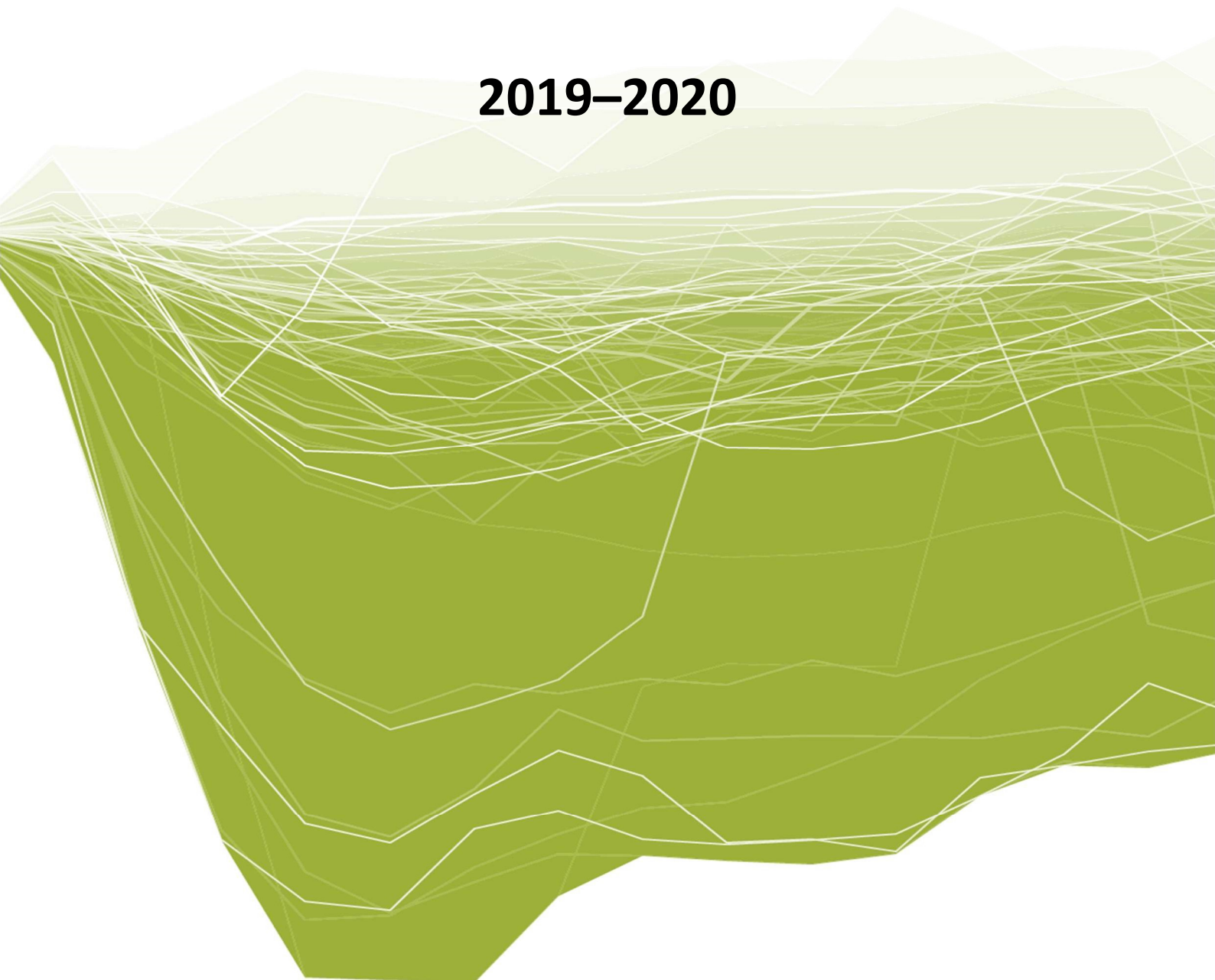




# State Training Board Annual Report

**2019–2020**



## Statement of Compliance

Hon Sue Ellery MLC  
Minister for Education and Training

In accordance with section 24 of the *Vocational Education and Training Act 1996*, I hereby submit for your information and presentation to Parliament a report on the operations of the State Training Board for the financial year ended 30 June 2020.



**Jim Walker**  
**CHAIR, STATE TRAINING BOARD**

17 September 2020

### STATE TRAINING BOARD ANNUAL REPORT 2019-2020

Published by the State Training Board 2020

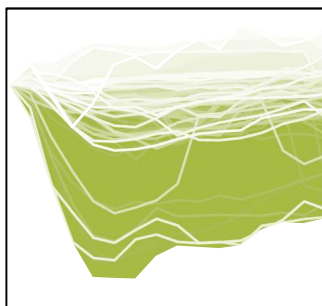
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#### Front cover

The front cover shows a stylised representation of the impact of COVID-19 on every sub-industry in Australia. Each line represents the change in jobs in a sub-industry between the week ending 14 March (when Australia recorded its 100<sup>th</sup> COVID-19 case) and the week ending 27 June.

(Source: 6160.0.55.001 - Weekly Payroll Jobs and Wages in Australia, Week ending 25 July 2020)

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## About this report

This 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 2020.

### Disclosures and legal compliance

This annual report is prepared in line with the Public Sector Commission’s annual reporting guidelines at [publicsector.wa.gov.au](http://publicsector.wa.gov.au)

#### Financial statements

In accordance with the *Financial Management Act 2006*, the Department of Training and Workforce Development is the accounting authority for the State Training Board. The Board’s financial statements are provided within the Department’s annual report.

#### Section 175ZE of the Electoral Act 1907

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

#### Compliance with the Public Sector Code of Conduct

The State Training Board’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 the induction training to the State Training Board. There were no issues in relation to the Code of Conduct or Code of Ethics during the reporting period.

## Chair's message

On behalf of the State Training Board, I am pleased to present this report on the Board's operations for the year ending 30 June 2020. The report covers a significant period in the State's history, in which the global COVID-19 pandemic has impacted the lives and livelihoods of Western Australians. I am proud to note how the vocational education and training (VET) sector has responded to the pandemic: infection control training helps ensure that businesses can continue to operate while keeping staff and customers safe; reduced course fees ensure that displaced workers can gain skills to re-enter the workforce; and State Government support and flexible approaches to training allow apprentices to continue learning their trade during the economic downturn.

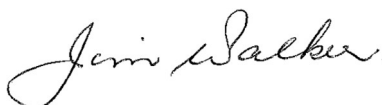
It is important to acknowledge that the pandemic has not affected all Western Australians equally: the measures that have been implemented to keep our State safe have impacted some industries more than others, and the economic downturn has seen women and youth experience higher levels of unemployment and underemployment than other cohorts. This is partly because the pandemic has intensified pre-existing issues. Going forward, VET has an important role in the State's strategies to reform the economy so that it emerges stronger from this pandemic.

I would like to commend the Industry Training Councils for their work during this time. They have worked closely with the Board and the Department of Training and Workforce Development to gather information about industry needs resulting from the pandemic, to assess the impact of government support, and to identify training solutions. This is in addition to the ongoing work of establishing and maintaining apprenticeships and traineeships that meet the needs of industry and provide well-recognised pathways into the workforce.

In 2019-20, the Board's Social Assistance and Allied Health Workforce Steering Committee collaborated with the Community Services, Health and Education Training Council (CSHETC) and the State Government to develop and promote pre-traineeships that provide industry-endorsed pathways into the Aged Care and Disability support sectors. The Committee and CSHETC also launched a project that investigates strategies to develop the workforce in Aboriginal and Torres Strait Islander health and wellbeing support services, alcohol and other drugs support and mental health support. These initiatives will help ensure that this fast growing sector has the workforce it needs into the future.

