



State  
Training  
Board



STATE TRAINING BOARD

# ANNUAL REPORT

2022–23

## Statement of Compliance

Hon Simone McGurk MLA  
Minister for Training

In accordance with section 24 of the Vocational Education and Training Act 1996, I hereby submit for your information and presentation to Parliament, the Annual Report of the State Training Board of Western Australia for the financial year ended 30 June 2023.



Mr Jim Walker  
Chair, State Training Board  
01 September 2023

## Acknowledgement of Country

The State Training Board acknowledges the Aboriginal people of Western Australia as the traditional custodians of the lands and waters. The Board honours the nation's first peoples' wisdom, cultures, languages and communities, and pays respect to Elders past, present and emerging.

## State Training Board Annual Report 2022-23

Published by the State Training Board 2023

### For further information:

Office of the State Training Board  
Department of Training and Workforce Development  
Djookanup, Level 2  
16 Parkland Road, Osborne Park WA 6017

**P:** Locked Bag 16, Osborne Park DC WA 6916  
**T:** 08 6551 5593  
**E:** [ostb@dtwd.wa.gov.au](mailto:ostb@dtwd.wa.gov.au)  
**W:** [stb.wa.gov.au](http://stb.wa.gov.au)

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# THE BOARD AND THE DEPARTMENT CONTINUED TO WORK PRODUCTIVELY TOGETHER DURING 2022-23



## CHAIR'S MESSAGE

**On behalf of the State Training Board, I am pleased to present our Annual Report for the year ending 30 June 2023.**

The 2022-23 financial year saw a very tight labour market with historically low unemployment levels and strong jobs growth, coupled with high vocational education and training (VET) enrolments and apprenticeship

numbers. There continues to be increased demand for skilled workers, with the Commonwealth and State Governments allocating substantial funding for training programs and incentives to develop the capacity of our local Western Australian workforce, complemented by migration initiatives to attract highly skilled overseas workers.

2022-23 has been a busy year for the State Training Board, with the release and implementation of the *2023-24 State Training Plan*. The Plan identifies four priorities to guide a well-funded, agile and innovative VET sector, positioning the WA skills and training sector to respond to the strategic development of the State's industries and a contemporary, diversifying economy. The Board also released its *Regional Early Childhood Education and Care report* and *Mobilising WA's Future: Young people in VET* report, both of which are critical to priorities in strengthening WA's regions and the State's pipeline of apprentices and trainees.

National VET reform has been a key focus for the Commonwealth and State Governments throughout 2022-23. In late 2022, Jobs and Skills Australia (JSA) was established to provide the Commonwealth Government with independent advice on current, emerging and future workforce, skills and training needs. Ten national Jobs and Skills Councils will work with JSA to progress reforms in these areas. Western Australia's economic priorities and its thriving training sector will be central to shaping the direction of this dynamic national reform environment. The Office of the State Training Board (OSTB) is championing Western Australia's interests in this space through its active involvement with State and Territory skills authorities and other national networks.

The Board has also seen a significant increase in the establishment and variation of apprenticeships and traineeships in the past year. This includes a suite of changes stemming from the release of the updated Manufacturing and Engineering Training Package, and new traineeships in priority areas such as social assistance, tourism and hospitality, and automotive electric vehicle technology.

There were changes to the Board's membership during the year. I would like to thank Chris Hall and Ray Sputore for their diligence and professionalism over their years of service, and in particular, I would like to acknowledge Chris

Hall's leadership of the Board's Social Assistance and Allied Health Strategy. I would also like to welcome Lena Constantine and Debra Zanella as Board members and look forward to their input and stewardship.

Industry Training Councils continued to provide the Board and Department of Training and Workforce Development with valuable industry information and advice throughout 2022-23, supporting the development and implementation of training and workforce development initiatives, and I would like to thank them for their efforts.

The Board and the Department continued to work productively together during 2022-23, and I would particularly like to acknowledge Karen Ho, Director General for the integrity of her leadership of the Department's initiatives to meet the workforce needs of the State's diverse industries; and Jodie Wallace, Executive Director of the Department's Policy, Planning and Innovation directorate for her continued support.

On behalf of the Board, I would like to acknowledge and thank the Hon Sue Ellery MLC, who since 2017 has provided strong support and guidance for the Board and WA's VET sector as Minister for Education and Training; and welcome the Hon Simone McGurk MLA who assumed the portfolio as the Minister for Training in December 2022. Minister McGurk has already demonstrated strong support for the Board and the new State Training Plan, and Board members look forward to working with the Minister during 2023-24.

Finally, I would like to thank my fellow Board members, whose commitment and expertise has been pivotal to the success of the Board's work over the past year.



**Mr Jim Walker**  
**Chair, State Training Board**



# PERFORMANCE HIGHLIGHTS

# 4

INDUSTRY TRAINING COUNCIL FORUMS

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BOARD MEETINGS



## STATE TRAINING PLAN 2023-24 RELEASED

**4 priority areas** to develop a highly skilled and agile local workforce and help diversify WA's economy. Priorities include:

1. Advocating for Western Australian industry skills needs in National Skills Reform.
2. Preparing a skilled workforce for energy transformation and decarbonisation targets.
3. Managing a sustainable pipeline of apprentices and trainees.
4. Building regional workforce skills and capacity.

## MAJOR PROJECTS

## ESTABLISHMENT AND VARIATION OF APPRENTICESHIPS AND TRAINEESHIPS

- » **Agricultural Workforce Project commenced**, including establishment of the Agriculture Workforce and Skills Steering Committee
- » **Regional Early Childhood Education and Care Report** and **State Government Workforce Action Plan** released by the Minister
- » **Mobilising WA's Future: Young people in VET Report** and **State Government response** released by the Minister
- » **Social Assistance and Allied Health Strategy** – continuing initiative
- » **Tourism and Hospitality Skills Strategy** – continuing initiative

- » **44** new apprenticeships and traineeships established
- » **32** apprenticeships and traineeships varied to better meet the needs of industry
- » **168** apprenticeships and traineeships updated via the expedited EVAC process



# ABOUT THE STATE TRAINING BOARD

## About the State Training Board

The State Training Board is an independent body established by Part 3 of the *Vocational Education and Training Act 1996* (the VET Act) as the peak industry training advisory body to the Minister for Training (the Minister). The Board's key functions include both administrative responsibilities under the VET Act and the provision of strategic advice to the Minister on a range of VET policy issues.



## STRATEGIC ADVICE

## ADMINISTRATIVE RESPONSIBILITIES

Development of a **State Training Plan** that sets out industry's training needs.

The Plan is submitted to the Minister to inform strategic directions, policies and priorities for the State training system.

Provides recommendations to the Minister on the endorsement of qualifications for delivery as **apprenticeships and traineeships** in WA.

The Board's **Establishment and Variation of Apprenticeships Committee** (EVAC) seeks advice from Industry Training Councils and the Department to assess proposals to establish or vary apprenticeships and traineeships. Consultations incorporate the views of industry, training providers, unions, peak bodies and other stakeholders impacted by the proposal.

**Strategic projects** to inform government policy and programs.

Advice includes the extent to which training services meet the current and future requirements of industry and the community, and opportunities to improve links between industry developments and the VET sector to ensure availability of appropriately skilled labour for the State.

