohorts answering the call and getting the skills they need to land jobs and transform their lives.

Students reporting disability were among the biggest successes of the 2023 fee free courses, with publicly funded enrolments up by 19 per cent compared to 2022.

The State Government works closely with industry to address WA's skills needs but we still need more workers to fill jobs that cannot be filled locally.

In June 2024, the State Government signed a deal for 10,000 skilled migration places for 2024-25, to support WA industries including construction, and healthcare.

Under the deal, the migration places will be split between the State Nominated Migration Program and a newly established WA Designated Area Migration Agreement. When it comes to supporting industry skills needs, having access to WA's world-class training system is an important asset.

In 2023, the talent of our vocational education and training sector was on show in Melbourne at the 2023 WorldSkills National Championships where TeamWA excelled, winning 13 gold, seven silver and six bronze medals.

The best in the West have been selected to represent Team Australia as Skillaroos at the 47th WorldSkills International Competition in France. I wish WA's six young Skillaroos and five Experts selected as coaches all the best on their journey to Lyon in September.

In their 29th year in 2023, the WA Training Awards celebrated 13 exceptional individuals and organisations selected from a record number of applications.

My sincere thanks and appreciation to industry stakeholders, TAFE colleges and all of our delivery partners for your contribution to delivering a skilled workforce for Western Australia and transforming lives in the process.

After 35 years of public service, as I sign off on what will be my final annual report ahead of my retirement, I can't help but reflect on all that has been achieved by the Department of Training and Workforce Development in recent times.

I am very grateful for the support of responsible Ministers and to have had the privilege of leading such an amazing team of people.



Karen Ho
Director General

About the Department

The Department of Training and Workforce Development manages and coordinates Western Australia’s vocational education and training (VET) sector.

Through strong engagement with industry, community and training service providers, the Department:

- identifies the current and emerging skills needed for WA;
- leads the development of training and workforce strategies; and
- manages the public investment in training and workforce services delivered by WA TAFE colleges, private training providers and other service providers.

Our vision and purpose

VISION: Transforming lives and communities, and enabling a thriving economy.

PURPOSE: To lead agile training and workforce strategies that enable all Western Australians to participate in a highly skilled and diversified economy.

Our values

- We find solutions, deliver and do things well
- We have integrity and courage
- We respect, trust and care for each other
- We know diversity makes us stronger



Our strategic priorities

In July 2023 the Department released its new *Strategic plan 2023—2028* which sets a clear and ambitious vision for WA’s VET sector over the next five years. The plan sets out five strategic priorities. This Annual Report covers key achievements relating to these strategic priorities as follows:

Strategic Plan priority	Annual Report section
1. Enable all Western Australians to easily choose and access training that leads to jobs and careers according to their aspirations	Section 3.1: Key training outcomes
2. Lift the participation of First Nations People and under-represented groups in training and employment	Section 3.2: Participation of under-represented groups
3. Grow the supply of skilled workers to sustain our economy and community wellbeing	Section 3.3: Regional engagement and participation Section 3.4: Addressing skills shortages
4. Develop the skills and capabilities for a clean energy economy and new and emerging industries	Section 3.5: Supporting economic diversification
5. Partner with TAFE to support their delivery of contemporary learning experiences that meet student and employer needs	Section 3.6: TAFE and the State training sector

Service delivery


The Department purchases vocational education and training delivered by five TAFE colleges, the Western Australian Academy of Performing Arts and around 200 contracted private registered training providers.

The Department funds a network of 19 Jobs and Skills Centres (JSCs), with additional outreach locations for regional areas. JSCs are one-stop shops which provide free career, training and employment advice and assistance.

The Department administers the training contracts for around 41,000 apprentices and trainees who are employed by more than 10,800 employers throughout WA (as at 31 December 2023).



Performance highlights




STUDENT SATISFACTION

90.0 per cent of WA students who completed their qualifications were satisfied with the overall quality of training compared to 89.3 per cent nationally.



RECORD VET ENROLMENTS IN 2023

More than 153,800 funded course enrolments were reported in 2023, a new record high and up from the previous high of 150,310 enrolments recorded in 2021.



FREE IN '23 ENROLMENTS

In 2023, there were more than 38,300 free enrolments across qualifications and skill sets.

STRONGEST GROWTH OF ANY STATE OR TERRITORY

Government funded student numbers in WA have grown 18 per cent since the pandemic, more than any other state or territory.

CHANGES BY JURISDICTION, 2020 TO 2023

Jurisdiction	Change (%)
WA	18.3%
TAS	16.8%
VIC	11.0%
SA	10.5%
NT	7.3%
QLD	4.7%
NSW	-0.9%
ACT	-15.9%
TOTAL	5.5%

Source - NCVER's Government-funded students and courses 2023



WESTERN AUSTRALIAN DESIGNATED AREA MIGRATION AGREEMENT

On 28 June 2024, the WA and Commonwealth Governments reached agreement that 10,000 skilled migration places would be provided to WA in 2024-25, including 5,000 places enabling employers to attract and retain skilled workers through a new *Western Australian Designated Area Migration Agreement*.




NATIONAL SKILLS AGREEMENT FUNDING UPLIFT

The five-year National Skills Agreement between the Commonwealth and WA Governments signed in October 2023 provides \$1.34 billion for WA which is an increase of over \$380 million on the previous agreement.



CLEAN ENERGY SKILLS NATIONAL CENTRE OF EXCELLENCE

On 10 June 2024 the WA and Commonwealth Governments announced their agreement to jointly invest \$70.5 million to establish Australia's first Clean Energy Skills National Centre of Excellence in WA.

EMPLOYER SATISFACTION

81.2 per cent of WA employers with jobs requiring vocational qualifications were satisfied that the qualifications provide employees with the skills they need to do the job, compared to 74.0 per cent nationally.

External recognition and awards

Six Western Australian entries were recognised as award winners at the prestigious Australian Training Awards in 2023 including:

- Holly Gudsell – Winner, Trainer of the Year 2024
- Amy Hunt – Winner, Apprentice of the Year
- Anthony Nelson-Burns – Silver, Aboriginal and Torres Strait Islander Student of the Year
- EK Contracting – Silver, Australian Small Employer of the Year
- Western Australian College of Agriculture – Bronze, Small Training Provider of the Year
- Defence Industry Pathways Program (South Metropolitan TAFE) — Bronze, Industry Collaboration Award

The following young Western Australians were selected for the WorldSkills Australian Team 'The Skillaroos' to compete at the 47th International WorldSkills competition in France in 2024:

- Kai Baharthah-King – Cyber Security
- Lachlan Gelavis – Cyber Security
- Lewis Italiano – Cabinetmaking
- Mitchell Rigney – Jewellery
- Antoinette Jackson – Painting and Decorating
- Jacob Dixon – Wall and Floor Tiling

The Department was recognised in the Institute of Public Administration Australia (IPAA) WA Achievement Awards 2023 with two awards and two nominations:

- Jodie Wallace – Winner, Leader of the Year working within a division, team or organisation.
- Department of Training and Workforce Development, Main Roads Western Australia and South West Gateway Alliance – Moore Australia (WA) Award for Best Practice in Collaboration between Government and any other Organisation: Silver winner, Bunbury Outer Ring Road Yaka Dandjoo Program.
- *WA Defence Industry Workforce Development Plan 2022-27* – WA Defence Industry Workforce office nominated for significant contributions to Australia's defence workforce.
- Heavy Vehicle Driving Operations Program – Department of Training and Workforce Development alongside the Department of Transport, Central Regional TAFE, Western Roads Federation and Driver Risk Management nominated for supporting hundreds of participants to learn new skills, gain a truck licence and secure employment.



Pictured: Bianca upskilled and gained employment through the Yaka Dandjoo program.

Recognition for Western Australian-first program

The Yaka Dandjoo Program, a first in WA, transformed lives through free training and work placements for disadvantaged job seekers in the construction industry.

This collaborative initiative by Main Roads WA, the Department of Training and Workforce Development, and the South West Gateway Alliance on the Bunbury Outer Ring Road (BORR) Project offers a clear career pathway, enhancing the South West's workforce.

The Silver Moore Australia (WA) Award for Best Practice in Collaboration between Government and any other Organisation recognises the high-level collaboration and coordination across these organisations to meet priority objectives in the delivery of services to the community.

The program which saw its final graduation ceremony in March 2024, has seen a total of 191 participants graduate across 13 cohorts nearly two and a half years since the first cohort began in the program in September 2021.

Emphasising diversity, 60 per cent of graduates are Aboriginal peoples, and 54 per cent of graduates are female, showcasing the program's commitment to inclusive growth and furthering the positive outcomes of these significant, targeted investments by government.

Bianca, a proud Noongar woman and mother of seven children, has always had an interest in operating large machinery, and on completing the program in March 2022, Bianca achieved her goals.

Initially employed as a roller operator, Bianca quickly upskilled in dump truck operations and is enjoying her employment in the in-demand civil construction industry.

"You will face many defeats in life, but never let yourself be defeated. This one stood out for me because I've had a lot of bumps in the road to get back to myself," "but I never gave up!"

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Governance and organisation

02



Responsible Ministers

During the period 1 July 2023 to 30 June 2024, the Department was responsible to the Minister for Training and Workforce Development, the Hon Simone McGurk MLA.

From 8 December 2023 to 30 June 2024 the Department was also responsible to the Minister Assisting the Minister for Training and Workforce Development, the Hon Hannah Beazley MLA, who took on responsibilities for the operations of Western Australian TAFE colleges, defence industry workforce development and Industry Training Councils.

From 1 July 2023 to 30 June 2024, the Department reported to the Minister for International Education, the Hon David Templeman MLA, on its activities relating to international education.

Accountable Authority

The Director General, Karen Ho, is the Department's Accountable Authority.

Key Legislation

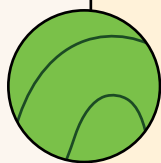
The Department was established on 30 October 2009, under section 35 of the *Public Sector Management Act 1994*.

The *Vocational Education and Training Act 1996* is administered by the Minister for Training and Workforce Development with the assistance of the Department.

The Department complies with a range of Commonwealth and State legislation.

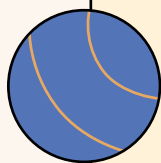
Please see page 156 for the full list.

Organisational structure



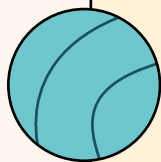
OFFICE OF THE DIRECTOR GENERAL

The Office of the Director General provides executive and governance support, ministerial liaison services, internal audit services and provides the secretariat to the Training Accreditation Council, Western Australia's regulator of training providers.



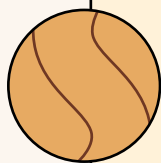
POLICY, PLANNING AND INNOVATION

The Policy, Planning and Innovation directorate is responsible for workforce planning, policy and research to inform the strategic direction and funding of training and workforce development. The directorate is also responsible for Aboriginal reconciliation and policy, intergovernmental relations, communications and marketing and supporting the secretariat for the WA State Training Board.



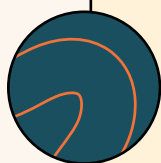
SERVICE RESOURCE MANAGEMENT

The Service Resource Management directorate funds, procures and manages contracts for the delivery of vocational education and training delivered by WA TAFE colleges and Registered Training Organisations. The directorate also manages contracts for other training and related services in the pursuit of Department objectives, develops and maintains WA's training infrastructure, and manages the operations of Muresk Institute as a centre specialising in agricultural education.



SERVICE DELIVERY

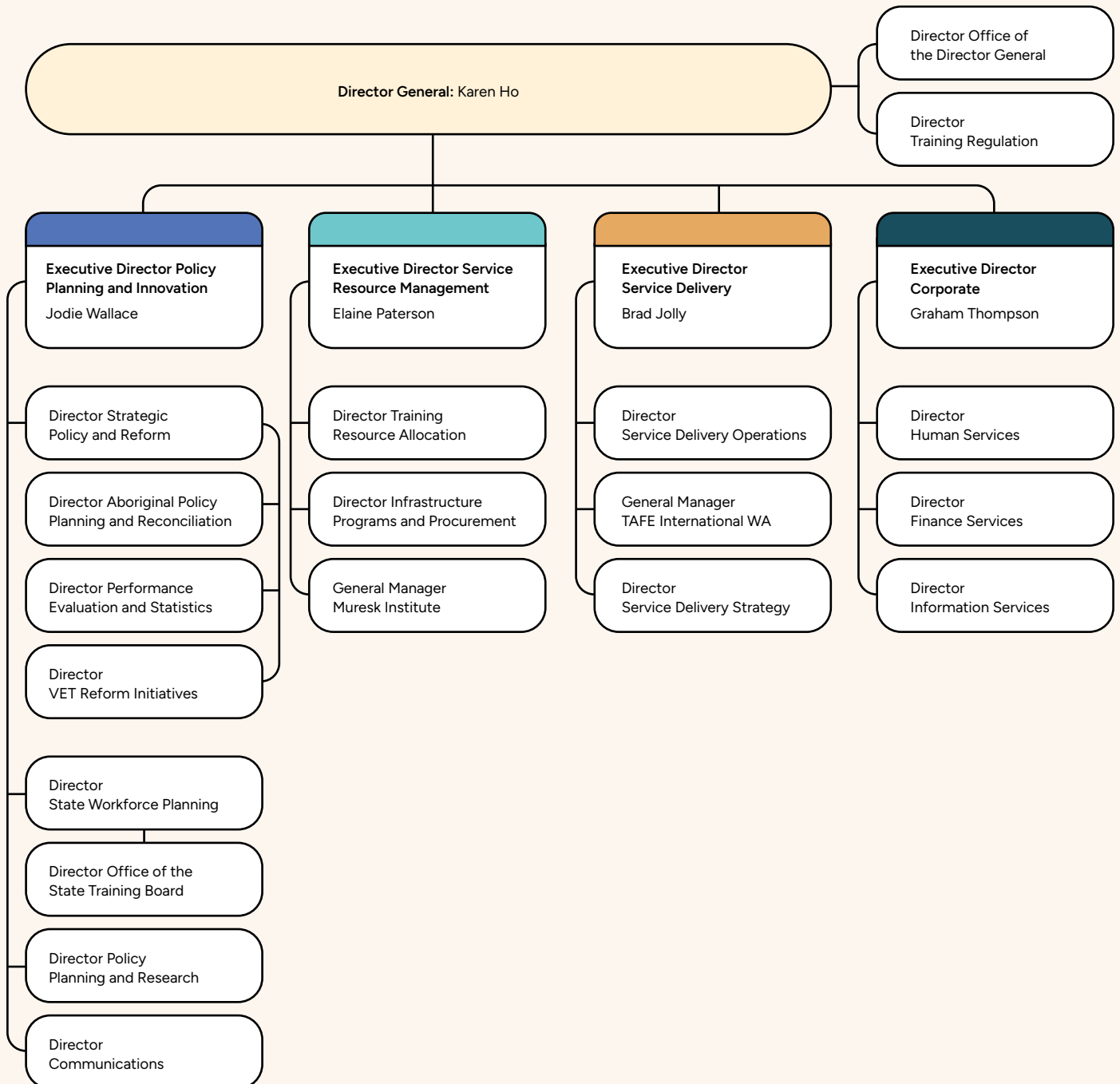
The Service Delivery directorate provides a comprehensive range of services to TAFE colleges, the training sector, industry and all Western Australians through the administration of apprenticeships and traineeships and associated employer incentives, TAFE International Western Australia, Migration Services, and admissions and systems support to the TAFE and VET sector. The directorate also showcases excellence in the VET sector through the WA Training Awards and the WorldSkills Australia competitions.



CORPORATE

The Corporate directorate is responsible for the establishment, development and maintenance of corporate support systems, including finance, human resource management, and information and communications technology (ICT) for the Department. The directorate is also responsible for providing finance, human resource and ICT corporate service support to the TAFE colleges.

Organisational chart



Corporate Executive



Karen Ho

Director General

As the Accountable Authority, the Director General is responsible for the management and performance of the Department and the achievement of its approved strategies and outcomes. Karen was appointed as Director General of the Department with effect from 20 December 2021. Karen has 35 years of public sector experience, spanning labour market and educational research, program and policy evaluation, strategic policy and planning, legislative reform and service delivery. Karen graduated from the University of Western Australia with a Bachelor of Science (First Class Honours in Psychology) and completed a Graduate Certificate in Management from Curtin University.



Jodie Wallace

Executive Director, Policy, Planning and Innovation

Jodie was appointed to the role in March 2021 and has more than 20 years of experience in the public sector including roles in policy, workforce planning and migration, service delivery and program implementation, and international education; and has worked in the school education sector for more than five years. Jodie has university qualifications in applied science and education, and an MBA from the University of Western Australia. Jodie is a Graduate member of the Australian Institute of Company Directors and a Fellow of the Governance Institute of Australia.



Elaine Paterson

Executive Director, Service Resource Management

Elaine has 20 years of experience in the public sector in Western Australia including executive roles in purchasing and commissioning at the Department of Communities, and the Mental Health Commission. Elaine has also held senior roles in the Departments of Finance and Treasury. Elaine has an MBA from Imperial College London, and a Masters of Science in Business Psychology.

Corporate Executive



Brad Jolly

Executive Director, Service Delivery

Brad was appointed to the role on 1 June 2022, following on from his stewardship of legislative reforms for the Northern Territory Government. Brad is an experienced senior leader across a range of settings in both public and private sector organisations. Brad's expertise in public policy and regulation is supported by qualifications in management and business administration. Brad is also a graduate of the Australian Institute of Company Directors.



Graham Thompson

Executive Director, Corporate

Graham was appointed to the role on 1 March 2012 having previously been the Department's Chief Finance Officer. Graham has a Bachelor of Business and is a qualified Chartered Accountant with the Institute of Chartered Accountants. Graham has worked in the WA public service for more than 20 years, holding a number of senior financial management roles.



Glenda Husk

Chief Financial Officer

Glenda was appointed to the role on 1 February 2018 having previously been the Department's Director Training Business Services. Glenda has more than 30 years of experience working in the public sector including roles in industrial relations, human resources, shared services and finance. Glenda has university qualifications in psychology, industrial relations and professional accounting. Glenda is a Chartered Accountant with Chartered Accountants Australia and New Zealand.

Our people

The vision for our people is to create value by caring about our staff and developing our individual and collective capability. The Department strives to have a workforce that is representative of the diverse community we serve by valuing differences and flexible thinking and ensuring that our people feel supported to do their best work.

Summary of workforce profile

Through organisational development strategies and programs, the Department supports staff and celebrates diversity and inclusion. Events and communications promote and celebrate days of significance and highlight staff stories and achievements.

As at 30 June 2024	Women in Senior Executive Services	Aboriginal or Torres Strait Islander	Youth (24 years and under)	People with disability	Culturally and linguistically diverse
Department actual	56.3%	2.7%	6.4%	4.4%	22.0%
Department target	50.0%	3.7%	5.8%	5.0%	15.5%
Public Sector actual ¹	49.9%	2.8%	5.6%	1.7%	17.4%
Number of new staff required to meet target	Achieved	6	Achieved	3	Achieved

¹PSC Department of Training and Workforce Development Quarterly Entity profile – March 2024





Public sector census results

The Department received the 2023 WA Public Sector Census results during the 2023-24 reporting period and had a very high response rate, with 88 per cent of staff members undertaking the census. Results demonstrated high employee engagement and satisfaction, with 79.9 per cent of staff recommending the Department as a place to work.

The Census results highlighted several areas for celebration, including our workforce characteristics, level of staff engagement, integrity behaviours, a positive workplace culture and a higher percentage of staff being willing to share diversity information.

The Department has developed a *Census Action Plan* to address areas requiring continuous improvement including integrity reporting, bullying and harassment prevention, building leadership capability and increasing the number of employees from diverse backgrounds that identify as leaders.

Mental health and wellbeing

The Department's *Mental Health and Wellbeing Strategy* was launched in 2023. Guided by the Strategy, the Department has a comprehensive health and wellbeing program designed to assist staff to prioritise their wellbeing, while supporting workforce resilience and optimising conditions for staff to thrive at work.

Graduate and youth opportunities

The Department launched a Graduate Program in 2024 providing two new graduates with a 12-month opportunity to work on real-world projects while developing their career in the WA Public Sector.

The Department also has specialist graduates in our Human Resources, Finance, and Policy Planning and Innovation directorates. In 2023-24, four trainees graduated, and five are still completing their traineeship as part of the Department's Diversity Traineeship Pathways Program for people aged 24 years and under.

Professional development

The Department supports a learning culture and offers a comprehensive Professional Development Program. In 2023-24, the Department offered 11 face to face workshops including digital skills, people management and leadership, personal effectiveness and communication attended by 129 participants.

Staff accessed over 750 resources and courses on the Department's online learning platform, and engaged in role-specific, technical training and leadership development opportunities.

Key partners

The State Training Board

The Western Australian State Training Board (the Board) is a statutory body established under the *Vocational Education and Training Act 1996*. It is the peak industry training advisory body to the Minister for Training and Workforce Development and produces a State Training Plan to guide the development of a highly skilled and agile local workforce to drive the State's economy. During the period to 30 June 2024, the Department provided the Board with secretariat services and supported the delivery of its functions through the Office of the State Training Board.

Industry Training Councils

Eight Industry Training Councils provide a direct link between industry workforce needs and government workforce policy. They provide industry-specific advice and information to the State Training Board, the Department, other State Government agencies and industry.

The eight Industry Training Councils listed below are recognised by the State Training Board:

- Community Skills WA
- Construction Training Council
- Financial, Administrative and Professional Services Training Council
- Food, Fibre and Timber Industries Training Council (WA)
- FutureNow – Creative and Leisure Industries Training Council
- Logistics and Defence Skills Council
- Resources Industry Training Council
- Utilities, Engineering, Electrical and Automotive Training Council

The Training Accreditation Council

The Training Accreditation Council (TAC), established under the *Vocational Education and Training Act 1996*, is WA's VET regulator responsible for the quality assurance and recognition of training in WA. During the period to 30 June 2024, the Department provided TAC with secretariat services and supported the delivery of its functions.

Five TAFE Colleges

Five TAFE colleges in WA deliver publicly funded training statewide, with more than 73,500 publicly funded students in 2023. TAFE colleges are the centre of the State's training system. Operational funding is provided to the TAFE colleges through delivery and performance agreements totalling more than \$485 million, which is the single largest expenditure item for the Department each year. Collaborative stewardship of the network of TAFE colleges is achieved through monthly meetings of TAFE Executive, which is chaired by the Department's Director General and comprises TAFE Managing Directors.

National context

National funding agreements

In October 2023, the Western Australian Government entered into a historic five-year National Skills Agreement (NSA) with the Commonwealth Government which will inject up to \$1.34 billion into the WA vocational education and training sector

The NSA will support WA to deliver skills for critical and emerging industries and national priorities.

The NSA provides up to \$125 million for specific training and workforce initiatives, with the WA Government expected to contribute \$109 million in matched funding.

This funding comes at an important time for WA and has allowed the Department to progress its commitments under the *National Agreement on Closing the Gap*, improving foundations skills for Western Australians and creating TAFE Centres of Excellence that will help deliver skills for critical and emerging industries.

In June 2024, the WA Government announced a new Clean Energy Skills National Centre of Excellence to support the State's energy transition and lead development of training and workforce initiatives in collaboration with industry, unions, TAFE, universities, and key stakeholders.

National VET reform

Throughout 2023 and 2024, the Department has been working with WA and Commonwealth Government agencies on key VET reforms relating to the quality, effectiveness, and responsiveness of the national training system.

The Department continues to contribute to the *VET Workforce Blueprint*, to ensure the long term sustainability of the VET sector by supporting and growing a quality VET workforce.

The Blueprint aims to identify effective strategies for VET workforce issues such as attraction, retention, career development and succession planning.

Registered Training Organisations (RTOs) have a critical role in ensuring training delivery on the ground is high quality and meets the diverse range of learner and employer needs. To support RTOs, the Department also continues to contribute to national reform led by the Commonwealth Government on revisions to the *Standards for RTOs 2015*.

Other key areas the Department has contributed to include National VET Data Streamlining to improve Australia's national VET data system and updates to the National Code of Good Practice for Australian Apprenticeships.



Agency performance

03

Financial performance

Results for 2023-24 against financial targets are presented in the table below. Full details of the Department's financial performance are provided in the financial statements section of this report on page 68.

The Department had variances against the original published budget and met its targets when compared to the amended budget.

Description	2023-24 Budget (\$'000) (FTE)	2023-24 Actual (\$'000) (FTE)	Variation from Budget +/- (\$'000) (FTE)
Total cost of services	833,384	849,681	16,297
Net cost of services	616,506	578,326	(38,180)
Total equity	365,160	337,815	(27,345)
Approved full-time equivalent staff level (FTE)	525	493	(32)



Outcome based management framework

To comply with its legislative obligations as a Western Australian government agency, the Department operates under the *Outcome Based Management Framework*.

The Framework describes how outcomes, services and Key Performance Indicators (KPIs) are used to measure agency performance. Outcomes and KPIs are outlined in the table below.

Performance against these outcomes is described in detail in the KPI section on page 129.

In 2023-24, the Department achieved four of its five effectiveness targets and seven of nine efficiency targets.

Key Performance Indicators

Outcome 1: A skilled workforce that meets the State's economic and community needs		Target	Actual	Target achieved
Effectiveness	Extent to which Jobs and Skills Centre services provided to individuals and businesses result in career, employment or training outcomes	72.0%	72.0%	Yes
	Proportion of State nominated skilled migrants employed in priority occupations after arrival	82%	69.4%	No
Efficiency	Cost of VET workforce planning and policy development per training place	\$128	\$101	Yes
	Average cost per Jobs and Skills Centre individual and business client contact	\$265	\$214	Yes
	Average cost to administer migration applications and overseas qualification assessments	\$414	\$2,152	No
Outcome 2: A flexible, responsive, innovative and quality training system		Target	Actual	Target achieved
Effectiveness	Proportion of delivery in training aligned with State priority occupations	86%	88.1%	Yes
	Proportion of graduates satisfied with the overall quality of training	90.0%	90.0%	Yes
	Percentage of registered training organisations compliant with the <i>Standards for Registered Training Organisations (RTOs) 2015</i>	100%	100%	Yes
Efficiency	Average cost per active training contract	\$535	\$399	Yes
	Cost to administer the employer incentive scheme as a proportion of total incentive payments	7%	6.3%	Yes
	Cost per student curriculum hour	\$19.80	\$19.11	Yes
	Average cost of recruitment and management per full-time equivalent international student	\$2,318	\$1,125	Yes
	Average cost to administer training infrastructure and support services per TAFE college	\$9.0m	\$9.9m	No
	Cost of regulatory services per registered training organisation	\$21,251	\$20,219	Yes

Key training outcomes

Our approach to reporting training data

Unless otherwise stated, this annual report provides training data for the 2023 calendar year rather than the 2023-24 financial year. Calendar year data is reported as it has been fully validated.

Training delivery must be assigned a final outcome before it can be counted. While interim data collections can provide a more current snapshot of year to date delivery, they can be subject to significant change and are not directly comparable with the final full year collection.

Since the commencement of the COVID-19 pandemic in early 2020, there has been some volatility in the demand for training due to changeable labour market conditions and State and Commonwealth Government measures to stimulate training.

These measures include reducing student fees and increasing employer incentives for apprenticeships and traineeships.

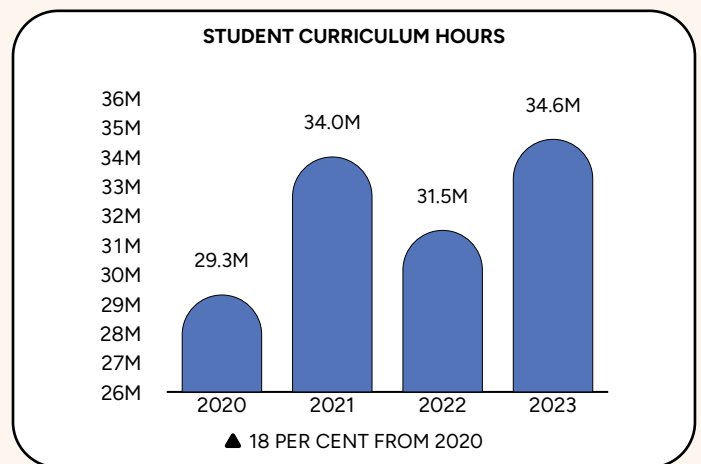
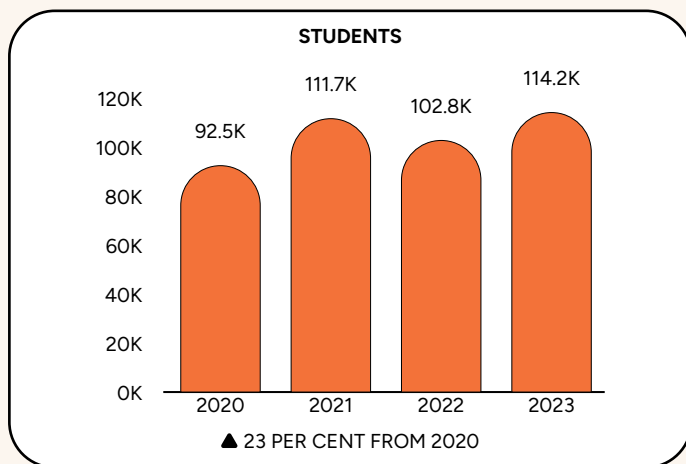
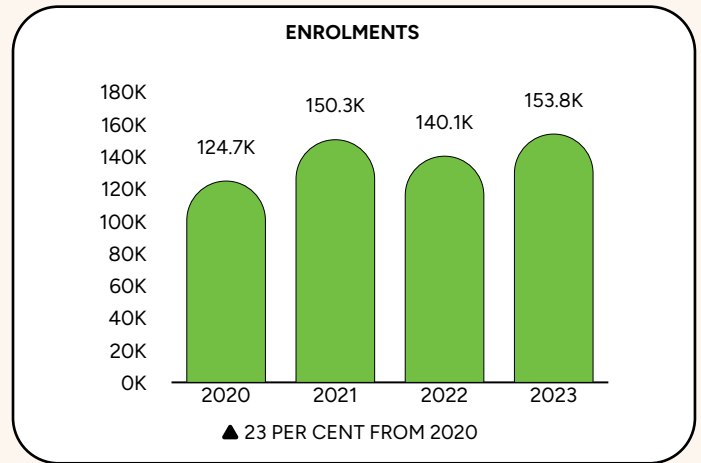
To provide sufficient context for the reader, key training data will be provided for the four years covering 2020, 2021, 2022 and 2023 enabling annual comparisons and comparisons since the start of the pandemic in 2020.



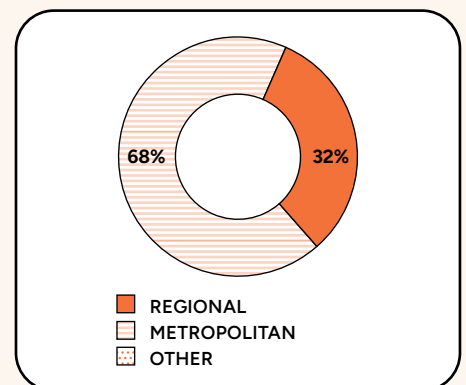
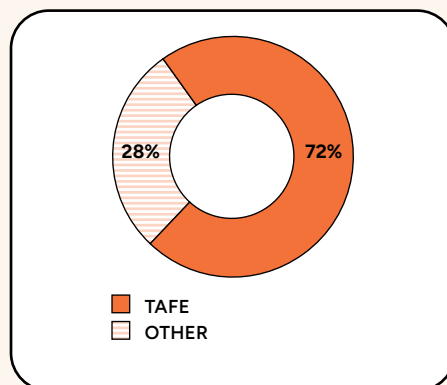
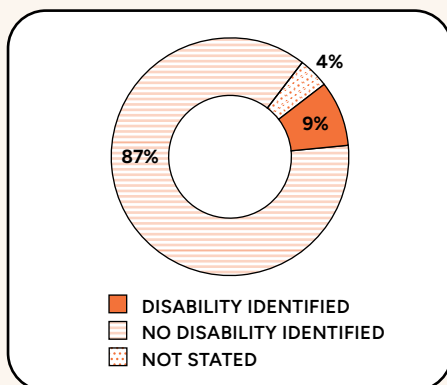
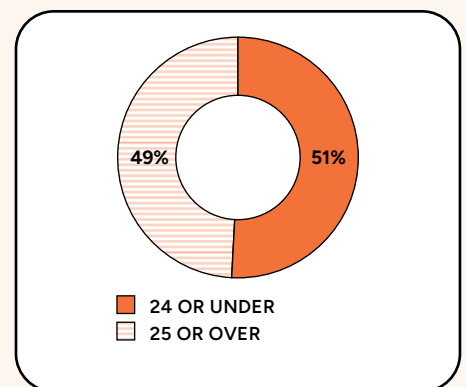
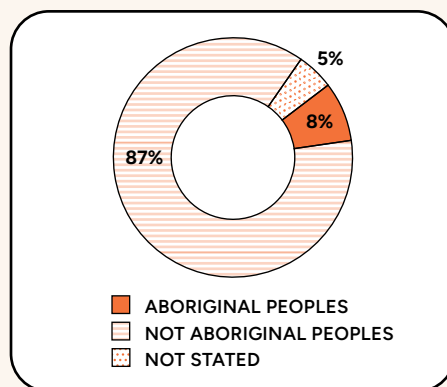
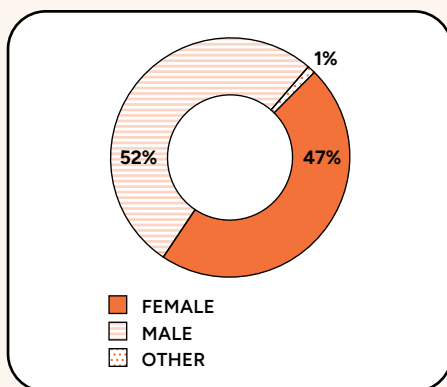
Training enrolments

Overall VET enrolments

The Western Australian training system continued to record high levels of publicly funded course enrolments in 2023, with a 10 per cent increase on 2022 and a 23 per cent increase since the start of the pandemic.



PROPORTION OF 2023 ENROLMENTS



FREE in '23

From 1 January 2023, over 130 fee free courses were offered under the 12-month Skills Agreement with the Commonwealth Government to help address skill shortages in critical industry areas and provide more training and employment opportunities for Western Australians.

Courses are targeted towards industries experiencing employment growth and those that are important for diversification of the economy, including the care sector, technology and digital, agriculture, construction, defence, advanced manufacturing and hospitality and tourism.