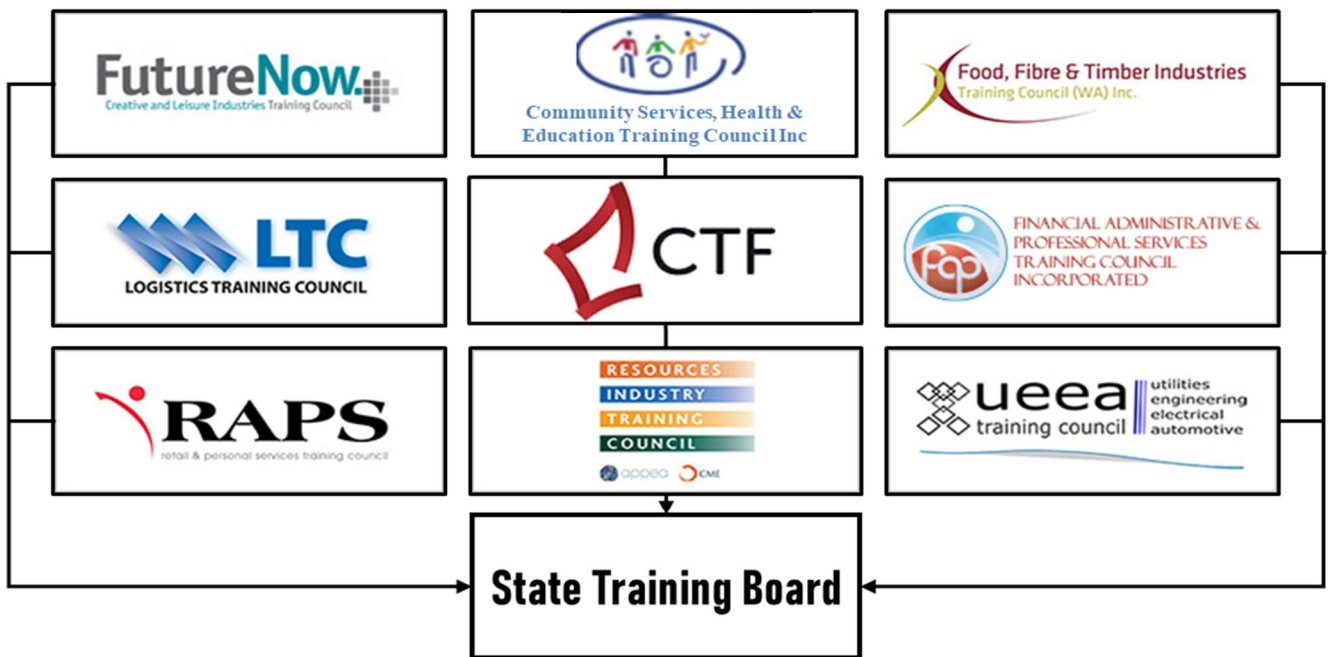
At the national level, the Board provided strategic industry advice to ensure that the needs of Western Australia's industries are represented in proposed reforms of the VET sector.

I would like to extend my appreciation to my fellow Board members for their commitment and collaboration during this period. I look forward to working closely with my fellow Board members, the Minister for Education and Training, Industry Training Councils, the Department of Training and Workforce Development and industry stakeholders to progress strategic matters impacting the VET sector in Western Australia.



**Jim Walker**  
**CHAIR, STATE TRAINING BOARD**

# 2019-20 highlights and key activities



**9** new service agreements to revamp Training Councils

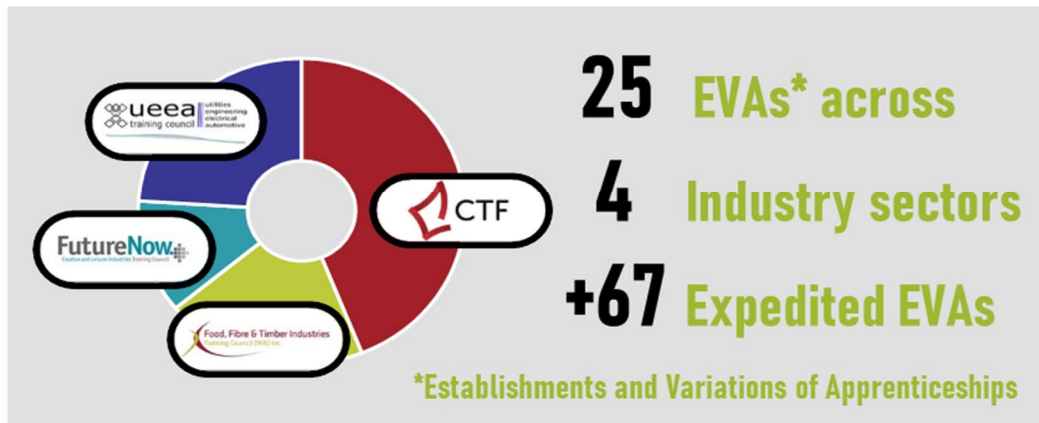
**WA Tourism and Hospitality Skills Strategy**

**536** Employers, unions, TAFEs and peak bodies consulted about the impacts of COVID-19 and strategies to recover.

**2** New pre-traineeships in Disability and Aged Care developed as part of the Social Assistance and Allied Health Workforce Strategy

Plus new research on Aboriginal health, mental health, alcohol and other drugs workforce needs

 **8** Board Meetings after extra meetings scheduled to discuss COVID-19



**88%** Increase in EVA activity compared to 2018-19

## About the State Training Board

The State Training Board (the 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 Education and Training (the Minister). The Board has the following key functions:

### State Training Plan

The Board must draft a plan for the Minister's consideration that identifies the training needs of the State's various industries in a given period and how those needs should be met in the period by registered training providers, using funds provided under the Act.

### Industry Training Advisory Bodies

The Board recognises various industry training advisory bodies (also known as Industry Training Councils) from which it takes advice for the purposes of drafting the *State Training Plan*, making recommendations to the Minister for Education and Training on apprenticeships and traineeships and providing strategic policy advice.

### Apprenticeships and traineeships

The Minister must consider the Board's advice and recommendations when establishing or varying apprenticeships and traineeships. To develop this advice, the Board's Establishment and Variation of Apprenticeships Committee must seek advice from industry training advisory bodies and ensure that any union representing workers, and any body representing employers, who are involved in any industry that might be affected by the Minister's decision, have been consulted.

### Training Accreditation Council appeals

A person who is dissatisfied with a decision of the Training Accreditation Council relating to registration, course accreditation or cancellation of VET qualifications under section 58G of the VET Act may appeal against the decision to the Board.

### Policy

The Board prepares policy for the Minister's consideration that aims to improve the links between specific industry developments and the VET sector to ensure optimum employment opportunities for people and ensure availability of appropriately skilled labour in the State.

### Advice

The Board provides advice to the Minister on:

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

## State Training Board members as at 30 June 2020

### Mr Jim Walker (Chair) 1 December 2014 to present



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

In addition to his role as Chair, State Training Board, Mr Walker is Chair of Australian Potash, Austin Engineering, Mader Group, the WA Motor Museum and Wesley College. He is Deputy Chair of RAC Holdings (WA) and Director of MG Kailis Group. Mr Walker is a member of the Australian Institute of Company Directors and the Australian Institute of Management WA, where he held the position of President AIM WA (2008–2010) and National President AIM (2010–2013).

### Mr Chris Hall AM 1 January 2013 to present



Mr Hall is the Chief Executive Officer of Juniper, one of Western Australia's largest providers of aged care and community support services. He has held corporate governance and senior leadership positions for 30 years in the Australian not for profit sector and local government industry at national, state and local levels. He has served on numerous government advisory and consultative bodies and on the boards of various not for profit organisations.

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

### Professor Cobie Rudd 16 November 2015 to present



Professor Cobie Rudd is the Deputy Vice-Chancellor (Strategic Partnerships) and Vice-President at Edith Cowan University (ECU) with key responsibilities to enhance external relations and higher education sector partnerships and oversee professional accreditations. This includes redressing gender inequalities. Professor Rudd has over 30 years of experience across sectors and has led a diverse range of capacity-building and research projects on a national scale, specifically workforce-related. She has held senior policy, research and advisory roles for state and commonwealth governments in the fields of health and education.

In 2011, Professor Rudd was appointed by the Australian Government Office for Learning and Teaching as a National Teaching Fellow, to investigate enhancing the uptake of learning through simulation. She has served on over 15 boards of governance and is a graduate of the Australian Institute of Company Directors. In addition to her membership of the State Training Board, she is on the Board of the Cancer Council of WA.