Formally recognises **Industry Training Councils** for the provision of specific advice on training and workforce issues.

The Board manages Industry Training Council service agreements to ensure their services meet the needs of the Board and the Department.

Strategic **industry engagement** to inform training sector policy development.

Hears **appeals to Training Accreditation Council** decisions relating to training provider registration, course accreditation and cancellation of VET qualifications.

# STATE TRAINING BOARD MEMBERS

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## **Mr Jim Walker (Chair)**

1 December 2014 to present

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Jim Walker has over 45 years of experience in the resources, construction, and agriculture sector, working with Caterpillar dealerships WesTrac and Hastings Deering and Morgan Equipment.

Mr Walker's current directorships include Non-Executive Chair of Austin Engineering Ltd, Chair of the Diggers and Dealers Forum, and Chair of the Motor Museum of WA, a not-for-profit entity. Mr Walker is a member of the RAC Council, Chairman of RACWA Holdings Pty Ltd, RAC Finance Ltd and RAC Insurance Pty Ltd.

Mr Walker was formerly Non-Executive Chairman of Macmahon Holdings Limited, and Managing Director and Chief Executive Officer of WesTrac Pty Ltd. He was formerly Chair of Wesley College, and past National President of the Australian Institute of Management (AIM) and AIM Western Australia.

Mr Walker is a graduate member of the Australian Institute of Company Directors (AICD). Mr Walker's focus on apprentices and training was recognised when he was awarded the GJ Stokes Memorial Award at Diggers & Dealers in August 2014.



## **Captain Angela Bond, RAN**

1 January 2018 to present

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Captain Bond was the Commanding Officer at HMAS Stirling and the Senior Naval Officer of Western Australia prior to transferring to the Naval Reserve in March 2017.

In 2020, Captain Bond joined the ADF COVID-19 Joint Task Group in WA as the RAN Liaison Officer. In February 2021, Captain Bond has continued with Reserve Service as the Defence Lead for the Defence Industry Pathways Program.

Captain Bond has extensive experience in executive positions and human resource management. She is a Fellow of the Australian Institute of Management WA and a Member of the Australian Institute of Company Directors. Captain Bond is the Warden at the Fremantle War Memorial and the Patron of the Ex WRANS and RAN Women's Association. Captain Bond has achieved a Master of Business Administration degree and a Master of Defence Studies (Management) degree from the University of Canberra.



### **Professor Juli Coffin**

1 January 2019 to present

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Professor Juli Coffin is an Aboriginal woman, with traditional ties to her grandparents' Nyangumarta country in the Pilbara region. She is recognised as a prominent Aboriginal researcher, with expertise in cultural security, education and research across a diverse range of settings including chronic diseases, community development, health promotion and equine assisted learning.

Professor Coffin has been awarded numerous competitive grants throughout her career, with the most recent being awarded in 2020 from Healthway and the National Health and Medical Research Council (NHMRC). Professor Coffin has worked in the Aboriginal youth space for many years and while in this role, Professor Coffin designed the Yawardani Jan-ga Equine Assisted Learning research program, which is the first of its kind in the Kimberley, Australia and the world.

In 2022, Professor Coffin commenced a new position as Ellison Professor Aboriginal Young People's Social and Emotional Wellbeing at Murdoch University's Ngangk Yira Institute for Change.



### **Lena Constantine**

1 January 2023 to present

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Ms Lena Constantine is an executive leader at the Chamber of Commerce and Industry of Western Australia (CCIWA) who has been driving workforce development policy and initiatives for WA industry for over a decade.

Holding a Bachelor of Commerce from Curtin University, she has responsibility for leading CCIWA's services focussed on supporting WA businesses to build local skills through connecting with the school, VET and university sectors to develop the workforce of the future.

Ms Constantine is passionate about getting people the skills that WA industry needs and has strong knowledge of the apprenticeship system from overseeing WA's largest Australian Apprenticeship Support Network provider since 2015.

Prior to her current role, Ms Constantine worked in Canberra on industry policy for the Federal Government; and led the CCIWA policy team, amassing extensive experience in policy development and government program implementation.



### **Mr Chris Hall AM**

1 January 2013 to 31 December 2022

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Mr Chris Hall AM was the Chief Executive Officer of Juniper, a leading provider of care, accommodation and support services for older Western Australians from 2018 to 2022. Over the past 30 years, Mr Hall has been part of numerous government advisory bodies and held corporate governance and senior leadership positions in the not-for-profit sector at national, state and local levels.

Mr Hall is a Graduate of the Australian Institute of Company Directors, Fellow of the Australian Institute of Management, Fellow of the Institute of Public Administration Australia WA, and 2009 Churchill Fellow.



### **Lisa Judge**

1 September 2021 to present

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Ms Lisa Judge is the Assistant Secretary of UnionsWA, the peak representative body for trade unions, where she is responsible for sector development, training, procurement, and worker entitlements. Before joining the union movement, Ms Judge worked to promote social inclusion and equality as an advisor to state and federal governments.

A graduate of the Australian National University, Ms Judge holds a BA in Political Science and Government and a Master of Teaching. She is passionate about strengthening public services by empowering the workforce who deliver them. In her most recent role as the Coordinator of Communications and Engagement at the CPSU/CSA Ms Judge coordinated worker responses to COVID policy and drove the digitisation of union services to respond to remote work.

Ms Judge now serves on the newly formed Building and Construction Consultative Committee and pursues the protection of worker entitlements on the MyLeave Board.



### **Fran Kirby**

1 January 2018 to present

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Ms Fran Kirby was born in Northern Ireland. She immigrated to WA in 1987 having completed a Bachelor of Hospitality and Business from the University of Ulster. Ms Kirby was appointed Human Resources Manager at Observation City Hotel in 1992 until 1999. Thereafter she spent 3 years as Human Resources Manager at the Esplanade Hotel in Fremantle. In 2003, Ms Kirby joined Accor Hotels as the Regional Human Resources Manager for Western Australia and the Northern Territory and was responsible for 18 hotels across the Regions.

Ms Kirby was admitted to the Australian Hotels Association “Hall of Fame” in 2008 for services to the Hospitality Industry in Western Australia. After semi-retiring in 2020 she continues to work as a Consultant for Accor Hotels. She has also recently commenced a role as Senior Workplace Relations Advisor at The Australian Hotels Association in WA.

Ms Kirby is a Board Member of Hospitality Group Training and Deputy Chair of the Tourism and Hospitality Consultative Committee for Edith Cowan University.



### **Stephen Moir**

1 April 2019 to present

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Mr Stephen Moir is the Group Chief Executive Officer of the Motor Trade Association of Western Australia (MTA WA), a position he has held since February 2010. The MTA WA is the peak representative body for the automotive retail and services sector. The automotive sector in WA consists of approximately 7,000 businesses, which employ 35,000 people.

Prior to joining the MTA WA, Mr Moir was the Managing Director of the Small Business Development Corporation where he had responsibility for the development and sustainability of the State’s small business sector. He was also responsible for the management of the State’s skilled and business migration program and established one of the most respected, innovative and successful programs in Australia. Mr Moir was a member of the Federal Minister for Immigration’s Consultative Panel, which determined the future shape of Australia’s skilled migration program. Mr Moir has held senior management positions in the retail sector, industrial relations, marketing and human resource professions.