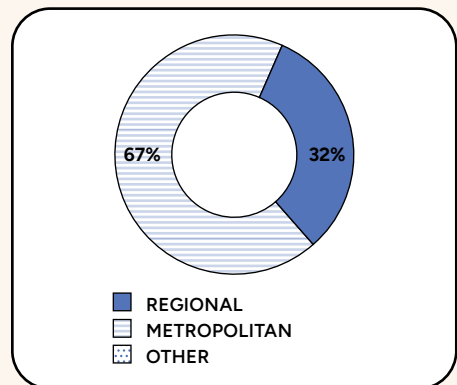
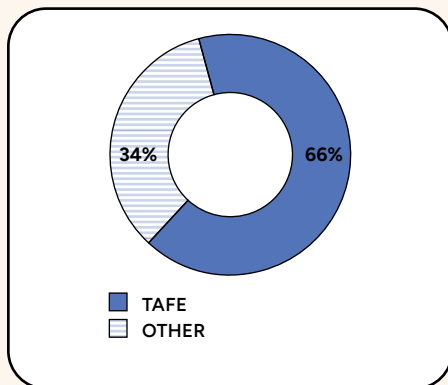
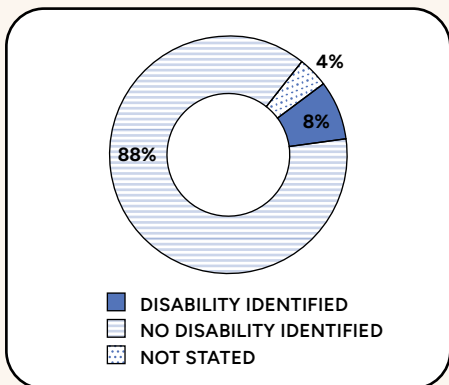
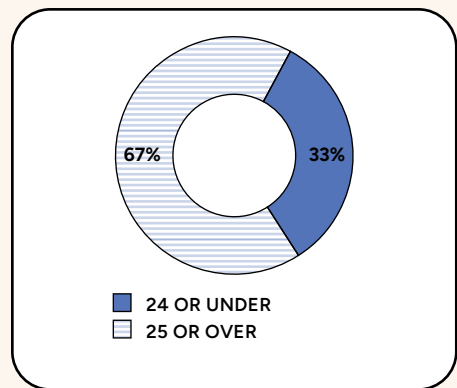
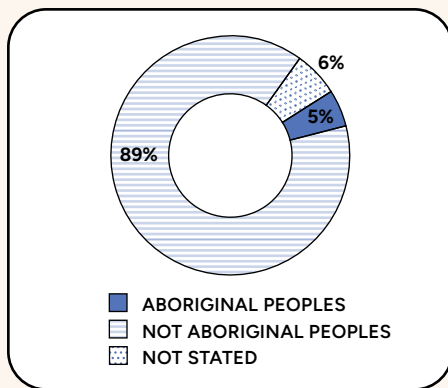
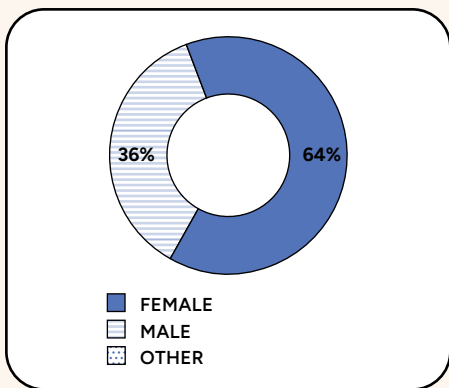
In 2023 there were 29,523 enrolments in fee free qualifications and courses, up 26 per cent on the same period in 2022.

The Fee free TAFE agreement was extended to 2026 with a further 22,200 Fee free TAFE and VET places available for Western Australians from January 2024.

Top 10 FREE in '23 qualifications in 2023:

Program name	Enrolments
Certificate III in Individual Support	4,240
Certificate III in Early Childhood Education and Care	3,812
Diploma of Nursing	2,193
Certificate IV in Information Technology	1,261
Certificate III in Commercial Cookery	1,161
Certificate IV in Work Health and Safety	1,075
Certificate III in Allied Health Assistance	1,066
Certificate IV in School Based Education Support	1,061
Diploma of Early Childhood Education and Care	1,034
Certificate IV in Community Services	874

PROPORTION OF 2023 ENROLMENTS



Lower Fees, Local Skills

Through the *Lower Fees, Local Skills* initiative, fees for around 160 courses are reduced by up to 72 per cent in 2023. These courses are related to skills shortage areas and sectors targeted for economic diversification, including aged and disability care, METRONET, civil construction, building and construction, defence, hospitality and tourism and agriculture.

Lower Fees, Local Skills qualifications are capped at \$400 for jobseekers, youth up to 25 years and concession students, and \$1,200 for non-concession students.

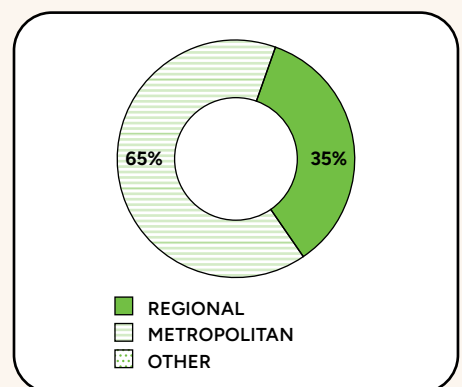
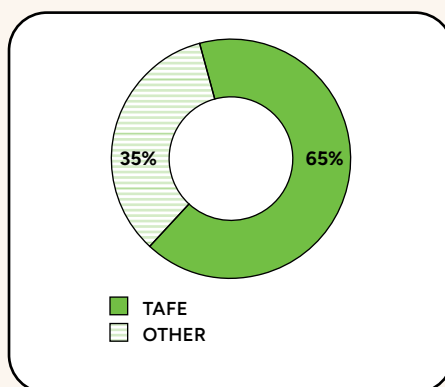
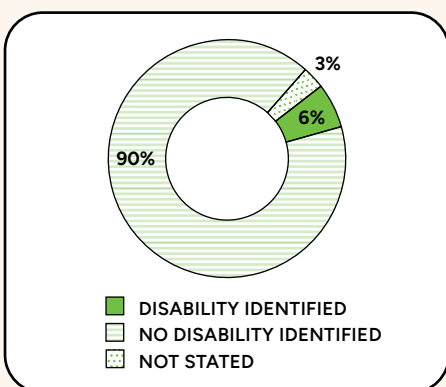
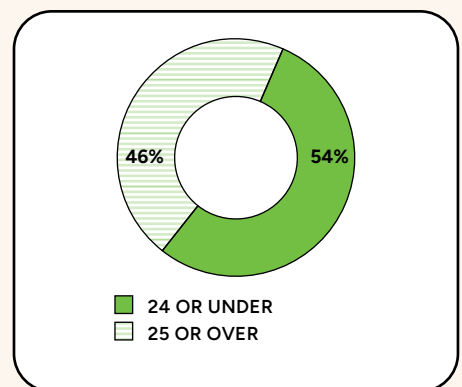
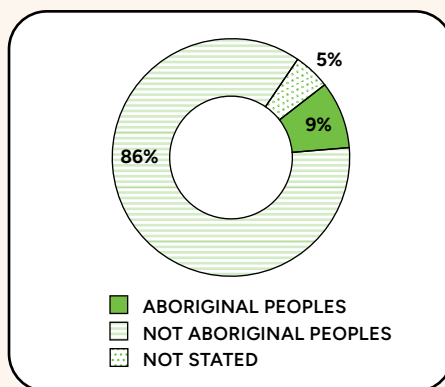
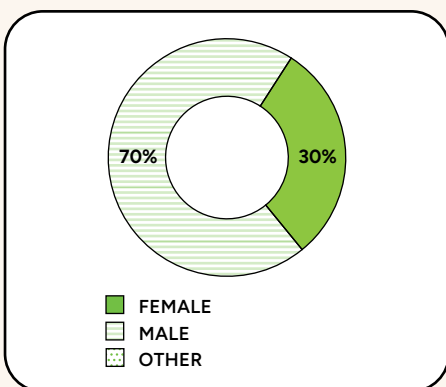
To support existing workers upskilling, selected traineeships in priority industry areas have also had fees reduced by up to 72 per cent under the *Lower Fees, Local Skills* initiative.

There were 57,994 enrolments in the *Lower Fees, Local Skills* courses in 2023.

Top 10 *Lower Fees, Local Skills* qualifications in 2023:

Program name	Enrolments
Certificate III in Electrotechnology Electrician	5,693
Certificate III in Civil Construction Plant Operations	2,216
Certificate III in Engineering - Fabrication Trade	2,101
Certificate III in Hospitality	1,943
Certificate III in Carpentry	1,880
Certificate III in Light Vehicle Mechanical Technology	1,792
Certificate III in Mobile Plant Technology	1,734
Certificate III in Engineering - Mechanical Trade	1,684
Certificate III in Plumbing	1,455
Certificate IV in Training and Assessment	1,361

PROPORTION OF 2023 ENROLMENTS



Skill sets

Skill sets are short courses made up of one or more accredited units of competency, developed in consultation with industry. They are developed to meet licensing or compliance requirements, or a particular emerging skill need.

In 2023 there were 75 Fee free skill sets available to all Western Australians. There were 8,822 enrolments in Fee free skill sets in 2023, up 59 per cent on the same period in 2022.

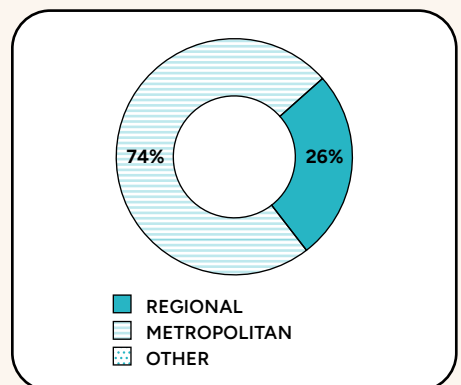
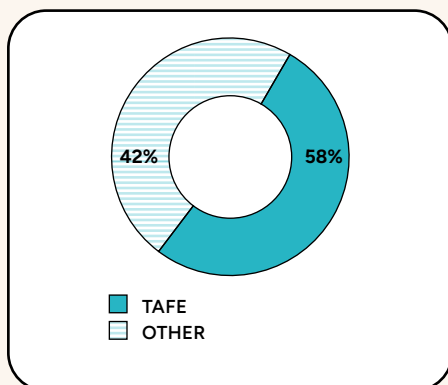
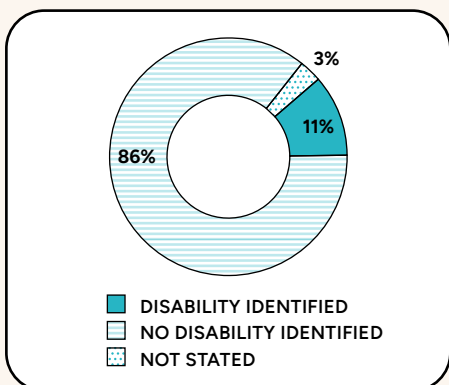
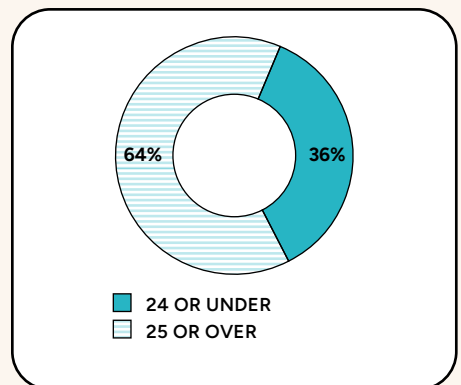
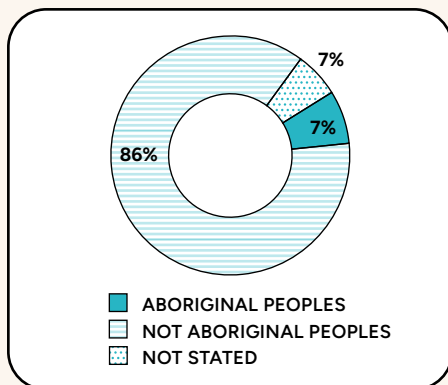
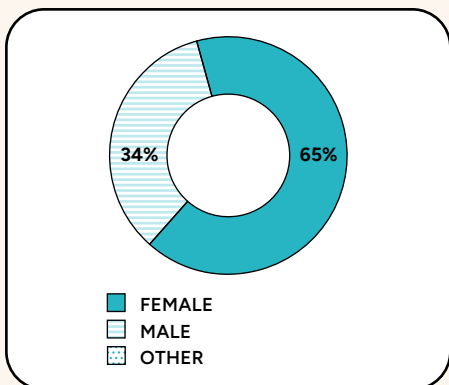
The Department worked with industry stakeholders to develop four new State-based skill sets to address industry skill needs for new entrants and upskilling existing workers.

In addition, the Department reviewed all existing State-based skill sets to ensure they aligned with changes to training packages.

Top 10 Fee free skill sets in 2023:

Program name	Enrolments
Integrating Mental Health Practice Skill Set	832
Introduction to Cyber Security	736
Swimming and Water Safety Teacher	654
Work in Community Care Skill Set	617
Introduction to Direct Support Skill Set	475
Heavy Vehicle Driving Operations Skill Set	459
Operate a Small Business Skill Set	455
Pool Lifeguard	375
Covid-19 Direct Care Skill Set	355
Introduction to Early Childhood Education and Care Skill Set	332

PROPORTION OF 2023 ENROLMENTS





Foundation skills

Foundation skills are core skills needed to thrive in work and life, including English language, literacy, numeracy, digital skills, and workplace skills such as teamwork and problem solving. Community need for foundation skills has grown in response to recent social and economic changes.

Many Western Australians need to further develop their foundation skills to remain connected with their community and maintain their employment prospects and wellbeing over their lifespan.

In 2022-23, the Department completed a *Foundation Skills Policy Review* to ensure its policy settings were well-suited to support the foundation skills of Western Australians and the needs of industry, the community and economy.

A summary of the report was published in September 2023 and is available on [wa.gov.au](https://www.wa.gov.au). The Department is working with TAFE colleges to address the key findings.

Enrolments in foundation skills courses and programs have grown in recent years, demonstrating sustained need for foundation skills supports among students. In 2023, there were more than 29,200 publicly funded enrolments in foundation skills courses.

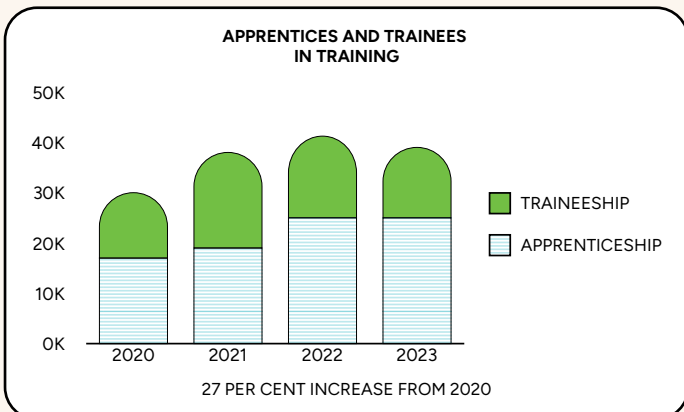
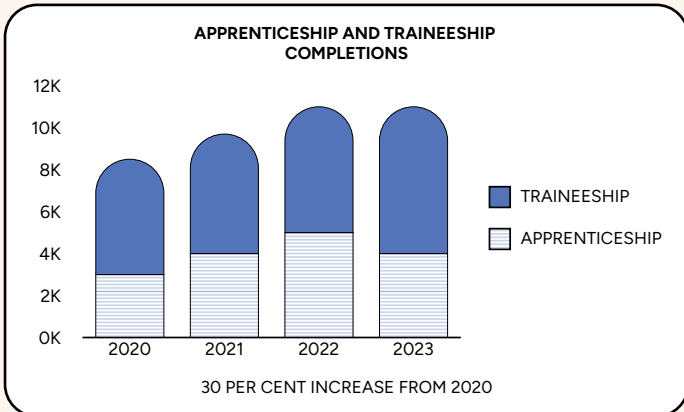
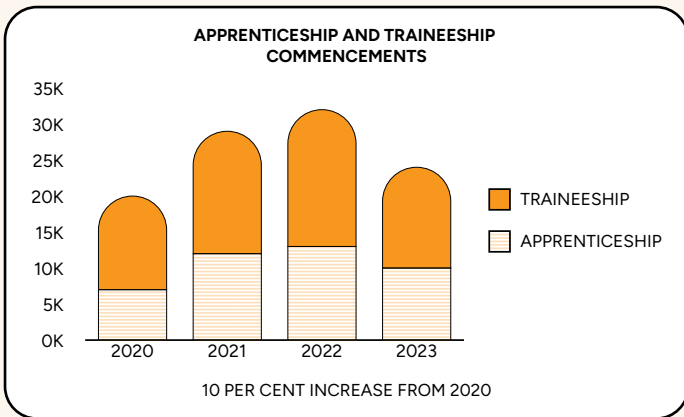
Western Australian foundation skills programs currently funded by the Department include:

- Course in Applied Vocational Study Skills;
- Course in Underpinning Skills for Industry Qualifications; and
- Read Write Now.

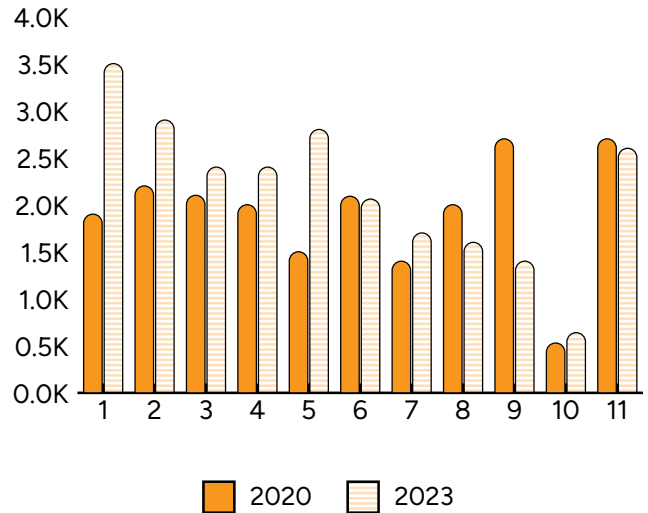
Apprenticeships and traineeships

Apprenticeships and traineeships continued to play a key role in meeting WA’s workforce needs during 2023. The cessation of a Commonwealth Government’s Boosting Apprenticeship Commencements incentive in July 2022 resulted in an overall reduction in commencements in 2023. In 2023 there were 23,723 commencements, up 10 per cent compared to the start of the pandemic (21,498 in 2020).

Apprenticeship commencements are now 27 per cent higher than they were three years ago. The growth in apprenticeship and traineeship commencements is also translating into higher completion numbers, increasing 30 per cent over the last three years.

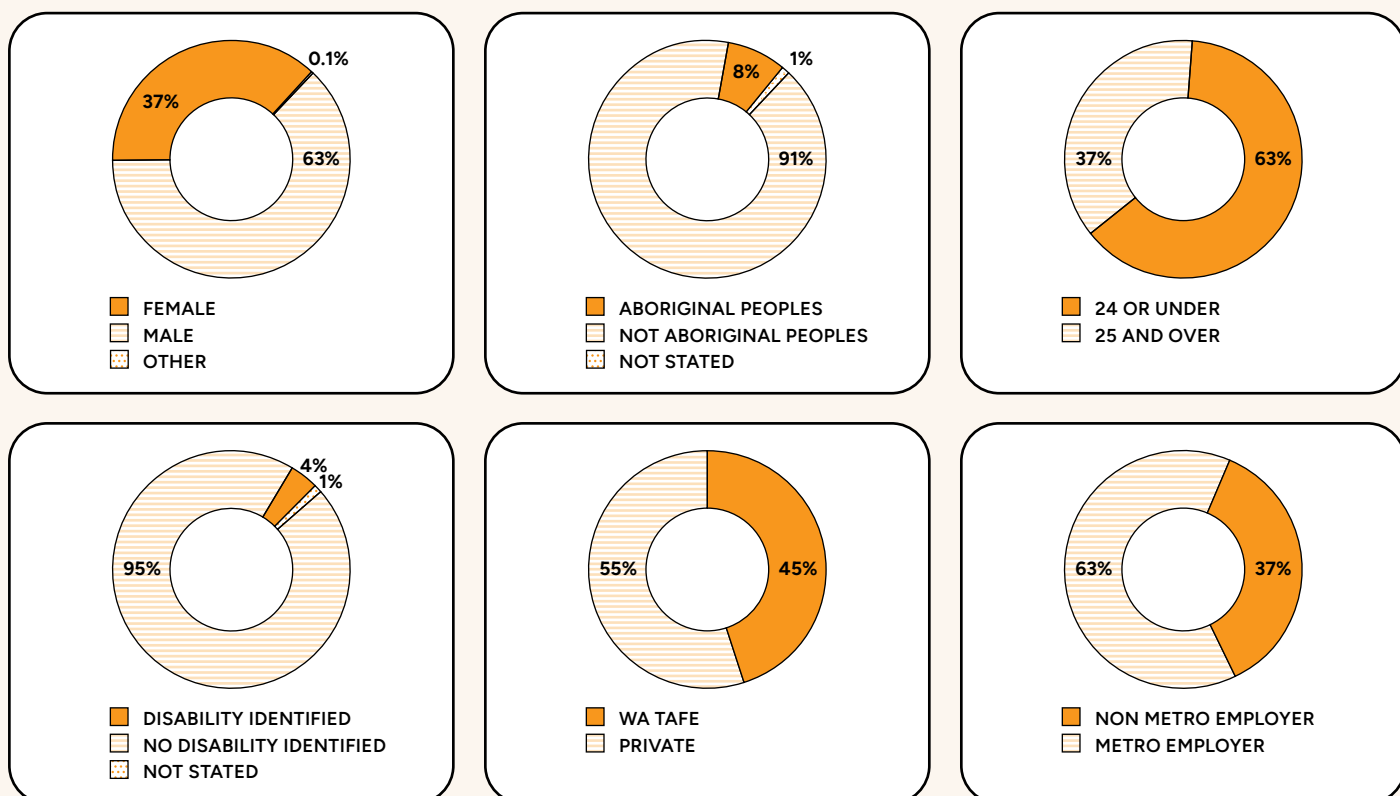


APPRENTICESHIP AND TRAINEESHIP COMMENCEMENTS BY TRADE CATEGORY



Trade category legend		2020	2023
1	Community Services, Health and Education	1,902	3,530
2	Automotive	2,218	2,954
3	Building and Construction	2,144	2,467
4	Metals, Manufacturing and Services	2,041	2,444
5	Electrical	1,503	2,085
6	Mining	2,094	2,067
7	Hospitality and Tourism	1,476	1,799
8	Wholesale, Retail and Personal Services	2,039	1,685
9	Finance, Property and Business Services	2,771	1,431
10	Transport & Storage	533	647
11	Other	2,777	2,614
Total		21,498	23,723

PROPORTION OF 2023 COMMENCEMENTS



Employer incentive programs

The Department manages five financial incentive programs to assist employers to meet the costs of employing apprentices and trainees:

Jobs and Skills WA Employer Incentive: provides up to \$8,500 (four year apprenticeship), plus additional loadings for employers of apprentices and trainees who are living in regional Western Australia; undertaking an apprenticeship/traineeship in a priority occupation; who have a disability; are Aboriginal people; or are aged between 21 to 30 years (apprentices only).

Jobs and Skills WA Defence Industry Incentive: provides up to \$20,000 for approved WA defence employers who employ an apprentice in one of four key trades. The program was fully subscribed by 30 September 2022; however, eligible employers will continue to receive milestone payments until September 2024.

Defence Industry Existing Worker Incentive: provides up to \$6,375 to approved WA defence employers who sign up existing workers into a traineeship in one of three in-demand qualifications that are key to the growth of the defence industry in WA.

Group Training Organisation Wage Subsidy: provides small to medium businesses working on government projects in the building and construction sector and non-government residential building projects in WA, with access to apprentices and trainees employed through Group Training Organisations (GTOs). GTOs receive up to \$134,000 (four year apprenticeship) over the duration of the apprenticeship/traineeship, to cover the average estimated award wage payable to apprentices and trainees in the building and construction sector.

Jobs and Skills WA Adult Apprentice Employer Incentive: provides up to \$26,800 in financial assistance to WA businesses to employ mature aged apprentices (21 years of age or older). The program was fully subscribed by August 2021; however, eligible employers will continue to receive milestone payments until June 2025. From 1 July 2023 to 30 June 2024, a total of \$43.76 million in State Government Incentives has been paid to 4,129 employers.

- 9,298 incentive payments have been made in relation to apprenticeship training contracts; and
- 12,218 incentive payments for traineeships.



Group Training Organisations

Group Training Organisations (GTOs) employ apprentices and trainees and place them with host employers who provide on the job training.

As at 30 June 2024, 35 GTOs were registered to operate in WA.

As at 31 December 2023, there were 3,048 apprentices and trainees in training with GTOs, including 394 Aboriginal apprentices and trainees.

\$2.72 million in financial incentives were provided to GTOs through the WA Group Training Program to support apprentices and trainees in the priority groups of Aboriginal people, people with disability, women in non-traditional trades, those in school-based arrangements, and those in regional and remote WA.

Priority Start Policy

The *Priority Start Policy* aims to ensure a sustainable construction trade workforce for WA. To achieve this, the policy requires companies awarded WA Government building construction, civil construction and maintenance contracts valued over \$5 million to meet a target training rate for apprentices and trainees:

- 11.5 per cent for building and construction; and
- 5 per cent for civil construction.

In 2022–2023, a total of 99 contracts valued at around \$8.3 billion were in scope to report their construction trades workforce, including apprentices and trainees under the policy. A total of 68 reports were received from head contractors, representing 68.6 per cent of in-scope contracts. The 68 reports verified by the Department identified that 94.1 per cent of contracts met their training rate for 2022–23, up from 91.5 per cent in 2021–2022.

VET delivered to secondary students

VET delivered to secondary students (VETDSS) enables senior secondary students to develop industry-standard skills and gain a VET qualification.

The Department funds qualifications that industry advises are suitable for secondary students. WA TAFE colleges and a small number of contracted private Registered Training Organisations (RTOs) are funded by the Department to work in partnership with schools to deliver the training, either through direct provision by the RTO or under auspicing arrangements.

The *VET Delivered To Secondary Students Funding Policy* supports the State Government's election commitment to provide additional VET places to students in Years 10, 11 and 12, facilitating greater access to industry supported VET courses at school.

This initiative enabled:

- Year 10 students to commence a Certificate II qualification;
- Year 11 and 12 students to undertake a school-based apprenticeship or traineeship;
- Year 11 and 12 students to access two institutionally delivered VET qualifications;
- Year 11 and 12 students to enrol in industry supported skill sets; and
- schools and students to select from a larger list of qualifications.

There were more than 8,600 enrolments by school students in VETDSS qualifications and skill sets through TAFE colleges and contracted private Registered Training Organisations in 2023, achieving nearly 95 per cent of the overall target of 9,100 places.

Top 10 VET qualifications delivered to secondary students in 2023:

Program name	Enrolments
Certificate IV in Preparation for Health and Nursing Studies	684
Certificate II in Electrotechnology (Career Start)	565
Certificate II in Automotive Vocational Preparation	387
Certificate II in Building and Construction (Pathway - Trades)	360
Certificate II in Construction Pathways	282
Certificate II in Community Services	280
Certificate III in School Based Education Support	264
Certificate II in Automotive Servicing Technology	235
Certificate II in Engineering	235
Certificate II in Hospitality	235

Including school-based apprenticeships and traineeships, approximately 11,300 course enrolments were funded in 2023 across the three school sectors (Government, Catholic and Independent).



Pictured: Maddison Sharp with lecturer Alan Senior.

Lifting female participation

Through a \$29.8 million investment, the State Government made an extra 4,000 training places available in 2024 for secondary school students to undertake vocational qualifications as part of their WA Certificate of Education.

The expansion allows for a total of 10,600 publicly funded VET Delivered to Secondary Schools (VETDSS) enrolments in 2024, providing more students with opportunities to learn about industries of interest and the vocational pathways available once they finish school.

Young women training in engineering are among the latest cohort to benefit from the expansion, through South Metropolitan TAFE's Women in Pre-apprenticeship program.

Recognising the opportunities the program could bring, Maddison Sharp from North Dandalup was quick to pick up the tools and a pre-apprenticeship.

"I've always been interested in the way things are made and how they work, and engineering seemed like a great way to explore that," Maddison said.

"The opportunities are amazing and you get to experience new things and new people who have the same interest as you do."

Established to support and enhance female participation in VET pre-apprenticeship pathways, the Women in Pre-apprenticeship program provides young women an opportunity to build their engineering skills through hands-on learning in state-of-the-art facilities, using the latest industry-standard technology.

Following completion of the two-year pre-apprenticeship program, the participants can transition to an apprenticeship in engineering within the manufacturing and defence sector.

Year 9 Career Taster Program

The Year 9 Career Taster Program (CTP) inspires secondary students to explore potential careers and post-school pathways, and includes:

- industry-led experiences and activities to introduce students to new and different areas of work; and
- career exploration through the Course in Early Career Discovery.

The Career Taster Portal, located at www.careertasterportal.jobsandskills.wa.gov.au, connects schools to a range of practical industry experiences to support early career exploration.

In 2023, 16,291 students from 266 schools participated in CTP activities, and over 150 taster experiences were advertised across diverse industry areas.

There were 16,127 taster experiences delivered by TAFE colleges and 312 by industry:

- 33% of total delivery was to students in regional and remote schools; and
- 15% of participating students undertook the Course in Early Career Discovery.



Participation of under-represented groups

Jobs and Skills Centres

Jobs and Skills Centres (JSCs) provide a one-stop-shop for free, friendly and professional career, training and employment advice and assistance for individuals and business. There are 19 JSCs across Western Australia, predominately located on TAFE campuses throughout Perth and regional WA, with additional outreach locations in regional areas.

The State-wide network includes specialist centres and staff providing services for Aboriginal people, those exiting the justice system, and people from culturally and linguistically diverse backgrounds.

In 2023-24, a survey of JSC individual and business clients indicated that 72 per cent of respondents had achieved an employment, training or career outcome as a result of the JSC services they had received.

In 2023-24, JSCs assisted 28,654 individual clients and 4,668 organisations.

Approximately 120,820 services were provided to individual clients, including:

- 27,170 career guidance services;
- 12,900 apprenticeship and/or traineeship assistance;
- 29,310 training, skills recognition and/or course information;
- 36,470 job search and application assistance; and
- 14,970 mentoring support.

VET access and participation programs

Participation-Equity Program

The Department funds support programs under the *Participation Policy* for individuals experiencing difficulty in accessing mainstream training and employment options.

This cohort includes Aboriginal people, culturally and linguistically diverse people, people with disability, and youth at risk aged 15 to 24.

The program provides eligible students with job seeking, resume writing, and work experience support helping students to remain engaged and increasing the likelihood of successful course completions.

In 2023, there were 1,795 enrolments by students in the Participation-Equity Program.

Registered Training Organisations (RTOs) who are approved to deliver courses in the program offer wraparound supports such as childcare, transport, meals, foundation skills support, mentoring and counselling. In 2023-24, the Department funded around 41 private RTOs to deliver this program.

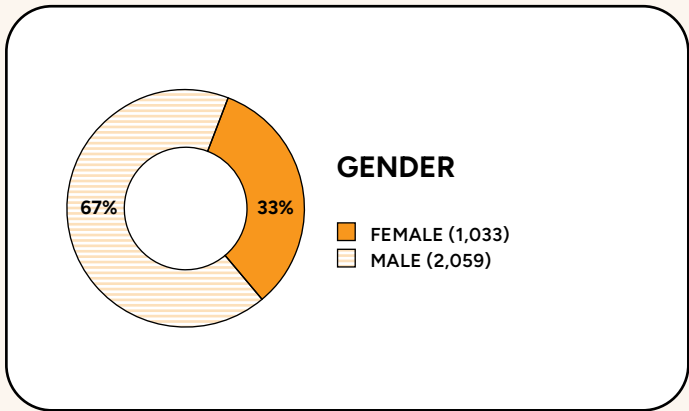
Job Ready pre-employment programs

Job Ready Programs are designed to deliver short, sharp and relevant training coupled with a work placement, to ensure people are equipped to meet entry-level job opportunities in areas of skill shortage.

They support job seekers into employment or further training by providing wrap around support services that result in better outcomes for disadvantaged, under-represented or marginalised job seekers.

Programs are developed in collaboration with industry, unions, industry peak bodies and State and Commonwealth Government agencies including the Departments of Education, Transport, Justice and Communities as well as the Commonwealth Department of Employment and Workplace Relations.

- 3,092 participants commenced programs
- 1,382 participants employed or in further training
- 600 Aboriginal participants
- 2,367 participants at a TAFE college
- 1,606 participants completed work placement or gained heavy vehicle licence

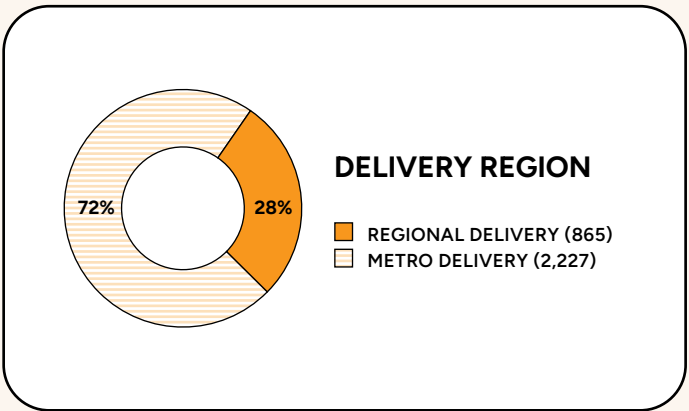


Job Ready programs have had a staggered roll out across regional Western Australia, achieving significant success with job seekers from under-represented groups such as ex-offenders, Aboriginal people, disengaged youth and people who have experienced long term unemployment.

The programs have led to direct employment for almost 1,200 participants, many in new apprenticeships and traineeships, and supported around 200 candidates into further training.

Job Ready outcomes as at 30 June 2024:

Job Ready programs	Commencement date	Participants
Infrastructure/Civil Construction	October 2020	701
Bricklaying	November 2020	467
Heavy Vehicle Driving Operations	April 2021	1,215
Ageing and Disability	May 2021	340
Driller's Offsider	May 2022	57
Future Chef	May 2022	144
Early Childhood Education & Care	October 2022	124
Digital	October 2023	44





Pictured: Anusika Maruthooran.