### **Ms Meredith Hammat** 1 July 2017 to present



Ms Hammat is Secretary of UnionsWA, the governing peak body of the trade union movement in Western Australia, representing around 30 affiliated unions who in turn represent about 140,000 working Western Australians. Ms Hammat has over 20 years' experience in the trade union movement, having worked for the Australian Services Union in local government, energy and community services industries before taking on the role of Unions WA Secretary in 2012. Ms Hammat is a graduate of the Australian Institute of Company Directors and holds a Master's degree in Industrial Relations. She is also a board member for Triathlon WA.

### **Mr Ray Sputore** 1 July 2017 to present



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

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, a Chartered Engineer and a registered builder, contractor and practitioner. Mr Sputore is the President of the Chamber of Commerce and Industry (CCIWA), the Chair of the CCIWA Board, non-executive director of the Australian Chamber of Commerce and Industry and non-executive director of Cbus (United Super).

### **Captain Angela Bond RNR** 1 January 2018 to present



Captain Bond was appointed to the State Training Board on 1 January 2018. As a 30 June 2019, she is the Senior Manager Estate Service with Serco at Fiona Stanley Hospital. After an extensive naval career, 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.

Captain Bond has extensive experience in executive positions and human resource management. She is also a non-Executive Director of the Leeuwin Ocean Adventure Foundation, a Member of the Veterans Advisory Council of WA, a Fellow with the Australian Institute of Management WA and a Member of the Australian Institute of Company Directors. Captain Bond has achieved a Master of Business Administration degree and a Master of Defence Studies (Management) degree from the University of Canberra.



### **Fran Kirby** 1 January 2018 to present



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

### **Professor Juli Coffin** 1 January 2019 to present



Professor Coffin was appointed to the State Training Board on 1 January 2019. She is an Aboriginal woman with traditional ties to her grandparents' Nyangumarta Country in the Pilbara region. Professor Coffin 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 and promotion. Professor Coffin was also a Chief Investigator on the NHMRC funded Centre for Research Excellence in Aboriginal Health and Wellbeing (CREAHW) at the Telethon

Kids Institute and holds the position of Ellison Professor of Aboriginal Health – Telethon Kids.

Currently, Professor Coffin is exploring innovative social and emotional well-being delivery for Aboriginal youth in the Kimberley region with the use of equine assisted learning and psychotherapy.

### **Stephen Moir** 1 April 2019 to present



Mr Moir is the Group Chief Executive Officer of the Motor Trade Association (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 Western Australia 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 Commonwealth Minister for Immigration's Consultative Panel which determined the future shape of the skilled migration program for Australia. In addition, Mr Moir has held senior management positions in the retail sector, industrial relations, marketing and human resource professions.

## 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 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. These members are Ms Meredith Hammat and Mr Ray Sputore.

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. Members may hold office for up to three years and the chairperson may hold office for up to five years. All members are eligible for re-appointment.

Table 1 lists all Board members in 2019-20. There were no membership changes during this period.

### 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 2019–20 reporting period, board members received the following remuneration.

**Table 1: State Training Board remuneration 2019-20**

Position	Name	Type of remuneration	Period of membership in 2019-20	Term of tenure (years)	Gross remuneration 2019-20
Chair	Mr Jim Walker	Sitting fees	1 July 2019 – 30 June 2020	3	\$32,550.00
Member	Mr Ray Sputore	Sitting fees	1 July 2019 – 30 June 2020	2	\$13,020.00
Member	Ms Meredith Hammat	Sitting fees	1 July 2019 – 30 June 2020	2	\$13,020.00
Member	Mr Chris Hall AM	Sitting fees	1 July 2019 – 30 June 2020	2	\$13,020.00
Member	Prof. Cobie Rudd	Sitting fees	1 July 2019 – 30 June 2020	2	\$13,020.00
Member	Capt. Angela Bond	Sitting fees	1 July 2019 – 30 June 2020	2	\$13,020.00
Member	Ms Fran Kirby	Sitting fees	1 July 2019 – 30 June 2020	2	\$13,020.00
Member	Prof. Juli Coffin	Sitting fees	1 July 2019 – 30 June 2020	2	\$13,020.00
Member	Mr Stephen Moir	Sitting fees	1 July 2019 – 30 June 2020	2	\$13,020.00
<b>TOTAL 2019–20</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, are not eligible to receive sitting fees (Premier's Circular 2019/07). Sitting fees are paid on a quarterly basis.

## 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, such as through creating more flexible training options or creating opportunities for employers to engage with the training sector through apprenticeships and traineeships.

### Minister for Education and Training

The Board is appointed by the Minister for Education and Training under the VET Act as the 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.

### Industry training councils

Industry Training Councils provide a direct link between industry needs and government economic direction. They provide industry advice and information to the State Training Board, the Western Australian Government, training providers and members of the public.

The Board recognises nine Industry Training Councils under the VET Act. Eight of these are funded by the Department, with the Office of the State Training Board responsible for managing the Service Agreement. The Construction Training Fund provides Industry Training Council services under a Memorandum of Understanding with the Department. In 2019-20, the following Industry Training Councils were in operation (see Appendix 2 for further details):

- Community Services, Health and Education Training Council
- Construction Training Council
- Financial, Administrative & Professional Services Training Council
- Food, Fibre & Timber Industries Training Council (WA)
- FutureNow - Creative and Leisure Industries Training Council
- Logistics Training Council
- Resources Industry Training Council
- Retail and Personal Services Training Council
- Utilities, Engineering, Electrical and Automotive Training Council

In 2019-20, Industry Training Councils entered into new Service Agreements that support the McGowan Labor Government's commitment to revamp the State Training Board and Industry Training Councils to ensure that their structures and input provides a direct link between industry needs and government economic direction. Service Agreements are structured around five deliverables:

- Industry engagement
- Provide precise and timely advice on industry, workforce and occupational priorities
- Provide accurate and timely advice on vocational education and training pathways and programs
- Provide input and industry intelligence to support the development and implementation of vocational education and training products
- Governance and reporting

## Department of Training and Workforce Development

The Board has a close working relationship with the Department of Training and Workforce Development (the Department). The VET system is administered by the Department in its role as the State Training Authority. In addition to this vital training role, the Department has a broader 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 services. It funds training that is delivered by a State-wide network of TAFE colleges and private registered training organisations (RTOs). The Department is also responsible for administering and monitoring the State's apprenticeship and traineeship system.

The Chair meets regularly with the Director General as well as the Executive Director, Policy Planning and Innovation and other senior executives of the Department to ensure alignment between the Board's and Department's priorities, where possible. The Executive Director Policy, Planning and Innovation also attends Board meetings to provide the 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. Ms Karen Ho fulfilled this role for the reporting period. The Director General also attended a number of State Training Board meetings in the period. This increased engagement enabled more frequent and direct information sharing between the Board and the Department in response to the rapidly changing training and labour market conditions resulting from the COVID-19 pandemic.

### Office of the State Training Board

The Department provides secretariat support to the Board through the Office of the State Training Board, which is part of the Department of Training and Workforce Development's Policy, Planning and Innovation directorate. The Office of the State Training Board provides executive support to members and committees of the Board. In 2019–20, it had the following staff:

<b>Position</b>	<b>Level</b>
Director Office of the State Training Board	PS8
Principal Policy Consultant	PS7
Senior Policy Officer	PS6
Training Council Coordinator	PS4
Senior Project Officer	PS6 (July 2019 - January 2020)
Management and Project Support Officer	PS3 (July 2019 - September 2019)
Graduate Policy and Research Officer	PS3 (Jan 2020 – June 2020)

Throughout the reporting period the Office of the State Training Board also provided opportunities for four students to complete internships through the University of Western Australia's McCusker Centre for Citizenship Intern Program.

## 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 the Independent Tertiary Education Council Australia, the peak body representing independent providers of vocational education and training.