### **Professor Cobie Rudd**

16 November 2015 to present

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Professor Cobie Rudd is the Deputy Vice-Chancellor (Regional Futures) and Vice-President at Edith Cowan University (ECU) with the key responsibility to build ECU's presence in the regions with a focus on the South West. In this role, she secured the State Government's first regional innovation hub, the WA Creative Tech Innovation Hub, as well as a new Commonwealth Government funded University Department of Rural Health for the South West.

Professor Rudd also holds the ECU portfolio for institutional accreditation in gender equality and was inducted into the WA Women's Hall of Fame in March 2023. She has worked across all sectors in her career, including as a Federal Ministerial policy researcher, State Government policy advisor, CEO in the private sector, and clinician.

Professor Rudd has served as a Non-Executive Director on over 14 boards of governance and holds a Bachelor of Health Science in Nursing, Master of Public Health, and Doctor of Philosophy. Additionally, she is a Graduate of the Australian Institute of Company Directors and a Registered Nurse.





### **Mr Ray Sputore**

1 July 2017 to 31 December 2022

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Mr Ray Sputore has over 47 years of professional, corporate and business experience through a range of executive management and non-executive management appointments. Mr Sputore's extensive boardroom and board committee experience includes ASX listed, proprietary, not-for-profit and government organisations covering the building, civil, industrial, state government and resource sectors. Previous board roles include Master Builders WA, Master Builders Australia, Leighton Contractors, Ngarda Mining and Civil, Decmil Australia, WA Construction Industry Portable Long Service Leave and the Mark Allen Memorial Trust.

Mr Sputore graduated in Civil Engineering from the West Australian Institute of Technology in 1974. He is a Graduate of the Australian Institute of Company Directors, a Fellow of the Institute of Engineers Australia and a registered builder, contractor and practitioner. Mr Sputore is the past President and Chair of the Chamber of Commerce and Industry of WA (CCIWA). He is a life member of the Australian Chamber of Commerce and Industry, having served as President and Non-Executive Director, and also a Non-Executive Director of CBus (United Super).



### **Debra Zanella**

1 January 2023 to present

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Ms Debra Zanella is currently Chief Executive Officer of Ruah Community Services. Ruah is a leading Western Australian community organisation that provides services supporting people experiencing homelessness, family and domestic violence, and mental health challenges.

Ms Zanella has extensive governance experience. She is currently a Council Member of the Institute of Public Administration Australia (WA), Board Member and Treasurer of the Australian Alliance to End Homelessness, and a Member of the Ministerial Advisory Committee on Homelessness to the Minister.

She has served as a Board Member of the East Metropolitan Health Service and Chair of their Audit and Risk Committee, Member of the National Centre for Social Impact Advisory and as President of the Western Australian Council of Social Services. Ms Zanella is a founding member of the WA Alliance to End Homelessness.

# BOARD MEMBERSHIP

Board members are appointed by the Minister under section 19 of the VET Act for their experience and expertise in education and training, industry or community affairs and their ability to contribute to the strategic direction of the State’s training system.

Seven members are appointed by the Minister under section 19(1), from which one member is selected to undertake the duties of the Chair. Of these members, one is appointed for their experience in workers’ interests and one for their experience in employers’ interests. During the reporting period, Ms Lisa Judge represented workers’ interests, and employers’ interests were represented by Mr Ray Sputore (from 1 July 2022 to 31 December 2022) and Ms Lena Constantine (from 1 January 2023 to 30 June 2023).

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

and Mr Chris Hall AM were appointed in this way. Ms Debra Zanella replaced Mr Hall on the Board following the end of his tenure on 31 December 2022. Members may be appointed for up to three years and the chairperson may be appointed for up to five years. All members are eligible for re-appointment. In accordance with *Premier’s Circular 2022/02 – State Government Boards and Committees*, the membership of individuals should not exceed ten years.

## Remuneration of State Training Board members

Section 63 of the VET Act provides that Board members are paid such remuneration and allowances as the Minister, on the recommendation of the Public Sector Commissioner, determines from time to time. This is paid as sitting fees<sup>1</sup>. During the 2022–23 reporting period, Board members received the following remuneration.

Table 1: State Training Board remuneration 2022-23

Position	Name	Type of remuneration	Period of membership in 2022-23	Gross remuneration 2022-23
Chair	Mr Jim Walker	Sitting fees	1 July 2022 – 30 June 2023	\$32,550.00
Member	Mr Chris Hall AM	Sitting fees	1 July 2022 – 31 December 2022	\$6,510.00
Member	Prof. Cobie Rudd	Sitting fees	1 July 2022 – 30 June 2023	\$13,020.00
Member	Mr Ray Sputore	Sitting fees	1 July 2022 – 31 December 2022	\$6,510.00
Member	Ms Fran Kirby	Sitting fees	1 July 2022 – 30 June 2023	\$13,020.00
Member	Capt. Angela Bond	Sitting fees	1 July 2022 – 30 June 2023	\$13,020.00
Member	Prof. Juli Coffin	Sitting fees	1 July 2022 – 30 June 2023	\$13,020.00
Member	Mr Stephen Moir	Sitting fees	1 July 2022 – 30 June 2023	\$13,020.00
Member	Ms Lisa Judge	Sitting fees	1 July 2022 – 30 June 2023	\$13,020.00
Member	Ms Debra Zanella	Sitting fees	1 January 2023 – 30 June 2023	\$6,510.00
Member	Ms Lena Constantine	Sitting fees	1 January 2023 – 30 June 2023	\$6,510.00
<b>TOTAL 2022-23</b>				<b>\$136,710.00</b>

<sup>1</sup>Members who are: on the public payroll, including all current full time State, Commonwealth and Local Government employees; Members of Parliament within the last 12 months; current and retired judicial officers (except magistrates); and current non-academic employees of public academic institutions, may not be eligible to receive sitting fees (Premier’s Circular 2022/02). Sitting fees are paid on a quarterly basis.



# BOARD MEETINGS

The Board meets six times throughout the year, with meetings held either at the Department of Training and Workforce Development or at facilities relevant to its industry and training priorities. In the past 12 months, meetings were held at South Metropolitan TAFE's Bentley and Munster campuses, which provided

the Board with the opportunity to view key hospitality training facilities and the State's world class Australian Centre for Energy and Process Training (ACEPT).

Table 2 details the Board's meeting dates and the attendance of individual members.

Table 2: State Training Board meetings and attendance

Board member	Meetings					
	18/08/2022	20/10/22	01/12/22	09/02/23	20/04/23	15/06/23*
Mr. Jim Walker (Chair)	✓	✓	✓	✓	✓	✓
Captain Angela Bond	✓	✓	✓	✓	✓	✓
Professor Juli Coffin	✓	✓	✓	✓	✓	✓
Ms Lena Constantine <sup>2</sup>				✓	✓	✓
Mr. Chris Hall AM <sup>1</sup>	✓	✓	✓			
Ms. Lisa Judge	✓	✓	✓	✓	✓	✗
Ms. Fran Kirby	✗	✓	✓	✓	✓	✗
Mr. Stephen Moir	✓	✓	✗	✓	✓	✓
Professor Cobie Rudd	✗	✓	✓	✓	✓	✓
Mr. Ray Sputore <sup>1</sup>	✓	✓	✓			
Ms Debra Zanella <sup>2</sup>				✓	✓	✓

\* The meeting originally scheduled for 15 June 2023 was postponed to 12 July 2023.