Supporting priority workforces across WA

In October 2023, Anusika Maruthooran touched down in Australia after leaving Sri Lanka with her husband in search of new opportunities.

Anusika had only ever known one job – using her Master’s Degree in Classical Music from Annamalai University in India to teach others to sing and play instruments such as the violin, keyboard and sitar.

Around the same time Anusika arrived in Western Australia, the State Government launched the Early Childhood Education and Care (ECEC) Job Ready Program, delivered in partnership with industry to train early childhood educators quickly and effectively to help address skills shortages in the sector.

As both Anusika and the ECEC Job Ready Program marked a successful first year, Anusika celebrated completing the course and a job opportunity in the regional town of Newman in WA’s Pilbara region.

Anusika completed the ECEC Job Ready Program with Fremantle Education Centre, which included a work placement with Young Explorers Early Learning Centre in Champion Lakes, and secured a position with YMCA Newman Early Learning Centre in Newman.

According to the YMCA Centre, Anusika’s relocation from Camillo to Newman would enable more local families to access its services and help meet management’s goal of re-opening a room closed due to staff shortages. After embarking on the ECEC Job Ready Program Anusika was ready to take on the challenge.

“I am very happy. On the first day of my work placement I was feeling very nervous,” said Anusika.

Anusika says the ECEC Job Ready Program turned out to be the right opportunity for her.

“It’s a very short course and I never thought I could get a job straight after this but I’m really happy now.”

“People in Sri Lanka are surprised and said how did you get a job in a year? I told them about the Job Ready program.”

Closing the Gap - Aboriginal participation

Closing the Gap

As party to the *National Agreement on Closing the Gap*, the WA State Government has committed to improving outcomes for Aboriginal people across key reform priorities in which the Department plays a key role in supporting the achievement of the training and job outcomes.

Aboriginal people will be placed at the forefront of developing strategies to close the gap on employment and training measures, and in developing the skills to realise their economic and community development priorities.

This will include:

- designing training in partnership with Aboriginal stakeholders,
- consulting with Aboriginal communities when developing policy and programs, and
- awarding service contracts to Aboriginal providers where appropriate.

In addition, the Department has committed to developing a strategy to increase the number of Aboriginal employees and attract more Aboriginal lecturers at WA TAFE colleges.



Aboriginal participation in training

During 2023 there were over 12,450 publicly funded Aboriginal VET course enrolments, an increase of 19 per cent compared to the start of the pandemic.

- eight per cent of all publicly funded enrolments across WA were undertaken by Aboriginal people;
- 207 enrolments in institutional Aboriginal school-based training;
- 2.4 million hours of publicly funded VET were delivered to Aboriginal people;
- 1,073 enrolments by Aboriginal people who were assisted to undertake training through the Participation Program;
- 1,068 (7 per cent) students participating in the Year 9 Career Taster Program are identified as Aboriginal or Torres Strait Islander; and
- 394 Aboriginal apprentices and trainees were in training with GTOs as at 31 December 2023 (16 per cent of all Aboriginal apprentices and trainees in WA).

As at 30 June 2024, 600 (19 per cent) Aboriginal people participated in the Department's Job Ready Programs.

Jobs and Skills Centres (JSCs) provide dedicated services for Aboriginal people across the state with all 19 primary JSCs providing culturally secure Aboriginal specialist career guidance and employer engagement services.

JSC staff also have access to centralised support for the development of culturally appropriate career resources to assist in the provision of support.

During 2023-24, JSC Aboriginal Services assisted 4,097 individual clients that identified as Aboriginal, with 3,244 in regional areas and the remaining 835 supported across the metropolitan area.

In addition, JSC Aboriginal Services provided specific Aboriginal employment advice and information to 1,101 organisations.

Aboriginal Employment Enabling Program

The 2023-24 State Budget committed funding to support Aboriginal people overcome barriers to training and employment.

Following extensive research, analysis of workforce participation data and stakeholder consultation, the Department established an Aboriginal Employment Enabling Grants Program to provide funds for innovative initiatives that support Aboriginal jobseekers, employers of Aboriginal people and Aboriginal Community Controlled Organisations. The program will be piloted in the Kimberley and Goldfields-Esperance regions, with projects being delivered until end of 2025.

The Department also renewed its contract with Waalitj Foundation, after a successful two-year pilot during which Waalitj assisted around 200 Aboriginal youth into employment and training.

Waalitj Foundation is contracted to provide wraparound employment enabling services (predominantly in the metropolitan area) to remove and reduce barriers for Aboriginal youth aged 15-30, including those exiting the justice system, to access employment and training opportunities.

Reconciliation Action Plan

The Department continued its commitment to reconciliation through its *Innovate Reconciliation Action Plan* (Innovate RAP) January 2022 – December 2023. This RAP was extended into 2024 to accommodate development of the Department's next plan.

The Innovate RAP strengthens the voice of the Department's Aboriginal employees in shaping strategies which influence their work and continues the Department's focus on maximising Aboriginal people's participation in training and sustainable employment.

Key actions completed this year include:

- Strengthening the RAP Champions network, with a current membership of 66 staff, who undertake additional training with a commitment to being strong allies of the journey towards reconciliation;

- Delivering Gnalla Kaartdijin (Our Knowledge) workshops, facilitated by Aboriginal Policy Planning and Reconciliation branch to increase staff cultural competency and assist with moving the agency towards the new RAP; and
- Hosting and promotion of activities for National Reconciliation Week to build relationships and understanding between staff and Aboriginal communities. This year, the Department hosted a Deadly Yarns event with a panel of special guests sharing their views on the rights of Aboriginal peoples in employment and training. Many staff also attended one of the promoted Walks for Reconciliation.

Native Title

The Department supports the *Noongar Economic Participation Framework* under the South West Native Title Settlement. Through the Noongar Economic Participation Steering Group, the Department collaborates with Noongar Regional Corporations to ensure their members are able to access training and workforce development services that enhance Noongar business capacity and support individuals to reach their training and employment goals. The Department also provides advice and support to the *Yamatji Indigenous Land Use Agreement* (ILUA) and the *Tjiwarl Palyakuwa* ILUA.



Disability access and inclusion

The Department is committed to providing opportunities for people with disability to participate in State funded training.

- WA TAFE college *Delivery and Performance Agreements* include specific funding for training and support to assist students with disability to participate in training. In 2023, the funding level to support students with a disability was increased to \$4.15 million.
- In the private training market, funding is provided to support people with disability through the Participation-Equity Program under the Jobs and Skills WA initiative.
- In 2023, almost 9,400 students with disability undertook around 14,100 publicly funded VET course enrolments, an increase of 39 per cent (or almost 4,000 enrolments) compared to the start of the pandemic.

The Department continues to work to improve the validity and reliability of data relating to students with disability and gather feedback from people with disability, to understand barriers and enablers to participation in vocational education and training.

Women in non-traditional occupations

The Women in Non-Traditional Trades and Technical Occupations Scholarship Program commenced in January 2024 to improve women's economic participation and equality in the workforce by increasing female participation in traditionally male dominated roles such as building and construction, and science, technology, engineering and maths.

\$2 million has been made available over four years for WA TAFE colleges to offer up to 400 scholarships valued at \$5,000 to women who enrol in eligible apprenticeship, traineeship or institutional qualifications.

The scholarship covers training costs and associated expenses to support participants from pre enrolment to completion and connection to appropriate job opportunities where possible.

To 30 June 2024, there have been 220 eligible applications received and a total of 64 scholarships awarded across the five WA TAFE Colleges since the commencement of the program.



CASE STUDY



Pictured: Carpentry apprentice Daisy Hillam.

Supporting women to break into their dream career

The Women in Non-Traditional Trades Scholarship Program is helping Western Australian women to break down stereotypes and train for their dream career.

Daisy Hillam is completing a carpentry apprenticeship in the male-dominated building and construction industry at North Metropolitan TAFE.

“I knew I liked a bit of DIY and I thought maybe carpentry could be for me.”

“I was nervous to start and join a very male-dominated industry, but it’s been more fulfilling and exciting than I could have imagined.”

“I’ve had so much support from everyone around me.”

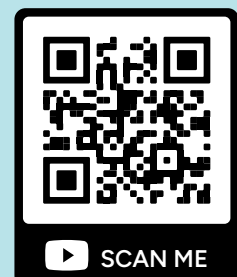
Since breaking into her dream career, Daisy has seen major shifts in the industry with more women keen to break stereotypes and pursue their passion in traditionally male-dominated roles.

“I was the first female apprentice my company hired, now we have six other women working on our team and almost outnumber the men.”

“I have also seen more women undertake their studies at TAFE within construction trades.”

Daisy has one simple piece of advice for women considering taking up a trade and becoming part of a more gender-diverse workforce: “go for it!”

Scan the QR code to watch Daisy’s story on YouTube, or visit bit.ly/tafe-student-daisy



Regional engagement and participation

Regional engagement strategy

The Department continues to work with Western Australia's statewide network of 12 Regional Coordinating Committees (RCCs) leading the implementation of local priority actions across the State to ensure the unique skills and workforce development needs of regional communities and industries are met.

Each RCC comprises key local stakeholders including representatives from the education and training sectors, local, State and Commonwealth Government agencies, peak bodies, and industry. The RCCs lead practical actions and responses to build the region's skills base, harness its competitive advantages, and grow its economy.

These practical actions have leveraged the numerous training and workforce development initiatives put in place by the WA and Commonwealth Governments.

The key actions progressed through the Regional Action Plans include, but are not limited to:

- supporting young people through career information, training pathways and assistance with the transition from school to education, training, and employment;
- education and training initiatives to provide underrepresented jobseekers, including First Nations people with pathways to jobs in the regions;
- working with Government agencies and industry stakeholders to build the skills and capabilities for a clean energy economy; and
- attracting skilled migrants to the regions.

Regional participation in training

The WA Government is committed to growing and diversifying the State's economy, including the creation of jobs in regional WA. The Department continues to work collaboratively with stakeholders and regional WA TAFE colleges to deliver training and workforce strategies for local jobs.

During 2023:

- there were more than 49,400 publicly funded course enrolments undertaken by students living in the regions, an increase of 17 per cent compared to the start of the pandemic; and
- regional participation in the labour market was 67 per cent as at June 2024.

Support for regional students

Travel and Accommodation Allowance

The WA Government committed an additional \$2.5 million over two years commencing on 1 July 2023 to enable a cost-of-living increase in the Travel and Accommodation Allowance. In 2023-24, the Department provided \$4.3 million in travel and accommodation support to apprentices and trainees to travel long distances to attend required off the job training.

Support for regional nursing students

The Nurses Stipend and Travel Allowance Program provides a stipend payment and travel allowance for eligible regional students enrolled in a Diploma of Nursing where they are unable to complete their mandatory work placement locally.

The program commenced on 1 January 2024 and up to 30 June 2024, has provided 58 regional nursing students with financial assistance towards costs involved with completing their mandatory placements.

VET Regional Partnerships Program

The VET Regional Partnerships Program provides an opportunity for regional TAFE colleges and Muresk Institute to invest in new and innovative partnerships that create training and employment opportunities in the community. This successful program continues to grow, with 89 VET Regional Partnerships either in place or being established.

These include 14 new VET Regional Partnerships in 2023–24. Several VET Regional Partnerships support the work of the Regional Coordinating Committees established across the State.

Muresk Institute

As Western Australia's skills hub for modern agriculture, Muresk Institute continues to work closely with training and industry partners and has continued to be the preferred venue for a number of key training programs, research projects and events.

In September 2023, Muresk Institute officially opened the new specialist Agricultural Machinery Training Centre which includes workshops, classrooms, information technology laboratories and student facilities.

The Centre is providing students with a contemporary, industry-standard learning environment without having to leave the Wheatbelt area.

The addition of two combine harvester simulators has provided a cost-effective and safe addition to the existing training facilities at Muresk, allowing greater opportunity for participants to broaden their skills.

The new Muresk Institute website was launched in April 2024 to enhance the facility's online presence and assist all visitors to better connect with training opportunities and services in the agriculture industry.

The new website will assist in promoting training opportunities in the agriculture industry and aid in further collaboration with key stakeholders.



Pictured: Muresk Institute's new specialist Agricultural Machinery Training Centre.

Collie Just Transitions

The WA Government is supporting opportunities for workers impacted by the planned retirement of state-owned coal power stations in Collie through funded training and workforce development related initiatives including:

- free career, training and employment advice for individuals and businesses through a dedicated Collie Jobs and Skills Centre;
- practical assistance for employees to make individual, tailored transitions, and support to coordinate and facilitate knowledge, skills assessment and training outcomes with all stakeholders through a TAFE transition team;
- free skills assessments to identify skill gaps and fee free training including recognition of prior learning to assist workers to get a formal qualification;
- establishing a specialised training facility in Collie in addition to the TAFE for the delivery of a range of civil, construction and mobile plant related tickets and qualifications to help local workers transition into new job opportunities; and
- upgrading and developing industry specific training curriculum to meet emerging industry and workforce skill needs as part of the Collie Futures Curriculum Fund.

Since July 2022, the Collie TAFE Transition team has assisted 265 affected workers and there have been 323 enrolments by affected workers in a range of fee free training courses through South Regional TAFE and other training providers.

As at 30 June 2024, 880 individual clients and 217 organisational clients have been serviced by the Collie JSC.

Kimberley flood recovery

On 31 December 2022, ex-Tropical Cyclone Ellie crossed the WA coast and delivered record flood levels across the Kimberley region, with immediate major flooding in the Martuwarra (Fitzroy Valley/River) Catchment area.

The Department is working with North Regional TAFE, government agencies and industry to deliver initiatives that boost the region's local workforce through programs that support people, particularly Aboriginal jobseekers, to gain skills in civil construction, residential construction and heavy vehicle driving.

As part of the recovery response, increased training opportunities for local Kimberley residents in heavy vehicle driving operations has been planned. This will include up to 350 places over four years with 150 places in the Kimberley region and 200 places in the Pilbara region.

Work has commenced on program development that includes a specially designed pre-training/work preparation course to support disadvantaged students, including Aboriginal students and the long term unemployed, to undertake the program.

On 20 and 21 March 2024, the Deadly Jobs Expo was held alongside the Flood Hub Recovery Grants Open Day and the Department of Justice's Aboriginal Justice Open Day.

This gave attendees the opportunity to access a range of Government services in one location including applying for ID, taking a driving test, making arrangements to pay outstanding fines, applying for disaster recovery grants and obtaining free training and employment advice. It is estimated that up to 400 people attended the events, coming from communities across the Fitzroy Valley.

Addressing skill shortages



WA labour market and workforce needs

Western Australia's strong economic growth, coupled with near-record low unemployment, has seen ongoing high demand for skilled workers across the WA economy.

Despite record levels of participation and strong growth in vocational education and training activity, WA's labour market remains tight.

As at June 2024, Western Australia's unemployment rate was 3.8 per cent. Labour market participation was 68.8 per cent, the highest across all the States.

The number of underemployed people in WA was 86,600 with 5.2 per cent of people across State looking for more hours of work than they are currently receiving.

The share of young people gaining employment has softened over the past year, with an employment to population ratio of 64.1 per cent, down from 67.2 per cent last year.

Each year the Department seeks occupational advice through the Western Australian Jobs, Education and Training (WAJET) survey from key stakeholders, including the industry training councils, government agencies, and peak industry bodies.

The WAJET informs the development of the State Priority Occupation List which guides the State's annual training and workforce priorities. The WAJET also informs migration planning and comprehensive industry focused workforce planning projects aligned with the State's economic diversification strategies.

Skilled migration

State migration places

The WA Government extended temporary settings for the State Nominated Migration Program (SNMP) into the 2023-24 program year to ensure the State attracts more skilled workers to support industry demand. The Western Australian Skilled Migration Occupation List includes 276 occupations, with priority given to skilled migrants with occupations in sectors with critical skills needs including building and construction, healthcare, education, tourism and hospitality.

In 2023-24 WA received an allocation of 2,350 places from the Commonwealth Government. Due to strong demand for State nomination, all places were taken up by February 2024.

During 2023-24, the WA Government has been working with the Commonwealth to ensure the national migration program aligns with WA's demand for skilled workers.

On 28 June 2024, the WA and Commonwealth Governments reached agreement that 10,000 skilled migration places would be provided to Western Australia in 2024-25, made up of 5,000 places through the SNMP and 5,000 places through a new *Western Australian Designated Area Migration Agreement* (DAMA). Concessions available through the WA DAMA will support businesses to recruit from a broader pool of skilled migrants.

The new WA DAMA Occupation List includes 310 occupations, including 39 available only to employers in regional WA. The new WA DAMA will operate alongside existing DAMAs in place in regional WA in the Kimberley, Pilbara, Goldfields and South West.

As a Department of Home Affairs approved Regional Certifying Body, the Department provides certification advice for employers nominating skilled migrants under the Skilled Employer Sponsored Regional (provisional) visa (visa subclass 491) for all WA regions, except for the Goldfields-Esperance region. In 2023-24, the Department completed 442 assessments for Regional Certification advice.

Skilled Migrant Employment Register

In December 2023, the Department launched the new Migration WA Portal to offer front door access to a centralised range of WA migration initiatives.

The enhanced Skilled Migrant Employment Register was the first service available in the new Portal offering an automated job matching function to help skilled migrants into WA jobs faster. The Register has over 964 onshore and 3,031 offshore skilled migrants registered, and 184 verified employers.

With over 541 invitations issued by employers to connect with registered migrants, the Register is helping to connect skilled migrants with WA Jobs.

Skilled Migrant Job Connect Program

To support newly arrived skilled migrants make meaningful connections and secure employment in WA, the Skilled Migrant Job Connect Program delivers a range of programs and services including:

- removing barriers to employment through a Subsidy Program providing financial reimbursement of up to \$7,500 to onshore migrants to offset the costs associated with obtaining skills assessments, gap training and meet occupational licensing requirements. Since the program commenced in July 2023, over \$520,607 in claims has been paid to skilled migrants;
- providing information and referrals via a specialist Settlement Service team to the family unit to assist migrants to establish themselves in WA. In March 2024, the Department expanded its Settlement Services to four regional locations to support migrants in the Great Southern, Kimberley, Mid-West and Pilbara regions; and
- providing access to a workplace training and mentoring program through Job Connect to newly arrived migrants.



Pictured: Dan O'Shea.

Supporting skilled migrants into WA's workforce

Supporting primary visa holders to find and retain employment and the social and cultural integration of primary and secondary visa holders, is key for the successful settlement of skilled migrants.

The Skilled Migrant Job Connect Program is continuing to support newly arrived skilled migrants into Western Australia's workforce and community.

Dan O'Shea and his family accessed the subsidy and he now works in Western Australia's priority defence industry as an electrician with BAE Systems.

Dan credits the Skilled Migrant Job Connect Program as a positive factor in his settlement into life in WA and the local workforce.

"The process was quite involved to move to WA. I really liked the idea of the laid-back lifestyle, the beautiful coastline and I felt like it would be a very good place to raise my son," said Dan.

"When we found out that there was funding available, it was huge. It was such a relief, it made completing the process a lot more achievable for us, a lot less stressful."

Dan says the work-life balance he has in Australia is great.

"Weekends are spent snorkelling at the beach or hiking, which has been great for my son because his PlayStation is collecting dust indoors, which is what any parent wants, I think," he said.

"For anyone thinking about moving to WA for work, I would say go for it. There's anticipation to begin with, like there was for us, but it's been the best move that we could have made for me and my family."

Care workforce

The Department continues to respond to the State Training Board's **Social Assistance and Allied Health Workforce Strategy**.

The WA Care Sector Working Group was re-established and expanded in December 2023, to continue advancing initiatives outlined in the Strategy, especially in regional, remote and Aboriginal communities.

Early in 2024, the Department led the State Government's submission to the Jobs and Skills Australia's *Workforce Capacity Study* into the Early Childhood Education and Care sector.

In collaboration with the sector, the Department has worked to build sector capacity and capability through a range of training and workforce development strategies including:

- 20 qualifications under the *Lower Fees, Local Skills* initiative and 15 qualifications and 14 skill sets in the Fee free initiative.
- Ageing and Disability Job Ready Program to grow the pipeline of aged care and disability workers and volunteers in Western Australia;

- Reducing the cost of upskilling existing workers by introducing low fee existing worker traineeships in the Certificate III in Individual Support and Certificate IV in Ageing Support qualifications;
- 176 practical industry experiences available in the Year 9 Career Taster Program that introduce and promote the care sector to school students; and
- 154 enrolments by secondary school students in 2023, in the Certificate II in Community Health and Wellbeing pre-traineeship, providing students with an opportunity to start their careers in Aboriginal health, allied health and the community services sector whilst studying at school.

In 2023, there were 32,832 publicly funded course enrolments across the broader care sector (including in nursing and hospital support worker courses and skill sets), which represents a 38 per cent increase since the start of the pandemic.





Pictured: Kate Freegard.

Affordable training for all

South Metropolitan TAFE Diploma of Nursing student Kate Freegard is one of the thousands of Western Australians who have jumped at the opportunity for fee free TAFE training.

With her love of people and desire to join the priority healthcare workforce, Kate decided following in her mum and grandmother's footsteps and training to become a nurse was a perfect fit.

Finding out about fee free TAFE courses online cemented Kate's path to a new career by enrolling in the Diploma of Nursing with South Metropolitan TAFE.

"The fee free course is what pushed me to start studying nursing after realising it was what I wanted to do," said Kate.

"Fee free training has, without a doubt, helped me and pushed me into a career I love. It has motivated me to achieve something."

Kate's future goals include training to become a Registered Nurse and working in paediatrics or a rural hospital.

The Diploma of Nursing is among 130 fee free courses available.

Health care and social assistance qualifications continue to attract strong interest among fee-free courses into 2024, after recording some of the biggest enrolment increases in 2023.

Building and construction workforce

In collaboration with industry, the Department supported the State Government's response to critical demand for skilled workers in WA's building and construction sector and the need to build sector capacity and capability through a range of training and workforce development strategies including:

- 27 building and construction qualifications under the *Lower Fees, Local Skills* initiative including 4 qualifications and 2 skill sets in the Fee free initiative;
- supporting managers and supervisors to upskill existing workers through low fee existing worker traineeships with course fees reduced by 72 per cent for the Certificate IV in Civil Construction (Supervision) qualification;
- delivering the Infrastructure Ready and Bricklaying Job Ready Programs to grow the pipeline of building and construction workers in WA;
- including 194 practical industry experiences available in the Year 9 Career Taster Program that introduce and promote the building and construction sector to school students through practical, industry-based activities;
- implementing the Civil Construction Pilot Program to trial apprenticeship pathways in the civil construction industry, and access to wage subsidies and incentives for employers;
- a Group Training Organisation Wage Subsidy in place to create new jobs for apprentices and trainees employed by Group Training Organisations in WA's building and construction sector; and
- a Skills Recognition Apprenticeship Program providing an accelerated pathway to a nationally recognised qualification for those who have the skills, experience and knowledge from prior work in the construction industry.

In 2023, there were almost 13,400 publicly funded course enrolments in building and construction courses, an increase of 24 per cent compared to the start of the pandemic.

The number of building and construction and electrical apprentices and trainees in WA reached a record level of nearly 11,000 in 2023, and finished nearly 50 per cent higher than the start of the pandemic.

The number of building and construction and electrical apprenticeship and traineeship completions in 2023 were 12 per cent higher than in 2020.

On 1 July 2023, the Construction Visa Subsidy Program (CVSP) commenced. The CVSP provides financial assistance of up to \$10,000 to support skilled migration visa pathways for up to 1,100 overseas workers. Eligible employers and independent skilled migrants can use CVSP payments to offset costs including engaging a migration agent, visa charges and sponsorship fees.

The Department also established the Construction Migration Office (CMO) to deliver a case management model that provides end-to-end support to building and construction sector employers looking to recruit workers through a skilled visa pathway, and migrants seeking to work in the sector.

As at 30 June 2024:

- 373 employers have registered for the CVSP and submitted milestone 1 claims for 1,046 skilled migrants, or 95 per cent of the 1,100 target;
- 146 employers have submitted milestone 2 claims for 294 skilled migrant who have been granted a visa; and
- 103 employers have submitted milestone 3 claims for 174 skilled migrants who are working in the WA construction industry.

CASE STUDY



Pictured: Brayan Alzate and Bob Motherwell.

Support for the in-demand construction workforce

Meet Brayan Alzate, he's originally from Columbia, but currently calls Perth home.

Thanks to the support of the Construction Migration Office (CMO), Brayan has been sponsored to work in Western Australia as a skilled migrant in a job where there is currently a skills shortage.

Brayan is enjoying living and working in Perth, he loves the multicultural, relaxed nature of the city and the multitude of beaches and parks.

"We've found WA to be a very family friendly place with wonderful people," he said.

"In addition to that, the working hours are so flexible that I can spend time with my family."

The CMO worked with Bob Motherwell, owner of Perth-based business Kindred Design & Cabinetry, to help him navigate his way through the complex national skilled migration system so that he could employ Brayan as a cabinetmaker.

The CMO was able to support Bob to meet his demand for skilled workers with the Construction Visa Subsidy Program (CVSP).

"The CVSP benefits us as a business by allowing us to defray or minimise the cost to sponsor a migrant," Bob said.

"It has also helped remove some of the barriers that you can encounter while trying to sponsor somebody, such as financial concerns and time pressures."

Bob said that it was simple to navigate through the process to claim the subsidies available at each milestone.

"It really could not have been easier – the application process was incredibly simple," he said.

Brayan is grateful for the opportunity to work in his trade in Perth and to be part of Bob's team.

"I enjoy working in Bob's team; we all work really well together and I feel like part of a family," he said.

Scan the QR code to watch the Construction Visa Subsidy Program testimonial videos on YouTube, or visit bit.ly/cvsp-video



Supporting economic diversification

Science, Technology, Engineering and Mathematics

The VET sector has an important role in providing science, technology, engineering and mathematics (STEM) training and skill development to prepare Western Australians for jobs of the future. The Department has a commitment to:

- increase participation of underrepresented groups in STEM;
- prioritise STEM qualifications in publicly funded training;

- promote STEM through Jobs and Skills Centres, the Jobs and Skills WA website and social media; and
- encourage TAFE industry partnerships with an emphasis on development of STEM skills.

In 2023, 38 per cent of publicly funded training was delivered in STEM related fields. There were more than 58,000 publicly funded course enrolments in broad STEM subjects, an increase of 37 per cent compared to the start of the pandemic.

Automation and Industry 4.0

The Department continues to work with industry to assist the transition to automation and Industry 4.0 in a range of sectors including remote operations and automation in resources and energy, advanced manufacturing, defence, health and medical sciences. Desktop research and consultations with WA industry was undertaken to identify emerging skill needs and develop strategies to deliver new qualifications associated with Industry 4.0.

The skilling and upskilling of workers for technology advances is being assisted through:

- three qualifications in the FREE in '23 initiative;
- one fee free skill set in Working Effectively in an Automated Workplace;

- delivering two automation qualifications developed by Rio Tinto and South Metropolitan TAFE:
 - Certificate II in Autonomous Workplace Operations;
 - Certificate IV in Autonomous Control and Remote Operations; and
- including 122 practical industry experiences in the Year 9 Career Taster Program that introduce and promote automation and Industry 4.0 career pathways to school students through practical, industry-based activities.

In 2023, there were almost 550 publicly funded course enrolments in automation and Industry 4.0 courses, an increase of 147 per cent since the start of the pandemic.

Clean energy

On 10 June 2024, the Western Australian and Commonwealth Governments announced a joint investment of \$70.5 million over five years to establish Australia's first Clean Energy Skills National Centre of Excellence.

Clean Energy Skills will lead development of training and workforce initiatives in collaboration with TAFE, industry, unions, universities, and key training stakeholders. It will deliver innovations to support more Western Australians, including Aboriginal students and women, into well paid and highly skilled jobs in the clean energy sector.

Other initiatives supported by the Department during the reporting period include:

- fee free and low-fee courses qualifications in the clean energy sector;
- working in partnership with agencies to progress development of the Pilbara Hydrogen Hub's Clean Energy Training and Research Institute, which will be an innovative and collaborative space for industry, vocational education and training (VET) and universities;

- funding South Metropolitan TAFE to update a report on emerging skill needs for the Future Battery industry;
- contributing to Jobs and Skills Australia's national Clean Energy Workforce Capacity Study;
- facilitating the Careers in Hydrogen Career Taster Program in partnership with MPA Skills; and
- including 102 practical industry experiences available in the Year 9 Career Taster Program that introduce and promote the resources and energy sectors to school students through practical, industry-based activities.

In 2023, there were more than 30,800 publicly funded course enrolments in clean energy related courses, an increase of 47 per cent since the start of the pandemic.

Scan the QR code to watch on YouTube how WA is preparing for a clean energy future, or visit bit.ly/clean-energy-video



Defence Industry

The Department's dedicated WA Defence Industry Workforce Office has continued to implement the State Government's \$35 million investment helping to build a pipeline of trade, para-professional and professional skilled workers for the State's defence industry.

In partnership with the defence industry, TAFE and universities, key workforce initiatives achieved as at 30 June 2024 include:

- placing four graduates and 44 interns under the Defence Industry Internship and Graduate Scholarship Program in defence industry firms since 1 July 2023;
- supporting 36 women through the Women in Defence Industry Scholarship Program with a further 19 women commencing the program in April 2024;
- supporting 82 veterans through the Defence Industry Veterans Employment Scheme (DIVES), including 34 veterans who have secured work in Western Australia's defence industry;
- making available seven skill sets to support workers to upskill for Western Australia's defence shipbuilding contracts including Coded Welding Manual Metal Arc Welding (Pipe), Coded Welding Gas Tungsten Arc, Fluid Power, and Welding Supervisor Skill sets, achieving 41 enrolments in 2023 and 36 in 2022;
- assessing 31 training contracts as eligible for the Defence Industry Existing Worker Incentive; 16 in the Diploma of Engineering – Technical, eight in the Certificate IV of Cyber Security and seven in the Diploma of Applied Technologies, to support the career progression of existing workers into critical defence industry roles that have a technology focus;
- launching a VET Step to Uni online resource on 27 October 2023 to enhance pathways between Western Australian TAFE and universities;

- launching 'the Other Force' website on 29 April 2024 to encourage Western Australians to explore employment and career pathways in the defence industry; and
- providing 6,742 free career guidance services by the defence industry team at the Rockingham Jobs & Skills Centres between 7 October 2020 and 22 April 2024.

The Department, in partnership with Defence West, and the Department of Jobs, Tourism Science and Innovation, is working closely with the Commonwealth Government's Australian Submarine Agency as it develops an Australia, the United Kingdom and the United States submarine workforce and industry strategy.

The Department, in conjunction with South Metropolitan TAFE, is also undertaking detailed research on nuclear skills and exploring potential delivery models, curriculum licencing arrangements and partnerships with UK and US educational institutions.

A study tour to the UK successfully concluded in December 2023 and a tour of the US, undertaken in June 2024, provided the Department with insights on best practice for defence industry education and training.

Scan the QR code to learn more about WA's defence industry or watch on YouTube, or visit bit.ly/other-force





International education

TAFE International WA

TAFE International WA (TIWA) is the business unit within the Department responsible for the recruitment and admission of international students studying at WA TAFE colleges and public schools.

TIWA is a Registered Training Organisation regulated by the Australian Skills Quality Authority, delivering nationally accredited courses to international students in partnership with TAFE colleges.

TIWA's international student enrolments in WA TAFE colleges have increased since the borders opened with enrolments in 2023-24 returning to pre-pandemic levels. International student enrolments have shown strong growth in 2024 with 2,248 enrolments in TAFE in 2023-24 compared to 1,648 in 2022-23.

The return of global student mobility, implementation of WA Government initiatives and the resumption of TIWA staff traveling offshore

to undertake student recruitment and marketing, is expected to support the ongoing recovery of international student enrolments.

Regional TAFE International Student Strategy

The 2022-23 State Budget included a number of initiatives to support WA's international education sector, including the \$2.4 million *Regional TAFE International Student Strategy* providing \$5,000 student bursaries, and student employment and accommodation support, for international students to train in WA regional TAFE colleges across skills shortage occupations.

The initiative commenced on 1 January 2023 as a pilot to attract international students to live, work and study in regional WA and is delivered across six locations: Broome, Geraldton, Northam, Kalgoorlie, Bunbury and Albany, with the Mandurah Campus added to the program at the beginning of 2024. To date, 65 students have received the bursary.

TAFE and the State Training Sector

The Department's infrastructure program focuses on enhancing facilities across WA's five TAFE colleges to boost student capacity and improve training delivered for in-demand sectors.

The Department has completed 12 major infrastructure projects (11 that were regionally based) and has commenced work on a further three projects (one regional), as part of the State Government's \$243.3 million *Infrastructure Stimulus Package*.

Under this package, two major capital projects were completed in 2021-2022, six capital projects were completed in 2022-23, and six capital projects were completed in 2023-24. The remaining capital project is scheduled for completion in the second half of 2024.

Further details are contained in the Capital Works section of this report.

Summary of *Infrastructure Stimulus Package* Capital Projects for the State Training Sector

Project		Total approved budget (\$,000)	Project stage
South Metropolitan TAFE	Mandurah hospitality and tourism training centre	16,870	Completed
	Armadale training campus	39,019	Completed
	Major refurbishment of training vessels Part A – Maritime Simulator (Fremantle)	2,000	Completed
North Metropolitan TAFE	Joondalup light automotive workshop	20,416	Completed
	Balga specialist teaching block	47,915	Under construction
North Regional TAFE	Pundulmurra trade workshop expansion	43,200	Completed
	Broome hospitality and student services centre	11,850	Completed
	Roebourne (Minurmarghali Mia) new classroom block	7,990	Completed
	Kununurra health and hospitality training centre	6,000	Completed
Central Regional TAFE	Northam campus workshop upgrade	1,500	Completed
	Geraldton refurbishment of visual arts building	2,000	Completed
	Major refurbishment/ overhaul of training vessels Part B - Geraldton Vessel	2,000	Completed
	Kalgoorlie Campus Heavy Plant Workshop	10,000	Completed
South Regional TAFE	Albany Trade Workshop	22,176	Completed
Muresk Institute	Muresk Institute agricultural machinery workshops, classrooms and shearing shed	10,365	Completed

CASE STUDY



Pictured: Training and Workforce Development Minister Simone McGurk and North Regional TAFE Managing Director Helen Smart with Heavy Automotive students in the new Pundulmurra campus trades workshops.

\$43.2 million training facilities open at Pundulmurra TAFE

Qualified tradespeople are in high demand for jobs throughout the Pilbara, particularly in the resources and construction industry, with demand only expected to increase in the coming years as WA transitions to clean energy.