## The Board's operating context

The Western Australian VET system, through training and skills development, plays a vital role in enhancing the State's workforce capacity, making an important contribution to the economy and community wellbeing. The system is established under the VET Act, which provides for:

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

The Western Australian VET system sits within a national VET system consisting of eight state and territory governments, the Commonwealth Government, the Australian Industry Skills Committee, Skills Service Organisations (SSOs), Industry Reference Committees, peak employer and employee groups and public and private training providers. A range of issues such as Commonwealth and State Government reform and economic and labour market conditions impact the WA VET sector.

### Western Australian Government priorities

The COVID-19 pandemic, which hit Western Australia in March 2020, has had a profound effect on industry and training needs and consequently has led to a significant shift in the training and workforce development priorities of industry and government.

On 21 May 2020, Premier Mark McGowan and the Minister for Education and Training, Sue Ellery announced the establishment of an urgent review on skills, training and workforce development in response to the impact of COVID-19 on the workforce in Western Australia. The Review Report was submitted to the State Recovery Controller on 30 June 2020 for consideration by the State Government. The State Government has confirmed its commitment to advancing most Review recommendations. These address five key themes:

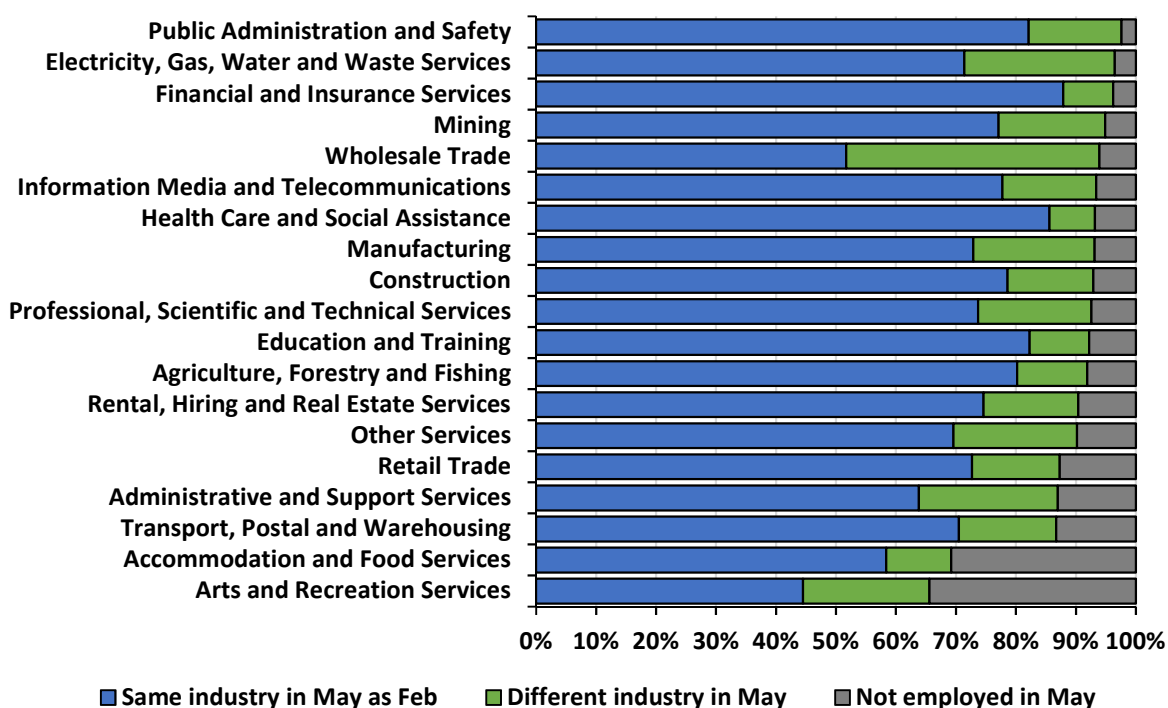
- New futures for Western Australians
- 21<sup>st</sup> Century apprenticeships
- Maximising skills from Government investment
- Live-learn-work in regional WA
- Next generation training

## Economic and labour market conditions

The first half of the 2019-20 financial year was a period of relative economic stability. Western Australia's unemployment rate gradually trended downward, from 5.9% in July 2019 to 5.2% in February 2020. This came to a sudden end with the onset of the COVID-19 pandemic in Australia, which caused drastic changes in demand and the introduction of social distancing and other measures to protect Western Australians and mitigate the health crisis. Western Australia's unemployment rate was 8.7% in June 2020. It should be noted that the state's relatively high participation rate (66.6% compared to a national average of 64.1%) contributed to its high unemployment rate. Compared to the national average, Western Australians were slightly more likely to be actively looking for work. It should also be noted that the June 2020 figures do not reflect the full impact of the reopening of the Western Australian economy.

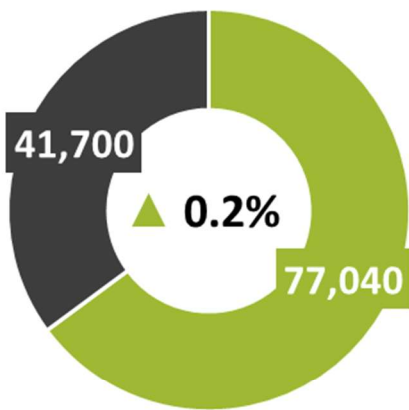
Amidst the disruption caused by COVID-19, many people moved into new roles, often in different industries. For example, in the Wholesale Trade industry, which was exposed to major supply chain disruptions, there was only a small net change in employment but there were many movements in and out of the industry as it exchanged workers with the Manufacturing, Retail, and Transport, Postal and Warehousing industries. This was possible as the workers were likely to have common sets of skills. During the period, the State Training Board worked with industry training councils to identify strategies to help workers make these transitions.

### Change in Industry of Employment February 2020 to May 2020



Source: Australian Bureau of Statistics, 6602.0 - Microdata: Longitudinal Labour Force, Australia (as published in 6291.0.55.003 - Labour Force, Australia, Detailed, Quarterly, May 2020)

# Enrolment statistics



**64.9%** of enrolments were priority training areas, an increase of **0.2%** from 2018.

**1.6%**

decrease from 2018 to 2019 in the number of course enrolments from 120,702 to 118,744

**9.8%**

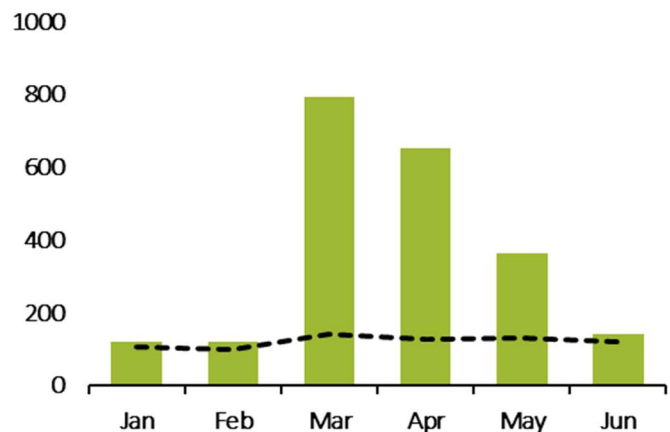
of course enrolments were undertaken by **Aboriginal** students

**33.4%**

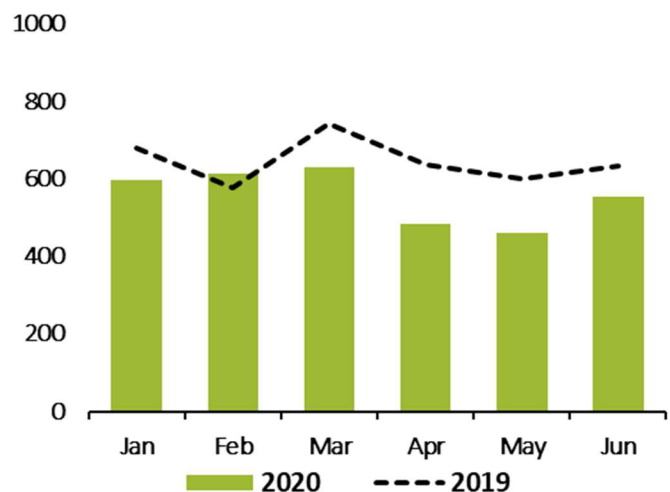
of course enrolments were in **STEM** qualifications

## Apprenticeships and traineeships

Suspensions during March–May 2020 were well **above** 2019 levels...