<sup>1</sup> Mr Chris Hall and Mr Ray Sputore's terms on the Board expired on 31 December 2022.

<sup>2</sup> Ms Debra Zanella and Ms Lena Constantine's terms on the Board commenced on 1 January 2023.



# THE BOARD'S WORKING RELATIONSHIPS

The Board has an important role in enabling industry to invest in training and skills development by engaging with the VET sector. This involves developing strategies, policies and actions that maximise opportunities for building, attracting and retaining a skilled and capable workforce for Western Australia. In 2022-23, the Board's focus included creating opportunities in apprenticeships and traineeships, better engaging young people in training, and addressing critical workforce shortages in the agriculture and early childhood education and care sectors.

## Minister for Training

The Board is established by the Minister under Part 3 of the VET Act as Western Australia's peak industry training advisory body. The Chair, on behalf of the Board, meets with the Minister on a regular basis. During the reporting period, the Board reported to the Hon Sue Ellery MLC, Minister for Education and Training from 1 July 2022 to 13 December 2022; and the Hon Simone McGurk MLA, Minister for Training from 14 December 2022.

## Industry training advisory bodies

Industry training advisory bodies, also known as Industry Training Councils, provide a direct link between industry stakeholders and the training system. They consult broadly with stakeholders and the insights gained through this process provides valuable information for the State Training Board, the Western

Australian Government, training providers and members of the public. Industry Training Council advice informs the Board's State Training Plan and recommendations to the Minister concerning vocational education and training matters. This consultation process ensures that the voice of Western Australia's industries is included in decisions regarding training and workforce development.

The Board currently recognises eight Industry Training Councils under section 21(1)(b) of the VET Act. Seven of these are funded by the Department, with the Office of the State Training Board responsible for managing the Service Agreements. The Construction Training Fund provides Industry Training Council services under a Memorandum of Understanding with the Department.

In 2022-23, the following Industry Training Councils were in operation (see Appendix 1 for further details):

- » 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





CommunitySkills WA



- RESOURCES
- INDUSTRY
- TRAINING
- COUNCIL



FINANCIAL ADMINISTRATIVE & PROFESSIONAL SERVICES TRAINING COUNCIL INCORPORATED

FutureNow.





The current Industry Training Council Service Agreements commenced on 1 July 2019 for a period of two years, with three one-year extension options. The final extension option was exercised in 2023, extending the Service Agreements to 30 June 2024. New Service Agreements will be developed for implementation from 1 July 2024.

The Office of the State Training Board held four Industry Training Council Forums throughout the reporting period. Forums are an important opportunity for dialogue between the Department and Industry Training Councils. They enable in-depth discussion on vocational education and training issues impacting industries, and an opportunity for the Department to provide updates on its recent activities, as well as operational matters. During the reporting period, Industry Training Councils discussed how they could align their work around the priorities of the State Training Plan 2023-24 and strategies to engage stakeholders on these priorities. They also discussed emerging issues in their industries, including the impact of national policies, such as the impact of decarbonisation targets and national VET reforms. Forums also allowed for the Industry Training Councils to speak directly with the Department on potential programs and policies that could be implemented to better support Western Australian industries. Forums were held on 5 August 2022, 18 November 2022, 16 March 2023 and 11 May 2023.

### **Department of Training and Workforce Development**

The Board has a strong working relationship with the Department of Training and Workforce Development. This relationship is underpinned by a Memorandum of Understanding between the Board and the Department.

The VET system is administered by the Department in its role as the State Training Authority. In addition to this vital training role,

the Department has a wider responsibility for workforce development. That is, to build, attract and retain a skilled workforce to meet the economic needs of Western Australia, to minimise skill shortages and maximise the State's ability to respond to new opportunities.

The Department manages the investment of public resources in the State's VET system, including planning, funding and monitoring training and workforce development services. This investment into the VET sector is guided by the State Training Plan, an integral document produced by the Board at the request of the Minister that is informed by labour market data and industry intelligence. The Department funds training that is delivered by a State-wide network of TAFE colleges and funded private registered training organisations. The Department is also responsible for regulating the State's apprenticeship and traineeship system.

The Chair meets regularly with the Director General, the Executive Director, Policy, Planning and Innovation as well as other senior executives of the Department to ensure alignment between priorities of the Board and the Department, where possible. The Executive Director Policy, Planning and Innovation also attends Board meetings to provide an important link between Department and Board activities and to provide updates on Commonwealth and State VET issues, policies and developments, funding matters, uptake of training (including apprenticeships and traineeships) and other Department activities. In addition, the Director General attended the 1 December 2022 and 20 April 2023 Board meetings.

Throughout the reporting period, the position of Director General was held by Ms Karen Ho and the position of Executive Director Policy, Planning and Innovation was held by Ms Jodie Wallace.

## Training Providers

To maintain the dialogue between the Board and Western Australia's vocational education and training providers, the Chair of the Board regularly attends meetings of the TAFE Executive, and also meets with industry and training peak bodies and other representatives as necessary.

In addition, the Office of the State Training Board facilitated a meeting between the TAFE Executive and Industry Training Council CEOs on 6 September 2022, which further strengthened discussions between industry and training providers around vocational education and training issues.

## Office of the State Training Board

The Board and its committees are supported by the OSTB, which is part of the Department of Training and Workforce Development's Policy, Planning and Innovation directorate. The OSTB provides secretariat, policy and project support to the Board and its sub-committees. It supports the development of the Board's State Training Plan and is also the first point of contact for proponents seeking to establish, vary or remove an apprenticeship or traineeship in Western Australia. Through its administration of the Board's Establishment and Variation of Apprenticeships Committee, the OSTB supports the Board in its provision of advice and recommendations to the Minister for Training in accordance with section 60C of the VET Act.



The Hon Simone McGurk MLA Minister for Training, with Board members at the Australian Centre for Energy and Process Training, South Metropolitan TAFE



# OUR WORK



# STATE TRAINING PLAN

The Board develops a State Training Plan for the Minister for Training under the VET Act. The plan is a key strategic document that identifies the training priorities of the State's industries to inform investment by the State Government in VET. The Board develops the Plan within the context of national and State Government policies and priorities and is informed by the Department's training data and labour market analysis, as well as valuable consultation with industry facilitated by the State's network of Industry Training Councils.

The *State Training Plan 2023-24* was endorsed by the Minister on 13 June 2023 and focuses on developing a highly skilled and agile local workforce required to grow and diversify the State's economy. The Plan identifies four key priorities to guide a well-funded, agile and innovative VET sector that supports the strategic development of the State's industries and the economy. These are:

# 1

## **Advocating for Western Australian industry skills needs in National Skills Reform.**

The Board will ensure WA's priorities, unique regional challenges and skills shortages are represented at the national level, through effective and collaborative engagement with Jobs and Skills Australia.