Thanks to the upgraded training facilities in the region, apprentices and school-based trainees are now learning in two state-of-the-art trades workshops at North Regional TAFE's Pundulmurra campus.

Opened in April 2024, the Heavy Automotive and Mobile Plant and Fitting and Engineering workshops at North Regional TAFE's Pundulmurra campus are a major boost to trades training in the Pilbara region.

The new workshops will help to train local skilled workers in heavy automotive, heavy mobile and fixed plant, and engineering trades to support the resources sector, the region's largest employer.

Students using the new workshops are also set to benefit from training on modern, industry-standard equipment as well as existing equipment relocated from the decommissioned South Hedland annex, enabling them to be job-ready.

The Pundulmurra Trades Expansion project also includes the construction of a new hospitality training block, featuring a commercial cookery training kitchen and flexible training areas.

The campus has also benefited from the construction of a new horticulture workshop, and upgrades to the light automotive and automotive electrical training facilities.

The Pundulmurra Trades Expansion is a key regional project, which forms part of the largest TAFE capital works program in Western Australia's history.

TAFE Modern Equipment Program

The WA Government is investing \$25 million to purchase new, state of the art equipment for WA's TAFE colleges to enable students, including apprentices and trainees to train on industry standard equipment. Around \$13 million will be procured directly by WA TAFE colleges.

This is not reflected in the Department's Asset Investment Program (AIP) and can instead be seen in the individual TAFE College AIPs which have been progressing well with Stage 1 at 99 per cent completed, Stage 2 at 97 per cent completed, and stage 3 at 48 per cent completed.

Examples of equipment purchased as part of Stage 1 and 2 include:

- North Metropolitan TAFE: Computer numerical control plasma cutter and water cutter; robotic production line; ROMER arm and industrial robotics; bedside medical cart; Infusomat intravenous infusion pump and Nursing Anne simulator control pads; and television studio lighting;
- South Metropolitan TAFE: Bakery ovens and proving booth; replacement ovens and cook tops; welding equipment, asymmetrical vehicle hoists, forklift, tractor, and aged care beds;
- Central Regional TAFE: Nursing Anne simulators, excavators, tractors and wheel loaders, forklift, commercial coffee machine, and vehicle diagnostic tools; and
- North Regional TAFE: Drones, welding equipment, Nursing Anne mannequins and patient transfer lift system.
- South Regional TAFE: Skid steer loader, dynamometer, autoclave and hydraulic pipe bender.

CASE STUDY

Modern TAFE equipment for industry-relevant skills

In April 2024, the Minister Assisting the Minister for Training and Workforce Development Hannah Beazley unveiled \$580,000 in new cutting-edge technology at Central Regional TAFE's Geraldton campus as part of the Modern TAFE Equipment Program.

The program is also delivering \$3 million in new engine management and UniTrain training equipment as well as eight centre lathes.

Other new equipment at the Geraldton campus includes Nursing Anne simulators, an eight-tonne excavator, wheel loader and integrated tractor tool carrier.



Pictured: Minister Assisting the Minister for Training and Workforce Development Hannah Beazley unveiled \$580,000 in new cutting-edge technology at Central Regional TAFE's Geraldton campus.



TAFE workforce

Industry placements for TAFE lecturers

The TAFE College Lecturer Industry Placement Program supports the professional development and industry currency of TAFE lecturers through direct placement in industry to enhance contemporary knowledge and skills.

As at 30 June 2024, over 500 lecturers across the five WA TAFE colleges had participated in the program, directly contributing to their improved knowledge of contemporary industry standards and practice.

Regional attraction and retention incentives for TAFE lecturers

A \$2.9 million Temporary Regional Incentive was introduced for the 2023 academic year for eligible new and existing regional TAFE lecturers in the Pilbara and Kimberley regions and in Kalgoorlie.

The incentive was introduced to help regional TAFE colleges attract and retain staff at campuses that have faced challenges recruiting and retaining lecturers.

Eligible lecturers receive up to \$15,000 in the Pilbara and Kimberley and \$10,000 in Kalgoorlie. The incentive has been extended for the 2024 academic year.

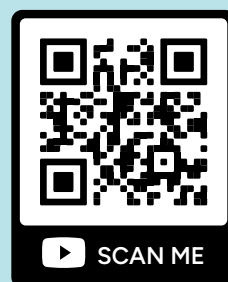
TAFE lecturer's recruitment campaign

To support WA TAFE colleges to meet industry demand for skills and support the attraction and retention of lecturing staff, a TAFE lecturer recruitment paid advertising campaign ran nationally and in New Zealand from October to December 2023.

The campaign positioned TAFE as an employer of choice and connected into personal motivation and higher purpose drivers to encourage behavioural change through testimonials from real TAFE lecturers teaching in priority industries areas, including areas critical to clean energy.

From 29 September 2023 to 21 February 2024, a total of 850 candidates submitted applications for lecturing positions across the WA TAFE sector.

Scan the QR code to watch the TAFE lecturer stories on YouTube, or visit bit.ly/tafe-lecturers



TAFE major ICT projects

In 2023-24, the Department commenced and/or delivered ICT projects that enhance digital capabilities to transform work practices, support innovative training delivery methods and access reliable, timely and consistent data and information.

Through these projects, WA TAFE students will be supported with an improved customer experience from selecting a course to enrolment, online learning, and digital access to their academic record. TAFE lecturers will be able to generate and document key curriculum and teaching resources.

Employers will be able to access consolidated information about their apprentices across all colleges via a new TAFE WA Employer Portal.

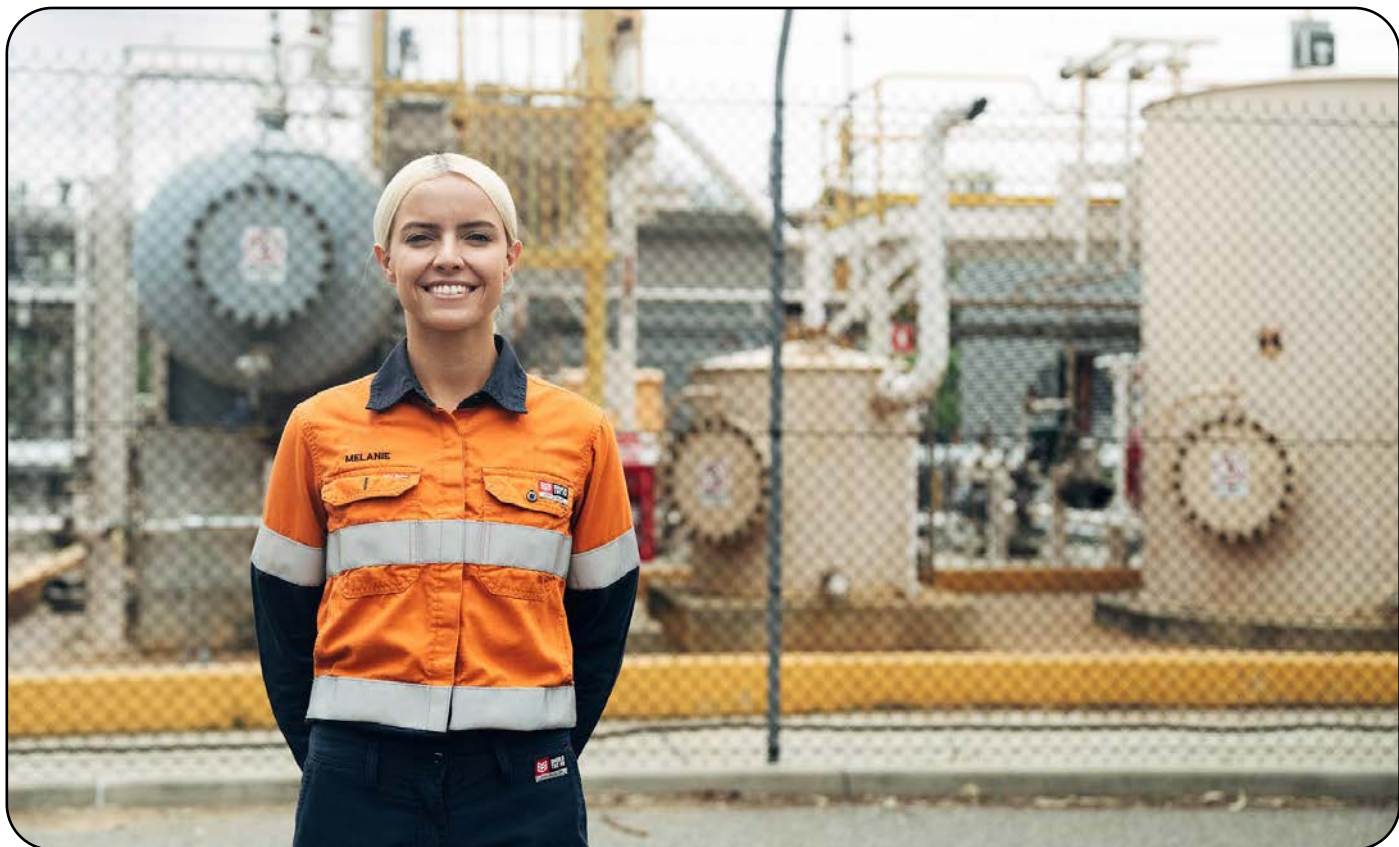
Training curriculum

The Department continued to work with industry in WA to ensure national training curriculum is responsive to the State's industry needs.

The Department coordinated responses to national training package development, review and reform.

Advice and assistance was provided to industry stakeholders on transitions to new training products, including for apprenticeships and traineeships.





Celebrating and promoting skills and training

Lower Fees, Local Skills campaign

The *Lower Fees, Local Skills* campaign promotes reduced and fee free courses offered in WA's vocational education and training sector. Currently around 160 courses at TAFE and private training providers have course fees reduced by up to 72 per cent.

Lower Fees, Local Skills advertising in 2023–24 celebrated a diversity of students in priority industries, and was showcased in high reaching platforms such as *The West Australian's* 'Future Ready: STEM' lift out and the 'Mature Age Student Guide'. The campaign is also supported and promoted through the Department's Jobs and Skills WA website and social media.

TAFE 'Be More' campaign

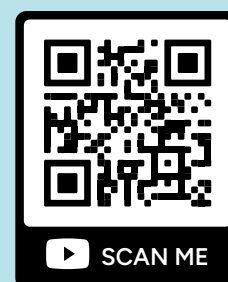
The renewal of the TAFE campaign in 2024 promotes the State's strong and revitalised TAFE sector and its capacity to deliver quality, affordable training for WA.

It positions TAFE as a high quality provider of a broad range of skills and aims to promote TAFE as a first-choice destination.

The campaign is aimed at a broad spectrum of audiences, including recent school leavers, influencers, individuals searching for employment, career switchers and various diverse groups.

The TAFE 'Be More' campaign has been featured on cinema, radio, social media, digital and out of home platforms and is supported by a new website offering a comprehensive list of courses available at WA TAFE colleges.

Scan the QR code to watch the TAFE 'Be More' campaign on YouTube, or visit bit.ly/tafe-campaign



WA Training Awards

The WA Training Awards are the State's premier training award program, showcasing excellence in vocational education and training (VET) and putting the State's best talent in the spotlight. 2024 is a landmark year for the awards as it celebrates its 30th anniversary.

Recognising excellence in vocational education and training, the winners of the 2023 individual award categories were:

Holly Gudsell

WA Trainer of the Year 2023

Amy Hunt

WA Apprentice of the Year 2023

Anthony Nelson-Burns

WA Aboriginal and Torres Strait Islander Student of the Year 2023

Kai Baharthah-King

WA Vocational Student of the Year 2023

Hannah Morrison

WA Trainee of the Year 2023

Robert Nicolosi

WA School-based Apprentice of the Year 2023

Federica Ceretta

WA International Student of the Year 2023

Olga Hurina

WA Cultural Diversity Training Award 2023

Scan the QR code to watch the WA Training Awards winners stories on YouTube, or visit bit.ly/wata-winners



Organisational winners

EK Contracting

WA Small Employer of the Year 2023

McDonald's Australia, WA

WA Large Employer of the Year 2023

Defence Industry Pathways Program (South Metropolitan TAFE)

WA Industry Collaboration Award 2023

WA College of Agriculture, Cunderdin

WA Small Training Provider of the Year 2023

Central Regional TAFE

WA Large Training Provider of the Year 2023



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Disclosures and compliance

04

Financial statements



Certification of financial statements

For the reporting period ended 30 June 2024

The accompanying financial statements of the Department of Training and Workforce Development have been prepared in compliance with the provisions of the *Financial Management Act 2006* from proper accounts and records to present fairly the financial transactions for the reporting period ended 30 June 2024 and the financial position as at 30 June 2024.

At the date of signing, we are not aware of any circumstances which would render the particulars included within the financial statements misleading or inaccurate.

Glenda Husk
Chief Finance Officer
23 August 2024

Karen Ho
Director General
23 August 2024



Auditor General

INDEPENDENT AUDITOR'S REPORT

2024

Department of Training and Workforce Development

To the Parliament of Western Australia

Report on the audit of the financial statements

Opinion

I have audited the financial statements of the Department of Training and Workforce Development (Department) which comprise:

- the statement of financial position as at 30 June 2024, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended
- administered schedules comprising the administered assets and liabilities as at 30 June 2024 and administered income and expenses by service for the year then ended
- notes comprising a summary of material accounting policies and other explanatory information.

In my opinion, the financial statements are:

- based on proper accounts and present fairly, in all material respects, the operating results and cash flows of the Department of Training and Workforce Development for the year ended 30 June 2024 and the financial position as at the end of that period
- in accordance with Australian Accounting Standards, the *Financial Management Act 2006* and the Treasurer's Instructions.

Basis for opinion

I conducted my audit in accordance with the Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the Director General for the financial statements

The Director General is responsible for:

- keeping proper accounts
- preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the *Financial Management Act 2006* and the Treasurer's Instructions
- such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Page 1 of 5

In preparing the financial statements, the Director General is responsible for:

- assessing the entity's ability to continue as a going concern
- disclosing, as applicable, matters related to going concern
- using the going concern basis of accounting unless the Western Australian Government has made policy or funding decisions affecting the continued existence of the Department.

Auditor's responsibilities for the audit of the financial statements

As required by the *Auditor General Act 2006*, my responsibility is to express an opinion on the financial statements. The objectives of my audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

A further description of my responsibilities for the audit of the financial statements is located on the Auditing and Assurance Standards Board website. This description forms part of my auditor's report and can be found at https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

Report on the audit of controls

Opinion

I have undertaken a reasonable assurance engagement on the design and implementation of controls exercised by the Department of Training and Workforce Development. The controls exercised by the Department of Training and Workforce Development are those policies and procedures established to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with the State's financial reporting framework (the overall control objectives).

In my opinion, in all material respects, the controls exercised by the Department of Training and Workforce Development are sufficiently adequate to provide reasonable assurance that the controls within the system were suitably designed to achieve the overall control objectives identified as at 30 June 2024, and the controls were implemented as designed as at 30 June 2024.

The Director General's responsibilities

The Director General is responsible for designing, implementing and maintaining controls to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property and the incurring of liabilities are in accordance with the *Financial Management Act 2006*, the Treasurer's Instructions and other relevant written law.

Auditor General's responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the suitability of the design of the controls to achieve the overall control objectives and the implementation of the controls as designed. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3150 Assurance Engagements on Controls issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements and plan and perform my procedures to obtain reasonable assurance about whether, in all material respects, the controls are suitably designed to achieve the overall control objectives and were implemented as designed.

An assurance engagement involves performing procedures to obtain evidence about the suitability of the controls design to achieve the overall control objectives and the implementation of those controls. The procedures selected depend on my judgement, including an assessment of the risks that controls are not suitably designed or implemented as designed. My procedures included testing the implementation of those controls that I consider necessary to achieve the overall control objectives.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Limitations of controls

Because of the inherent limitations of any internal control structure, it is possible that, even if the controls are suitably designed and implemented as designed, once in operation, the overall control objectives may not be achieved so that fraud, error or non-compliance with laws and regulations may occur and not be detected. Any projection of the outcome of the evaluation of the suitability of the design of controls to future periods is subject to the risk that the controls may become unsuitable because of changes in conditions.

Report on the audit of the key performance indicators

Opinion

I have undertaken a reasonable assurance engagement on the key performance indicators of the Department of Training and Workforce Development for the year ended 30 June 2024 reported in accordance with *Financial Management Act 2006* and the Treasurer's Instructions (legislative requirements). The key performance indicators are the Under Treasurer-approved key effectiveness indicators and key efficiency indicators that provide performance information about achieving outcomes and delivering services.

In my opinion, in all material respects, the key performance indicators report of the Department of Training and Workforce Development for the year ended 30 June 2024 is in accordance with the legislative requirements, and the key performance indicators are relevant and appropriate to assist users to assess the Department's performance and fairly represent indicated performance for the year ended 30 June 2024.

The Director General's responsibilities for the key performance indicators

The Director General is responsible for the preparation and fair presentation of the key performance indicators in accordance with the *Financial Management Act 2006* and the Treasurer's Instructions and for such internal controls as the Director General determines necessary to enable the preparation of key performance indicators that are free from material misstatement, whether due to fraud or error.

In preparing the key performance indicators, the Director General is responsible for identifying key performance indicators that are relevant and appropriate, having regard to their purpose in accordance with Treasurer's Instruction 904 Key Performance Indicators.

Auditor General's responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the key performance indicators. The objectives of my engagement are to obtain reasonable assurance about whether the key performance indicators are relevant and appropriate to assist users to assess the entity's performance and whether the key performance indicators are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements relating to assurance engagements.

An assurance engagement involves performing procedures to obtain evidence about the amounts and disclosures in the key performance indicators. It also involves evaluating the relevance and appropriateness of the key performance indicators against the criteria and guidance in Treasurer's Instruction 904 for measuring the extent of outcome achievement and the efficiency of service delivery. The procedures selected depend on my judgement, including the assessment of the risks of material misstatement of the key performance indicators. In making these risk assessments, I obtain an understanding of internal control relevant to the engagement in order to design procedures that are appropriate in the circumstances.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

My independence and quality management relating to the report on financial statements, controls and key performance indicators

I have complied with the independence requirements of the *Auditor General Act 2006* and the relevant ethical requirements relating to assurance engagements. In accordance with ASQM 1 Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements, the Office of the Auditor General maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Other information

The Director General is responsible for the other information. The other information is the information in the entity's annual report for the year ended 30 June 2024, but not the financial statements, key performance indicators and my auditor's report.

My opinions on the financial statements, controls and key performance indicators do not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, controls and key performance indicators my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and key performance indicators or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I did not receive the other information prior to the date of this auditor's report. When I do receive it, I will read it and if I conclude that there is a material misstatement in this information, I am required to communicate the matter to those charged with governance and request them to correct the misstated information. If the misstated information is not corrected, I may need to retract this auditor's report and re-issue an amended report.

Matters relating to the electronic publication of the audited financial statements and key performance indicators

This auditor's report relates to the financial statements and key performance indicators of the Department of Training and Workforce Development for the year ended 30 June 2024 included in the annual report on the Department's website. The Department's management is responsible for the integrity of the Department's website. This audit does not provide assurance on the integrity of the Department's website. The auditor's report refers only to the financial statements, controls and key performance indicators described above. It does not provide an opinion on any other information which may have been hyperlinked to/from the annual report. If users of the financial statements and key performance indicators are concerned with the inherent risks arising from publication on a website, they are advised to contact the entity to confirm the information contained in the website version.



Kellie Tonich
Senior Director Financial Audit
Delegate of the Auditor General for Western Australia
Perth, Western Australia
26 August 2024

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 30 June 2024

	Notes	2024 \$000	2023 \$000
COST OF SERVICES			
Expenses			
Employee benefits expenses	3.1(a)	61 764	58 251
Supplies and services	3.3	39 807	32 648
Depreciation and amortisation expenses	5.1.1, 5.2, 5.3	5 423	5 686
Finance costs	7.2	13	10
Accommodation expenses	3.3	4 267	4 143
Grants and subsidies	3.2	733 155	668 630
Other expenses	3.3	5 251	2 449
Total cost of services		849 681	771 816
Income			
User charges and fees	4.2	24 315	18 028
Commonwealth grants	4.3	241 725	235 654
Interest income		3 853	1 652
Other income	4.4	1 462	1 787
Total income		271 355	257 121
NET COST OF SERVICES		578 326	514 695
Income from State Government			
Service appropriation	4.1	520 842	484 259
Income from other public sector entities	4.1	6 905	8 535
Resources received	4.1	496	441
Royalties for Regions Fund	4.1	46 633	46 787
Total income from State Government		574 876	540 022
(DEFICIT) / SURPLUS FOR THE PERIOD		(3 450)	25 327
Other comprehensive income			
Items not reclassified subsequently to profit and loss			
Changes in asset revaluation surplus	9.8	943	2 116
Total other comprehensive income		943	2 116
TOTAL COMPREHENSIVE (DEFICIT)/INCOME FOR THE PERIOD		(2 507)	27 442

The Statement of comprehensive income should be read in conjunction with the accompanying notes.

STATEMENT OF FINANCIAL POSITION

For the year ended 30 June 2024

	Notes	2024 \$000	2023 \$000
ASSETS			
Current assets			
Cash and cash equivalents	7.3	173 139	197 223
Restricted cash and cash equivalents	7.3	37 458	32 943
Inventories		101	30
Receivables	6.1	5 681	4 518
Other current assets	6.3	7 246	4 118
Total current assets		223 625	238 833
Non-current assets			
Receivables	6.1	1 409	1 230
Biological assets		183	338
Amounts receivable for services	6.2	68 430	62 169
Infrastructure, property, plant and equipment	5.1	86 958	103 499
Intangible assets	5.2	930	5 277
Right-of-use assets	5.3	341	363
Total non-current assets		158 251	172 876
TOTAL ASSETS		381 876	411 709
LIABILITIES			
Current liabilities			
Payables	6.4	13 275	12 362
Contract liabilities	6.5	11 419	10 617
Lease liabilities	7.1	116	106
Employee related provisions	3.1(b)	9 286	8 487
Other provisions	6.6	2 825	-
Other current liabilities	6.7	2 155	1 186
Total current liabilities		39 076	32 759
Non-current liabilities			
Lease liabilities	7.1	200	228
Employee related provisions	3.1(b)	4 785	4 452
Total non-current liabilities		4 985	4 680
TOTAL LIABILITIES		44 061	37 439
NET ASSETS		337 815	374 269
EQUITY			
Contributed equity	9.8	-	4 642
Asset revaluation reserve	9.8	4 543	3 600
Accumulated surplus	9.8	333 272	366 028
TOTAL EQUITY		337 815	374 269

The Statement of financial position should be read in conjunction with the accompanying notes.

STATEMENT OF CHANGES IN EQUITY

For the year ended 30 June 2024

	Notes	Contributed equity \$000	Reserves \$000	Accumulated surplus \$000	Total equity \$000
Balance at 1 July 2022		14 267	1 484	340 701	356 452
Surplus		-	-	25 327	25 327
Other comprehensive income		-	2 116	-	2 116
Total comprehensive income for the period		-	2 116	25 327	27 442
Transactions with owners in their capacity as owners:					
Capital appropriation	9.8	59 625	-	-	59 626
Other contributions by owners	9.8	36	-	-	36
Distributions to owners	9.8	(69 287)	-	-	(69 287)
Total		(9 625)	-	-	(9 625)
BALANCE AT 30 JUNE 2023		4 642	3 600	366 028	374 269
Balance at 1 July 2023		4 642	3 600	366 028	374 269
Deficit		-	-	(3 450)	(3 450)
Other comprehensive income		-	943	-	943
Total comprehensive income for the period		-	943	(3 450)	(2 507)
Transactions with owners in their capacity as owners:					
Capital appropriation	9.8	107 749	-	-	107 749
Other contributions by owners	9.8	3 024	-	-	3 024
Distributions to owners	9.8	(144 720)	-	-	(144 720)
Transfer of debit balance in contributed equity to accumulated surplus	9.8	29 305	-	(29 305)	-
Total		(4 642)	-	(29 305)	(33 947)
BALANCE AT 30 JUNE 2024		-	4 543	333 272	337 815

The Statement of changes in equity should be read in conjunction with the accompanying notes.

STATEMENT OF CASH FLOWS
For the year ended 30 June 2024

		2024	2023
		\$000	\$000
CASH FLOWS FROM STATE GOVERNMENT			
Service appropriation		514 581	477 971
Capital appropriation		107 749	59 626
Funds from other public sector entities		5 864	7 805
Royalties for Regions Fund		46 633	46 787
Net cash provided by State Government		674 827	592 189
Utilised as follows:			
CASH FLOWS FROM OPERATING ACTIVITIES			
Payments			
Employee benefits		(60 785)	(57 374)
Supplies and services		(44 502)	(38 164)
Finance costs		(13)	(10)
Grants and subsidies		(735 484)	(672 149)
GST payments on purchases		(17 995)	(15 912)
Receipts			
User charges and fees		26 082	21 134
Commonwealth grants		241 881	235 654
Interest received		3 280	1 159
GST receipts on sales		877	941
GST receipts from taxation authority		17 118	14 970
Other receipts		647	2 214
Net cash used in operating activities	7.3.2	(568 895)	(507 537)
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments			
Purchase of non-current assets		(115 838)	(97 348)
Net cash used in investing activities		(115 838)	(97 348)
CASH FLOWS FROM FINANCING ACTIVITIES			
Payments			
Principal elements of lease payments		(118)	(101)
Equity transfer to TAFEs for capital purchases		(9 366)	(10 252)
Payment to accrued salaries account		(179)	(155)
Net cash used in financing activities		(9 663)	(10 508)
Net decrease in cash and cash equivalents		(19 569)	(23 204)
Cash and cash equivalents at the beginning of the period		230 166	253 370
CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD	7.3	210 597	230 166

The Statement of cash flows should be read in conjunction with the accompanying notes.

ADMINISTERED SCHEDULES

ADMINISTERED INCOME AND EXPENSES BY SERVICE

	VET Workforce Planning and Policy Development		Jobs and Skills Centre Services		Skilled Migration, including Overseas Qualification Assessment	
	2024	2023	2024	2023	2024	2023
	\$000	\$000	\$000	\$000	\$000	\$000
INCOME FROM ADMINISTERED ITEMS						
Income						
For transfer:						
Temporary Worker (Skilled) Visa Holder (Subclass 457) and Temporary Skill Shortage Visa (Subclass 482)	-	-	-	-	-	-
TOTAL ADMINISTERED INCOME	-	-	-	-	-	-
Expense						
Payment to the consolidated account	-	-	-	-	-	-
TOTAL ADMINISTERED EXPENSE	-	-	-	-	-	-

ADMINISTERED INCOME AND EXPENSES BY SERVICE (continued)

	Apprenticeship and Traineeship Administration and Regulation		Procurement of Training		Recruitment and Management of International Students	
	2024	2023	2024	2023	2024	2023
	\$000	\$000	\$000	\$000	\$000	\$000
INCOME FROM ADMINISTERED ITEMS						
Income						
For transfer:						
Temporary Worker (Skilled) Visa Holder (Subclass 457) and Temporary Skill Shortage Visa (Subclass 482)	-	-	-	-	109	1 931
TOTAL ADMINISTERED INCOME	-	-	-	-	109	1 931
Expense						
Payment to the consolidated account	-	-	-	-	109	1 931
TOTAL ADMINISTERED EXPENSE	-	-	-	-	109	1 931

ADMINISTERED INCOME AND EXPENSES BY SERVICE (continued)

	Services to TAFE Colleges		Regulatory services to RTOs		Total	Total
	2024	2023	2024	2023	2024	2023
	\$000	\$000	\$000	\$000	\$000	\$000
INCOME FROM ADMINISTERED ITEMS						
Income						
For transfer:						
Temporary Worker (Skilled) Visa Holder (Subclass 457) and Temporary Skill Shortage Visa (Subclass 482)	-	-	-	-	109	1 931
TOTAL ADMINISTERED INCOME	-	-	-	-	109	1 931
Expense						
Payment to the consolidated account	-	-	-	-	109	1 931
TOTAL ADMINISTERED EXPENSE	-	-	-	-	109	1 931

ADMINISTERED ASSETS AND LIABILITIES

	2024	2023
	\$000	\$000
Current assets		
Cash and cash equivalents	228	119
Total administered current assets	228	119
TOTAL ADMINISTERED ASSETS	228	119
Current liabilities		
Payables	228	119
Total administered current liabilities	228	119
TOTAL ADMINISTERED LIABILITIES	228	119

NOTES TO THE FINANCIAL STATEMENTS

1. BASIS OF PREPARATION

The Department of Training and Workforce Development is a WA Government entity, controlled by the State of Western Australia, which is the ultimate parent. The Department is a not-for-profit entity (as profit is not its principal objective).

A description of the nature of its operations and its principal activities has been included in the 'Overview' which does not form part of these financial statements.

These annual financial statements were authorised for issue by the Director General of the Department on 23 August 2024.

Statement of compliance

These general purpose financial statements have been prepared in accordance with:

- 1) The *Financial Management Act 2006* (FMA)
- 2) The Treasurer's Instructions (TIs)
- 3) Australian Accounting Standards (AAS) including applicable interpretations
- 4) Where appropriate, those AAS paragraphs applicable for not-for-profit entities have been modified.

Several of these are modified by the TIs to vary application, disclosure, format and wording.

The FMA and TIs are legislative provisions governing the preparation of financial statements and take precedence over AASs. Where modification is required and has a material or significant financial effect upon the reported results, details of that modification and the resulting financial effect are disclosed in the notes to the financial statements.

Basis of preparation

These financial statements are presented in Australian dollars applying the accrual basis of accounting and using the historical cost convention. Certain balances will apply a different measurement basis (such as the fair value basis). Where this is the case, the different measurement basis is disclosed in the associated note. All values are rounded to the nearest thousand dollars (\$'000).

Judgements and estimates

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements and estimates made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements and / or estimates are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances.

Accounting for Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of goods and services tax (GST), except that the:

- (a) amount of GST incurred by the Department as a purchaser that is not recoverable from the Australian Taxation Office (ATO) is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- (b) receivables and payables are stated with the amount of GST included.

Cash flows are included in the Statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

Contributed equity

Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities* requires transfers in the nature of equity contributions, other than as a result of a restructure of administrative arrangements, to be designated as contributions by owners (at the time of, or prior to, transfer) before such transfers can be recognised as equity contributions. Capital appropriations have been designated as contributions by owners by TI 955 *Contributions by Owners made to Wholly Owned Public Sector Entities* and will be credited directly to Contributed Equity.

Administered items

The Department administers, but does not control, certain activities and functions for and on behalf of Government that do not contribute to the Department's services or objectives. It does not have discretion over how it utilises the transactions in pursuing its own objectives.

Transactions relating to the administered activities are not recognised as the Department's income, expenses, assets and liabilities, but are disclosed in the accompanying schedules as 'Administered income and expenses', and 'Administered assets and liabilities'.

The accrual basis of accounting and applicable Australian Accounting Standards have been adopted.

2. DEPARTMENT OUTPUTS

How the Department operates

This section includes information regarding the nature of funding the Department receives and how this funding is utilised to achieve the Department's objectives. This note also provides the distinction between controlled funding and administered funding:

	Notes
Department objectives	2.1
Schedule of Income and Expenses by Service	2.2
Schedule of Assets and Liabilities by Service	2.3

2.1 DEPARTMENT OBJECTIVES

Purpose

The Department of Training and Workforce Development's purpose is to lead agile training and workforce strategies that enable all Western Australians to participate in a highly skilled and diversified economy.

The Department is predominantly funded by State parliamentary appropriations, supplemented by funding received from the Australian Government.

Services

The Department provides the following services:

Service 1: Vocational Education and Training Workforce Planning and Policy Development

The Department works closely with industry, the community and across government in gathering and analysing workforce data and intelligence to identify the State's workforce development and training priorities.

The Department develops policies and programs that promote the effective and efficient operation of the State's VET system. Policy and program development is aligned to the Department's strategic direction for workforce development and training including higher education and the school sector.

Service 2: Jobs and Skills Centre Services

Jobs and Skills Centre Services provide education and training information and career guidance to the Western Australian community, as well as employment, training and mentoring services to Aboriginal people and communities. Under the Government's election commitment, these services have largely been transitioned to Jobs and Skills Centres located at the TAFE Colleges.

Service 3: Skilled Migration, including Overseas Qualification Assessment

Skilled migration, including Overseas Qualification Assessment, assesses applications from intending skilled migrants to Western Australia and assesses post-secondary qualifications gained overseas for Western Australian residents. The service aims to facilitate skilled migration to Western Australia to supplement the local workforce and enable overseas-trained residents to access education, training and employment through recognition of overseas qualifications.

Service 4: Apprenticeship and Traineeship Administration and Regulation

Apprenticeship and Traineeship Administration and Regulation includes registration of training contracts and administration of contract variations, educating participants on training contract and legislation requirements, dispute resolution and monitoring of legislative compliance. The service includes the cost of grants and administration associated with various incentive schemes including the Employer Incentive Scheme, Defence Industry Workforce Initiatives, Re-engagement of Displaced Apprentices and Trainees, Adult Apprentices Employer Incentive and Employing Apprentices and Trainees through Group Training Organisations.

Service 5: Procurement of Training

Procurement of training comprises the purchasing of training delivery services from TAFE colleges and private training providers in accordance with the State's priorities and the State Training Plan. The service is differentiated according to the major Jobs and Skills WA funding categories.

Service 6: Recruitment and Management of International Students

Recruitment and Management of International Students involves the marketing of Western Australian TAFE colleges and public schools offshore and onshore, and managing admissions, compliance and welfare of international students according to relevant legislation.

Service 7: Services to TAFE Colleges

Support Services to TAFE colleges include the supply, management and maintenance of information and communications technology, finance and human resource services. This also incorporates infrastructure management for TAFE Colleges, including maintenance, administration and strategic development of land and buildings used to deliver publicly funded training in campuses across the State.

Service 8: Regulatory services to Registered Training Organisations (RTOs)

The Training Accreditation Council (the Council) has the statutory responsibility for providing regulatory services to RTOs operating solely in Western Australia. The Council is established under the *Vocational Education and Training Act 1996* and is supported by the Department through the services of the Council Secretariat. Regulatory Services to RTOs include quality assurance and recognition of VET services.