...but **fewer** apprenticeships/traineeships were cancelled than in 2019



## National reform

### National Skills Agenda

Work on the national skills agenda has been considerable throughout the reporting period with the potential for substantial reforms to a number of areas. The Department of Training and Workforce Development provides input and advice on behalf of the State Government on the national VET reform agenda through the Skills Senior Officials Network and the Council of Australian Governments (COAG) Skills Council process. The key areas of national VET reform include national VET system architecture, funding, training product development and regulation. The Board liaised with the Department to provide input on these issues.

### National VET System Reform

In March 2019, the Hon. Steven Joyce delivered a report, *Strengthening Skills: Expert Review of Australia's Vocational Education and Training System*, to the Australian Government. The review recommendations guided much of the national VET reform agenda throughout 2019.

Following on from this, on 15 November 2019, the Commonwealth Government tasked the Productivity Commission with a review of the *National Agreement for Skills and Workforce Development* and the development of options for a new national funding agreement.

The Board responded to the Productivity Commission's Issues Paper (December 2019) and Interim Report (June 2020) noting the need for:

- a national VET funding agreement that supports the State's capacity to plan for and respond to training needs of Western Australian students, industry and training providers;
- retention of Western Australia's ability to direct training towards local skills priorities and remain highly responsive to local labour market and economic pressures;
- arrangements for determining subsidy levels and training priorities that incorporate comprehensive local evidence and advice provided by the State Training Board and Industry Training Councils;
- a VET pricing model that enables TAFEs to meet their community service obligations, in particular, in regional and remote Western Australia; and
- expanded availability of VET student loans to a wider range of qualifications to some extent, noting that shifting the cost of training onto students in this way should be approached with caution, as graduates may work in occupations with relatively low pay and may struggle to repay student debts.

The Productivity Commission's final report is due to be released in November 2020.



### **National Federation Reform**

On 29 May 2020, National Cabinet replaced the COAG model with a National Federation Reform Council, within which responsibility for all National Partnership Agreements sits with the Council on Federal Financial Relations. On 26 June 2020, National Cabinet agreed on a taskforce including officials from the Department of the Prime Minister and Cabinet, other Commonwealth departments and the States and Territories to review of the former COAG Councils and Ministerial Forums with a view to rationalise and reset their work under six initial priority areas of reform:

- Rural and Regional Australia
- Skills
- Energy
- Infrastructure and Transport
- Population and Migration
- Health

National Cabinet also agreed to a Terms of Reference for the Review, which includes consultation with Commonwealth and State and Territory Ministers and officials. Recommendations from the Review are due to be provided to National Cabinet by September 2020.

## **Activities of the Board 2019-20**

### **Board meetings**

Meetings of the Board are generally held every two months at the Department of Training and Workforce Development. In 2019-20 one meeting was held at North Metropolitan TAFE.

The COVID-19 pandemic caused unprecedented disruption to industry and the training sector. This necessitated urgent and frequent input from Board members to understand the constantly changing state of the sector and the response required by government. The regular March Board meeting was postponed to enable Board members to focus on urgent responses to the COVID-19 pandemic within their own organisations. For the remainder of the period, the Board met every month from April to June 2020. These meetings were held via videoconference in line with the social distancing measures in place throughout the pandemic.

**Table 4: State Training Board meetings and attendance**

Board member	Meetings							
	17/7/19	25/9/19	20/11/19	22/1/20	23/4/20	08/5/20	20/5/20	17/6/20
Mr. Jim Walker (Chair)	✓	✓	✓	✓	✓	✓	✓	✓
Mr. Chris Hall AM	✗	✓	✓	✓	✓	✗	✓	✗
Ms. Meredith Hammat	✓	✓	✓	✓	✓	✓	✓	✓
Professor Cobie Rudd	✓	✓	✓	✓	✓	✓	✓	✗
Mr. Ray Sputore	✗	✓	✓	✓	✓	✓	✓	✓
Ms. Fran Kirby	✓	✓	✓	✓	✓	✓	✓	✓
Captain Angela Bond	✓	✓	✓	✓	✓	✗	✓	✓
Professor Juli Coffin	✓	✓	✓	✓	✓	✓	✓	✓
Mr. Stephen Moir	✓	✓	✓	✓	✓	✓	✓	✗

### 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 in Appendix 1.

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 the apprenticeship, 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. The following section details the proposals that were considered by the EVAC during the reporting period.

### **EVAC Activity**

EVAC activity was up substantially from the previous reporting period, with 67 expedited EVACs considered (compared to 43 in 2018-19), no establishments and 25 variations (compared to 6 establishments and variations in 2018-19). This work included a bulk variation to a group of 18 qualifications (gazetted on 12 June 2020) as part of the establishment of new Elite Athletes Apprenticeship and Traineeship arrangements. Variations made within the reporting period are outlined below.

#### **Certificate III in Security Operations**

Extended the duration from six to 12 months to give trainees enough time to meet the requirements of the new qualification, and changed the name of the traineeship from *Security Operations (Level 3)* to *Security Officer*, to better reflect the occupational outcome. Gazetted on 24 September 2019.

#### **Certificate III in Polymer Processing (Rubber Belt Splicing)**

Added a condition that this stream may only be completed through a training contract, as well as increasing the duration to 48 months, removing part time arrangements, and changing the apprenticeship type from “trainee” to “apprentice” and apprenticeship name to *Conveyor Belt Technician (Level 3)* to increase the profile of this career pathway. Gazetted on 24 September 2019

#### **Certificate III in Racing (Trackwork Rider)**

Allowed the traineeship to be completed under school-based training arrangements, to provide a training pathway into a career in the racing industry and help attract and retain new trackwork riders whilst still enabling them to complete Year 12. Gazetted on 1 November 2019

#### **Certificate II in Shearing**

Changed the duration from six to nine months to allow sufficient time to develop competency and bring the length in line with the length of the shearing season with modern farming practices. Additionally, made the traineeship available to school-based trainees with a more achievable performance benchmark, mostly to the benefit of rural students and those attending agriculture colleges. Gazetted on 24 December 2019

#### **Diploma of Aeroskills (Mechanical) & Diploma of Aeroskills (Avionics)**

Brought Western Australia in line with all other states and territories by increasing the duration from 36 to 48 months. This allows students reasonable time to complete the diplomas and meet

the Civil Aviation and Safety Authority's licensing requirement of four years of practical experience prior to applying for an Aircraft Maintenance Engineering License. Gazetted on 31 January 2020.

### **Certificate IV in Veterinary Nursing**

Increased the duration from 24 to 36 months to allow students reasonable time to complete the qualification, once again bringing Western Australia in line with all other states and territories. Gazetted on 29 May 2020.

### **Elite Athletes Apprenticeship and Traineeship arrangements**

Variations were made to reduce the part time hour requirements for 18 apprenticeships and traineeships to enable elite athletes to commence or continue an apprenticeship or traineeship and prepare themselves for a career after sport while still pursuing their sporting commitments. The following qualifications were gazetted on 12 June 2020:

- UEE30811 Certificate III in Electrotechnology
- SIT31016 Certificate III in Patisserie
- SIT30816 Certificate III in Commercial Cookery
- MEM30205 Certificate III in Engineering - Fabrication Trade (First Class Welder); (Heavy); (Heavy/Welding); (Light); (Marine Fitout); (Marine); (Patternmaking); (Sheetmetal); and (Surface Finishing)
- MEM30205 Certificate III in Engineering - Mechanical Trade
- CPC32612 Certificate III in Roof Plumbing
- CPC32011 Certificate III in Carpentry and Joinery
- CPC31311 Certificate III in Wall and Floor Tiling
- CPC31011 Certificate III in Solid Plastering
- CPC30611 Certificate III in Painting and Decorating
- CPC30318 Certificate III in Concreting
- CPC30211 Certificate III in Carpentry
- CPC30111 Certificate III in Bricklaying/ Blocklaying
- AUR32116 Certificate III in Automotive Body Repair Technology
- AUR31116 Certificate III in Heavy Commercial Vehicle Mechanical Technology
- AUR30616 Certificate III in Light Vehicle Mechanical Technology
- AHC30816 Certificate III in Arboriculture
- AHC20516 Certificate II in Arboriculture

Four EVAC proposals that were commenced in early 2020 were put on hold as a result of COVID-19 to enable businesses and organisations involved in the consultation process to focus on addressing the impacts of the pandemic. Consultations for each of these proposals had resumed by June 2020.