# 2

## **Preparing a skilled workforce for energy transformation and decarbonisation targets.**

There is a significant role for the VET sector in preparing the workforce for the State's energy transformation and decarbonisation targets. Thousands of new jobs will be created across current and emerging industries as WA moves towards net-zero emissions by 2050.

# 3

## **Managing a sustainable pipeline of apprentices and trainees.**

Apprentices and trainees form the backbone of the skilled workforce in multiple industries in WA and sustaining a pipeline of skills is vital for the State to prosper.

# 4

## **Building regional workforce skills and capacity.**

WA's regions are unique and they are experiencing significant workforce challenges. The development of skills as a platform to build the capacity of regions continues as a key focus for the Board. The Board's Social Assistance and Allied Health Strategy; Regional Early Childhood Education and Care Strategy; and the Agriculture Workforce and Skills Project are three of the Board's current initiatives with a strong focus on regional development.

# ESTABLISHMENT AND VARIATION OF APPRENTICESHIPS

The Board's Establishment and Variation of Apprenticeships Committee (EVAC) provides advice to the Minister regarding the classification of prescribed VET qualifications and any other conditions applied to them, as required under section 60C of the VET Act. A list of the committee members can be found at Appendix 2.

The EVAC may establish new apprenticeships or make variations to existing ones. The *Vocational Education and Training (General) Regulations 2009* (the Regulations) prescribe that the Board must consult with industry training councils as well as employee and employer groups in any industry that might be affected by the Minister's decision.

Qualifications may be classified as A, B or C, which determines whether they may be undertaken through employment-based training only (class A), through institution-based training only (class C), or whether both pathways are available (class B).

Through the EVAC, the Board also provides advice to the Minister on other conditions relating to apprenticeships, as detailed in regulation 37 of the Regulations:

- » Whether an apprentice under a training contract for the qualification should be called an 'apprentice', 'trainee', 'intern', 'cadet' or some other term.
- » The nominal period of a training contract for the qualification.
- » Whether an apprentice under a training contract for the qualification should be able to work part time under the contract.
- » Whether a person at school should be able to enter into a training contract for the qualification.
- » Any other condition that should apply to the classification of the qualification.

All proposed establishments and variations, as well as the Minister's decision on each proposal, are published on the State Training Board website. Any changes to qualifications as a result of the EVAC process are also published in the *Government Gazette* and in the *Register of Class A and B Qualifications*. The following section details the proposals that were considered by the EVAC during the reporting period.

## EVAC Activity

The Board saw a significant increase in the number of apprenticeship and traineeship establishments and variations throughout the reporting period. From 1 July 2022, there were 44 establishments and 32 variations, compared with three establishments and 16 variations in 2021-22.

This increase in activity was largely due to the release of the updated Manufacturing and Engineering (MEM) Training Package (Release 2.1) on the National Register. The updated training package included a requirement for mandatory workplace-based training for Certificate III trade qualifications, except for experienced tradespeople who are undertaking further training. This requirement, along with other updates, affected a significant number of apprenticeships and traineeships in the industry.

The Board worked with the Utilities, Engineering, Electrical and Automotive Training Council and the Department of Training and Workforce Development to ensure courses affected by the changes reflected the updated training package requirements and Western Australian industry needs. This work led to 38 establishments, 26 variations and 12 removals to apprenticeships and traineeships associated with the following 12 MEM qualifications:



- » MEM30119 – Certificate III in Engineering – Production Systems
- » MEM30219 – Certificate III in Engineering – Mechanical Trade
- » MEM30319 – Certificate III in Engineering – Fabrication Trade
- » MEM30619 – Certificate III in Jewellery Manufacture
- » MEM30719 – Certificate III in Marine Craft Construction
- » MEM31019 – Certificate III in Watch and Clock Service and Repair
- » MEM31319 – Certificate III in Refrigeration and Air-conditioning
- » MEM31419 – Certificate III in Engineering – Fixed and Mobile Plant Mechanic
- » MEM31519 – Certificate III in Engineering – Toolmaking Trade
- » MEM31719 – Certificate III in Engineering – Casting and Moulding Trade
- » MEM40119 – Certificate IV in Engineering
- » MEM50119 – Diploma of Engineering Advanced Trade

In addition to the substantial body of work undertaken with MEM qualifications, the Board provided recommendations to the Minister to establish six traineeships and vary a further five traineeships:

#### Establishments:

- » FNS50322 Diploma of Finance and Mortgage Broking Management
- » CPP30221 Certificate III in Surveying and Spatial Information Services
- » SIR40216 Certificate IV in Community Pharmacy Dispensary
- » 52890WA Certificate II in Community Health and Wellbeing
- » CHC43215 Certificate IV in Alcohol and Other Drugs
- » AUR32721 Certificate III in Automotive Electric Vehicle Technology

#### Variations:

- » SIT30522 Certificate III in Events
- » SIT30222 Certificate III in Travel
- » HLT45021 Certificate IV in Dental Assisting
- » SHB30516 Certificate III in Barbering
- » SHB30416 Certificate III in Hairdressing

A variation to the General Condition on the Register of Class A and B Qualifications was also made to formalise a policy position of the Department to allow part time hours to be averaged over a four week period for apprenticeships and traineeships.

Expedited EVACs are another critical process designed to fast-track the classification of new qualifications due to training package updates, whilst still meeting the legislative requirements under the VET Act. Industry Training Councils drive this process by seeking and recording industry and union support for any training package changes without the direct involvement of the EVAC. During the reporting period, a total of 168 expedited EVACs were considered. This was a significant increase from the 106 considered in 2021-22.

As of 30 June 2023, six establishments and two variations were in progress and will be presented to EVAC in the 2023-24 reporting period.

## INDUSTRY TRAINING COUNCILS

The Board, in consultation with the Minister, ensures that Industry Training Councils have appropriate industry membership and governance structures. Through Service Agreements with the Department, Industry Training Councils prepare annual industry engagement plans to ensure that industry intelligence is robust and adequately captures the views of industry. Training Council Service Agreements were extended in the reporting period to 30 June 2024.

In the reporting period, Industry Training Councils provided evaluation reports for the Board's Establishment and Variation of Apprenticeships Committee (EVAC), and quarterly updates outlining the key workforce and training trends and challenges for each sector. Industry engagement and reporting were conducted with a particular view to supporting the *State Training Plan 2022-23* strategic priorities and increasing the supply of skilled workers to WA's industries.

Industry Training Councils also undertook a significant body of work in consulting across their industry portfolios to provide detailed industry information for the annual Western Australian Jobs, Education and Training (WAJET) survey administered by the Department. The survey collected broad occupational and industry data to inform development of the *State Priority Occupation List 2023* and other training priorities for the State.

## ADVOCATING FOR WA INDUSTRY IN NATIONAL SKILLS REFORM

Jobs and Skills Australia (JSA) was established in late 2022 to provide the Australian Government with independent advice on current, emerging and future workforce, skills and training needs, as well as advice on the capacity of the training system to meet these needs.

Ten national Jobs and Skills Councils (JSCs), contracted by the Department of Employment and Workplace Relations (DEWR) will work with JSA to produce workforce development plans and commence a program to reform qualifications.