2.2 SCHEDULE OF INCOME AND EXPENSES BY SERVICE

For the year ended 30 June 2024

	VET Workforce Planning and Policy Development		Jobs and Skills Centre Services		Skilled Migration, including Overseas Qualification Assessment	
	2024	2023	2024	2023	2024	2023
	\$000	\$000	\$000	\$000	\$000	\$000
COST OF SERVICES						
Expenses						
Employee benefits expenses	10 472	11 117	1 671	1 587	4 812	2 790
Supplies and services	3 629	3 069	715	413	1 872	963
Depreciation and amortisation expenses	369	455	59	64	190	132
Finance costs	1	1	1	-	1	-
Accommodation expenses	840	919	134	130	432	267
Grants and subsidies	3 581	4 185	14 640	15 907	3 414	250
Other expenses	196	127	31	18	98	38
Total cost of services	19 088	19 873	17 251	18 119	10 819	4 440
Income						
User charges and fees	-	-	-	-	94	111
Commonwealth grants	-	-	-	-	-	-
Interest income	-	-	-	-	-	-
Other income	39	42	6	6	20	12
Total income	39	42	6	6	114	123
NET COST OF SERVICES	19 049	19 831	17 245	18 113	10 705	4 317
Income from State Government						
Service appropriation	17 156	18 658	15 530	17 042	9 641	4 062
Income from other public sector entities	-	-	-	-	-	-
Resources received	16	17	15	16	9	4
Royalties for Regions Fund	-	-	-	-	-	-
Total income from State Government	17 172	18 675	15 545	17 058	9 650	4 066
DEFICIT FOR THE PERIOD	(1 877)	(1 156)	(1 699)	(1 055)	(1 055)	(251)

The Schedule of income and expenses by service should be read in conjunction with the accompanying notes.

2.2 SCHEDULE OF INCOME AND EXPENSES BY SERVICE (continued)

For the year ended 30 June 2024

	Apprenticeship and Traineeship Administration and Regulation		Procurement of Training		Recruitment and Management of International Students	
	2024 \$000	2023 \$000	2024 \$000	2023 \$000	2024 \$000	2023 \$000
COST OF SERVICES						
Expenses						
Employee benefits expenses	5 942	6 629	9 914	8 977	6 307	5 099
Supplies and services	1 839	2 113	5 093	4 264	4 676	3 276
Depreciation and amortisation expenses	238	309	1 086	896	226	214
Finance costs	1	-	6	7	1	-
Accommodation expenses	541	624	785	773	565	467
Grants and subsidies	42 164	39 225	650 111	595 141	18 448	13 245
Other expenses	124	85	831	1 590	456	120
Total cost of services	50 849	48 985	667 826	611 648	30 680	22 421
Income						
User charges and fees	-	-	42	51	23 559	17 251
Commonwealth grants	-	-	241 725	235 654	-	-
Interest income	-	-	648	376	3 205	1 276
Other income	26	34	1 173	1 496	99	86
Total income	26	34	243 588	237 577	26 683	18 613
NET COST OF SERVICES	50 823	48 951	424 891	374 071	3 817	3 808
Income from State Government						
Service appropriation	45 771	46 056	382 070	351 951	3 438	3 583
Income from other public sector entities	5 133	-	748	2 467	656	450
Resources received	43	41	364	321	3	3
Royalties for Regions Fund		-	46 633	46 787		-
Total income from State Government	50 947	46 097	429 815	401 526	4 097	4 036
SURPLUS / (DEFICIT) FOR THE PERIOD	124	(2 854)	5 577	27 455	280	228

The Schedule of income and expenses by service should be read in conjunction with the accompanying notes.

2.2 SCHEDULE OF INCOME AND EXPENSES BY SERVICE (continued)

For the year ended 30 June 2024

	Services to TAFE Colleges		Regulatory Services to RTOs		Total	Total
	2024 \$000	2023 \$000	2024 \$000	2023 \$000	2024 \$000	2023 \$000
COST OF SERVICES						
Expenses						
Employee benefits expenses	20 533	20 015	2 113	2 036	61 764	58 251
Supplies and services	20 752	17 371	1 232	1 179	39 807	32 648
Depreciation and amortisation expenses	3 181	3 533	74	83	5 423	5 686
Finance costs	3	2	-	-	13	10
Accommodation expenses	959	951	11	12	4267	4 143
Grants and subsidies	797	677	-	-	733 155	668 630
Other expenses	3 466	422	47	49	5 251	2 449
Total cost of services	49 691	42 971	3 477	3 359	849 681	771 816
Income						
User charges and fees	-	-	620	614	24 315	18 028
Commonwealth grants	-	-	-	-	241 725	235 654
Interest income	-	-	-	-	3 853	1 652
Other income	91	105	8	7	1 462	1 787
Total income	91	105	628	621	271 355	257 121
NET COST OF SERVICES	49 600	42 866	2 849	2 738	578 326	514 695
Income from State Government						
Service appropriation	44 670	40 331	2 566	2 576	520 842	484 259
Income from other public sector entities		5 323	368	295	6 905	8 535
Resources received	44	37	2	2	496	441
Royalties for Regions Fund		-		-	46 633	46 787
Total income from State Government	44 714	45 691	2 936	2 873	574 876	540 022
(DEFICIT) / SURPLUS FOR THE PERIOD	(4 886)	2 825	87	135	(3 450)	25 327

The Schedule of income and expenses by service should be read in conjunction with the accompanying notes.

2.3 SCHEDULE OF ASSETS AND LIABILITIES BY SERVICE

As at 30 June 2024

	VET Workforce Planning and Policy Development		Jobs and Skills Centre Services		Skilled Migration, including Overseas Qualification Assessment	
	2024 \$000	2023 \$000	2024 \$000	2023 \$000	2024 \$000	2023 \$000
Assets						
Current assets	5 024	6 150	4 540	5 607	2 847	1 374
Non-current assets	3 555	4 451	3 213	4 058	2 015	994
Total Assets	8 579	10 601	7 753	9 665	4 862	2 368
Liabilities						
Current liabilities	878	843	793	769	498	188
Non-current liabilities	112	121	101	110	63	27
Total Liabilities	990	964	894	879	561	215
NET ASSETS	7 589	9 637	6 859	8 786	4 301	2 153

2.3 SCHEDULE OF ASSETS AND LIABILITIES BY SERVICE (continued)

As at 30 June 2024

	Apprenticeship and Traineeship Administration and Regulation		Procurement of Training		Recruitment and Management of International Students	
	2024 \$000	2023 \$000	2024 \$000	2023 \$000	2024 \$000	2023 \$000
Assets						
Current assets	13 383	15 158	175 763	189 269	8 075	6 938
Non-current assets	9 471	10 972	124 381	137 002	5 714	5 022
Total Assets	22 854	26 130	300 144	326 271	13 789	11 960
Liabilities						
Current liabilities	2 338	2 079	30 712	25 961	1 411	952
Non-current liabilities	298	297	3 920	3 709	180	136
Total Liabilities	2 636	2 376	34 632	29 670	1 591	1 088
NET ASSETS	20 218	23 754	265 512	296 601	12 198	10 872

2.3 SCHEDULE OF ASSETS AND LIABILITIES BY SERVICE (continued)

As at 30 June 2024

	Services to TAFE Colleges		Regulatory Services to RTOs		Total	Total
	2024 \$000	2023 \$000	2024 \$000	2023 \$000	2024 \$000	2023 \$000
Assets						
Current assets	13 078	13 297	915	1 039	223 625	238 833
Non-current assets	9 254	9 624	648	752	158 251	172 876
Total Assets	22 332	22 921	1 563	1 791	381 876	411 709
Liabilities						
Current liabilities	2 285	1 824	160	143	39 076	32 759
Non-current liabilities	292	261	20	20	4 985	4 680
Total Liabilities	2 577	2 085	180	163	44 061	37 439
NET ASSETS	19 755	20 836	1 383	1 628	337 815	374 269

The Schedule of assets and liabilities by service should be read in conjunction with the accompanying notes.

3. USE OF OUR FUNDING

Expenses incurred in the delivery of services

This section provides additional information about how the Department's funding is applied and the accounting policies that are relevant for an understanding of the items recognised in the financial statements. The primary expenses incurred by the Department in achieving its objectives and the relevant notes are:

	Notes
Employee benefits expenses	3.1 (a)
Employee related provisions	3.1 (b)
Grants and subsidies	3.2
Other expenditure	3.3

3.1 (a) EMPLOYEE BENEFITS EXPENSES

	2024 \$000	2023 \$000
Employee Benefits	55 438	52 498
Termination benefits	192	163
Superannuation – defined contribution plans	6 134	5 590
Total employee benefits expenses	61 764	58 251
Add: AASB 16 Non-monetary benefits	92	70
Less: Employee contributions	(43)	(41)
Net employee benefits	61 813	58 279

Employee benefits include wages, salaries and social contributions, accrued and paid leave entitlements and paid sick leave and non-monetary benefits recognised under accounting standards other than AASB 16 (such as medical care, housing, cars and free or subsidised goods or services) for employees.

Termination benefits are payable when employment is terminated before normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. Termination benefits are recognised when the Department is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the end of the reporting period are discounted to present value.

Superannuation is the amount recognised in profit or loss of the Statement of comprehensive income comprises employer contributions paid to the GSS (concurrent contributions), the WSS, other GESB schemes or other superannuation funds.

AASB 16 Non-monetary benefits are non-monetary employee benefits predominantly relating to the provision of vehicle and housing benefits that are recognised under AASB 16 which are excluded from the employee benefits expense.

Employee Contributions are contributions made to the Department by employees towards employee benefits that have been provided by the Department. This includes both AASB 16 and non-AASB 16 employee contributions.

3.1 (b) EMPLOYEE RELATED PROVISIONS

	2024 \$000	2023 \$000
Current		
Employee benefits provision		
Annual leave	4 917	4 532
Long service leave	3 231	2 981
Deferred salary scheme	27	6
Purchased leave	61	33
Other provisions		
Employment on-costs	1 050	935
Total current employee related provisions	9 286	8 487
Non-Current		
Employee benefits provision		
Long service leave	4 055	3 731
Other provisions		
Employment on-costs	730	721
Total non-current employee related provisions	4 785	4 452
Total employee related provisions	14 071	12 939

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave for services rendered up to the reporting date and recorded as an expense during the period the services are delivered.

Annual leave liabilities are classified as current, as there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period. Assessments indicate that actual settlement of the liabilities are expected to occur as follows:

	2024 \$000	2023 \$000
Within 12 months of the end of the reporting period	3 842	3 524
More than 12 months after the end of the reporting period	1 584	1 460
	5 426	4 984

The provision for annual leave is calculated at the present value of expected payments to be made in relation to services provided by employees up to the reporting date.

Long service leave liabilities are unconditional long service leave provisions that are classified as current liabilities as the Department does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

Pre-conditional and conditional long service leave provisions are classified as non-current liabilities because the Department has an unconditional right to defer the settlement of the liability until the employee has completed the requisite years of service. Assessments indicate that actual settlement of the liabilities are expected to occur as follows:

	2024 \$000	2023 \$000
Within 12 months of the end of the reporting period	2 412	2 163
More than 12 months after the end of the reporting period	6 145	5 753
	8 557	7 916

The provision for long service leave is calculated at present value as the Department does not expect to wholly settle the amounts within 12 months. The present value is measured taking into account the present value of expected future payments to be made in relation to services provided by employees up to the reporting date. These payments are estimated using the remuneration rate expected to apply at the time of settlement and discounted using market yields at the end of the reporting period on national government bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows.

Deferred salary scheme liabilities are classified as current as the employee has the right to withdraw from the scheme and receive a lump sum payment of salary forgone by giving four weeks written notice advising of withdrawal.

Purchased leave liabilities are classified as current as there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period. This leave must be used each calendar year and cannot be accrued from year to year.

Employment on-costs involve settlements of annual and long service leave liabilities which gives rise to the payment of employment on-costs including workers' compensation insurance. The provision is the present value of expected future payments.

Employment on-costs, including workers' compensation insurance premiums, are not employee benefits and are recognised separately as liabilities and expenses when the employment to which they relate has occurred. Employment on-costs are included as part of 'Other expenses', note 3.3 (apart from the unwinding of the discount (finance cost)) and are not included as part of the Department's 'Employee benefits expense'. The related liability is included in 'Employment on-costs provision'.

Employment on-costs provision

	2024 \$000	2023 \$000
Carrying amount at start of period	1 656	1 500
Additions of provisions recognised	203	248
Payments/other sacrifices of economic benefits	(79)	(92)
Carrying amount at end of period	1 780	1 656

Key sources of estimation uncertainty – long service leave

Key estimates and assumptions concerning the future are based on historical experience and various other factors that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

Several estimates and assumptions are used in calculating the Department's long service leave provision. These include:

- Expected future salary rates;
- Discount rates;
- Employee retention rates; and
- Expected future payments.

Changes in these estimations and assumptions may impact on the carrying amount of the long service leave provision. Any gain or loss following revaluation of the present value of long service leave liabilities are recognised as employee benefits expense.

3.2 GRANTS AND SUBSIDIES

	2024 \$000	2023 \$000
Recurrent		
Contracts and agreements for the delivery of training and employment services by:		
TAFE colleges	488 412	471 527
Private training providers	158 036	122 877
Other training providers	35 386	31 380
Employer Incentive payments ^(a)	45 182	39 225
Other grants	6 139	3 621
Total grants and subsidies	733 155	668 630

^(a) Financial incentive payments are paid to employers under the following schemes:

- Employer Incentive Scheme, which was introduced from 1 July 2019 to grow apprenticeships and traineeships and make it more affordable for employers to take on apprentices and trainees;

- Defence Industry Scheme, which was introduced from 1 October 2020 to boost trade workers in the defence industry and encourage defence employers to employ apprentices in key trades;
- Adult Apprentice Employer Incentive, which was introduced from 1 July 2021 to assist employers and provide a pipeline of skilled workers in Western Australia; and
- Group Training Organisation Wage Subsidy (GWS), which was introduced from 1 January 2022 to assist small to medium enterprises (SMEs) who are engaged in tendering for government projects across Western Australia, by providing access to apprentices and trainees employed through Group Training Organisations.
- The Construction Visa Subsidies Program which provided payments to support up to 1,100 overseas workers. Payments could be used to offset costs such as migration agent fees, visa application fees and relocation expenses.
- Defence Industry White and Grey Collar Workforce initiatives provides financial assistance to approved Western Australian businesses undertaking work in the defence industry in WA, the aim of the program is to support the career progression of existing workers into professional and para-professional roles that have been identified by the WA defence industry as critical to meet the demands of technological advances across the industry.

Transactions in which the Department provides goods, services, assets (or extinguishes a liability) or labour to another party without receiving approximately equal value in return are categorised as 'Grant or subsidy expenses'. These payments or transfers are recognised at fair value at the time of the transaction and are recognised as an expense in the reporting period in which they are paid. They include transactions such as: grants, subsidies, personal benefit payments made in cash to individuals and other transfer payments made to public sector agencies, local government, non-government schools and community groups.

Grants can either be operating or capital in nature. Grants can be paid as general-purpose grants which refer to grants that are not subject to conditions regarding their use. Alternatively, they may be paid as specific purpose grants which are paid for a particular purpose and / or have conditions attached regarding their use.

3.3 OTHER EXPENDITURE

	2024 \$000	2023 \$000
Supplies and services		
Commissions	2 262	1 374
Communications	7 409	5 215
Consultants and contractors	21 727	18 069
Electricity and water expenses	658	518
Minor equipment purchases	3 698	3 899
Operating leases	323	284
Other staffing costs	399	336
Resources received	496	441
Travel	627	649
Other	2 207	1 863
Total supplies and services expenses	39 807	32 648
Accommodation expenses		
Rental expenses	4 263	4 126
Leasing consultancy services	5	17
Total accommodation expenses	4 267	4 143

	2024 \$000	2023 \$000
Other expenses		
Repairs, maintenance and minor works	3 681	727
Employment on-costs	420	387
Expected credit losses expense	70	154
VET FEE HELP Assistance scheme	656	907
Disposal costs ^(a)	130	126
Other	294	147
Total other expenses	5 251	2 449
Total other expenditure	49 325	39 240

^(a) Disposal costs relating to biological assets.

Supplies and services expenses are recognised as an expense in the reporting period in which they are incurred. The carrying amounts of any materials held for distribution are expensed when the materials are distributed.

Rental expenses are expensed as incurred as Memorandum of Understanding (MOU) Agreements between the Department and the Department of Finance for the leasing of office accommodation contain significant substitution rights.

Repairs, maintenance and minor works are recognised as expenses as incurred, except where they relate to the replacement of a significant component of an asset. In that case, the costs are capitalised and depreciated.

Employment on-costs include workers' compensation insurance and other employment on-costs. The on-costs liability associated with the recognition of annual and long service leave liabilities is included at note 3.1(b) 'Employee related provisions'. Superannuation contributions accrued as part of the provision for leave are employee benefits and are not included in employment on-costs.

Expected credit losses expense is recognised for movement in allowance for impairment of trade receivables. Please refer to note 6.1.1 'Movement in the allowance for impairment of trade receivables' for more details.

VET FEE HELP Assistance scheme relates to Western Australia's share of VET loan impairment costs paid to the Commonwealth Government. The Commonwealth Actuary estimates annual impairment costs as a percentage of all loan values, which are then applied to the calendar year value of VET loans in Western Australia.

Other operating expenses generally represent the day-to-day running costs incurred in normal operations.

4. OUR FUNDING SOURCES

How we obtain our funding

This section provides additional information about how the Department obtains its funding and the relevant accounting policy notes that govern the recognition and measurement of this funding. The primary income received by the Department and the relevant notes are:

	Notes
Income from State Government	4.1
User charges and fees	4.2
Commonwealth grants	4.3
Other income	4.4

4.1 INCOME FROM STATE GOVERNMENT

	2024 \$000	2023 \$000
Appropriation received during the period		
Service appropriation	520 842	484 259
Total Service Appropriation Received	520 842	484 259
Income received from other public sector entities during the period		
National Disability Insurance Scheme related funding for VET	-	2 081
TAFE services income	5 123	5 323
Other income	1 782	1 131
Total Income from other public sector entities	6 905	8 535
Resources received from other public sector entities during the period		
Services received free of charge	496	441
Total resources received	496	441
Royalties for Regions Fund		
Regional Community Services Account	46 633	46 787
Total Royalties for Regions Fund	46 633	46 787
Total Income from State Government	574 876	540 022

Service appropriations are recognised as income at the fair value of consideration received in the period in which the Department gains control of the appropriated funds. The Department gains control of the appropriated funds at the time those funds are deposited in the bank account or credited to the holding account held at Treasury.

Income from other public sector entities is recognised as income when the Department has satisfied its performance obligations under the funding agreement. If there is no performance obligation, income will be recognised when the Department receives the funds.

Resources received from other public sector entities are recognised as income equivalent to the fair value of the assets received or the fair value of services received that can be reliably determined and which would have been purchased if not donated.

The **Regional Infrastructure and Headworks Account and Regional Community Services Accounts** are sub-funds within the over-arching 'Royalties for Regions Fund'. The recurrent funds are committed to projects and programs in WA regional areas and are recognised as income when the Department receives the funds.

SUMMARY OF CONSOLIDATED ACCOUNT APPROPRIATIONS

For the year ended 30 June 2024

	2024 Budget \$000	2024 Supplementary Funding \$000	2024 Revised Budget \$000	2024 Actual \$000	2024 Variance \$000
Delivery of Services					
Item 59 Net amount appropriated to deliver services	519 007	(63)	518 944	518 944	(63)
Amount authorised by Other Statutes <i>Salaries and Allowances Act 1975</i>	1 830	68	1 898	1 898	68
Total appropriations provided to deliver services	520 837	5	520 842	520 842	5
Capital					
Item 133 Capital appropriation	87 765	17 148	104 913	107 749	19 984
GRAND TOTAL	608 602	17 153	625 755	628 591	19 989

No supplementary income was received by the Department in 2023-24.

4.2 USER CHARGES AND FEES

	2024 \$000	2023 \$000
Overseas student course fees	23 471	17 179
Regulatory and compliance fees	620	615
Other fees and charges	224	234
Total User Charges and Fees	24 315	18 028

Revenue is recognised at the transaction price when the Department transfers control of the services to customers. Revenue is recognised for the major activities as follows:

Overseas student course fees income is recognised when the student is marked as 'attended' on semester commencement. Completion of semesters fall within the same financial year; therefore, income is recognised in the same period.

Regulatory and compliance fees income is recognised on satisfaction of performance obligations.

Other fees and charges income is recognised on satisfaction of performance obligations.

4.3 COMMONWEALTH GRANTS

	Notes	2024 \$000	2023 \$000
Recurrent grants			
National Agreement for Skills and Workforce Development		89 650	176 966
National Partnership Agreement – Job Trainer Fund		-	20 706
12-Month 2023 Interim National Skills Agreement		36 657	37 513
2024-2028 National Skills Agreement		114 983	-
Other grants		435	469
Total Commonwealth grants		241 725	235 654

Recurrent grants are recognised as income when the grants are receivable.

4.4 OTHER INCOME

		2024 \$000	2023 \$000
Employee contributions	3.1(a)	43	41
Recoveries and refunds		163	146
Rental premises		240	238
Sale of goods and service		862	896
Other miscellaneous income		27	35
Commissions		72	66
		1 407	1 422
Gain arising from changes in fair value – land		-	350
Gain arising from changes in fair value – building		-	-
(Loss)/Gain arising from changes in fair value – livestock		(14)	22
Gain arising from changes in fair value - artwork		-	25
Gain/(Loss) arising from changes in net realisable value – inventories		70	(32)
Gain arising from termination of lease		-	-
Total gain		55	365
Total other income		1 462	1 787

Gains and losses on disposal of non-current assets are presented by deducting from the proceeds on disposal the carrying amount of the asset and related selling expenses. Gains and losses are recognised in profit or loss in the Statement of comprehensive income.

5. KEY ASSETS

This section includes information regarding the key assets the Department utilises to gain economic benefits or provide service potential. The section sets out both the key accounting policies and financial information about the performance of these assets:

	Notes
Infrastructure, property, plant and equipment	5.1
Intangible assets	5.2
Right-of-use assets	5.3

5.1 INFRASTRUCTURE, PROPERTY, PLANT AND EQUIPMENT

Year ended 30 June 2024

	Land \$000	Buildings \$000	Plant & Machinery \$000	Motor Vehicles \$000	Computer Equipment \$000
1 July 2023					
Gross carrying amount	9 806	25 479	1 590	159	2 161
Accumulated depreciation	-	-	(846)	(159)	(2 152)
Carrying amount at start of period	9 806	25 479	744	-	9
Additions	-	-	194	-	17
Disposals gross	-	-	-	-	-
Disposals accumulated depreciation	-	-	-	-	-
Transfers to / from work in progress ^(a)	-	-	-	-	-
Revaluation increments	-	943	-	-	-
Depreciation	-	(792)	(149)	-	(3)
Carrying amount at 30 June 2024	9 806	25 630	789	-	23
Gross carrying amount	9 806	25 630	1 784	159	2 178
Accumulated depreciation	-	-	(995)	(159)	(2 155)

5.1 INFRASTRUCTURE, PROPERTY, PLANT AND EQUIPMENT (continued)

Year ended 30 June 2024

	Office Equipment \$000	Artwork \$000	Furniture & Fittings \$000	Capital Work in Progress \$000	Total \$000
1 July 2023					
Gross carrying amount	191	126	6	67 317	106 835
Accumulated depreciation	(173)	-	(6)	-	(3 336)
Carrying amount at start of period	18	126	-	67 317	103 499
Additions	133	-	-	115 456	115 800
Disposals gross	(17)	-	(6)	-	(23)
Disposals accumulated depreciation	17	-	6	-	23
Transfers to / from work in progress ^(a)	-	-	-	(132 330)	(132 330)
Revaluation increments	-	-	-	-	943
Depreciation	(10)	-	-	-	(954)
Carrying amount at 30 June 2024	141	126	-	50 443	86 958
Gross carrying amount	307	126	-	50 443	90 433
Accumulated depreciation	(166)	-	-	-	(3 475)

^(a) The Department carries out capital works on behalf of the TAFE colleges. Upon completion of construction, these assets are transferred out to TAFE colleges as distributions to owners.

5.1 INFRASTRUCTURE, PROPERTY, PLANT AND EQUIPMENT (continued)

Year ended 30 June 2023

	Land \$000	Buildings \$000	Plant & Machinery \$000	Motor Vehicles \$000	Computer Equipment \$000
1 July 2022					
Gross carrying amount	8 810	16 103	1 219	159	2 217
Accumulated depreciation	-	-	(718)	(159)	(2 205)
Carrying amount at start of period	8 810	16 103	501	-	12
Additions	-	8 445	371	-	-
Disposals	-	-	-	-	-
Transfers	-	-	-	-	-
Transfers to / from work in progress ^(a)	36	-	-	-	-
Revaluation increments	960	1 506	-	-	-
Depreciation	-	(575)	(128)	-	(3)
Carrying amount at 30 June 2023	9 806	25 479	744	-	9
Gross carrying amount	9 806	25 479	1 590	159	2 161
Accumulated depreciation	-	-	(846)	(159)	(2 152)

5.1 INFRASTRUCTURE, PROPERTY, PLANT AND EQUIPMENT (continued)

Year ended 30 June 2023

	Office Equipment \$000	Artwork \$000	Furniture & Fittings \$000	Capital works in progress \$000	Total \$000
1 July 2022					
Gross carrying amount	199	101	6	38 050	66 864
Accumulated depreciation	(183)	-	(6)	-	(3 271)
Carrying amount at start of period	16	101	-	38 050	63 593
Additions	14	-	-	96 746	105 576
Disposals	-	-	-	-	-
Transfers	-	-	-	(8 445)	(8 445)
Transfers to / from work in progress ^(a)	-	-	-	(59 034)	(58 998)
Revaluation increments	-	25	-	-	2 491
Depreciation	(12)	-	-	-	(718)
Carrying amount at 30 June 2023	18	126	-	67 317	103 499
Gross carrying amount	191	126	6	67 317	106 835
Accumulated depreciation	(173)	-	(6)	-	(3 336)

^(a) The Department carries out capital works on behalf of the TAFE colleges. Upon completion of construction, these assets are transferred out to TAFE colleges as distributions to owners.

Initial recognition

Items of infrastructure, property, plant and equipment, costing \$5,000 or more are measured initially at cost. Where an asset is acquired for no cost or significantly less than fair value, the cost is valued at its fair value at the date of acquisition. Items of infrastructure, property, plant and equipment (except artworks) costing less than \$5,000 are immediately expensed direct to the Statement of comprehensive income (other than where they form part of a group of similar items which are significant in total).

Artworks irrespective of the value are initially measured at cost including the transaction cost.

Subsequent measurement

Subsequent to initial recognition of an asset, the revaluation model is used for the measurement of land and buildings.

Land is carried at fair value. Buildings are carried at fair value less accumulated depreciation and accumulated impairment losses. All other infrastructure, property, plant and equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses.

Land and buildings are independently valued annually by the Western Australian Land Information Authority (Landgate) and recognised annually to ensure that the carrying amount does not differ materially from the asset's fair value at the end of the reporting period.

Land and buildings were revalued as at 1 July 2023 by Landgate. The valuations were performed during the year ended 30 June 2024 and recognised at 30 June 2024. In undertaking the revaluation, fair value of buildings was determined based on current replacement cost, and the fair value of land was determined on the basis of comparison with market evidence for land with low level utility (high restricted use land).

All the Department's works of art collection is subject to a full independent valuation every five years. As the collection is specialised and no market-based evidence of value is readily available, the revaluation methodology used is based upon certain criteria that enable the collection to be valued at a reasonable estimate of its fair value. The revaluation of the Department's artworks was undertaken in June 2023 by independent valuer – Japingka Indigenous Fine Art Gallery. During the intervening periods a desktop valuation is completed by Management.

Significant assumptions and judgements: The most significant assumptions and judgements in estimating fair value are made in assessing whether to apply the existing use basis to assets and in determining estimated economic life. Professional judgement by the valuer is required where the evidence does not provide a clear distinction between market type assets and existing use assets.

5.1.1 DEPRECIATION AND IMPAIRMENT

Charge for the period

	Notes	2024 \$000	2023 \$000
Depreciation			
Buildings	5.1	792	575
Plant and machinery	5.1	149	128
Computer equipment	5.1	3	3
Office equipment	5.1	10	12
Total depreciation for the period		954	718

As at 30 June 2024, there were no indications of impairment to infrastructure, property, plant and equipment.

All surplus assets at 30 June 2024 have either been classified as assets held for sale or have been written-off.

Useful lives

All property, plant and equipment having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits. The exceptions to this rule include assets held for sale and land.

Depreciation is generally calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:

Asset	Useful life: years
Buildings	40 years
Plant and machinery	5 to 12 years
Office equipment	5 to 15 years
Computer equipment	3 to 5 years
Furniture and fittings	10 years
Motor vehicles	5 years

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments made where appropriate.

Land and works of art, which are considered to have an indefinite life, are not depreciated. Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period.

Impairment

Non-financial assets, including items of property, plant and equipment, are tested for impairment whenever there is an indication that the asset may be impaired. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, the asset is considered impaired and is written down to the recoverable amount and an impairment loss is recognised.

Where an asset measured at cost is written down to its recoverable amount, an impairment loss is recognised through profit or loss.

Where a previously revalued asset is written down to its recoverable amount, the loss is recognised as a revaluation decrement through other comprehensive income.

As the Department is a not-for-profit entity, the recoverable amount of regularly revalued specialised assets are anticipated to be materially the same as fair value.

If there is an indication that there has been a reversal in impairment, the carrying amount shall be increased to its recoverable amount. However, this reversal should not increase the asset's carrying amount above what would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised in prior years.

The risk of impairment is generally limited to circumstances where an asset's depreciation is materially understated, where the replacement cost is falling or where there is a significant change in useful life. Each relevant class of assets is reviewed annually to verify that the accumulated depreciation / amortisation reflects the level of consumption or expiration of the asset's future economic benefits and to evaluate any impairment risk from declining replacement costs.

5.2 INTANGIBLE ASSETS

Year ended 30 June 2024	Internally developed software \$000
1 July 2023	
Gross carrying amount	21 084
Accumulated amortisation	(15 807)
Carrying amount at start of period	5 277
Amortisation expense	(4 347)
Carrying amount at 30 June 2024	930

Year ended 30 June 2023	Internally developed software \$000
1 July 2022	
Gross carrying amount	21 084
Accumulated amortisation	(10 943)
Carrying amount at start of period	10 141
Amortisation expense	(4 864)
Carrying amount at 30 June 2023	5 277

Initial recognition

Intangible assets are initially recognised at cost. For assets acquired at no cost or for nominal cost, the cost is their fair value at the date of acquisition.

Acquired and internally generated intangible assets costing \$5,000 or more that comply with the recognition criteria of AASB 138.57 Intangible Assets (as noted above), are capitalised.

Costs incurred below these thresholds are immediately expensed directly to the Statement of comprehensive income.

An internally generated intangible asset arising from development (or from the development phase of an internal project) is recognised if, and only if, all of the following are demonstrated:

- a) the technical feasibility of completing the intangible asset so that it will be available for use or sale;
- b) an intention to complete the intangible asset and use or sell it;
- c) the ability to use or sell the intangible asset;
- d) the intangible asset will generate probable future economic benefit;
- e) the availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset; and
- f) the ability to measure reliably the expenditure attributable to the intangible asset during its development.

Costs incurred in the research phase of a project are immediately expensed.

Subsequent measurement

The cost model is applied for subsequent measurement of intangible assets, requiring the asset to be carried at cost less any accumulated amortisation and accumulated impairment losses.

5.2.1 AMORTISATION AND IMPAIRMENT

Charge for the period

	2024	2023
	\$000	\$000
Internally developed software	4 347	4 864
Total amortisation for the period	4 347	4 864

As at 30 June 2024 there were no indications of impairment to intangible assets.

The Department held no goodwill or intangible assets with an indefinite useful life during the reporting period. At the end of the reporting period there were no intangible assets not yet available for use.

Amortisation of finite life intangible assets is calculated on a straight-line basis at rates that allocate the asset's value over its estimated useful life. All intangible assets controlled by the Department have a finite useful life and zero residual value. Estimated useful lives are reviewed annually. During the year the estimated useful lives of certain items of intangible assets were revised. The net effect of the changes in the current financial year was a decrease in amortisation expense of \$517,158.

The estimated useful lives for each class of intangible asset are:

Asset	Useful life: years
Internally developed software	3 to 10 years

Impairment of intangible assets

Intangible assets with indefinite useful lives are tested for impairment annually or when an indication of impairment is identified.

The policy in connection with testing for impairment is outlined in note 5.1.1.

5.3 RIGHT-OF-USE ASSETS

Year ended 30 June 2024	Plant and equipment \$000	Motor Vehicles \$000	Total \$000
1 July 2023			
Gross carrying amount	268	428	696
Accumulated depreciation	(125)	(208)	(333)
Carrying amount at start of period	143	220	363
Additions	-	100	100
Disposals gross	(83)	(83)	(166)
Disposals accumulated depreciation	83	83	166
Depreciation	(38)	(84)	(122)
Carrying amount at 30 June 2024	105	236	341
Gross carrying amount	185	445	630
Accumulated depreciation	(80)	(209)	(289)
Year ended 30 June 2023	Plant and equipment \$000	Motor Vehicles \$000	Total \$000
1 July 2022			
Gross carrying amount	268	315	583
Accumulated depreciation	(87)	(142)	(229)
Carrying amount at start of period	181	173	354
Additions	-	113	113
Disposals	-	-	-
Depreciation	(38)	(66)	(104)
Carrying amount at 30 June 2023	143	220	363
Gross carrying amount	268	428	696
Accumulated depreciation	(125)	(208)	(333)

Initial recognition

At the commencement date of the lease, the Department recognises right-of-use assets are measured at cost comprising of:

- the amount of the initial measurement of lease liability;
- any lease payments made at or before the commencement dates less any lease incentives received;
- any initial direct costs; and
- restoration costs, including dismantling and removing the underlying asset.

This includes all leased assets other than investment property right-of-use assets, which are measured in accordance with AASB 140 *Investment Property*.

The corresponding lease liabilities in relation to these right-of-use assets have been disclosed in note 7.1 'Lease Liabilities'.

The Department has elected not to recognise right-of-use assets and lease liabilities for short-term leases (with a lease term of 12 months or less) and low value leases (with an underlying value of \$5,000 or less). Lease payments associated with these leases are expensed over a straight-line basis over the lease term.

Subsequent measurement

The cost model is applied for subsequent measurement of right-of-use assets, requiring the asset to be carried at cost less any accumulated depreciation and accumulated impairment losses and adjusted for any re-measurement of lease liability.

Depreciation and impairment of right-of-use assets

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the underlying assets.

If ownership of the leased asset transfers to the Department at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

Right-of-use assets are tested for impairment when an indication of impairment is identified. The policy in connection with testing for impairment is outlined in note 5.1.1.