### **Removal of traineeships**

The following qualifications were reclassified as class C at the request of industry:

- SFI20611 – Certificate II in Seafood (Sales and Distribution). Gazetted 3 September 2019.
- SFI20511 – Certificate II in Seafood Processing. Gazetted 3 September 2019.
- SFI30611 – Certificate III in Seafood Industry (Sales and Distribution). Gazetted 3 September 2019.
- SFI30511 – Certificate III in Seafood Processing. Gazetted 3 September 2019.
- SFI30411 – Certificate III in Fisheries Compliance. Gazetted 3 September 2019.
- MST30516—Certificate III in Leather Production. Gazetted 23 June 2020.

## Applications Withdrawn

A proposal to establish a traineeship for the FBP20217 Certificate II in Baking was withdrawn due to a lack of industry support.

## Training package updates

A total of 67 apprenticeships and traineeships were updated to new qualifications, as a result of training package updates. The new qualifications were deemed equivalent to the superseded qualification and/or had the same occupational outcome.

**Table 5: Proposals in progress as at 30 June 2020**

Qualification	Notice of intent received
<b>Variations</b>	
RII30815 Certificate III in Civil Construction Plant Operations (put on hold by proponent during the period due to COVID-19)	8 January 2020
RII31615 Certificate III in Trenchless Technology (put on hold by proponent during the period due to COVID-19)	8 January 2020
MEM31215 / MEM31219 Certificate III in Engineering - Industrial Electrician (put on hold by proponent during the period due to COVID-19)	11 March 2020
RII30919 Certificate III in Civil Construction (put on hold by proponent during the period due to COVID-19)	11 March 2020
AHC30816 Certificate III in Arboriculture	22 June 2020
<b>Establishments</b>	
CHC51115 Diploma of Financial Counselling	7 May 2020
22460VIC Diploma of Applied Technologies	19 June 2020

## COVID-19 advice from industry

The COVID-19 pandemic had a significant impact on the work of the State Training Board from March 2020 to the end of the reporting period. The Board worked with Industry Training Councils to obtain industry intelligence on the impacts of the pandemic on the workforce and the training needs identified by industry. Training Councils worked intensively to reach out to their industry stakeholders to gather advice on the critical workforce and training needs of each sector. This industry intelligence was circulated to relevant pandemic response working groups across the State Government. In addition to this, State Training Board members contributed to the State's pandemic response directly through participation in Ministerial roundtable discussions and through the State Recovery Advisory Group.

During the period, at the Board's request, Industry Training Councils undertook additional industry consultations to provide in-depth updates on the impact of COVID-19 on the workforce and training needs of their industry sectors. Training Councils looked at industry responses to the pandemic, how government could best support industry throughout the crisis, and key training and workforce issues including retaining and employing apprentices, and changing training needs. This advice was provided to the Department to inform its analysis of the impact of the pandemic on Western Australia's industries, labour market and training sector. It was also shared with relevant interagency working groups. The information is summarised on the State Training Board website.

## Revamping Industry Training Councils

The Board, in consultation with the Minister, ensures that Industry Training Councils have appropriate levels of industry coverage, membership and governance structures. Through the 2019-20 Service Agreements, the Board and the Industry Training Councils have implemented an industry engagement framework to ensure that industry intelligence is robust and adequately captures the views of industry.

In the reporting period, Industry Training Councils provided detailed annual reports and ongoing quarterly updates outlining the key workforce and training needs and anticipated challenges for each sector.

## Strategies to grow apprenticeships and traineeships in Western Australia

On 24 January 2019, the Minister for Education and Training released the Board's report: *Strategies to grow apprenticeships and traineeships*. The report made recommendations to support job creation and revitalisation of Western Australia's training system and proposed five broad strategies:

1. Make it easier for participants to navigate the apprenticeship system.
2. Reduce costs for employers and apprentices/trainees to make training more affordable.
3. Promote the VET sector and the opportunities available through apprenticeships and traineeships.
4. Make training adaptive to industry needs and foster structured partnerships.
5. Be customer focused and provide reliable information, advice and support through the TAFE Jobs and Skills Centres.

The Board is monitoring the implementation of the report's recommendations. The Department regularly reports to the Board on key activities that align with the report, clustered into three themes:

1. Responsive training initiatives
2. Promote apprenticeships, understand industry needs and navigation of the system
3. Jobs and Skills Centres

The Department report includes data on training commencements, the Department's online presence and Jobs and Skills Centre activities. In May 2020, the Board agreed to suspend the reporting requirement for six months as measurements would not be valid due to the significant effects of COVID-19 on the State's workforce. In place of this, the Department will provide ongoing data updates on apprenticeships and traineeships and new initiatives implemented.

## Social Assistance and Allied Health Workforce Project

In April 2019, the State Government released the Board's *Social Assistance and Allied Health Workforce Strategy* (the Strategy). The Strategy identified that the number of disability and aged care workers would need to double over the next five years and that the VET sector must provide training to meet workforce needs. The Strategy made seven key recommendations, with a primary focus on ensuring a skilled workforce for frontline and support occupations that have a VET pathway.

Through the Social Assistance and Allied Health Workforce Steering Committee, the Board has worked closely with the State Government on the implementation of projects to address the Strategy's recommendations. In 2019-20, this work focused on the Enterprise Training Program to

upskill existing workers, and the new pre-traineeship pathways in aged care and disability support that aim to attract new workers. The Committee worked closely with the Community Services, Health and Education Training Council (CSHETC) and industry to promote these initiatives to students and employers.

In addition, in the 2019-20 reporting period, the Committee investigated workforce development strategies for the Aboriginal and Torres Strait Islander health and wellbeing services, mental health services and alcohol and other drugs support. Through the State Training Board, the Steering Committee engaged the CSHETC to undertake extensive state-wide consultation to identify strategies for attraction, retention and training of workers in these sectors. Due to the impact of COVID-19, there were delays with some consultations, particularly in relation to vulnerable and hard to reach populations. The Committee expects the report to be finalised in late 2020. Steering Committee membership is listed in Appendix 1.

### **WA Tourism and Hospitality Skills Strategy**

In 2019, the Board, in conjunction with the Department, established a Tourism and Hospitality Skills Steering Committee to better understand the training and skills needs of the industry. The Committee is chaired by Mr Jim Walker, Chair of the State Training Board and comprises industry peak associations, employers, and government agencies to guide the development of a high level Tourism and Hospitality Skills Strategy. The project supports the State Government's priorities, with tourism in Western Australia identified as one of the six priority industry sectors in the State's *Diversify WA* Economic Development Framework. Understanding the training and skills needs will help grow the tourism and hospitality industry in the State.

The committee's roles and responsibilities are to:

1. Provide oversight to the development of a Tourism and Hospitality Skills Strategy.
2. Contribute industry and technical expertise to guide the development of the Tourism and Hospitality Skills Strategy.
3. Report on progress of the Tourism and Hospitality Skills Strategy to the Director General of the Department of Training and Workforce Development and the Director General of the Department of Jobs, Tourism, Science and Innovation.
4. Consider issues raised by stakeholders during the project.

The Steering Committee developed a draft Tourism and Hospitality Skills Strategy for Western Australia. However, the Board recognises that industry sectors are currently dealing with significant market disruptions, with tourism and hospitality being some of the hardest hit. Work on the strategy will be resumed at a later date as part of the COVID recovery process, taking into account the vastly changed landscape within these two sectors. The work undertaken to date will be updated to include the impacts of the pandemic. It is intended that the strategy will be recast to focus on rebuilding the tourism and hospitality sectors, and strengthening them against the impacts of any future pandemics or other market disruptions. Tourism and Hospitality Skills Steering Committee membership is listed in Appendix 1.