In early 2023, the OSTB and the Department of Training and Workforce Development became members of the Federated Industry Skills Network (FISN), which brings together senior representatives from State and Territory skills authorities. The main function of the FISN is to work collaboratively with the JSCs and JSA through a common engagement framework.

The FISN meets quarterly and is attended by the Director, OSTB and the Department's Director of State Workforce Planning. The State Training Board and Department's involvement with the FISN will ensure that there is representation of Western Australia's industries' skills needs in reforms at the national level.

This work aligns with *Priority 1 – advocating for Western Australian industry skills needs in National Skills Reform of the State Training Plan 2023-24*.



# AGRICULTURAL WORKFORCE AND SKILLS DEVELOPMENT

In June 2022, the then Minister for Education and Training, the Hon Sue Ellery MLC, requested that the State Training Board investigate training options for the agriculture sector with a specific focus on broadacre farming. This was in response to feedback from industry representatives of persistent skills shortages in the sector.

Initial industry consultations were held in June and October 2022, with a key outcome being that the Board establish a steering committee to examine workforce and training issues raised by industry and develop fit for purpose training options. The Agriculture Workforce and Skills Steering

Committee was established in early 2023, in consultation with the Food, Fibre and Timber Industries Training Council and the Department of Primary Industries and Regional Development. The first Steering Committee meeting was held on 8 May 2023, with discussions focused on identifying key training and workforce development issues within the broadacre sector and potential strategies to address the sector's training and workforce issues.

The Steering Committee will meet between peak farming seasons throughout 2023 to further investigate the issues identified and strategies to address them.

This project aligns with *Priority 4 – building regional workforce skills and capacity of the State Training Plan 2023-24.*

Membership for the Agriculture Workforce and Skills Steering Committee is listed at Appendix 2.



# INVESTIGATION OF REGIONAL CHILDCARE ISSUES

During the reporting period, the Board continued to progress work on investigating the drivers of skill shortages affecting the delivery of childcare services in regional Western Australia, and how the training sector may assist. This project commenced in 2021 in conjunction with Community Skills WA, and involved a series of industry consultation roundtables with key stakeholders and representatives of the childcare sector in both Perth and the regions. Discussions identified potential strategies to assist workforce development within the sector and opportunities for program development.

In 2022, the State Training Board and Community Skills WA used the outcomes of these consultations to inform the development of a paper on the issue. *The Regional Early Childhood Education and Care Report* was released on 15 May 2023, along with a State Government *Workforce Action Plan*. The report identifies seven key themes driving workforce challenges in the regional childcare sector, as well as seven specific workforce development strategies to address these challenges. These strategies support the McGowan Government's election commitment to improve regional families' access to childcare by attracting and retaining childcare workers and supporting the sustainability of childcare providers.

The Workforce Action Plan addresses the report's recommended strategies, with the State Government having already established an Early Childhood Education and Care Job Ready Program in July 2022 in response to the findings.

The actions arising from the report support *Priority 4 – building regional workforce skills and capacity of the State Training Plan 2023-24.*









## YOUTH ENGAGEMENT

In 2022-23, the Board continued a body of work commenced in 2021 to investigate strategies to increase participation in vocational education and training among young people. The objective of this work was to identify enablers and barriers to young people's participation in VET and make recommendations to the Minister on strategies that will encourage more young people to take up training.

As part of this project, the Board conducted a series of facilitated roundtable discussions with young people aged 18-24, who were undertaking or had recently completed a VET qualification to understand their views and experiences of the VET sector and explore opportunities to better engage young people in VET.

In 2022, these consultations informed the development of the State Training Board's report, *Mobilising WA's Future: Young people in VET*. The report, along with a State Government response, was released on 15 June 2023.

The Report identifies 10 findings and 10 recommendations around the key themes of:

- » engagement and exposure to VET;
- » changing the perception of VET; and
- » VET delivery and support.

The Department is working with stakeholders, such as the Department of Education, the Association of Independent Schools of Western Australia, Catholic Education Western Australia, the School Curriculum and Standards Authority and WA TAFE Colleges, to progress recommendations identified in the Report.

This project aligns with *Priority 3 – Managing a sustainable pipeline of apprentices and trainees of the State Training Plan 2023-24*.





## WA TOURISM AND HOSPITALITY SKILLS STRATEGY

During the reporting period, the Board continued its work to support skills and workforce development in the tourism and hospitality sectors. Following the release of the *Western Australian Tourism and Hospitality Skills Strategy* in 2021, the Board has worked to facilitate a collaborative approach to implementation of the strategy across industry and government.

The Tourism and Hospitality Skills Steering Committee, which was originally established to progress development of the strategy, has transitioned to an oversight role. A one-on-one engagement strategy was undertaken throughout 2022-23, with the Chair of the Board and the Director of the OSTB meeting individually with Committee members to discuss industry developments and progress in implementing the Strategy's recommendations.

This work supports State Government priorities, with tourism in Western Australia identified as a priority industry sector in the *State's Diversify WA Economic Development Framework*. This project aligns with the following priorities of the State Training Plan 2023-24:

- » *Priority 3 – Managing a sustainable pipeline of apprentices and trainees; and*
- » *Priority 4 – building regional workforce skills and capacity.*

Tourism and Hospitality Skills Steering Committee membership is listed at Appendix 2.

## APPEALS AGAINST DECISIONS OF THE TRAINING ACCREDITATION COUNCIL

The Training Accreditation Council (TAC) is the registering and course accrediting body in Western Australia, responsible for quality assurance and recognition of VET services. This includes:

- » registration of training providers;
- » accreditation of courses; and
- » recognition of skills and qualifications.

The national VET regulator, the Australian Skills Quality Authority (ASQA), regulates registered training organisations that deliver to other states and territories and international students. The Board works with both TAC and ASQA in relation to quality issues in VET delivery. The Board also considers appeals from persons who are dissatisfied with a decision of TAC relating to registration, course accreditation or cancellation of VET qualifications under section 58G of the VET Act.

No appeals were lodged with the Board during the reporting period.

# DISCLOSURES AND LEGAL COMPLIANCE

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This Annual Report fulfils the requirements of section 24 of the *Vocational Education and Training Act 1996* by reporting on the operations of the State Training Board for the 12 months to 30 June 2023. The report is prepared in line with the Public Sector Commission's *Annual Report Guidelines for 2022-23* at [wa.gov.au/government/publications/annual-report-guidelines-2022-23](http://wa.gov.au/government/publications/annual-report-guidelines-2022-23).

## Financial statements

In accordance with the *Financial Management Act 2006*, the Department of Training and Workforce Development is the accountable authority for the State Training Board. The Board's financial statements are provided within the Department's Annual Report, including any disclosures required under Treasurer's Instruction 903(15).

## Section 175ZE of the Electoral Act 1907

Section 175ZE of the *Electoral Act 1907* requires public agencies to report details of expenditure to organisations providing services in relation to advertising, market research, polling, direct mail and media advertising. The Board had no expenditure in this area during the reporting period.

## Ministerial directions

Section 11(5)(a) of the *Vocational Education and Training Act 1996* requires the Board to include in its Annual Report the text of any direction given to the Board by the Minister. No ministerial directions issued under section 11 of the Act were received during the reporting period.