The following amounts relating to leases have been recognised in the Statement of comprehensive income:

	2024 \$000	2023 \$000
Depreciation expenses of right-of-use assets	122	104
Lease interest expense	13	10
Short term leases	3	10

The total cash outflow for leases in 2024 was \$4,378,098 (2023: \$4,247,356). As at 30 June 2024 there were no indications of impairment to right-of-use assets.

The Department's leasing activities and how these are accounted for:

- The Department has leases for vehicles, machinery and office accommodation.
- The Department has also entered into a MOU Agreement with the Department of Finance for the leasing of office accommodation. These are not recognised under AASB 16 because of substitution rights held by the Department of Finance and are accounted for as an expense as incurred.

The Department recognises leases as right-of-use assets and associated lease liabilities in the Statement of financial position.

The corresponding lease liabilities in relation to these right-of-use assets have been disclosed in note 7.1 'Lease Liabilities'.

6. OTHER ASSETS AND LIABILITIES

This section sets out those assets and liabilities that arose from the Department's controlled operations and includes other assets utilised for economic benefits and liabilities incurred during normal operations:

	Notes
Receivables	6.1
Amounts receivable for services	6.2
Other current assets	6.3
Payables	6.4
Contract liabilities	6.5
Other provisions	6.6
Other current liabilities	6.7

6.1 RECEIVABLES

	2024 \$000	2023 \$000
Current		
Trade receivables	3 135	3 074
Allowance for impairment of trade receivables	(368)	(468)
Accrued revenue	1 166	615
GST receivable	1 748	1 297
Total current	5 681	4 518
Non-current		
Accrued salaries expense account ^(a)	1 409	1 230
Total non-current	1 409	1 230
Total receivables	7 090	5 748

^(a) Funds transferred to Treasury for the purpose of meeting the 27th pay in a reporting period that occurs every 11th year. This account is classified as non-current except for the year before the 27th pay year. In 2022-23, the Department disclosed \$1,230,000 as Funds transferred to Treasury for the purpose of meeting the 27th pay under Non-current Restricted cash and cash equivalents.

Trade receivables are initially recognised at their transaction price or, for those receivables that contain a significant financing component, at fair value. The Department holds the receivables with the objective to collect the contractual cash flows and therefore subsequently measured at amortised cost using the effective interest method, less an allowance for impairment.

The Department recognises a loss allowance for expected credit losses (ECLs) on a receivable not held at fair value through profit or loss. The ECLs are based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate. Individual receivables are written off when the Department has no reasonable expectations of recovering the contractual cash flows.

For trade receivables, the Department recognises an allowance for ECLs measured at the lifetime expected credit losses at each reporting date. The Department has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment. Please refer to note '3.3 Other expenditure' for the amount of ECLs expensed in this financial year.

Accrued salaries account contains amounts paid annually into the Treasurer's special purpose account. It is restricted for meeting the additional cash outflow for employee salary payments in reporting periods with 27 pay days instead of the normal 26. No interest is received on this account.

The account has been reclassified from 'Cash and cash equivalents' to 'Receivables' as it is considered that funds in the account are not cash but a right to receive the cash in future. Comparative amounts were not restated but reclassified.

6.1.1 MOVEMENT IN THE ALLOWANCE FOR IMPAIRMENT OF TRADE RECEIVABLES

	2024 \$000	2023 \$000
Reconciliation of changes in the allowance for impairment of trade receivables:		
Opening balance	468	392
Expected credit losses expense	70	154
Amounts written off during the period	(62)	(78)
Impairment losses reversed during the period	(108)	-
Allowance for impairment at end of period	368	468

The maximum exposure to credit risk at the end of the reporting period for trade receivables is the carrying amount of the asset inclusive of any allowance for impairment as shown in the table at note 8.1 (c) 'Credit risk exposure'.

The Department does not hold any collateral as security or other credit enhancements for trade receivables.

6.2 AMOUNTS RECEIVABLE FOR SERVICES (HOLDING ACCOUNT)

	2024 \$000	2023 \$000
Non-current	68 430	62 169
Total amounts receivable for services at end of period	68 430	62 169

Amounts receivable for services represent the non-cash component of service appropriations. It is restricted in that it can only be used for asset replacement or payment of leave liability.

The amounts receivable for services are financial assets at amortised cost, and are not considered impaired (i.e. there is no expected credit loss of the holding accounts).

6.3 OTHER CURRENT ASSETS

	2024 \$000	2023 \$000
Prepayments	7 246	4 118
Total other current assets at end of period	7 246	4 118

6.4 PAYABLES

	2024 \$000	2023 \$000
Current		
Trade payables	552	92
Accrued expenses	11 484	10 939
Accrued salaries	1 239	1 331
Total payables at end of period	13 275	12 362

Payables are recognised at the amounts payable when the Department becomes obliged to make future payments as a result of a purchase of assets or services. The carrying amount is equivalent to fair value as settlement for the Department is generally within 20 days.

Accrued salaries represent the amount due to staff but unpaid at the end of the reporting period. Accrued salaries are settled within a fortnight of the reporting period. The Department considers the carrying amount of accrued salaries to be equivalent to its fair value.

6.5 CONTRACT LIABILITIES

	2024	2023
	\$000	\$000
Reconciliation of changes in contract liabilities		
Opening balance	10 617	7 911
Additions	27 258	22 686
Revenue recognised in the reporting period	(26 456)	(19 980)
Total contract liabilities at end of period	11 419	10 617
Current	11 419	10 617
Non-current	-	-

The Department's contract liabilities largely relate to overseas student course fees for future semesters that are received in advance, registration fees and accommodation charges where the services are yet to be performed at the end of the reporting period.

The Department expects to satisfy the performance obligations unsatisfied at the end of the reporting period within the next 12 months.

6.6 OTHER PROVISIONS

	2024	2023
	\$000	\$000
Remediation provision	2 825	-
Total other current liabilities at end of period	2 825	-

Remediation of cladding provision

The Department has undertaken a review of its building portfolio to identify any potential risk associated with aluminium combustible panel cladding (ACP) and all high risk, high-rise building cladding as per the audit scope defined by the WA Building Commission.

The Department consulted with the TAFE Colleges to determine the number of buildings that met the criteria of the audit scope and as a result, two buildings were identified as low risk, requiring further investigation. Subsequently, the Department commissioned a Fire Safety engineer to assess the buildings and provide a Performance Solution Report with recommendations for interim management strategies, which have been implemented, and long-term measures.

The Department has completed the final building assessments including investigations and testing and has an estimated financial impact of the remediation works. A provision to remove the cladding only has been made in the current financial year. The project for the full replacement of the cladding will commence in the 2024/25 financial year.

6.7 OTHER CURRENT LIABILITIES

	2024	2023
	\$000	\$000
Tuition fees for overseas students not disbursed	2 037	867
Overseas student health cover paid in advance	55	214
Other	63	105
Total other current liabilities at end of period	2 155	1 186

7. FINANCING

This section sets out the material balances and disclosures associated with the financing and cash flows of the Department.

	Notes
Lease liabilities	7.1
Finance costs	7.2
Cash and cash equivalents	7.3
Reconciliation of cash	7.3.1
Reconciliation of operating activities	7.3.2
Commitments	7.4
Contractual commitments	7.4.1
Capital commitments	7.4.2

7.1 LEASE LIABILITIES

	2024 \$000	2023 \$000
Current	116	106
Non-current	200	228
Total Lease Liabilities	316	334

Initial measurement

At the commencement date of the lease, the Department recognises lease liabilities measured at the present value of the lease payments to be made over the lease term. The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, the Department uses the incremental borrowing rate provided by Western Australia Treasury Corporation.

Lease payments included by the Department as part of the present value calculation of lease liability include:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable;
- variable lease payments that depend on an index or a rate initially measured using the index or rate as at the commencement date;
- amounts expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options (where these are reasonably certain to be exercised); and
- payments for penalties for terminating a lease, where the lease term reflects the Department exercising an option to terminate the lease.

The interest on the lease liability is recognised in profit or loss over the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. Lease liabilities do not include any future changes in variable lease payments (that depend on an index or rate) until they take effect, in which case the lease liability is reassessed and adjusted against the right-of-use asset.

Periods covered by extension or termination options are only included in the lease term by the Department if the lease is reasonably certain to be extended (or not terminated).

Variable lease payments, not included in the measurement of lease liability, that are dependent on sales are recognised by the Department in profit or loss in the period in which the condition that triggers those payments occur.

This section should be read in conjunction with note 5.3 'Right-of-use assets'.

Subsequent measurement

Lease liabilities are measured by increasing the carrying amount to reflect interest on the lease liabilities; reducing the carrying amount to reflect the lease payments made; and remeasuring the carrying amount at amortised cost, subject to adjustments to reflect any reassessment or lease modifications.

7.2 FINANCE COSTS

	2024 \$000	2023 \$000
Finance costs		
Lease interest expense	13	10
Total finance costs expensed	13	10

'Finance cost' includes the interest component of lease liability repayments.

7.3 CASH AND CASH EQUIVALENTS

7.3.1 RECONCILIATION OF CASH

	2024 \$000	2023 \$000
Cash and cash equivalents	173 139	197 223
Restricted cash and cash equivalents	37 458	32 943
Total cash and cash equivalents at end of period	210 597	230 166
Restricted cash and cash equivalents		
	2024 \$000	2023 \$000
Current		
TAFE International WA interest bearing account ^(a)	20 212	17 888
Muresk interest bearing account	17 246	15 055

^(a) The amounts held in the TAFE International WA interest bearing account is only to be used for the purposes as determined by the *Vocational and Education Training Act 1996*.

For the purpose of the Statement of cash flows, cash and cash equivalent (and restricted cash and cash equivalent) assets comprise cash on hand and short-term deposits with original maturities of three months or less that are readily convertible to a known amount of cash and which are subject to insignificant risk of changes in value.

7.3.2 RECONCILIATION OF NET COST OF SERVICES TO NET CASH FLOWS USED IN OPERATING ACTIVITIES

	Notes	2024 \$000	2023 \$000
Net cost of services		(578 326)	(514 695)
Non-cash items			
Depreciation and amortisation expenses	5.1, 5.2	5 423	5 686
Expected credit losses expense	3.3	70	154
Resources received	4.1	496	441
Gain arising from changes in fair value - land	4.4	-	(350)
Gain arising from changes in fair value - building		-	-
Gain arising from changes in fair value - artwork	4.4	-	(25)
Gain arising from changes in fair value - livestock	4.4	14	(22)
Other (gain) / losses		-	-
Adjustments for other non-cash items		(30)	52
(Increase) / decrease in assets			
Current receivables ^(a)		(2 757)	(4 311)
Inventories		(70)	32
Non-current biological assets		-	-
Increase / (decrease) in liabilities			
Current payables ^(a)		4 691	3 537
Other current liabilities		913	296
Current provisions		799	346
Non-current provisions		333	488
Net GST receipts/(payments) ^(b)		(451)	834
Net cash used in operating activities		(568 895)	(507 537)

^(a) Note that the Australian Taxation Office (ATO) receivable/payable in respect of GST and the receivable/payable in respect of the sale / purchase of non-current assets are not included in these items as they do not form part of the reconciling items.

^(b) This is the net GST paid/received, i.e. cash transactions.

7.4 COMMITMENTS

7.4.1 CONTRACTUAL COMMITMENTS

	2024 \$000	2023 \$000
Commitments are payable as follows:		
Within 1 year	3 878	3 746
Later than 1 year and not later than 5 years	16 914	16 342
Later than 5 years	14 303	18 752
	35 095	38 840

Operating leases are expensed on a straight-line basis over the lease term as this represents the pattern of benefits derived from the leased properties.

The Department has entered into a property lease which is a non-cancellable lease with a fourteen-year term, with rent payable monthly in advance. Contingent rent provisions within the lease agreement require that minimum lease payments shall be increased 3.5% per annum. An option exists to renew the lease at the end of the fourteen-year term for an additional term of two years.

The Department has also entered into a MOU Agreement with the Department of Finance for the leasing of office accommodation. These are not recognised under AASB 16 because of substitution rights held by the Department of Finance and are accounted for as an expense as incurred.

7.4.2 CAPITAL COMMITMENTS

	2024 \$000	2023 \$000
Capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements, are payable as follows:		
Within 1 year	33 511	91 634
Later than 1 year and not later than 5 years	21 377	25 386
Later than 5 years	-	-
	54 888	117 020

The totals presented for capital commitments are GST inclusive.

The Department's capital expenditure commitments relate to payments under the asset investment program.

8. RISKS AND CONTINGENCIES

This note sets out the key risk management policies and measurement techniques of the Department.

	Notes
Financial risk management	8.1
Contingent assets	8.2.1
Contingent liabilities	8.2.2
Fair value measurements	8.3

8.1 FINANCIAL RISK MANAGEMENT

Financial instruments held by the Department are cash and cash equivalents, restricted cash and cash equivalents, receivables, payables and finance leases. The Department has limited exposure to financial risks. The Department's overall risk management program focuses on managing the risks identified below.

(a) Summary of risks and risk management

Credit risk

Credit risk arises when there is the possibility of the Department's receivables defaulting on their contractual obligations resulting in financial loss to the Department.

Credit risk associated with the Department's financial assets is minimal because the main receivable is the amounts receivable for services (holding account). For receivables other than Government, the Department trades only with recognised, creditworthy third parties. The Department has policies in place to ensure that sales of products and services are made to customers with an appropriate credit history. In addition, receivable balances are monitored on an ongoing basis with the result that the Department's exposure to bad debts is minimal. Debt will be written-off against the allowance account when it is improbable or uneconomical to recover the debt. At the end of the reporting period, there were no significant concentrations of credit risk.

Liquidity risk

Liquidity risk arises when the Department is unable to meet its financial obligations as they fall due.

The Department is exposed to liquidity risk through its trading in the normal course of business.

The Department has appropriate procedures to manage cash flows including drawdown of appropriations by monitoring forecast cash flows to ensure that sufficient funds are available to meet its commitments.

Market risk

Market risk is the risk that changes in market prices such as foreign exchange rates and interest rates will affect the Department's income or the value of its holdings of financial instruments. The Department does not trade in foreign currency and is not materially exposed to other price risks [for example, equity securities or commodity prices changes]. The Department's exposure to market risk for changes in interest rates relate primarily to the long-term debt obligations.

Other than as detailed in the interest rate sensitivity analysis table at note 8.1(e), the Department is not exposed to interest rate risk because the majority of cash and cash equivalents and restricted cash are non-interest bearing and it has no borrowings other than finance leases (fixed interest rate).

(b) Categories of financial instruments

The carrying amounts of each of the following categories of financial assets and financial liabilities at the end of the reporting period are:

	2024 \$000	2023 \$000
Financial Assets		
Cash and cash equivalents	210 597	231 396
Financial assets at amortised cost ^(a)	72 430	65 390
Total financial assets	283 027	296 786
Financial liabilities		
Financial liabilities at amortised cost ^(b)	13 590	12 696
Total financial liabilities	13 590	12 696

(a) The amount of financial assets at amortised cost excludes GST recoverable from the ATO (statutory receivable).

(b) The amount of financial liabilities at amortised cost excludes GST payable to the ATO (statutory payable).

(c) Credit risk exposure

The following table details the credit risk exposure on the Department's trade receivables using a provision matrix.

30 June 2024	Total \$000	Current \$000	Days past due		
			31-60 days \$000	61-90 days \$000	> 91 days \$000
Government debtors					
Expected credit loss rate		0%	0%	0%	0%
Estimated total gross carrying amount at default	2,236	2,110	111	15	-
Expected credit losses	-	-	-	-	-
Payroll debtors					
Expected credit loss rate		0%	0%	0%	27.3%
Estimated total gross carrying amount at default	11	-	-	-	11
Expected credit losses	(3)	-	-	-	(3)
Private training providers					
Expected credit loss rate		0%	0%	0%	97.3%
Estimated total gross carrying amount at default	400	40	9	21	330
Expected credit losses	(321)	-	-	-	(321)
Companies and individuals					
Expected credit loss rate		0%	0%	5.3%	0%
Estimated total gross carrying amount at default	372	289	64	19	-
Expected credit losses	(1)	-	-	(1)	-
Overseas students					
Expected credit loss rate		0%	0%	0%	39.4%
Estimated total gross carrying amount at default	116	7	-	-	109
Expected credit losses	(43)	-	-	-	(43)

(c) Credit risk exposure (continued)

30 June 2023	Total \$000	Current \$000	Days past due		
			31-60 days \$000	61-90 days \$000	> 91 days \$000
Government debtors					
Expected credit loss rate		0%	0%	0%	0%
Estimated total gross carrying amount at default	1 554	1 506	15	-	33
Expected credit losses	-	-	-	-	-
Payroll debtors					
Expected credit loss rate		0%	0%	0%	0%
Estimated total gross carrying amount at default	9	-	-	-	9
Expected credit losses	(2)	-	-	-	(2)
Private training providers					
Expected credit loss rate		20%	0%	0%	99%
Estimated total gross carrying amount at default	897	568	8	-	321
Expected credit losses	(426)	(108)	0	-	(318)
Companies and individuals					
Expected credit loss rate		0%	0%	0%	4.5%
Estimated total gross carrying amount at default	404	220	74	-	110
Expected credit losses	(5)	-	-	-	(5)
Overseas students					
Expected credit loss rate		0%	0%	3.8%	53.1%
Estimated total gross carrying amount at default	152	-	62	26	64
Expected credit losses	(35)	-	-	(1)	(34)

(d) Liquidity risk and interest rate exposure

The following table details the Department's interest rate exposure and the contractual maturity analysis of financial assets and financial liabilities. The maturity analysis section includes interest and principal cash flows. The interest rate exposure section analyses only the carrying amounts of each item.

Interest rate exposure and maturity analysis of financial assets and financial liabilities**Interest rate exposure**

	Weighted average effective interest rate %	Carrying amount \$000	Fixed interest rate \$000	Variable interest rate \$000	Non-interest bearing \$000	Nominal amount \$000
2024						
Financial assets						
Cash and cash equivalents	0.00	173 139	-	-	173 139	173 139
Restricted cash and cash equivalents	3.99	37 458	-	37 458	-	37 458
Receivables ^(a)		5 342	-	-	5 342	5 342
Amounts receivable for services		68 430			68 430	68 430
		284 369	-	37 458	246 911	284 369
Financial liabilities						
Payables		13 208	-	-	13 208	13 208
Lease liabilities ^(b)	2.90	316	316	-	-	316
		13 524	316	-	13 208	13 524

Maturity Dates

	Up to 1 month \$000	1-3 months \$000	3 months to 1 year \$000	1-5 years \$000	More than 5 years \$000
2024					
Financial assets (continued)					
Cash and cash equivalents	173 139	-	-	-	-
Restricted cash and cash equivalents	37 458	-	-	-	-
Receivables ^(a)	5 342	-	-	-	-
Amounts receivable for services	-	-	-	68 430	-
	215 939	-	-	68 430	-
Financial liabilities					
Payables	13 208	-	-	-	-
Lease liabilities ^(b)	7	14	94	194	7
	13 215	14	94	194	7

^(a) The amount of receivables excludes the GST recoverable from the ATO (statutory receivable).

^(b) The amount of lease liabilities includes \$237,975 from leased vehicles and \$77,596 from leased plant and equipment.

(d) Liquidity risk and interest rate exposure (continued)

Interest rate exposure

	Weighted average effective interest rate %	Carrying amount \$000	Fixed interest rate \$000	Variable interest rate \$000	Non- interest bearing \$000	Nominal amount \$000
2023						
Financial assets						
Cash and cash equivalents	0.00	197 223	-	-	197 223	197 223
Restricted cash and cash equivalents	2.63	32 943	-	32 943	-	32 943
Receivables ^(a)		3 221	-	-	3 221	3 221
Amounts receivable for services		62 169	-	-	62 169	62 169
		295 556	-	32 943	262 613	295 556
Financial liabilities						
Payables		12 362	-	-	12 362	12 362
Lease liabilities ^(b)	3.15	334	334	-	-	334
		12 696	334	-	12 362	12 696

Maturity Dates

	Up to 1 month \$000	1-3 months \$000	3 months to 1 year \$000	1-5 years \$000	More than 5 years \$000
2023					
Financial assets (continued)					
Cash and cash equivalents	197 223	-	-	-	-
Restricted cash and cash equivalents	32 943	-	-	-	-
Receivables ^(a)	2 920	178	123	-	-
Amounts receivable for services	-	-	-	62 169	-
	233 086	178	123	62 169	-
Financial liabilities					
Payables	12 362	-	-	-	-
Lease liabilities ^(b)	7	12	88	227	-
	12 369	12	88	227	-

^(a) The amount of receivables excludes the GST recoverable from the ATO (statutory receivable).

^(b) The amount of lease liabilities includes \$220,023 from leased vehicles and \$114,117 from leased plant and equipment.

(e) Interest rate sensitivity analysis

The following table represents a summary of the interest rate sensitivity of the Department's financial assets and liabilities at the end of the reporting period on the surplus for the period and equity for a 1% change in interest rates. It is assumed that the change in interest rates is held constant throughout the reporting period.

		-100 basis points		+100 basis points	
	Carrying amount \$000	Surplus \$000	Equity \$000	Surplus \$000	Equity \$000
2024					
Financial assets					
Restricted cash and cash equivalents ^(a)	37 458	(375)	(375)	375	375
Total increase / (decrease)	37 458	(375)	(375)	375	375
2023					
Financial assets					
Restricted cash and cash equivalents ^(a)	32 942	(329)	(329)	329	329
Total increase / (decrease)	32 942	(329)	(329)	329	329

^(a) The TAFE International WA and Muresk interest bearing accounts are the only cash balances within restricted cash and cash equivalents subject to interest earnings.

8.2 CONTINGENT ASSETS AND LIABILITIES

Contingent assets and contingent liabilities are not recognised in the Statement of financial position but are disclosed and, if quantifiable, are measured at the best estimate.

Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

8.2.1 CONTINGENT ASSETS

The Department did not identify any contingent assets for the 2023-24 financial year.

8.2.2 CONTINGENT LIABILITIES

The following contingent liabilities are excluded from the liabilities included in the financial statements:

Native Title Claims

The Department is subject to one native title claim lodged with the National Native Title Tribunal that has been accepted for registration in the Federal Court. The financial effect, should this claim be successful, cannot be estimated at this time.

Contaminated sites

The Department works together with the TAFE Colleges, as the site managing body, to maintain a safe environment for site users. Under the Contaminated Sites Act 2003 (CSA), the Department is required to report known and suspected contaminated sites to the Department of Water and Environmental Regulation (DWER). In accordance with the CSA, DWER classifies these sites according to the anticipated risk to health, the environment and environmental values. Where sites are classified as 'contaminated – remediation required' or 'possibly contaminated – investigation required', the Department may have liability in respect of investigation or remediation expenses.

The Department has previously identified one site classified as 'Possibly contaminated – investigation required' for which an assessment and a partial remediation process has been completed and the part of the site which has been remediated has now been reclassified as 'Remediated for restricted use' with the remainder of the site remaining classified as 'Possibly contaminated – investigation required'.

Additionally, the Department has previously identified two further sites classified as 'Possibly contaminated – investigation required'. This classification is likely to remain unchanged until significant development of the sites occurs. Further consultation with both Landgate and DWER will be required, if the sites are significantly developed in future.

The Department is unable to assess the likely outcome of the classification process for all three sites identified, as noted above, and accordingly it is not practicable to estimate the potential financial effect or to identify the uncertainties relating to the amount or timing of any outflows. While there is no possibility of reimbursement of any future expenses that may be incurred in the remediation of these sites, the Department may apply for funding from DWER's Contaminated Sites Management Account to undertake further investigative work or to meet remediation costs that may be required.

Legal matter

A plaintiff has made a claim in relation to alleged discrimination at a Tribunal that has a jurisdictional limit of \$40,000. Liability has been denied and the matter is now scheduled for a directions hearing.

8.3 FAIR VALUE MEASUREMENTS

Assets measured at fair value:	Level 1	Level 2	Level 3	Fair value at end of period
2024	\$000	\$000	\$000	\$000
Biological assets	-	183	-	183
Artwork (note 5.1)	-	126	-	126
Land (note 5.1)	-	-	9 806	9 806
Buildings (note 5.1)	-	-	25 630	25 630
	-	309	35 436	35 745

Assets measured at fair value:	Level 1	Level 2	Level 3	Fair value at end of period
2023	\$000	\$000	\$000	\$000
Biological assets	-	338	-	338
Artwork (note 5.1)	-	126	-	126
Land (note 5.1)	-	-	9 806	9 806
Buildings (note 5.1)	-	-	25 479	25 479
	-	464	35 285	35 749

There were no transfers between Levels 1, 2 or 3 during the current and previous periods.

Valuation techniques to derive Level 2 fair values

Level 2 fair values of Biological assets and Artwork are derived using the market approach.

Fair value measurements using significant unobservable inputs (Level 3)

	Land	Buildings
2024	\$000	\$000
Fair value at start of period	9 806	25 479
Transfers	-	-
Transfers from work in progress	-	-
Revaluation increments recognised in Profit or Loss	-	-
Revaluation increments recognised in Other comprehensive income	-	943
Depreciation expense	-	(792)
Fair value at end of period	9 806	25 630
Total gains for the period included in profit or loss	-	-

2023	Land \$000	Buildings \$000
Fair value at start of period	8 810	16 103
Transfers from work in progress	36	-
Revaluation increments recognised in Profit or Loss	-	8 445
Revaluation increments recognised in Other comprehensive income	350	-
Disposals	610	1 506
Depreciation expense	-	(575)
Fair value at end of period	9 806	25 479
Total gains for the period included in profit or loss	350	-

Valuation processes

There were no changes in valuation techniques during the period.

Transfers in and out of a fair value level are recognised on the date of the event or change in circumstances that caused the transfer. Transfers are generally limited to assets newly classified as non-current assets held for sale as the Treasurer's Instructions require valuations of land and buildings to be categorised within Level 3 where the valuations will utilise significant Level 3 inputs on a recurring basis.

Land (Level 3 fair values)

Fair value for restricted use land is based on comparison with market evidence for land with low level utility (high restricted use land). The relevant comparators of land with low level utility is selected by Landgate and represents the application of a significant Level 3 input in this valuation methodology. The fair value measurement is sensitive to values of comparator land, with higher values of comparator land correlating with higher estimated fair values of land.

Buildings (Level 3 fair values)

Fair value for existing use specialised buildings is determined by reference to the cost of replacing the remaining future economic benefits embodied in the asset, i.e. the current replacement cost. Current replacement cost is generally determined by reference to the market observable replacement cost of a substitute asset of comparable utility and the gross project size specifications, adjusted for obsolescence. Obsolescence encompasses physical deterioration, functional (technological) obsolescence and economic (external) obsolescence.

Valuation using current replacement cost utilises the significant Level 3 input, consumed economic benefit/ obsolescence of asset which is estimated by Landgate. The fair value measurement is sensitive to the estimate of consumption / obsolescence, with higher values of the estimate correlating with lower estimated fair values of buildings.

Basis of valuation

In the absence of market-based evidence, due to the specialised nature of some non-financial assets, these assets are valued at Level 3 of the fair value hierarchy on an existing use basis. The existing use basis recognises that restrictions or limitations have been placed on their use and disposal when they are not determined to be surplus to requirements. These restrictions are imposed by virtue of the assets being held to deliver a specific community service.

9. OTHER DISCLOSURES

This section includes additional material disclosures required by accounting standards or other pronouncements, for the understanding of this financial report.

	Notes
Events occurring after the end of the reporting period	9.1
Initial application of Australian Accounting Standards	9.2
Future impact of Australian Accounting Standards issued but not yet operative	9.3
Key management personnel	9.4
Related party transactions	9.5
Affiliated bodies	9.6
Remuneration of auditors	9.7
Equity	9.8
Supplementary financial information	9.9
Services provided free of charge	9.10
Indian Ocean Territories	9.11

9.1 EVENTS OCCURRING AFTER THE END OF THE REPORTING PERIOD

The Department has not identified any material events occurring after the end of the reporting period that would require any adjustment or disclosure.

9.2 INITIAL APPLICATION OF AUSTRALIAN ACCOUNTING STANDARDS

The following standards are operative for reporting periods ended on or after 30 June 2024:

- AASB 2021-2 – Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definitions of Accounting Estimates.

The Department considers the above standard do not have material impact on its accounts.

9.3 FUTURE IMPACT OF AUSTRALIAN ACCOUNTING STANDARDS ISSUED BUT NOT YET OPERATIVE

The Department cannot early adopt an Australian Accounting Standard unless specifically permitted by TI 1101 *Application of Australian Accounting Standards and Other Pronouncements* or by an exemption from TI 1101. Where applicable, the Department plans to apply the following Australian Accounting Standards from their application date.

Operative for reporting periods beginning on/after

Operative for reporting periods beginning on/after 1 Jan 2024

AASB 2020-1 *Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current* 1 Jan 2024

This Standard amends AASB 101 to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current.

There is no financial impact.

AASB 2022-5 *Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback* 1 Jan 2024

This Standard amends AASB 16 to add measurement requirements for sale and leaseback transactions that satisfy the requirements in AASB 15 to be accounted for as a sale.

There is no financial impact.

AASB 2022-6 *Amendments to Australian Accounting Standards – Non-current Liabilities with Covenants* 1 Jan 2024

This Standard amends AASB 101 to improve the information an entity provides in its financial statements about liabilities arising from loan arrangements for which the entity's right to defer settlement of those liabilities for at least twelve months after the reporting period is subject to the entity complying with conditions specified in the loan arrangement. The Standard also amends an example in Practice Statement 2 regarding assessing whether information about covenants is material for disclosure.

There is no financial impact.

AASB 2022-10 *Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities* 1 Jan 2024

This Standard amends AASB 13 for fair value measurements of non-financial assets of not-for-profit public sector entities not held primarily for their ability to generate net cash inflows. Specifically, it provides guidance on how the cost approach is to be applied to measure the asset's fair value, including guidance on the nature of costs to include in the replacement cost of a reference asset.

As such, for non-financial assets measured by the cost approach, professional and management fees are to be included in the replacement cost of a reference asset (that are currently excluded by the valuer). This is likely to increase the fair value of those assets (and a corresponding increase in other comprehensive income accumulated in revaluation surplus).

There is no financial impact.

AASB 2023-1 *Amendments to Australian Accounting Standards – Supplier Finance Arrangements* **1 Jan 2024**

This Standard amends: (a) AASB 107; and (b) AASB 7 as a consequence of the issuance of International Financial Reporting Standard Supplier Finance Arrangements (Amendments to IAS 7 and IFRS 7) by the International Accounting Standards Board in May 2023.

There is no financial impact.

Operative for reporting periods beginning on/after 1 Jan 2025

AASB 2014-10 *Amendments to Australian Accounting Standards – Sale or Contribution of Assets between an Investor and its Associate or Joint Venture* **1 Jan 2025**

This Standard amends AASB 10 and AASB 128 to address an inconsistency between the two standards.

The Department has not assessed the impact of the Standard.

AASB 2021-7c *Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128 and Editorial Corrections* **1 Jan 2025**

This Standard further defers (to 1 January 2025) the amendments to AASB 10 and AASB 128 relating to the sale or contribution of assets between an investor and its associate or joint venture.

The standard also includes editorial corrections.

The Department has not assessed the impact of the Standard.

AASB 2023-5 *Amendments to Australia Accounting Standards – Lack of Exchangeability* **1 Jan 2025**

This Standard amends AASB 121 and AASB 1 to require entities to apply a consistent approach to determining whether a currency is exchangeable into another currency and the spot exchange rate to use when it is not exchangeable.

The Standard also amends AASB 121 to extend the exemption from complying with the disclosure requirements for entities that apply AASB 1060 to ensure Tier 2 entities are not required to comply with the new disclosure requirements in AASB 121 when preparing their Tier 2 financial statements.

The Department has not assessed the impact of the Standard.

Operative for reporting periods beginning on/after 1 Jan 2026

AASB 2022-9 *Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector* **1 Jul 2026**

This Standard amends AASB 17 and AASB 1050 to include modifications with respect to the application of AASB 17 by public sector entities.

This Standard also amends the following Standards to remove the temporary consequential amendments set out in AASB 2022-8 since AASB 4 and AASB 1023 do not apply to public sector entities for periods beginning on or after 1 July 2026: (a) AASB 1; (b) AASB 3; (c) AASB 5; (d) AASB 7; (e) AASB 9; (f) AASB 15; (g) AASB 119; (h) AASB 132; (i) AASB 136; (j) AASB 137; (k) AASB 138; (l) AASB 1057; and (m) AASB 1058

The Department has not assessed the impact of the Standard.

9.4 KEY MANAGEMENT PERSONNEL

The Department has determined key management personnel to include cabinet ministers and senior officers of the Department. The Department does not incur expenditures to compensate Ministers and those disclosures may be found in the *Annual Report on State Finances*.

The total fees, salaries, superannuation, non-monetary benefits and other benefits for senior officers of the Department for the reporting period are presented within the following bands:

Compensation band (\$)	2024	2023
350 001 – 400 000	1	1
300 001 – 350 000	-	-
250 001 – 300 000	-	-
200 001 – 250 000	4	3
150 001 – 200 000	-	-
100 001 – 150 000	-	2

	2024 \$000	2023 \$000
Short-term employee benefits	1 043	1 058
Post-employment benefits	141	136
Other long-term benefits	130	129
Termination benefits	-	7
Total compensation of senior officers	1 314	1 330

Total compensation includes the superannuation expense incurred by the Department in respect of senior officers.

9.5 RELATED PARTY TRANSACTIONS

The Department is a wholly owned public sector entity that is controlled by the State of Western Australia.

Related parties of the Department include:

- all cabinet members and their close family members, and their controlled or jointly controlled entities;
- all senior officers and their close family members, and their controlled or jointly controlled entities;
- other departments and statutory authorities, including related bodies, that are included in the whole of government consolidated financial statements (i.e. wholly-owned public sector entities);
- associates and joint ventures of a wholly-owned public sector entity; and
- the Government Employees Superannuation Board (GESB).

Significant transactions with the Government-related entities

In conducting its activities, the Department is required to transact with the State and entities related to the State. These transactions are generally based on the standard terms and conditions that apply to all agencies. Significant transactions include:

- service appropriation (note 4.1);
- capital appropriation (note 9.8);
- superannuation contributions to GESB (note 3.1(a))
- grants provided to TAFE colleges (note 3.2); and
- remuneration for services provided by the Auditor General (note 9.7).

Material transactions with other related parties

Outside of normal citizen type transactions with the Department, there were no other related party transactions that involved key management personnel and / or their close family members and / or their controlled (or jointly controlled) entities.