### **Resource Industry Collaboration**

From December 2019 to May 2020, the Office of the State Training Board provided the secretariat function to the Resource Industry Collaboration project. This is a partnership between Rio Tinto, the State Government and South Metropolitan TAFE, and is chaired by Mr Jim Walker, Chair of the State Training Board. The project brings together industry, government and education providers to deliver career pathways and education solutions that equip the WA workforce with the skills, capabilities,

and recognition the resources sector will need in the area of automation, data/digital literacy, and emerging technologies.

The Collaboration has developed three automation courses which are the first accredited qualifications in Australia that are specific to automation:

- Certificate II in Autonomous Workplace Operations;
- Working Effectively in an Automation Workplace skill set; and
- Certificate IV in Autonomous Control and Remote Operations.

### **Technology and innovation project**

The Board established the Technology and Innovation Steering Committee in 2014. The purpose was to enquire into and provide advice to the Minister for Education and Training, on the implications of technology and innovation advances on the current and future skills needs of Western Australian industries, and the education and training responses required in the short to medium term to meet these needs. The project was being undertaken in partnership with Industry Training Councils. The project seeks to:

- identify new technologies and innovative business practices in Western Australia;
- the jobs and people impacted by these changes, and the nature of the impact;
- the skills needed to prepare people for the changes; and
- suitable strategies and policy settings to address the changes.

During the period, the State Training Board and Industry Training Councils collaborated to provide strategic advice on industry requirements, including in the establishment of new training options that reflect technological change. However, the technology and innovation project was put on hold from March 2020, due to the impact of COVID-19 on stakeholders.

### **State Training Plan**

The Board produces a State Training Plan (the Plan) for the Minister for Education and Training under the VET Act. The Plan is a key strategic document that identifies the State's training needs and how those needs may be met by State Government investment. Generally, the Plan covers a four-year period and is updated annually. The Board develops the Plan within the context of national and State policies and priorities and draws on detailed economic and labour market trends and forecasts. It is informed by industry intelligence provided by the State's network of Industry Training Councils.

In this reporting period, the Board drafted the *State Training Plan 2020-23*. However, the impact of COVID-19 has required the Board to redraft the plan. As at 30 June 2020, the Board was preparing a new plan focussed on restarting, stimulating and reforming the Western Australian economy post COVID-19. The new Plan will be provided to the Minister for Education and Training in the second half of 2020.

### **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 VET delivery quality issues, and the unlawful provision of vocational education and training by RTOs. 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.

- One appeal was lodged with the Board during the reporting period.
- One appeal was ongoing from 2018-19.

## Appendix 1: 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 2019-20, EVAC had the following members:

- Mr Jim Walker
- Ms Meredith Hammat
- Mr Ray Sputore (from August 2019)
- Professor Juli Coffin
- Mr Stephen Moir

### Social Assistance and Allied Health Workforce Steering Committee

In September 2017, the Board established a Social Assistance and Allied Health Workforce Steering Committee (SAAHW Committee) to investigate the workforce needs of Western Australia's Health Care and Social Assistance sectors, provide advice to the Minister for Education and Training, and guide research and development of an integrated workforce development plan for the sectors.

The SAAHW Committee met on 30 August 2019, 23 September 2019, 4 November 2019, 9 December 2019, 10 February 2020 and 10 June 2020 and has the following members:

- Chris Hall AM (Chair), State Training Board
- Professor Cobie Rudd, State Training Board
- Professor Juli Coffin, State Training Board
- Julie Waylen, State Manager, National Disability Services (WA)
- Trevor Lovelle, Chief Executive Officer, Aged and Community Services Australia
- Louise Giolitto, Chief Executive Officer, WA Council of Social Service
- Sharon Bushby, Manager Sector Development, Aboriginal Health Council of WA (until December 2019)
- John Bouffler, Executive Director, Community Employers WA
- Richard Barlow, Lead Organiser, Health Services Union of WA
- Carolyn Smith, Secretary, United Voice
- Rachelle Tucker, Executive Officer, Australian Childcare Alliance WA
- Margaret Abernethy, A/Executive Director, Health Programs, WA Country Health Service
- Renae Hodgson, Assistant Director, Planning Policy and Strategy, WA Mental Health Commission
- Ben O'Rourke, Executive Director Inclusion, Department of Communities
- Jennifer Campbell, A/Chief Health Professions Officer, Clinical Excellence, Health Department
- Caroline Thompson, Chief Executive Officer, Community Services, Health and Education Training

## Council

- Stephanie Hiraishi, Director Office of the State Training Board
- Kathy Hoare, Director State Workforce Planning, DTWD
- Staff from the Office of the State Training Board acted as Executive Officer

## Tourism and Hospitality Steering Committee

In 2019, the Board, in conjunction with the Department, established a Tourism and Hospitality Skills Steering Committee comprising industry peak associations, employers, and government agencies to guide the development of a high level Tourism and Hospitality Skills Strategy.

The steering committee met seven times during the reporting period. It has the following members:

- Jim Walker, Chair of the State Training Board (Chair)
- Bradley Woods, CEO Australian Hotels Association
- Libbi McLean, Industrial Relations Manager, Australian Hotels Association (for Bradley Woods)
- Evan Hall, CEO, Tourism Council Western Australia
- Iain McDougall, General Manager, Hospitality Group Training
- Fran Kirby, Member, State Training Board
- Brodie Carr, Managing Director, Tourism WA
- Kym Francesconi, Partnership Manager, Tourism WA (observer)
- Robert Taylor, CEO, Western Australian Indigenous Tourism Operators Council
- Jacky Finlayson, Executive Director, Small Business Development Corporation
- Lisa Legana, Manager Advisory Services, SBDC
- Jodie Wallace, Executive Director Service Delivery, DTWD
- Kathy Hoare, Director State Workforce Planning, DTWD
- Stephanie Hiraishi, Director Office of the State Training Board (observer)
- The United Workers Union has been invited to provide a representative for the Committee
- Julie Hobbs, Chief Executive Officer, Future Now (Technical Advisor)
- Angela Lynch, Principal Consultant Service Delivery (Executive Officer)

## Appendix 2: Industry Training Council membership at 30 June 2020

The 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).

### Community Services, Health and Education Training Council

**Executive Director: Ms Caroline Thompson**

Title	Name	Organisation
Chair (until 12 May 2020)	Geoff Holden	National Disability Services WA
Deputy Chair	Neil Guard	Richmond Wellbeing
Board member	Jane Lorrimar	Department of Communities
Board member	Josique Lynch	Joondalup Early Learning Centre, Edith Cowan University
Board member	Sheralee Tamaliunas	Department of Health WA
Board member (from 21 May 2020)	Jan Norberger	Australian Medical Association
Board member (until 21 May 2020)	Nathan Bentley	Australian Medical Association
Board member	Margaret Denton	WA Country Health Service
Board member	Louise Giolitto	WA Council of Social Services
Board member (until 18 February 2020)	James Harris	Aboriginal Health Council of WA
Board member (until 31 October 2019)	Richard Barlow	Health Services Union of WA
Board member (from 31 October 2019)	Naomi McCrae	Health Services Union of WA
Board member	Rikki Hendon	Community and Public Sector Union / Civil Service Association of Western Australia
Board member (until 18 October 2019)	Pat O'Donnell	United Workers Union
Board member (from 19 May 2020)	Kevin Sneddon	United Workers Union
Board member (from 19 May 2020)	Julie Waylen	National Disability Services WA
Executive member	Trevor Lovelle	Aged and Community Services WA
Executive member (A/Chair from 12 May 2020)	John Rossi	Department of Education
Executive member	Caroline Thompson	Community Services, Health and Education Training Council
Observer	Mark Bloomfield	Department of Training and Workforce Development
Observer	Chris Hall AM	State Training Board