## Compliance with public sector standards and ethical codes

The State Training Board's Code of Conduct provides guidance about ethical conduct, public duties and legal responsibilities. It was developed in line with the Public Sector Commission's *Conduct Guide for Public Sector Boards and Committees*. All members are provided with a copy of the Code of Conduct as part of their induction to the Board. An updated Charter and Code of Conduct was developed in August 2021 and has been signed by all members. There were no issues in relation to the Code of Conduct, Code of Ethics or Public Sector Standards during the reporting period. The Board's reporting obligations were fulfilled through its submission to the Public Sector Commission's *Government Boards and Committees Annual Collection 2022* in July 2022.

## Administrative processes

The Office of State Training Board is established within the Department of Training and Workforce Development to provide secretariat support for the Board. Its relationship with the Department is underpinned by a Memorandum of Understanding. Through the Office, the Department provides corporate services, human resource support, records management, information and communications technology and other services to support the Board to deliver its functions and legislated obligations.

As such, the Board reports on the following items required by the *Annual Report Guidelines for 2022-23* through the Department's annual report: record keeping protocols; the Disability Action and Inclusion Plan; occupational safety, health and injury management; the multicultural plan; and substantive equality.

# APPENDIX 1: INDUSTRY TRAINING COUNCIL MEMBERSHIP

The State Training Board recognised eight industry training advisory bodies (Industry Training Councils) under section 21(1)(b) of the VET Act during the 2022-23 reporting period.

Industry sector coverage of each Industry Training Council is published on the State Training Board website at [stb.wa.gov.au](http://stb.wa.gov.au).

Board composition for each Industry Training Council as at 30 June 2023 is detailed below.

## Community Skills WA

Executive Director: Ms Caroline Thompson

Title	Name	Organisation
Chair	Neil Guard	Consultant, Mental Health Sector
Deputy Chair	Sheralee Tamaliunas	Department of Health WA
Executive member	John Rossi	Department of Education WA
Executive member	Julia McIntyre	Kimberley Aboriginal Medical Services
Board member	Liz Behjat	Aged and Community Care Providers Associated
Board member	Jane Lorimar	Department of Communities
Board member	Margaret Denton	WA Country Health Service
Board member	Louise Giolitto	WA Council of Social Services
Board member	Adrian Barrett	Health Services Union of WA
Board member	Rachelle Tucker	Australian Childcare Alliance Western Australia
Board member	Rikki Hendon	Community and Public Sector Union / Civil Service Association
Board member	Kevin Sneddon	United Workers Union
Board member	Coralie Flatters	National Disability Services WA
Board member	Jan Norberger	Australian Medical Association WA
Executive member	Caroline Thompson	Community Skills WA
Observer	Mark Bloomfield	Department of Training and Workforce Development
Observer	Debra Zanella	State Training Board

## Construction Training Council

### Director Skills Development: Mr Rob Berryman

Title	Name	Organisation
Chair	Tiffany Allen	Construction Training Fund
Member	Michael McGowan	Housing Industry Association WA
Member	John Gelavis	Master Builders Association
Member	Don Behets	BGC Plasterboard
Member	Steven Marrows	BGC Australia Pty Ltd
Member	Mick Buchan	Construction, Forestry, Mining and Energy Union
Member	Steve McCartney	Australian Manufacturing Workers' Union
Member	Andrew Winter	Woodside
Member	Andy Thomas	National Fire Industry Association of WA
Member	Murray Thomas	Master Plumbers and Gasfitters Association of WA
Member	Dylan Ogilvie	MELCHOR
Member	Mike Milton	Woodside
Member	Stan Liaros	The Apprenticeship and Traineeship Company
Member	Andy Graham	Civil Contractors Federation (WA Branch)
Member	Carl Copeland	National Electrical and Communications Association of WA
Member	Loris Moriconi	ABN Group
Member	Ben Dahlstrom	MPA Skills
Member	Ron Mutambiranwa	Rio Tinto
Member	Adrienne LaBombard	Chamber of Minerals and Energy
Executive member	Rob Berryman	Construction Training Council
Observer	Kylie Armstrong	Construction Training Fund
Observer	Adam Walker	Department of Training and Workforce Development
Observer	Lena Constantine	State Training Board

## Financial, Administrative and Professional Services Training Council

Chief Executive Officer: Mr Allan Jones

Title	Name	Organisation
Chair	Steve Halbert	Austral Risk Services
Deputy Chair	Sally Hackett	Institute of Public Accountants
Board member	Cameron Palassis	Cleaning Council of WA
Board member	Julie Ann Canal	Building Design Australia
Board member	Pat Burke	Surveying and Spatial Sciences Institute of WA
Board member	Carly Waterfield	Apprenticeship Support Australia and Chamber of Commerce and Industry WA
Board member	Sadie Stevenson	Swimming Pool and Spa Association
Board Member	Tony Brown	Western Australian Local Government Association
Executive member	Allan Jones	Financial, Administrative & Professional Services Training Council
Observer	Olivia Mayo	Department of Training and Workforce Development
Observer	Lisa Judge	State Training Board

## Food, Fibre and Timber Industries Training Council

Chief Executive Officer: Ms Kay Gerard

Title	Name	Organisation
Chair	Darren Culverwell	LV Dohnt & Co Pty Ltd
Deputy Chair	Carlo Gosatti	Inglewood Products Group
Board member	Debra Kaye	Action Glass and Aluminium
Board member	Cheryl Stinson	Consultant, Occupational Health and Safety
Board member	Ann Maree O'Callaghan	Strategy Matrix
Board member	Kumar Peiris	Textile, Clothing and Footwear Resource Centre of Western Australia
Board member	Tania Longman	Cabinet Making Association
Board member	Suliman Ali	Australian Workers' Union
Board member	Geoff Richards	Richgro Garden Products
Board member	John Da Silva	Australasian Meat Industry Employees Union
Board member	Ric Newman	EE & JM Newman
Executive member	Kay Gerard	Food, Fibre and Timber Industries Training Council
Observer	Elaine Paterson	Department of Training and Workforce Development
Observer	Cobie Rudd	State Training Board

## FutureNow Creative and Leisure Industries Training Council

Chief Executive Officer: Ms Julie Hobbs

Title	Name	Organisation
Chair	Matthew Thomas	Australian HR Institute
Deputy Chair	Jane King	John Curtin Gallery and Australian Museums and Galleries Association Inc
Board member	Natalie Jenkins	Block Branding, Regional Arts Australia and IN:WA
Board member	Andrew Hill	Tourism Council WA
Board member	Ian Smith	Advance Press representing Printing Industries Association of Australia
Board member	Robert Taylor	Western Australian Indigenous Tourism Operators Council
Board member	Tamara Cook	Known Associates Australia
Board member	Michelle Sandford	Microsoft
Board member	Ian Brown	Royal Life Saving WA
Board member	Rikki-Lea Bestall	Screenwest
Board member	Iain McDougall	Hospitality Group Training representing Australian Hotels Association
Board member	Stuart Halusz	Media, Entertainment and Arts Alliance and Theatre 180
Executive member	Julie Hobbs	FutureNow: Creative and Leisure Industries Training Council
Observer	Angela Chen	Department of Training and Workforce Development
Observer	Fran Kirby	State Training Board