9.6 AFFILIATED BODIES

The table below are government affiliated bodies that received grants from the Department. These Training Councils are not subject to operational control by the Department.

	2024 \$000	2023 \$000
Community Services, Health and Education Training Council	506	641
Financial, Administrative and Professional Services Training Council	541	535
Food, Fibre & Timber Industries Training Council	505	500
Futurenow - Creative and Leisure Industries Training Council	505	500
Logistics Training Council	599	593
Resources Industry Training Council	385	381
Utilities, Engineering, Electrical and Automotive Training Council	541	535
Total	3 582	3 685

9.7 REMUNERATION OF AUDITORS

Remuneration paid or payable to the Auditor General in respect of the audit for the current financial year is as follows:

	2024 \$000	2023 \$000
Auditing the accounts, financial statements, controls and key performance indicators	265	241
	265	241

9.8 EQUITY

	2024 \$000	2023 \$000
Contributed equity		
Balance at start of period	4 642	14 267
Contributions by owners		
Capital appropriation	107 749	59 626
Other contributions by owners		
Land asset transfer	-	36
Transfer of net assets from other agencies		
Transfer of assets from TAFE colleges	3 024	-
Transfer of assets from other public sector agencies	-	-
Total contributions by owners	110 773	59 662
Distributions to owners		
Transfer of net assets to other agencies:		
Transfer of completed capital works projects to TAFE colleges	(132 330)	(59 034)
Transfers of assets to TAFE colleges	-	-
Transfers of funding related to capital works projects to TAFE colleges	(9 366)	(10 253)
Transfers to other public sector agencies	(3 024)	-
Total distributions to owners	(144 720)	(69 287)
Transfer of debit balance in contributed equity to accumulated surplus	29 305	-
Total contributed equity at end of period	-	4 642

	2024 \$000	2023 \$000
Asset revaluation surplus		
Balance at start of period	3 600	1 484
Net revaluation increments		
Land	-	610
Buildings	943	1 506
Total asset revaluation surplus at end of period	4 543	3 600
Accumulated surplus		
Balance at start of period	366 028	340 701
Result for the period	(3 450)	25 327
Transfer of debit balance in contributed equity to accumulated surplus	(29 305)	-
Balance at end of period	333 272	366 028

9.9 SUPPLEMENTARY FINANCIAL INFORMATION

(a) Write-offs

During the financial year, \$61,434 (2023: \$77 646) of debts due to the Department were written off under the authority of:

	2024 \$000	2023 \$000
The accountable authority	61	78
	61	78

(b) Losses through theft, defaults and other causes

	2024 \$000	2023 \$000
Losses of public money and public and other property through theft or default	4	4
Amounts recovered	-	2
	4	2

(c) Forgiveness of debts

During the financial year, there was no forgiveness (or waiver) of debts by the Department.

(d) Gifts of public property

During the financial year, the Department did not provide gifts of public property.

9.10 SERVICES PROVIDED FREE OF CHARGE

During the period, the following services were provided to other public sector agencies free of charge:

- Accounting and human resource services
- Building management services
- Information and communications technology services
- TAFE advertising campaign
- TAFE admissions and VET support systems services

	2024 \$000	2023 \$000
North Metropolitan TAFE	9 215	8 366
South Metropolitan TAFE	8 040	7 398
North Regional TAFE	2 336	1 210
Central Regional TAFE	2 755	1 945
South Regional TAFE	3 766	2 342
WA Academy of Performing Arts (Edith Cowan University)	22	22
	26 134	21 283

9.11 INDIAN OCEAN TERRITORIES

Reconciliation of Commonwealth funds received and expended for the Indian Ocean Territories

	2024	2023
	\$000	\$000
Opening balance	(31)	(24)
Receipts	246	237
Payments	(244)	(244)
Closing balance	(29)	(31)

10. EXPLANATORY STATEMENTS

This section explains variations in the financial performance of the Department.

	Notes
Explanatory statement for controlled operations	10.1
Explanatory statement for administered items	10.2

10.1 EXPLANATORY STATEMENT FOR CONTROLLED OPERATIONS

This explanatory section explains variations in the financial performance of the Department undertaking transactions under its own control, as represented by the primary financial statements.

All variances between annual estimates (original budget) and actual results for 2024, and between the actual results for 2024 and 2023 are shown below. Narratives are provided for major variances which are more than 10% of the comparative and which are also more than 1% of the following as appropriate):

- 1) Estimate and actual results for the current year:
 - Total Cost of Services of the annual estimates for the Statement of comprehensive income and Statement of cashflows (i.e. 1% of \$833,384,000), and
 - Total Assets of the annual estimates for the Statement of financial position (i.e. of \$378,599,000).
- 2) Actual results between the current year and the previous year:
 - Total Cost of Services of the previous year for the Statements of comprehensive income and Statement of cash flows (i.e. 1% of \$771,816,000), and
 - Total Assets of the previous year for the Statement of financial position (i.e. 1% of \$411,709,000).

10.1.1 STATEMENT OF COMPREHENSIVE INCOME VARIANCES

	Variance Note	Estimate 2024	Actual 2024	Actual 2023	Variance between estimate and actual	Variance between actual results for 2024 and 2023
		\$000	\$000	\$000	\$000	\$000
Expenses						
Employee benefits expenses		62 204	61 764	58 251	(440)	3 513
Supplies and services		36 183	39 807	32 648	3 624	7 159
Depreciation and amortisation expenses		6 288	5 423	5 686	(865)	(263)
Finance costs		11	13	10	2	3
Accommodation expenses		4 611	4 267	4 143	(344)	124
Grants and subsidies		719 020	733 155	668 630	14 135	64 525
Other expenses		5 067	5 251	2 449	184	2 802
Total cost of services		833 384	849 681	771 816	16 297	77 864
Income						
User charges and fees		20 585	24 315	18 028	3 730	6 287
Commonwealth grants	1	194 220	241 725	235 654	47 505	6 071
Interest income		905	3 853	1 652	2 948	2 201
Other income		2 073	1 462	1 787	(611)	(325)
Total income other than income from State Government		217 783	271 355	257 121	53 572	14 234
NET COST OF SERVICES		615 601	578 326	514 695	(37 275)	63 630
Income from State Government						
Service appropriation		520 837	520 842	484 259	5	36 583
Income from other public sector entities		6 759	6 905	8 535	146	(1 630)
Resources received		294	496	441	202	55
Royalties for Regions Fund		47 200	46 633	46 787	(567)	(154)
Total income from State Government		575 090	574 876	540 022	(214)	34 854
SURPLUS / (DEFICIT) FOR THE PERIOD		(40 511)	(3 450)	25 327	37 061	(28 775)
Other comprehensive income						
Changes in asset revaluation surplus		-	943	2 116	943	(1 173)
Total other comprehensive income		-	943	2 116	943	(1 173)
TOTAL COMPREHENSIVE INCOME/(LOSS) FOR THE PERIOD		(40 511)	(2 507)	27 442	38 004	(29 949)

Major estimate and actual (2024) variance narratives:

1. Commonwealth grants was higher than estimates by \$47.5 million (24.5%) largely reflecting the introduction of the National Skills Agreement and the Fee Free TAFE skills agreement.

10.1.2 STATEMENT OF FINANCIAL POSITION VARIANCES

	Variance Note	Estimate 2024	Actual 2024	Actual 2023	Variance between estimate and actual	Variance between actual results for 2024 and 2023
		\$000	\$000	\$000	\$000	\$000
ASSETS						
Current assets						
Cash and cash equivalents	1, a	139 273	173 139	197 223	33 866	(24 084)
Restricted cash and cash equivalents	2, b	28 109	37 458	32 943	9 349	4 515
Inventories		63	101	30	38	71
Receivables		3 103	5 681	4 518	2 578	1 163
Other current assets	3	1 737	7 246	4 118	5 509	3 128
Total current assets		172 285	223 625	238 833	51 340	(15 206)
Non-current assets						
Restricted cash and cash equivalents		1 075	1 409	1 230	334	179
Biological assets		446	183	338	(263)	(155)
Amounts receivable for services	c	68 430	68 430	62 169	-	6 261
Infrastructure, property, plant and equipment	4, d	155 832	86 958	103 499	(68 874)	(16 541)
Intangible assets	e	138	930	5 277	792	(4 347)
Right-of-use assets		413	341	363	(72)	(22)
Total non-current assets		226 334	158 251	172 876	(68 083)	(14 625)
TOTAL ASSETS		398 619	381 876	411 709	(16 743)	(29 831)
LIABILITIES						
Current liabilities						
Payables		13 205	13 275	12 362	70	913
Contract liabilities		7 911	11 419	10 617	3 508	802
Lease liabilities		109	116	106	7	9
Employee related provisions		8 141	9 286	8 487	1 145	799
Other provisions		-	2 825	-	2 825	2 825
Other current liabilities		-	2 155	1 186	2 155	969
Total current liabilities		29 366	39 076	32 759	9 710	6 318
Non-current liabilities						
Lease liabilities		128	200	228	72	(28)
Employee related provisions		3 965	4 785	4 452	820	333
Total non-current liabilities		4 093	4 985	4 680	892	306
TOTAL LIABILITIES		33 459	44 061	37 439	10 602	6 623
NET ASSETS		365 160	337 816	374 270	(27 345)	(36 454)
EQUITY						
Contributed equity		40 221	-	4 642	(40 221)	(4 642)
Asset revaluation reserve		-	4 543	3 600	4 543	943
Accumulated surplus		324 939	333 272	366 028	8 334	(32 755)
TOTAL EQUITY		365 160	337 816	374 270	(27 345)	(36 454)

Major estimate and actual (2024) variance narratives:

1. Cash and cash equivalents is higher than estimates by \$33.9 million (24.3%) largely due to the timing of receipts and payments under Commonwealth programs, timing of payments under subsidy schemes and higher commercial revenues.
2. Restricted cash and cash equivalents is higher than estimates by \$9.3 million (33.3%) largely due to higher than anticipated growth in international student enrolments and the timing of expenditure.
3. Other current assets is higher than estimates by \$5.5 million (317.2%) largely due to the timing of payments for software licences.
4. Property, plant and equipment is lower than estimates by \$68.9 million (44.2%) largely due to a faster than anticipated completion of capital works projects transferred to the TAFE Colleges.

Major actual (2024) and comparative (2023) variance narratives:

- a. Cash and cash equivalents decreased by \$24.1 million (12.2%) largely due to timing of receipts and payments for capital works, timing of receipts and payments under Commonwealth programs, and timing of payments under subsidy schemes.
- b. Restricted cash and cash equivalents increased by \$4.5 million (13.7%) largely due to the timing of expenditure associated with international students.
- c. Amounts receivable for services increased by \$6.3 million (10.1%) due to amounts appropriated for asset replacement.
- d. Property plant and equipment decreased by \$16.5 million (16.0%) largely due to a faster than anticipated completion of capital works projects transferred to the TAFE Colleges.
- e. Intangible assets decreased by \$4.3 million (82.4%) due to increased amortisation of software.

10.1.3 STATEMENT OF CASH FLOWS VARIANCES

	Variance Note	Estimate 2024	Actual 2024	Actual 2023	Variance between estimate and actual	Variance between actual results for 2024 and 2023
		\$000	\$000	\$000	\$000	\$000
CASH FLOWS FROM STATE GOVERNMENT						
Service appropriation		514 576	514 581	477 971	5	36 610
Capital appropriation	1, a	90 601	107 749	59 626	17 148	48 123
Funds from other public sector entities		6 128	5 864	7 805	(264)	(1 941)
Royalties for Regions Fund		47 200	46 633	46 787	(567)	(154)
Net cash provided by State Government		658 505	674 827	592 189	16 322	82 638
CASH FLOWS FROM OPERATING ACTIVITIES						
Payments						
Employee benefits		(61 915)	(60 785)	(57 374)	1,130	(3 411)
Supplies and services and other expenses		(45 705)	(44 502)	(38 164)	1,203	(6 338)
Finance costs		(11)	(13)	(10)	(2)	(3)
Grants and subsidies		(719 020)	(735 484)	(672 149)	(16 464)	(63 335)
GST payments on purchases		(13 821)	(17 995)	(15 912)	(4 174)	(2 083)
Receipts						
User charges and fees		20 348	26 082	21 134	5 734	4 948
Commonwealth grants	2	194 220	241 882	235 654	47,662	6 228
Interest received		905	3 280	1 159	2 375	2 121
GST receipts on sales		840	877	941	37	(64)
GST receipts from taxation authority		12 981	17 118	14 970	4 137	2 148

	Variance Note	Estimate 2024	Actual 2024	Actual 2023	Variance between estimate and actual	Variance between actual results for 2024 and 2023
		\$000	\$000	\$000	\$000	\$000
Other receipts		2 941	647	2 214	(2 294)	(1 567)
Net cash provided by / (used in) operating activities		(608 237)	(568 895)	(507 537)	39 344	(61 357)
CASH FLOWS FROM INVESTING ACTIVITIES						
Payments						
Purchase of non-current assets	b	(109 321)	(115 838)	(97 348)	(6 517)	(18 490)
Net cash provided by / (used in) investing activities		(109 321)	(115 838)	(97 348)	(6 517)	(18 490)
CASH FLOWS FROM FINANCING ACTIVITIES						
Payments						
Principal elements of lease payments		(77)	(118)	(101)	(41)	(17)
Equity transfer to TAFEs for capital purchases		(2 000)	(9 366)	(10 252)	(7 366)	886
Payment to accrued salaries account		-	(179)	(155)	(179)	(24)
Net cash provided by / (used in) financing activities		(2 077)	(9 663)	(10,508)	(7 586)	844
Net increase / (decrease) in cash and cash equivalents		(61 130)	(19 569)	(23 204)	41 563	3 635
Cash and cash equivalents at the beginning of the period		229 587	230 166	253 370	579	(23 204)
CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD		168 457	210 597	230 166	42 142	(19 569)

Major estimate and actual (2024) variance narratives:

1. Capital appropriation was higher than estimates by \$17.1 million (18.9%) due to timing of receipts associated with faster than anticipated progress on capital works projects.
2. Commonwealth grants was higher than estimates by \$47.6 million (24.5%) largely reflecting the introduction of the National Skills Agreement and the Fee Free TAFE skills agreement.

Major actual (2024) and comparative (2023) variance narratives:

- a. Capital appropriation increased by \$48.1 million (80.7%) largely due to timing of progress on capital works projects.
- b. Purchase of non-current assets increased by \$18.5 million (19.0%) largely due to progress of projects under the asset investment program.

10.2 EXPLANATORY STATEMENT FOR ADMINISTERED ITEMS

This explanatory section explains variations in the financial performance of the Department undertaking transactions that it does not control but has responsibility to the government for, as detailed in the administered schedules.

All variances between annual estimates and actual results for 2024, and between the actual results for 2024 and 2023 are shown below.

Narratives are provided for key major variances which vary by more than 10% of the comparative and which are more than 1% of the Total Administered Income in the comparative (i.e. 1% of \$109,000 and 1% of \$1,931,000 for the previous year in the table below).

	Variance Note	Estimate 2024	Actual 2024	Actual 2023	Variance between estimate and actual	Variance between actual results for 2024 and 2023
		\$000	\$000	\$000	\$000	\$000
INCOME FROM ADMINISTERED ITEMS						
Income						
For transfer:						
Temporary Worker (Skilled) Visa Holder (Subclass 457) and Temporary Skill Shortage Visa (Subclass 482)	1, a	-	109	1 931	109	(1 822)
TOTAL ADMINISTERED INCOME		-	109	1 931	109	(1 822)
Expense						
Payment to the consolidated account		-	109	1 931	109	(1 822)
TOTAL ADMINISTERED EXPENSE		-	109	1 931	109	(1 822)

Major estimate and actual (2024) variance narratives:

1. Temporary Worker (Skilled) Visa Holder (Subclass 457) and Temporary Skill Shortage Visa (Subclass 482) Child School Fees have been waived since January 2023. Actual fees collected were higher than estimate by \$109,000 as they represent collections of prior year debts.

Major actual (2024) and comparative (2023) variance narratives:

- a. Temporary Worker (Skilled) Visa Holder (Subclass 457) and Temporary Skill Shortage Visa (Subclass 482) Child School Fees have been waived since January 2023. Fees collected reduced by \$1.8 million (94.4%) as current year income only represents collection of prior year debts.

Audited key performance indicators



Certification of key performance indicators

For the reporting period ended 30 June 2024

I hereby certify that the key performance indicators are based on proper records, are relevant and appropriate for assisting users to assess the Department of Training and Workforce Development's performance, and fairly represent the performance of the Department of Training and Workforce Development for the financial year ended 30 June 2024.

A handwritten signature in black ink, appearing to read 'Karen Ho'.

Karen Ho

Director General
23 August 2024

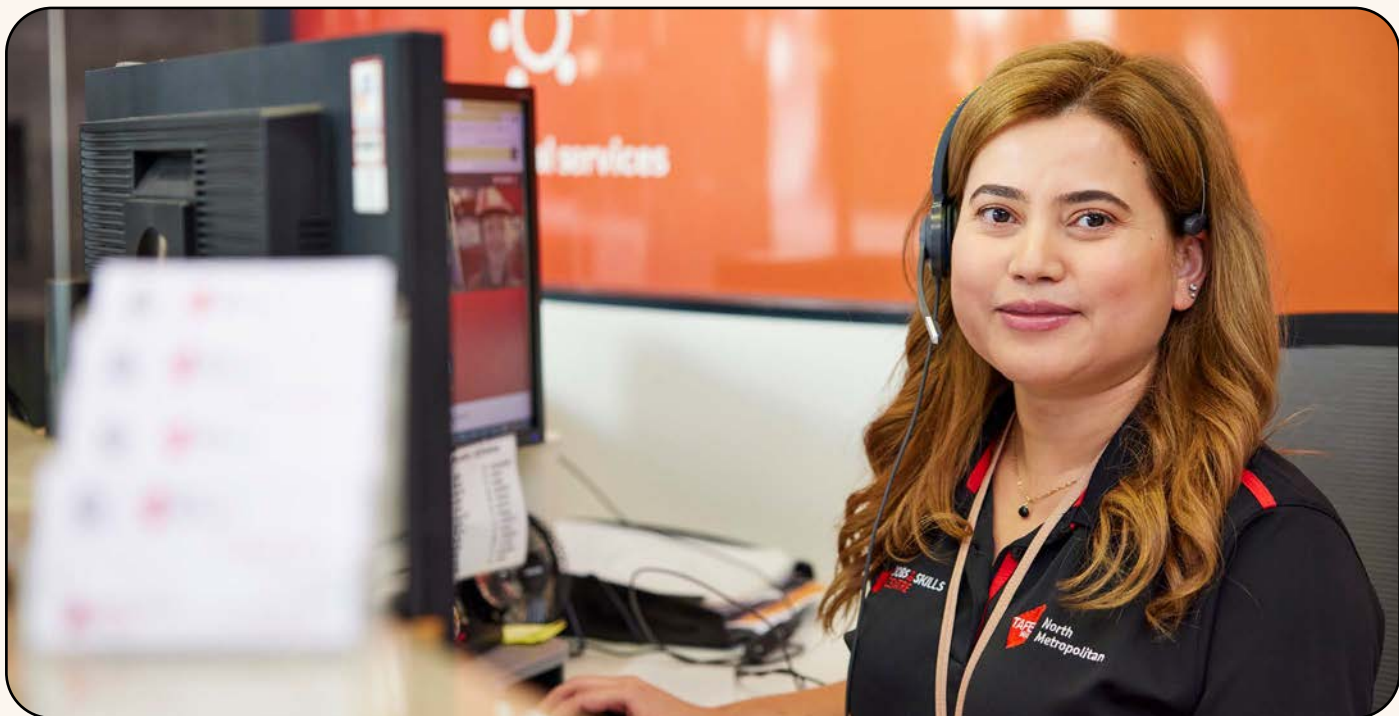
Outcome based management framework in detail

The Department's outcome based management framework was developed in consultation with the Department of Treasury. The effectiveness and efficiency indicators reflect a broad scope of the Department's services. Each of the Department's desired outcomes contributes to achieving the State Government goal of future Jobs and Skills: grow and diversify the economy, create jobs and support skills development.

Note: The KPI statement following the Framework contains explanations of any variance between the 2023–24 target and the 2023–24 actual as well as any variance between the 2022–23 actual and the 2023–24 actual. These explanations are only provided when the variance is greater than $\pm 10\%$.

Desired outcome	Key effectiveness indicators
1. A skilled workforce that meets the State's economic and community needs	1.1 Extent to which Jobs and Skills Centre services provided to individuals and businesses result in career, employment or training outcomes
	1.2 Proportion of State nominated skilled migrants employed in priority occupations after arrival
2. A flexible, responsive, innovative and quality training system	2.1 Proportion of delivery in training aligned with State priority occupations
	2.2 Proportion of graduates satisfied with the overall quality of training
	2.3 Percentage of registered training organisations compliant with the <i>Standards for Registered Training Organisations (RTOs) 2015</i>
Services	Key efficiency indicators
1. VET workforce planning and policy development	1.1 Cost of VET workforce planning and policy development per training place
2. Jobs and Skills Centre services	2.1 Average cost per Jobs and Skills Centre individual and business client contact
3. Skilled migration, including overseas qualification assessment	3.1 Average cost to administer migration applications and overseas qualification assessments
4. Apprenticeship and traineeship administration and regulation	4.1 Average cost per active training contract
	4.2 Cost to administer the employer incentive scheme as a proportion of total incentive payments
5. Procurement of training	5.1 Cost per student curriculum hour
6. Recruitment and management of international students	6.1 Average cost of recruitment and management per full-time equivalent international student
7. Services to TAFE colleges	7.1 Average cost to administer training infrastructure and support services per TAFE college
8. Regulatory services to Registered Training Organisations	8.1 Cost of regulatory services per registered training organisation

Key outcome effectiveness indicators



OEI 1.1: Extent to which Jobs and Skills Centre services provided to individuals and businesses result in career, employment or training outcomes

OEI 1.1 measures the proportion of Jobs and Skills Centre clients who entered employment, education or training, changed employment or made a career decision, choice or plan after receiving direct assistance. A higher proportion indicates greater development and use of skills in the workforce.

Data for this indicator are derived from a Department survey of clients. In 2023-24 the survey was sent to 16,500 clients and there were 3,780 responses (a response rate of 22.9%). Of these, a weighted total of 2,719 clients had an employment, career or training outcome (the survey sample data are weighted to reflect the relative populations of the two client groups: individuals and businesses). The survey confidence interval at the 95% confidence level was $\pm 1.26\%$.

Table 1: Extent to which Jobs and Skills Centre services provided to individuals and businesses result in career, employment or training outcomes

2023-24 Target	2023-24 Actual	2022-23 Actual
72.0%	72.0%	70.8%

Source: DTWD survey. The quarterly survey was conducted from 21 September to 23 October 2023 for quarter 1, from 17 November to 15 December 2023 for quarter 2, from 13 March to 28 April 2024 for quarter 3 and from 31 May to 25 June 2024 for quarter 4.

OEI 1.2: Proportion of State nominated skilled migrants employed in priority occupations after arrival

OEI 1.2 measures the number of migrants nominated under Western Australia’s State Nominated Migration Program (SNMP) and residing in WA who are working in a priority occupation. A higher proportion indicates the SNMP is supplementing the State’s workforce with a more appropriate skilled migration intake.

Data for this indicator are derived from a Department survey of clients. The survey was sent to the 553 skilled migrants who had registered with the Department since 1 July 2023, of which 443 responded (a response rate of 80.1%). In 2023-24 there were 421 respondents who were living in WA. Of these, 292 clients were employed in a priority occupation. The survey confidence interval at the 95% confidence level was ±2.16%.

Table 2: Proportion of State nominated skilled migrants employed in priority occupations after arrival

2023-24 Target	2023-24 Actual	2022-23 Actual	Note
82.0%	69.4%	88.7%	1

Source: DTWD survey. The survey was conducted from 31 May to 4 July 2024.

1. The variance from the 2023-24 Target and the 2022-23 Actual is likely due in part to a change in the survey methodology that allowed migrants to select from a more comprehensive list of occupations, as well as the introduction of the temporary relaxation of WA’s State Nominated Migration Program settings, that meant not all migrants needed to have a job offer or contract of employment to be nominated by WA.

OEI 2.1: Proportion of delivery in training aligned with State priority occupations

OEI 2.1 measures the hours of publicly funded delivery in priority training as a proportion of all publicly funded delivery. A higher proportion indicates the training system is more responsive to the employment and skill needs of the State and flexible in adapting to the State’s priorities.

Hours calculations are based on the 2023 calendar year. In 2023 there was a total of 34,646,164 publicly funded delivery hours. Of these, 30,530,133 hours were delivered in priority training areas. Priority training areas include apprenticeships and traineeships, institutional activity in qualifications eligible for an entitlement plus foundation skills courses including CAVSS and USIQ.

Table 3: Proportion of delivery in training aligned with State priority occupations

2023-24 Target	2023-24 Actual	2022-23 Actual
86.0%	88.1%	86.6%

Source: DTWD VET Enrolment Collection

OEI 2.2: Proportion of graduates satisfied with the overall quality of training

OEI 2.2 measures the proportion of vocational education and training graduates in Western Australia who are satisfied with the overall quality of training. A higher proportion indicates a better quality training system.

Data for this indicator are derived from a National Centre for Vocational Education Research survey. There were 28,168 Western Australian graduates in scope in the sample and 8,476 responses (a response rate of 30.1%). The survey confidence level interval at the 95% confidence level was $\pm 0.6\%$.

Table 4: Proportion of graduates satisfied with the overall quality of training

2023-24 Target	2023-24 Actual	2022-23 Actual
90.0%	90.0%	90.0%

Source: National Centre for Vocational Education Research, Student Outcomes Survey 2023. The survey was conducted from 5 June to 15 August 2023.

OEI 2.3: Percentage of Registered Training Organisations compliant with the Standards for Registered Training Organisations (RTOs) 2015

The Training Accreditation Council (TAC) Secretariat was transferred from the Department of Education to the Department of Training and Workforce Development on 1 January 2019.

This indicator is calculated by determining the number of RTOs audited during the financial year that did not receive a sanction divided by the total number of RTOs audited during the year.

RTOs are considered to have not complied with the standards if their registration was cancelled or suspended at any time during the financial year. In 2023-24, TAC commenced 129 audits with 84 RTOs. As at 30 June 2024, TAC had finalised 128 main audit outcomes with 83 RTOs, with the remaining 1 audit to be finalised subsequent to the end of the financial year. During the period, no RTOs had their registration cancelled or suspended due to non-compliances with the Standards. The rate of RTO compliance was 100%.

Table 5: Percentage of Registered Training Organisations compliant with the Standards for Registered Training Organisations (RTOs) 2015

2023-24 Target	2023-24 Actual	2022-23 Actual
100.0%	100%	100.0%

Source: Training Accreditation Council Secretariat administrative data

Key service efficiency indicators (SEI)

SEI 1.1: Cost of VET workforce planning and policy development per training place

A function of the Policy, Planning and Innovation directorate is to establish workforce priorities and policies to guide publicly funded training delivery in Western Australia. This function includes the State Workforce Planning branch, which gathers workforce data and feedback from industry to identify State workforce and skills priorities; and the Policy, Planning and Research branch which negotiates national funding agreements and VET reforms, develops policy for VET fees and funding, apprenticeships and traineeships and VET delivered to secondary students so publicly funded training delivery is aligned with industry needs.

SEI 1.1 measures the cost (including overheads) of this work per training place, defined as a publicly funded course enrolment. Course enrolments are reported on a calendar year basis.

A lower cost indicates that the work of policy development and workforce planning is more cost-effective relative to course enrolments. Total costs for 2023-24 were \$15,506,109.

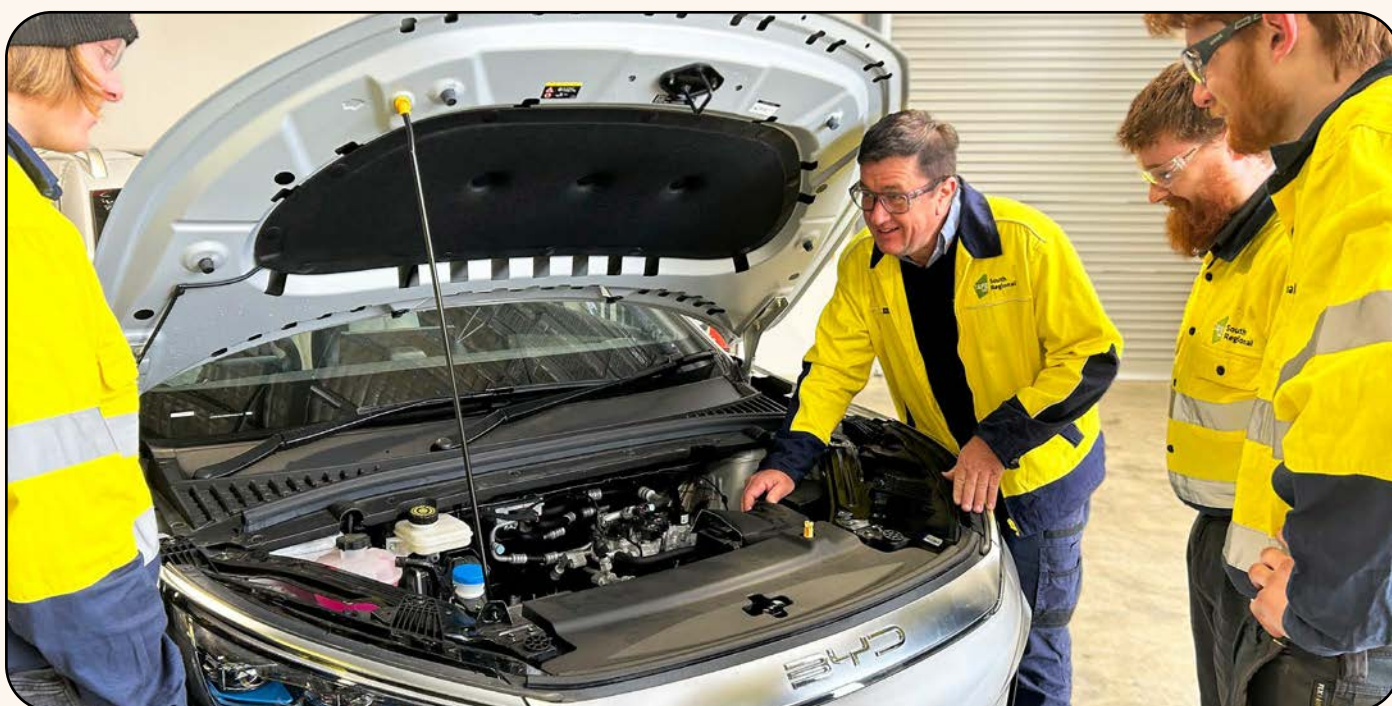
In 2023 there were 153,835 training places or publicly funded course enrolments.

Table 6: Cost of VET workforce planning and policy development per training place

2023-24 Target	2023-24 Actual	2022-23 Actual	Note
\$128	\$101	\$116	2

Source: DTWD finance and VET Enrolment Collection

- The variance from the 2022-23 actual and 2023-24 target is due largely to a combination of reduced fees and increased demand, driven by the strong uptake in the fee-free, Free in '23 and reduced-fee Lower fees, local skills initiatives. The variance from the 2023-24 target is also due to lower than anticipated costs associated with the *Lower Fees, Local Skills* and *JobTrainer* initiatives.



SEI 2.1: Average cost per Jobs and Skills Centre individual and business client contact

Jobs and Skills Centre services provide education and training information, and career guidance to the Western Australian community, as well as employment, training and mentoring services to Aboriginal people and communities.

SEI 2.1 measures the average cost (including overheads) of providing Jobs and Skills Centre services per client contact. A lower cost indicates a more cost effective provision of Jobs and Skills Centre services.

The total number of client contacts was 80,442.

Total expenditure on Jobs and Skills Centres in 2023-24 was \$17,251,411.

Table 7: Average cost per Jobs and Skills Centre individual and business client contact

2023-24 Target	2023-24 Actual	2022-23 Actual	Note
\$265	\$214	\$229	3

Source: DTWD finance and administrative data

- The variance from the 2023-24 target is due primarily to higher than anticipated client contacts associated with increased demand, as well as additional support offered in response to several large resource sector operational closures including the Alcoa Kwinana Refinery.

SEI 3.1: Average cost to administer migration applications and overseas qualification assessments

Skilled migration, including overseas qualification assessment, assesses applications from intending skilled migrants who wish to migrate to Western Australia, and assesses post-secondary qualifications gained overseas for Western Australian residents. The service aims to facilitate skilled migration to Western Australia to supplement the local workforce and enable overseas trained residents to access education, training and employment through recognition of overseas qualifications.

SEI 3.1 measures the average cost (including overheads) to process migration and overseas qualification applications. A lower cost indicates a more cost effective process for assessing overseas qualifications and administering migration program applications.

In 2023-24 there were 5,026 migration applications and qualification assessments. Total expenditure was \$10,817,669.

Table 8: Average cost to administer migration applications and overseas qualification assessments

2023-24 Target	2023-24 Actual	2022-23 Actual	Note
\$414	\$2,152	\$320	4

Source: DTWD finance and administrative data

- The variance from the 2022-23 Actual is largely due to the introduction of the Construction Migration Office and the reduction in Home Affairs allocated places to the State Nominated Migration Program (SNMP) from 8,140 in 2022-23 to 2,350 in 2023-24. The variance from the 2023-24 target is largely due to the commencement of the Construction Visa Subsidy Program and the lower than expected SNMP allocated places.

SEI 4.1: Average cost per active training contract

Apprenticeship and traineeship administration and regulation includes registration of training contracts and administration of contract variations, educating participants on training contract and legislation requirements, dispute resolution and monitoring of legislative compliance.

SEI 4.1 measures the average cost to Apprenticeship Office (including overheads) of administering apprenticeship and traineeship training contracts. A lower cost indicates more cost effective administration and regulation of apprenticeships and traineeships relative to the number of active training contracts.

In 2023-24 there were 42,572 active training contracts (this figure is weighted according to the number of days contracts were active during the year).

Total expenditure including employer incentive payments other than the Jobs and Skills WA Employer Incentive (which is covered in 4.2 below) was \$16,978,111.

Table 9: Average cost per active training contract

2023-24 Target	2023-24 Actual	2022-23 Actual	Note
\$535	\$399	\$283	5

Source: DTWD finance data and WA Apprenticeship Management System

5. The variance from the 2022-23 Actual is largely due to higher costs associated with administration of incentives (not including the Jobs and Skills WA Employer Incentive) such as the Group Training Organisations Wage Subsidy. However, these higher costs were not as pronounced as anticipated in the 2023-24 Target.