## Construction Training Council

### Director Skills Development: Mr Rob Berryman

Title	Name	Organisation
Chair	Alan Jackson (until 29 April 2020)	Construction Training Fund
Chair	Eamon Moore (from 30 April 2020)	Construction Training Fund
Member	Kim Prout	Association of Wall and Ceiling Industries of WA
Member	Philip Kemp	Master Builders Association (WA)
Member	Cath Hart	Housing Industry Association (WA)
Member	Fred Sharp	Contract Carpenters Association of WA
Member	Michele Wylie	Construction, Forestry, Mining and Energy Union
Member	Steve McCartney	Australian Manufacturing Workers Union (WA Branch)
Member	Ben Cranston	Woodside
Member	Rob Fox	Air Conditioning and Mechanical Contractors Association of WA
Member	Andy Thomas	National Fire Industry Association of WA
Member	Murray Thomas	Master Plumbers and Gasfitters Association of WA
Member	Amanda Dawes	Master Painters and Decorators
Member	Ian Eardley	Directions Workforce Solutions
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	Vicki Nichols	Rio Tinto
Member	Warren Pearce	Association of Mining and Exploration Company
Observer	Philip Wyles	Department of Training and Workforce Development
Observer	Ray Sputore	State Training Board

## Logistics Training Council

Chief Executive Officer: Ms Jillian Dielesen

Title	Name	Organisation
Chair	Cathi Payne	Payne Haulage (Road Industry)
Deputy Chair	Brian Appleby	Public Transport Authority (Rail Industry)
Board member	Steven Barrett	Qantas Airways (Aviation)
Board member	Jim Kelly	Transport and Logistics
Board member	Stuart Davey	Fremantle Port Authority (Ports)
Board member	Natasha Lindfield	Solstad Farstad ASA (Maritime)
Board member	Danny Cain	Maritime Union of Australia WA
Board member	Kari Pnacek	Transport Workers Union WA
Board member	Kristy Craker	Ship Agency
Executive member	Jillian Dielesen	Logistics Training Council
Observer	Ross Kelly	Department of Training and Workforce Development
Observer	Captain Angela Bond	State Training Board

## Financial, Administrative and Professional Services Training Council

Chief Executive Officer: Mr Allan Jones

Title	Name	Organisation
Chair	Brian Lee	Security Industry Advisory Council
Deputy Chair (until 4 March 2020)	Graham Drury	Security Agents Institute WA
Deputy Chair (from 5 March 2020)	Shaun Ridley	Australian Institute of Management WA
Board member	Cameron Palassis	Cleaning Council of WA
Board member	Les Marshall	Combined Small Business Alliance
Board member	Sally Hackett	Australian Institute of Office Professionals
Board member (until 31 December 2019)	Julie Ann Canal	Building Design Australia
Board member	Peter Douglas	Surveying and Spatial Sciences Institute
Board member	Sadie Davidson	Real Estate Institute of WA
Board member (from 21 May 2020)	Steve Halbert	Austral Risk Services
Executive member	Allan Jones	Financial, Administrative and Professional Services Training Council
Observer	Adam Walker	Department of Training and Workforce Development
Observer	Stephen Moir	State Training Board

## FutureNow Creative and Leisure Industries Training Council

Chief Executive Officer: Ms Julie Hobbs

Title	Name	Organisation
Chair	Barry Felstead	Australian Resorts Crown
Deputy Chair	Jane King	John Curtin Gallery
Board member	Natalie Jenkins	Black Swan State Theatre Company
Board member	Robert Thompson	WA Sports Federation
Board member	Warwick Lavis	Matilda Bay Restaurant and Bar
Board member	Matthew Thomas	Racing and Wagering WA
Board member	Evan Hall	Tourism Council Western Australia
Board member	Michelle Sanford	Australian Computer Society
Board member	Matthew Horrocks	Screenwest
Board member	Iain McDougall	Apprenticeship Employment Network WA Australian Hotels Association
Board member	Stuart Halusz	Media, Entertainment and Arts Alliance
Executive member	Julie Hobbs	FutureNow: Creative and Leisure Industries Training Council
Observer	Jodie Wallace	Department of Training and Workforce Development
Observer	Fran Kirby	State Training Board

## Food, Fibre and Timber Industries Training Council

Chief Executive Officer: Ms Kay Gerard

Title	Name	Organisation
Chair	Carlo Gosatti	Australian Furniture Association Inc. - WA Branch
Vice Chair	Cheryl Stinson	HR Consultant
Board member	Ann Maree O'Callaghan	Strategy Matrix
Board member (until 12 August 2019)	Brad Gandy	The Australian Workers' Union
Board member (from 12 August 2019)	Suliman Ali	The Australian Workers' Union
Board member	Geoff Richards	Richgro Garden Products
Board member (until 8 August 2019)	Gerard Matera	Abundance
Board member	Glenice Batchelor	Bespoke Plants
Board member	John Da Silva	Australasian Meat Industry Employees Union
Board member	Paul Kiely	Planet Timbers
Board member	Ric Newman	EE & JM Newman
Board member	Sasha Kraft	Clarke Interiors
Executive member	Kay Gerard	Food, Fibre and Timber Industries Training Council
Observer	Russell Brown	Department of Training and Workforce Development
Observer	Prof. Cobie Rudd	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 (AMWU)
Vice Chair	Melonie Stuart	Newmont
Board member	Carl Copeland	The Electrical and Communications Association of WA
Board member	David von Kelaita	Electrical Trade Union WA
Board member	Ian Bodger	North Metro TAFE
Board member	Jill Hugo	Australian Services Union
Board member	Alasdair Lee	Australian Gas Infrastructure Group
Board member	Joe Guira	Westrans Services
Board member	Kevin Poynton	Waste Management Association of Australia
Board member	Mike Millard-Hurst	Western Power
Board member	Neil Hooley	Water Corporation
Board member	Tony Sutton	Minprovis
Executive member	Jason Cullen	Utilities, Engineering, Electrical & Automotive Training Council
Observer	Angela Chen	Department of Training and Workforce Development
Observer	Ray Sputore	State Training Board



## Resources Industry Training Council

Manager: Mr Nigel Haywood

Title	Name	Organisation
Chair (until 11 February 2020)	Jeroen Buren	Woodside Energy
Chair (from 11 February 2020)	Louise Bonser	Chevron Australia
Board member	Brad Gandy	Australian Workers Union
Board member	Daniel Archer	CPB Contracting
Board member	Glenn McLaren	Australian Manufacturing Workers Union
Board member	Graham Pallot	Construction, Forestry, Mining and Energy Union WA
Board member (until 13 August 2019)	Lesley Adams	Santos
Board member (from 13 August 2019)	Gareth Bamford	Santos
Board member (until 11 February 2020)	Scott Brown	Rio Tinto Iron Ore
Board member (from 11 February 2020)	Alex Hollingsworth	Rio Tinto Iron Ore
Board member (until 12 May 2020)	Vanessa Barker	Wesfarmers Chemicals, Energy & Fertilizers
Board member (from 12 May 2020)	Sally Williams	Wesfarmers Chemicals, Energy & Fertilizers
Board member	Susan Cull	Chamber of Minerals and Energy
Board member	Tony Noonan	Maanshan Iron and Steel Australia
Board member (until 11 February 2020)	Zoran Bebic	Monadelphous
Board member (from 11 February 2020)	Mark Wirtz	Monadelphous
Executive Member	Nigel Haywood	Resources Industry Training Council
Observer	Karen Ho	Department of Training and Workforce Development
Observer	Jim Walker	State Training Board

## Retail and Personal Services Training Council

Executive Director: Ms Norma Roberts

Title	Name	Organisation
Chair	Ben Harris	Shop Distributive and Allied Employees Association
Board member	Dana Errington	Shop Distributive and Allied Employees Association
Board member	Andrew Vitolins	Shop Distributive and Allied Employees Association
Board member	Aldo Muia	Freelance Hairdressing Consultant
Board member	Peta Longman	Balshaw's Florist
Board member	Daniel McKeig	Invocare
Board member	Anthony McAnuff	Pharmacy Guild of Australia
Executive Member	Norma Roberts	Retail and Personal Services Training Council
Observer	Kevin Coombes	Department of Training and Workforce Development
Observer	Meredith Hammat	State Training Board



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