## Logistics and Defence Skills Council

Chief Executive Officer: Mr Michael Taremba

Title	Name	Organisation
Chair	Cathi Andrews	Payne Haulage
Deputy Chair	Brian Appleby	Public Transport Authority
Board member	Steve Barrett	Australian Defence Force
Board member	Darsh Chapman	Qantas
Board member	Charlie Nichols	Transport Workers Union
Board member	Stuart Davey	AqualisBraemar
Board member	Duncan Powrie	AeroPM
Board member	Jack McCabe	Maritime Union of Australia
Board member	Ross Anile	Master Grocers Association WA
Executive member	Michael Taremba	Logistics and Defence Skills Council
Observer	Hiromi Fujisaki	Department of Training and Workforce Development
Observer	Angela Bond	State Training Board



## Resources Industry Training Council

Manager: Ms Amanda Hamilton

Title	Name	Organisation
Chair	Louise Bonser	The Deering Group
Board member	Daniel Archer	Archer Consulting
Board member	Michelle McAullay	Building Opportunities for Aboriginal Businesses
Board member	Ronald Mutambiranwa	Rio Tinto Iron Ore
Board member	Sally Williams	Wesfarmers Chemicals, Energy & Fertilizers
Board member	Adrienne LaBombard	The Chamber of Minerals and Energy of Western Australia
Board member	Aden Van Den Beld	MLG Oz
Board member	Harry Burrows	Australian Workers' Union
Board member	Helen Whooley	Construction, Forestry, Mining and Energy Union
Board member	Glenn McLaren	Australian Manufacturing Workers' Union
Board member	Drew Cronin	Mineral Resources Limited
Board member	Ronnie Hill	Anytime Exploration Services
Board member	Trevor McCrystal	Monadelphous Group
Board member	Todd Busby	Shell Australia
Executive member	Amanda Hamilton	Resources Industry Training Council
Observer	Kathy Hoare	Department of Training and Workforce Development
Observer	Jim Walker	State Training Board

## Utilities, Engineering, Electrical and Automotive Training Council

Chief Executive Officer: Mr Jason Cullen

Title	Name	Organisation
Chair	Steve McCartney	Australian Manufacturers Workers Union
Acting Chair	Melonie Stuart	St Barbara
Board member	Carl Copeland	The Electrical and Communications Association WA Inc
Board member	Peter Carter	Electrical Trades Union WA
Board member	Shaun Holland	RAC
Board member	Jill Hugo	Australian Services Union
Board member	Jake Hickey	Instant Waste Management
Board member	Joe Giura	Westrans Service
Board member	Carl Holmes	Comtech
Board member	Mike Millard-Hurst	Western Power
Board member	Neil Hooley	Water Corporation
Board member	Daniel Langley	Support Vehicles Australia
Executive member	Jason Cullen	Utilities, Engineering, Electrical & Automotive Training Council
Observer	Jodie Wallace	Department of Training and Workforce Development
Observer	Stephen Moir	State Training Board

# APPENDIX 2: STATE TRAINING BOARD COMMITTEES

Section 23 of the VET Act enables the Board to appoint committees and working groups to assist it to perform its functions under the Act. A committee may include people who are not members of the Board but must include at least one member of the Board.

## Establishment and Variation of Apprenticeships Committee

The Board's Establishment and Variation of Apprenticeships Committee (EVAC) provides advice to the Minister regarding the classification of prescribed VET qualifications and any other conditions applied to them, as required under section 60C of the VET Act.

The EVAC meets as necessary to discuss contentious issues, but otherwise conducts its work out of session. In 2022-23, EVAC had the following members:

Mr Jim Walker

Mr Ray Sputore (until 31 December 2022)

Professor Juli Coffin

Mr Stephen Moir

Ms Lisa Judge

Ms Lena Constantine (from 1 January 2023)

Board members received no additional remuneration for their membership on this committee.

## Agriculture Workforce and Skills Steering Committee

In 2023, the Board, in consultation with the Food, Fibre and Timber Industries Training Council and the Department of Primary Industries and Regional Development, established an Agriculture Workforce and Skills Steering Committee comprising relevant industry and government

stakeholders to guide recommendations to the Minister on training and workforce development for the broadacre farming sector. Members were not remunerated for their involvement on the Committee.

The Committee had the following members:

Jim Walker, Chair of the State Training Board (Chair)

Joanne Payne, Managing Director, Central Regional TAFE

Darren Kavanagh, WorkSafe Commissioner, Department of Mines, Industry Regulation and Safety

Brad Armstrong, Manager Workforce Capability, Department of Primary Industries and Regional Development

Kay Gerard, Chief Executive Officer, Food, Fibre and Timber Industries Training Council (FFTITC)

Ric Newman, Board Member, FFTITC

Mark Fowler, Grains President, WA Farmers

Tony Seabrook, President, Pastoralists and Graziers Association of WA

Rikki Foss, Chief Executive Officer, Grower Group Alliance

Daniel Sudlow, A/Director, Agricultural Education, Department of Education

Mic Fels, Owner, Halcyon Downs

Neil Eastough, Chief Executive Officer, Eastough's Ag Training

Apollo Ruggiero, WHS Manager, Merredin Farms

John Seabrook, Farm Owner, York

Phil Longmire, Farm Owner, Esperance

Andrew Orford, General Manager, Muresk Institute

Ley Webster, Owner, 2 Work in Oz

Kathy Hoare, Director, State Workforce Planning, Department of Training and Workforce Development (DTWD)

Eamon Moore, Director, Office of the State Training Board, DTWD

Robert Taylor, CEO, Western Australian Indigenous Tourism Operators Council

Renata Lowe, Destination Development Executive Director, Tourism WA

Peta McAuliffe, Project Manager, Tourism WA

Jessica Cackett, Project Manager, Tourism WA

Lisa Legena, Manager, Small Business Development Corporation

Kathy Hoare, Director State Workforce Planning, DTWD

Tara Baharthah, Senior Labour Market Analyst, DTWD

Deana Whitaker, Senior Policy Advisor, Minister for Education and Training

Tom Lamond, A/Director, Office of the State Training Board (from February 2022 to October 2022)

## Tourism and Hospitality Steering Committee

In 2019, the Board, in conjunction with the Department of Training and Workforce Development and the FutureNow Creative and Leisure Industries Training Council, established a Tourism and Hospitality Skills Steering Committee. The Committee comprises industry peak associations, employers, and government agencies to guide the development of the Western Australian Tourism and Hospitality Skills Strategy. Members were not remunerated for their involvement on the Committee.

The Committee had the following members:

Jim Walker, Chair of the State Training Board (Chair)

Jodie Wallace, Executive Director, Policy, Planning and Innovation, Department of Training and Workforce Development (DTWD) (Vice Chair)

Fran Kirby, Member, State Training Board

Julie Hobbs, Chief Executive Officer, Future Now

Evan Hall, CEO, Tourism Council Western Australia

Bradley Woods, CEO, Australian Hotels Association

Angela Beechy, Skills and Workforce Development Manager, Australian Hotels Association

Iain McDougall, General Manager, Hospitality Group Training