SEI 4.2: Cost to administer the employer incentive scheme as a proportion of total incentive payments

A key initiative funded through the National Partnership on the Skilling Australians Fund 2018-2022 is the Jobs and Skills WA Employer Incentive Scheme, developed to grow apprenticeships and new entrant traineeships by assisting employers with the cost of taking on apprentices and new entrant trainees to expand their businesses. The incentive significantly widens financial assistance, especially to small business.

SEI 4.2 measures the cost to administer the Jobs and Skills WA Employer Incentive Scheme as a proportion of total incentive payments. A lower cost indicates more cost effective administration of the incentive scheme.

In 2023-24 the cost to administer the employer incentive scheme was \$2,019,114. Total incentive payments were \$31,850,387.

Table 10: Cost to administer the employer incentive scheme as a proportion of total incentive payments

2023-24 Target	2023-24 Actual	2022-23 Actual	Note
7.0%	6.3%	8.1%	6

Source: DTWD finance data

6. The variance from the 2022-23 Actual and 2023-24 Target is largely due to decreases in the cost to administer the employer incentive scheme.



SEI 5.1: Cost per student curriculum hour (SCH)

Procurement of training comprises the purchasing of training delivery services from TAFE colleges and private training providers in accordance with the State’s priorities and the State Training Plan. The service is differentiated according to employment based and institutional based training.

SEI 5.1 measures the average value of Government subsidy per student curriculum hour for each category. Hours are reported on a calendar year non-adjusted end-of-study basis. A lower cost may indicate a more cost effective administration of training delivery.

The number of funded hours in 2023 was 34,646,164. Total expenditure on procurement of training in 2023-24 was \$661,974,901.

Table 11: Cost per student curriculum hour

	2023-24 Target	2023-24 Actual	2022-23 Actual
Employment based training	\$19.81	\$19.47	\$19.22
Institutional based training	\$19.80	\$18.97	\$19.22
Total	\$19.80	\$19.11	\$19.22

Source: DTWD finance data and VET Enrolment Collection

SEI 6.1: Average cost of recruitment and management per full-time equivalent international student

Recruitment and management of international students involves the marketing of Western Australian TAFE colleges and public schools off shore and on shore, and the management of admissions, compliance and the welfare of international students, according to relevant legislation.

SEI 6.1 measures the average cost per student (including overheads) to recruit and monitor compliance of international students. A lower cost indicates more efficient management of the international education and training business.

The total number of international full-time equivalent student enrolments in 2023-24 was 9,093. (Note, full-time equivalent numbers include students on short enrolments. If length of enrolment was taken into account, this would reduce to 7,923 over two 20-week semesters.) Total expenditure, excluding grants to training providers and schools, was \$10,231,353.

Table 12: Average cost of recruitment and management per full-time equivalent international student

2023-24 Target	2023-24 Actual	2022-23 Actual	Note
\$2,318	\$1,125	\$1,577	7

Source: DTWD finance and TAFE WA International enrolment data

- 7. The variance from the 2022-23 Actual and 2023-24 Target is largely due to higher than anticipated student numbers.



SEI 7.1: Average cost to administer training infrastructure and support services per TAFE college

Infrastructure management for TAFE colleges includes the maintenance, administration and strategic development of land and buildings used to deliver publicly funded training in campuses across the State. Support services to TAFE colleges include the supply, management and maintenance of information and communication technology, finance, and human resource services.

SEI 7.1 measures the average cost per TAFE college (including overheads) for providing training infrastructure management, corporate services, and information and communication technology systems and support. A lower cost can indicate more cost-effective administration of training infrastructure management and delivery of support services for the TAFE network.

Total costs in 2023-24 (excluding grants and capital program costs, lease costs, infrastructure administration, ICT and other costs borne by the colleges) were \$49,690,418.

Table 13: Average cost to administer training infrastructure and support services per TAFE college

2023-24 Target	2023-24 Actual	2022-23 Actual	Note
\$9,043,460	\$9,938,084	\$8,594,344	8

Source: DTWD finance data

8. The variance from the 2022-23 Actual is largely due to investment in TAFE ICT systems and hosting arrangements and the TAFE lecturer recruitment program.

SEI 8.1: Cost of regulatory services per Registered Training Organisation

The Training Accreditation Council (TAC) Secretariat was transferred from the Department of Education to the Department of Training and Workforce Development on 1 January 2019.

Regulatory services to Registered Training Organisations (RTOs) operating solely in Western Australia are the statutory responsibility of the TAC.

SEI 8.1 measures the cost of providing regulatory services to RTOs. This indicator is calculated by dividing costs by the number of RTOs with an active registration at any time during the financial year.

Total costs in 2023-24 were \$3,477,598 which includes all regulatory activity, including assessments of RTO compliance. A weighted total of 172 RTOs had an active registration during the financial year.

Table 14: Cost of regulatory services per Registered Training Organisation

2023-24 Target	2023-24 Actual	2022-23 Actual
\$21,251	\$20,219	\$19,194

Source: Training Accreditation Council Secretariat administrative data

Ministerial directives

No Ministerial directives were received during the financial year.

Corporate governance

The Department promotes the highest standards of corporate governance practices through policies, guidelines and procedures under its *Accountability Framework* and encourages all staff to be accountable for their actions and performance and to uphold the Department's *Code of Conduct*.

The governance structure comprises four committees with clearly defined participant roles and responsibilities confirmed in individual governance committee terms of reference and agreed to by participants:

- Corporate Executive
- Audit and Risk Committee
- Procurement Review Committee; and
- ICT Governance Board

Corporate Governance principles support the Director General in meeting her responsibilities for the Department's performance, financial management and compliance with the *Public Sector Management Act 1994*.



Corporate Executive

Comprising the Director General, four Executive Directors and the Chief Finance Officer, Corporate Executive is the Department's key decision making body.

It is charged with oversight of the Department and its operations, coordination of policy and planning processes, and development and execution of strategic direction. Key functions include:

- developing, considering and endorsing Department strategies, governance frameworks, policies, practices and programs;
- considering structures and matters relating to the Department's staff establishment and budget;
- considering the Department's delegation framework and the delegation and allocation of tasks; and
- monitoring the Department's key performance indicators and achievements against strategic and operational plans, and reviewing and implementing reform strategies.

Each Executive Director is responsible for managing and reporting on their directorate's operations and performance; establishing a directorate budget management framework; and implementing control processes in a manner that harmonises with corporate financial management systems and requirements.

Corporate Executive has a range of measures to provide transparency of decision making, build the capability of senior and emerging leaders, and to enable a greater focus on strategic matters.

These include:

- fortnightly virtual briefing sessions for all staff to hear from Corporate Executive members about key initiatives and recent Corporate Executive decisions;
- expansion of Corporate Executive membership to include one Tier three manager from each directorate who are appointed as Rotating Members for three month terms; and
- quarterly strategic review meetings for the discussion of strategic issues and directions.

Audit and Risk Committee

The Audit and Risk Committee provides independent assurance to the Director General on the Department's financial and performance reporting, risk oversight and management, systems of internal control and internal audit program.

Procurement Review Committee

The Procurement Review Committee reviews and endorses the Department's procurement processes to ensure that business areas undertake procurement activities in accordance with relevant legislation and policies and apply best practice principles.

ICT Governance Board

The ICT Governance Board provides collective, business-focused, strategic-level ownership and direction of all work undertaken and funded by the Department, as well as monitoring digital security through the ICT risk register.

Internal audit and risk management

The Department's Internal Audit function provides independent, risk-based and objective assurance, advice and insight to add value and improve the Department's operations. In 2023-24 Internal Audit enhanced and improved the Department's processes and controls by:

- completing nine internal audits, focused on new programs and initiatives, such as the Job Reconnect Program, Skilled Migrant Job Connect Subsidy Program and the Construction Visa Subsidy Program, new and enhanced business system solutions, procurement, and Department transactions; and
- making a total of 18 recommendations and identifying three opportunities for improvement to address internal audit findings.

All Internal Audit findings and recommendations were accepted by management and 11 recommendations were fully implemented for audits completed during 2023-24.

Information for the Department's strategic risks is maintained in a Strategic Risk Register, and regular risk updates are provided to Corporate Executive and the Audit and Risk Committee.

In 2023-24, a Risk Management Review Project has also been undertaken to review and update the Department's *Risk Management Framework* and establish the Department's risk appetite and a revised Strategic Risk Register in the context of the Department's new *Strategic Plan 2023-2028*.

The project is nearing completion and the revised risk management framework and strategic risk register will be finalised early in 2024-25.

The Department's Audit and Risk Committee comprises a Chair and three members who are all external to the Department.

The Director General, senior Department officers and a representative from the Office of the Auditor General attend committee meetings as observers.

During 2023-24, committee meetings were held on 20 September and 14 December 2023, and 15 April and 21 June 2024.

Registered training organisations audit and compliance

A comprehensive audit and compliance program of publicly funded private Registered Training Organisations (RTOs) is undertaken on an annual basis to ensure compliance with contractual obligations.

In 2023-24, the Department conducted:

- 48 General Program contractual audits (desktop);
- 26 General Program contractual audits (on-site); and
- 6 Invalid Enrolment reviews of TAFE colleges and the Western Australian Academy of Performing Arts.

Ongoing measures used to manage and reduce the risk level of non-compliances include:

- improvement to working relationships, communication and consultation with RTOs and regulators; and
- an incremental and proportionate approach to managing non-compliance.

Major capital works

The Department works with WA TAFE colleges to complete strategic asset planning for the State training sector's major capital program for projects typically valued at \$1 million or more. Planning concludes with the annual 10-year Strategic Asset Plan to:

- highlight infrastructure priorities to improve quality and relevance of facilities;
- recommend new infrastructure funding proposals to the State Government;

- identify critical remedial works and campus facility redevelopment priorities; and
- increase utilisation of facilities by ensuring ageing facilities are fit for purpose.

Six major capital projects were completed in 2023-24 to provide new and expanded contemporary TAFE training facilities and industry relevant training environments for students.

2023-24 Completed Projects

TAFE	Project	Budget (\$'000)	Completion
South Metropolitan TAFE	*Armadale training campus	39,019	June 2024
	Carlisle sandblasting facility replacement	1,500	March 2024
North Metropolitan TAFE	*Joondalup light automotive workshop	20,416	May 2024
	East Perth fume hoods replacement	1,500	March 2024
North Regional TAFE	*Pundulmurra trade workshop expansion	43,200	June 2024
Central Regional TAFE	*Kalgoorlie campus heavy plant and engineering trades workshop	10,000	December 2023
	*Major refurbishment / overhaul of training vessels Part B: Geraldton Vessel	2,000	July 2023
South Regional TAFE	*Albany trade workshop	22,176	March 2024
	Bunbury Block K refurbishment	1,350	January 2024

* Infrastructure Stimulus Package Capital Projects

2023-24 Works in Progress

TAFE	Project	Budget (\$'000)	Estimated Completion
South Metropolitan TAFE	Bentley TAFE technology fund production kitchen refurbishment project	2,000	March 2025
	Rockingham block D roof replacement	1,700	February 2025
	Bentley production kitchen services upgrades project	1,100	March 2025
	Carlisle electrical sub-station upgrades	1,000	Mid-2025
North Metropolitan TAFE	*Balga specialist teaching block	47,915	August 2024
	Midland TAFE technology fund renewables project	3,200	Mid-2025
	Midland campus electrical supply upgrades	1,000	Mid-2025
	Perth 30 Aberdeen St air-conditioning upgrades	1,500	February 2025
	Balga block U roofing upgrades (stage 1)	1,000	February 2025
North Regional TAFE	Karratha canteen and student hub upgrades (stage 1)	1,000	Mid-2025
Central Regional TAFE	Kalgoorlie block H airconditioning upgrades	1,000	Mid-2025
	Collie transitions onsite training facility	6,300	Mid-2025
South Regional TAFE	Albany block N workshop conversion	4,000	Mid-2025
	Bunbury walkway upgrades, (stage 2)	1,100	January 2025

* Infrastructure Stimulus Package Capital Projects



Legal requirements

Expenditure on advertising

In accordance with Section 175ZE of the *Electoral Act 1907*, the Department incurred the following expenditure in advertising, market research, polling, direct mail and media.

Total expenditure for 2023-24 was \$4,466,029 and was incurred in the following areas:

Expenditure	Agency	Amount	Total
Advertising agencies	Marketforce	\$517,545	\$776,215
	Rare	\$258,670	
Market research organisations	Painted Dog	\$15,600	\$44,010
	Marketforce	\$28,410	
Polling organisations	Nil	Nil	Nil
Direct mail organisations	Nil	Nil	Nil
Media advertising organisations	Carat	\$3,645,898	\$3,645,804
	Initiative	-\$94	
Total			\$4,466,029



Human resources

The Department employs public service officers who are primarily located in the metropolitan area. In 2023-24 there were 497 Full Time Equivalent employees in the Department.

Improving employment outcomes for people with disability and improving the equity index for diverse groups are key priorities for the Department.

The Department's *Workforce Diversification and Inclusion Strategy 2021-25* identifies workforce priorities and actions to ensure our workforce is diverse, suitably skilled and future-fit to meet the needs of Western Australia's community.

Description	2022-23			2023-24		
	Male	Female	Neither male nor female	Male	Female	Neither male nor female
Employee by gender (headcount)	178	332	2	202	346	1
Employee median age	50	45	27	48	46	36
Employment arrangement: part time (headcount)	13	72	0	13	84	0
Employment arrangement: full time (headcount)	165	260	2	189	262	1
	2022-23			2023-24		
Employee work location: metropolitan (FTE)	455			485		
Employee work location: regional (FTE)	8			12		
Employment status: permanent (headcount)	429			430		
Employment status: fixed term (headcount)	83			116		
Employment status: casual (headcount)	0			3		

Source: Human Resources Management Information System (HRMIS) 30 June 2024.

Note: Includes officers on secondment from other Government agencies.

Disability Access and Inclusion Plan outcomes

The *Department's Disability Access and Inclusion Plan (DAIP) 2022–26* specifies actions and responsibilities for each directorate to improve access to facilities, services and information for people with disability.

During 2023-24, the Department achieved the following:

- Continued to provide specific funding for training and support to students with disability in the TAFE Delivery and Performance Agreements.
- TAFE colleges and Western Australian Academy of Performing Arts reported delivery to 7,065 students with a disability. Of those, 3,254 required additional support services.
- Provided funding to private RTOs under the Participation-Equity Program, supporting 28 new students with disability to access training.
- Improved disability access and mobility into all 14 new buildings and major refurbishment projects that make up the \$250 million COVID-19 Response Program delivered from 2020-25.
- Developed a new Migration WA website which was recognised as 2023 finalist in the Centre for Accessibility Australia Access Awards – Government website of the year category.
- Developed a *Workplace Adjustments Policy* to support job applicants and employees living with disability to participate fully in all aspects of employment.
- Established a Disability Inclusion Committee, bringing together employees with lived experience of disability and disability allies to assist the Department to create a more accessible and inclusive workplace.
- Partnered with the Australian Disability Network to identify and remove barriers to employing people with disability and achieve Disability Confident Recruiter status.





Workforce Diversification and Inclusion Action Plan 2023-25

The Department is committed to ensuring that our workforce reflects the diversity of the community we serve. The Department regularly collects data on employee views of workplace inclusivity through employee perception surveys and exit surveys.

The Department's results from the 2023 WA Public Sector Census indicate that the majority of employees are willing to share their diversity information with the Department. Data from the March 2024 *Thrive at Work Survey* shows 52 per cent of staff agree or strongly agree that the Department promotes a diversity climate where policies support diversity, supervisors are skilled at leading diverse people, and people are treated fairly regardless of who they are.

Employee exit surveys shows 70 per cent of departing employees feel the Department has a culture of inclusion, and 91 per cent feel their manager genuinely supports a culture of inclusion within the team.

In November 2023, the Department completed a mid-strategy review of its *Workforce Diversification and Inclusion Strategy 2021-25* resulting in a repositioned focus on increasing the equity index for diverse groups.

The Department has also adopted new representation targets for Aboriginal people, people with disability and people from culturally and linguistically diverse backgrounds at Public Sector Level 6 and above.

Through the *Workforce Diversification and Inclusion Strategy*, the Department will implement actions to foster an inclusive culture where all people feel safe, experience a sense of belonging, and are treated fairly and respectfully. Over the next year, the Department will:

- implement a Respectful Workplaces Program aimed at preventing and responding to bullying, harassment and discrimination;
- develop and implement a *Cultural Learning Framework* and *Aboriginal Employment Strategy*;
- work with the *Australian Disability Network* to complete the Disability Confident Recruiter Program; and
- support workplace inclusion through the expansion of our employee networks.

Compliance with Public Sector Standards

The Department ensures compliance with the *Public Sector Standards* by:

- providing information about the standards in relevant human resource management policies and resources;
- providing an advisory and consultancy service to staff on standards related matters;
- including information about the *Public Sector Code of Ethics* and the Department's *Code of Conduct* in the Staff Induction Program;
- notifying job applicants of their rights and obligations prescribed by the regulations; and
- requiring all new staff to complete training in accountable and ethical decision making.

During the reporting period, one breach claim against the *Grievance Resolution Standard* was referred to the Public Sector Commission. The claim was dismissed by the Commission.

Industrial relations

The Department's Human Resources branch coordinates workplace and industrial matters across the training sector, including providing industrial relations advocacy, advice and support to the Department and to TAFE colleges on a broad range of matters.

The Department's Human Resources branch coordinated the TAFE colleges' negotiations and the implementation of the *Western Australian TAFE Lecturers' General Agreement 2021*. In August 2023, the Human Resources team commenced the re-negotiation of the Agreement.

Governance disclosures: Contracts with senior officers

At the date of reporting, no senior officers, or firms of which senior officers are members, or entities in which senior officers have substantial interests, had any interests in existing or proposed contracts with the Department other than normal contracts of employment.

Misconduct management

The Department reports potential misconduct to the Corruption and Crime Commission and the Public Service Commission (PSC) as required under the relevant legislation. In 2023-24, one notification of potential misconduct was made to the PSC.

Management of complaints

Complaints are managed in accordance with the Department's *Complaints Management Policy* which conforms to Australian Standard and Public Sector requirements.

The Department's Office of the Director General monitors and reports on all enquiries, feedback and complaints received from multiple areas of the Department through emails and website feedback forms.

Statistics are maintained on the response times, actioning, triaging and applicable referral of complaints to ensure efficient complaint resolution.

In 2023-24, 38 complaints from members of the public were received and satisfactorily resolved.

Internal grievance issues are managed in accordance with the *Grievance Resolution Policy* consistent with relevant legislation and quarterly updates are provided to Corporate Executive.

Public Interest Disclosure

The *Public Interest Disclosure Act 2003* facilitates the disclosure of information in the public interest about matters of wrongdoing, corruption or improper conduct within the Western Australian public sector.

The Department has seven trained Public Interest Disclosure (PID) officers. There were no public interest disclosures during 2023-24. The Department's induction program provides information on the PID legislation.

Working with Children Checks

The *Working with Children (Criminal Record Checking) Act 2004* makes it compulsory for people in child related work to apply for a Working with Children Check. The Department currently has 34 positions assessed as requiring a Working with Children Check.

Criminal convictions screening

The Department's *Criminal Convictions Screening Policy* requires all employees to hold a criminal convictions screening clearance which is valid for five years. In 2023-24, 214 employees were screened for criminal convictions.

Record keeping

Under the *State Records Act 2000* (the Act), each government agency is required to develop a *Record Keeping Plan* (RKP).

The efficiency and effectiveness of the Department's RKP is evaluated regularly to ensure compliance to the Act.

The Department is working closely with the five WA TAFE colleges to support their record keeping responsibilities.

The Department uses Content Manager as the mandated electronic document and records management system to manage physical and electronic records, including the management of the retention and disposal of such records.

New employees are made aware of their record keeping obligations through two online learning modules. These must be undertaken before access to Content Manager is granted.

115 employees completed both the Records Awareness and Introduction to Content Manager training. No exemption was granted.

In 2023-24, approximately 243,500 documents and 3,780 folders were registered in Content Manager.

Board and committee remuneration

The following statutory bodies receive remuneration from the Department. Remuneration details are available in their annual reports:

- WA State Training Board
- Training Accreditation Council Western Australia



Government policy requirements

Aboriginal Procurement Policy

The *Aboriginal Procurement Policy* mandates progressive targets for the award of WA Government contracts to Aboriginal businesses and, effective 1 December 2023, Aboriginal Community Controlled Organisations and applies to all goods, services, community services and works contracts valued at \$50,000 and above (including GST and all extension options) purchased under the *Procurement Act*.

Additionally, from 1 January 2022, Aboriginal participation requirements also apply to suppliers on certain government contracts, which are required to meet an Aboriginal employment target or an Aboriginal business subcontracting target.

Language Services Policy

The *Western Australian Language Services Policy 2023* aims to ensure that all Western Australians have equitable access to information and services.

The policy takes account of the Department's business areas that deliver services directly to the public ensuring that translating and interpreting services are provided when required by clients.

Substantive equality

The Department ensured that substantive equality was integrated into policies, workplaces and the services provided to and by the Department, in accordance with the State Government's *Substantive Equality Framework* and the Department's *Substantive Equality Policy*.

Multicultural Plan actions

The *Western Australian Multicultural Policy Framework* is an outcomes-focused structure for agencies to achieve the government's vision for multiculturalism in WA.

Under the Framework, agencies are required to develop Multicultural Plans and to report on the implementation of the plans via their annual reports.

The Department's 2021-24 *Multicultural Plan* contains 33 actions to guide its services, programs, policies and other strategies focused on people from culturally and linguistically diverse backgrounds.

Progress is monitored through biannual reports submitted to Corporate Executive.

In the 12 months to 30 June 2024, highlights included:

- the Department celebrated cultural diversity on its website and social media channels, as well as targeted advertising campaigns, including defence *The Other Force – Start something; Lower Fees, Local Skills; Life experience; and TAFE 'Be More'*;
- 12 articles promoting cultural diversity were published in newsletters and media;
- Jobs and Skills Centres provided specialist services to more than 2,600 culturally and linguistically diverse client contacts;
- TAFE International WA (TIWA) provided an interpreter service that was used on 22 occasions to assist students in communication with TIWA and TAFE staff; and
- the Department's *Workforce Diversification and Inclusion Strategy* includes an action plan to improve employment outcomes for culturally and linguistically diverse people.

Commitment to work health and safety and injury management

The Department is committed to providing a healthy and safe environment to all workers and those involved in the delivery of its operations, and recognises that health and safety is a shared responsibility between management, workers and other duty holders.

To ensure continued compliance with new work health and safety (WHS) legislation, the Department has undertaken a comprehensive review and update of its Safety Management System. This includes publishing a new *Statement of Commitment to Work Health, Safety and Wellbeing in the Workplace*, signed by the Director General, updates made to the Department's WHS Risk Registers, *Code of Conduct*, *WHS Policy and Workers' Compensation and Injury Management Policy*.

On 24 December 2022, *Work Health and Safety Regulations* for the control of psychosocial hazards came into effect. The Department has commenced a comprehensive risk assessment to manage and address the risk of harm to workers' psychological health and safety in the workplace.

The Department's nine Health and Safety Representatives continue to provide a consultative forum for workers. The Department's Corporate Executive receives bi-annual WHS reports to ensure oversight and monitoring of hazards, incidents and corrective actions. Regular communication on health and safety to employees occurs through the Department's internal newsletters, intranet and by direct email from the Director General.

Formal work health and safety and injury management consultative mechanisms

The Department's WHS Committee consists of members from Corporate Executive, management and elected Health and Safety Representatives who meet on a quarterly basis.

The WHS Committee is a forum for consultation with employees regarding accidents and incidents, hazard management and workers' compensation statistics across each of the Department's work locations, as well as other topical workplace health and safety matters.

Minutes of WHS Committee meetings are tabled at Corporate Executive, providing an opportunity for senior management response to issues or trends and are published on the Department's intranet.

In 2023-24:

- Nine Health and Safety Representatives operated across the Department to support workers raising safety related issues.
- Two WHS technical advisors operated across the four Department sites to provide technical advice and operational support.
- A WHS technical advisor was provided at Muresk Institute under a memorandum of understanding with Central Regional TAFE.
- Nine WHS inspections were conducted.
- 85 per cent of managers and supervisors were trained in WHS.
- 23 hazards and 14 incident/accident/injuries were reported through the Department's reporting system.
- 26 hazards and seven incident/accident/injuries were reported through Muresk MyOSH system.
- 44 corrective actions were assigned and closed as a result of WHS inspections and hazard/incident investigations.
- 15 trained First Aid Officers and 33 trained fire wardens operated across the Department.
- 13 qualified Mental Health Contact Officers operated across the Department.
- 61 ergonomic assessments were completed and comprehensive reports with recommendations provided to workers.
- 206 WHS assessments for home based work were completed.
- All health and wellbeing activities were extensively promoted through internal newsletter articles, Corporate Leadership Group emails and posters displayed in communal areas.

The Department continues to achieve its target in relation to accidents and incidents, with no critical incidents being recorded in 2023-24.

Workers' compensation and injury management

The Department's *Workers' Compensation and Injury Management Policy* is published on the intranet and is consistent with the requirements under the *Workers' Compensation and Injury Management Act 1981*.

The policy also provides guidance for and management of employees with non-work-related injury or illness.

Workers who sustain an injury or illness during the course of their duties, or who have a non-work-related injury or illness, are provided with the assistance required to ensure that they can continue to work or achieve early return to work, where practicable.

Return to work programs are developed in consultation with injured employees, their treating medical practitioners, managers and a representative from Human Resources, consistent with the requirements of the Act. The Department manages all workers' compensation claims. In 2023-24, six claims were lodged with the Insurance Commission of WA and three of these claims were finalised.

The Department is managing four active claims, including a claim that was lodged in the 2022-23 financial year. In 2023-24, seven work-related and 11 non-work related injury management plans were facilitated.

Measures	Results - Base year 2021-22*	Results - Prior year 2022-23	Results - Current reporting year 2023-24	Targets	Comments about targets
Number of fatalities	0	0	0	0	Target achieved
Lost time injury and disease incidence rate	0.29	0.22	0.33	0 or 10% reduction in incidence rate	Target not achieved
Lost time injury and severity rate	100.0	100.0	33.3	0 or 10% reduction in severity rate	Target achieved
Percentage of injured workers returned to work (i) within 13 weeks	(i) 100%	(i) 0%	(i) 83%	Greater than or equal to 80%	Target achieved
Percentage of injured workers returned to work (ii) within 26 weeks	(ii) 100%	(ii) n/a	(ii) n/a	Greater than or equal to 80%	N/A
Percentage of managers trained in work health and safety injury management responsibilities, including refresher training within 3 years	96%	92%	85.71%	Greater than or equal to 80%	New course launched in November 2023 to comply with legislation

* The performance reporting examines a three-year trend and, as such, the comparison base year is to be two years prior to the current reporting year.

** Comment on agency performance over the three-year period.

Unauthorised use of credit cards

Agencies are required to publish in their annual report details of instances where a Western Australian Government Purchasing Card (a 'credit card') was utilised for personal use. In 2023-24, there were 16 such instances.

- Number of instances a Western Australian Government Purchasing Card has been used for personal purpose: 16
- Aggregate amount of personal use expenditure for the reporting period: \$576.97
- Aggregate amount of personal use expenditure settled within 5 days: \$576.97
- Aggregate amount of personal use expenditure settled by 30 June 2024: \$576.97
- Aggregate amount of personal use expenditure outstanding at 30 June 2024: \$0.00
- Number of referrals for disciplinary action: 0

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Appendices

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Appendix 1: Legislation

Administered Legislation

The *Vocational Education and Training Act 1996* is administered by the Minister for Training with the assistance of the Department.

Other key legislation

In the performance of its functions the Department complies with the following relevant written laws.

- *A New Tax System (Goods and Services Tax) Act 1999*
- *Auditor General Act 2006*
- *Contaminated Sites Act 2003*
- *Children and Community Services Act 2004*
- *Corruption, Crime and Misconduct Act 2003*
- *Disability Services Act 1993*
- *Education Services for Overseas Students Act 2000*
- *Electoral Act 1907*
- *Equal Opportunity Act 1984*
- *Financial Management Act 2006*
- *Freedom of Information Act 1992*
- *Industrial Relations Act 1979*
- *Land Administration Act 1997*
- *Minimum Conditions of Employment Act 1993*
- *National Vocational Education and Training Regulator Act 2011*
- *Procurement Act 2020*
- *Public Interest Disclosure Act 2003*
- *Public Sector Management Act 1994*
- *Residential Tenancies Act 1987*
- *Salaries and Allowances Act 1975*
- *School Education Act 1999*
- *Standards for Registered Training Organisations (RTOs) 2015*
- *State Records Act 2000*
- *Student Identifiers Act 2014*
- *Vocational Education and Training (Colleges) Regulations 1996*
- *Vocational Education and Training (General) Regulations 2009*
- *The Western Australian Jobs Act 2017*
- *Work Health and Safety Act 2020*
- *Workers' Compensation and Injury Management Act 1981*
- *Workers Compensation and Injury Management Act 2023*
- *Working with Children (Criminal Record Checking) Act 2004*

Appendix 2: Department contact details

E: Annual.Report@dtwd.wa.gov.au

Other Departmental Services

Apprenticeship Office

16 Parkland Road Osborne Park, WA 6017
T: 13 19 54
E: apprenticeshipoffice@dtwd.wa.gov.au

Migration Services

1 Prospect Place West Perth WA 6005
P: Locked Bag 16, Osborne Park DC 6916
T: +618 9224 6540
E: migration@dtwd.wa.gov.au

Muresk Institute

Muresk Road
Northam WA 6401
T: 1300 994 031
E: muresk@dtwd.wa.gov.au

Office of the State Training Board

16 Parkland Road Osborne Park, WA 6017
T: 08 6551 5593
E: ostb@dtwd.wa.gov.au

TAFE Admissions

P: Locked Bag 16, Osborne Park DC 6916
T: 08 6212 9888
E: tafe.admissions@dtwd.wa.gov.au

TAFE International Western Australia

North Metropolitan TAFE East Perth campus Building B Level 2,
140 Royal Street
East Perth WA 6004
P: Locked Bag 16, Osborne Park DC 6916
T: +618 9218 2100
E: admissions.tiwa@dtwd.wa.gov.au

Training Accreditation Council Secretariat

1 Prospect Place West Perth WA 6005
P: Locked Bag 16, Osborne Park DC 6916
T: 08 9224 6510
E: tac@dtwd.wa.gov.au

Western Australian Defence Industry Workforce Office (WADIWO)

16 Parkland Road Osborne Park WA 6017
E: wadiwo@dtwd.wa.gov.au

Jobs and Skills Centres – Metropolitan/Regional and specialist locations

North Metropolitan TAFE

Balga Jobs and Skills Centre

18 Loxwood Road
Balga WA 6061
T: 13 64 64
E: balgajsc@nmtafe.wa.edu.au

Joondalup Jobs and Skills Centre

35 Kendrew Crescent
Joondalup WA 6027
T: 13 64 64
E: joondalupjsc@nmtafe.wa.edu.au

Midland Jobs and Skills Centre

Corner Lloyd Street and Eddie Barron Drive
Midland WA 6056
T: 13 64 64
E: midlandjsc@nmtafe.wa.edu.au

Perth Jobs and Skills Centre

30 Aberdeen Street
Northbridge WA 6003
T: 13 64 64
E: perthjsc@nmtafe.wa.edu.au

South Metropolitan TAFE

Armadale Jobs and Skills Centre

145 Jull Street
Armadale WA 6112
T: 13 64 64
E: armadalejsc@smtafe.wa.edu.au

Fremantle Jobs and Skills Centre

1 Fleet Street
Fremantle WA 6160
T: 13 64 64
E: Fremantle.jsc@smtafe.wa.edu.au

Peel Jobs and Skills Centre

2 Education Drive
Greenfields WA 6210
T: 13 64 64
E: peeljsc@smtafe.wa.edu.au

Rockingham Jobs and Skills Centre

Simpson Avenue
Rockingham WA 6168
T: 13 64 64
E: rockinghamjsc@smtafe.wa.edu.au

Thornlie Jobs and Skills Centre

Burslem Drive
Thornlie WA 6108
T: 08 9599 8655
E: thornliejsc@smtafe.wa.edu.au

North Regional TAFE**Broome Jobs and Skills Centre**

68 Cable Beach Road
Broome WA 6725
T: 13 64 64
E: kimberleyjsc@nrtafe.wa.edu.au

Karratha Jobs and Skills Centre

Lot 2598 Dampier Hwy
Karratha WA 6714
T: 13 64 64
E: pilbarajsc@nrtafe.wa.edu.au

Kununurra Jobs and Skills Centre

79 Coolibah Drive
Kununurra WA 6743
T: 13 64 64 or 08 9168 9477
E: kununurrajsc@nrtafe.wa.edu.au

South Hedland Jobs and Skills Centre

18 Parker St
South Hedland WA 6722
T: 13 64 64 or 08 9168 9467
E: hedlandjsc@nrtafe.wa.edu.au

Central Regional TAFE**Geraldton Jobs and Skills Centre**

Fitzgerald Street
Geraldton WA 6530
T: 13 64 64
E: midwestjsc@crtafe.wa.edu.au

Kalgoorlie Jobs and Skills Centre

34 Cheetham Street
Kalgoorlie WA 6430
T: 13 64 64
E: goldfieldsjsc@crtafe.wa.edu.au

Northam Jobs and Skills Centre

Lot 1, Hutt Street
Northam WA 6401
T: 13 64 64
E: wheatbeltjsc@crtafe.wa.edu.au

South Regional TAFE**Bunbury Jobs and Skills Centre**

Robertson Drive
Bunbury WA 6230
T: 13 64 64
E: bunburyjsc@srtafe.wa.edu.au

Albany Jobs and Skills Centre

5 Anson Road
Albany WA 6330
T: 13 64 64
E: albanysc@srtafe.wa.edu.au

Collie Jobs and Skills Centre

Collie Central
56 Forrest Street
Collie WA 6225
T: 08 6371 3929
E: colliejsc@srtafe.wa.edu.au

Specialist Jobs and Skills Centre services

Multicultural Services Centre WA (People from culturally and linguistically diverse backgrounds):

- 20 Cobbler Place, Mirrabooka WA 6061
- 20 View Street North Perth WA 6006
- 7 Mallard Way Cannington WA 6107
- 5 Bookham Street Morley WA 6062

T: 08 9328 2699
E: jsc@mscwa.com.au

Outcare

(Ex-offenders)
27 Moore Street
East Perth WA 6004
T: 08 6263 8622
E: reception@outcare.com.au



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

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16 Parkland Road
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