



# State Training Board Annual Report 2020–2021



## 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, the Annual Report of the State Training Board for the financial year ended 30 June 2021.



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

9 September 2021

## 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 their wisdom, cultures, languages and communities, and pays respect to Elders past, present and emerging.

## State Training Board Annual Report 2020-2021

Published by the State Training Board 2021

For further information:

Office of the State Training Board  
Department of Training and Workforce Development  
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)

# Table of Contents

<b>About this report .....</b>	<b>3</b>
<b>Chair’s message .....</b>	<b>4</b>
<b>2020-21 highlights and key activities .....</b>	<b>5</b>
<b>About the State Training Board .....</b>	<b>6</b>
<b>The Board’s operating context .....</b>	<b>14</b>
<b>Activities of the Board 2020-21 .....</b>	<b>18</b>
<b>Appendix 1: State Training Board committees .....</b>	<b>26</b>
<b>Appendix 2: Industry Training Council membership at 30 June 2021 .....</b>	<b>28</b>

## 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 2021.

### Disclosures and legal compliance

This annual report is prepared in line with the Public Sector Commission's *Annual Report Guidelines for 2020-21* at [www.wa.gov.au/government/publications/annual-report-guidelines-2020-21](http://www.wa.gov.au/government/publications/annual-report-guidelines-2020-21).

### 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.

### 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.

### Ministerial directions

Section 11(5)(a) of the *Vocational Education and Training Act 1996* requires the Board to include in the Annual Report the text of any direction given to the Board by the Minister. There have been no Ministerial directions in 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 the induction training to the State Training Board. 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* in July 2021.

### Administrative processes

The Office of State Training Board has been established within the Department of Training and Workforce Development for administrative purposes. 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 2020-21* 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.

## Chair's message

On behalf of the State Training Board, I am pleased to present the State Training Board's Annual Report for the year ending 30 June 2021.

The global COVID-19 pandemic has impacted the lives and livelihoods of Western Australians. Throughout 2020-21, the WA training sector has shown abundant agility and resilience in meeting the challenges brought about by the pandemic. There is incredible work being undertaken across the sector to refocus and ensure a skilled workforce to support the State's economic recovery and meet the challenges ahead. The COVID-19 pandemic has also made us all more aware of the important role vocational education and training (VET) plays in ensuring a supply of skilled workers across industry.

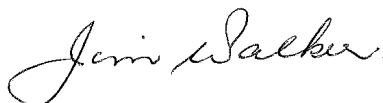
I am pleased to note the State Government's actions in prioritising infection control skillsets; continued reduction of course fees; and State Government support and flexible approaches to training to enable apprentices to continue learning their trade throughout the pandemic. With industry playing a critical role in rebuilding Western Australia's economy, now more than ever, measures to support vocational education and training in areas of industry need are vital.

The pandemic has also intensified pre-existing issues such as demand for skilled workers in the social assistance and allied health sector; workforce development needs of the tourism and hospitality sector; and youth unemployment and underemployment. The Board has undertaken projects to investigate and provide advice to Government on these issues.

In 2020, the State Training Board produced its *State Training Plan 2021-2022* which was developed to support the State Government's COVID-19 pandemic response. The plan is a key strategic document that sets out the training needs of the State's industries and how those needs should be met by State Government investment in VET. The plan recommends eight strategic priorities to strengthen the State's workforce to support a strong, resilient economy.

I would like to acknowledge the significant contributions of Industry Training Councils throughout 2020-21. Their efforts in gathering industry information and identifying training solutions to support the ongoing recovery efforts have been invaluable. This is in addition to working closely with the Board and the Department of Training and Workforce Development to establish and maintain apprenticeships and traineeships, ensuring proposals are supported by users of the system and are flexible and responsive to industry needs. On this note, I would also like to thank the Department for its ongoing efforts to ensure Western Australia has a responsive and innovative training sector.

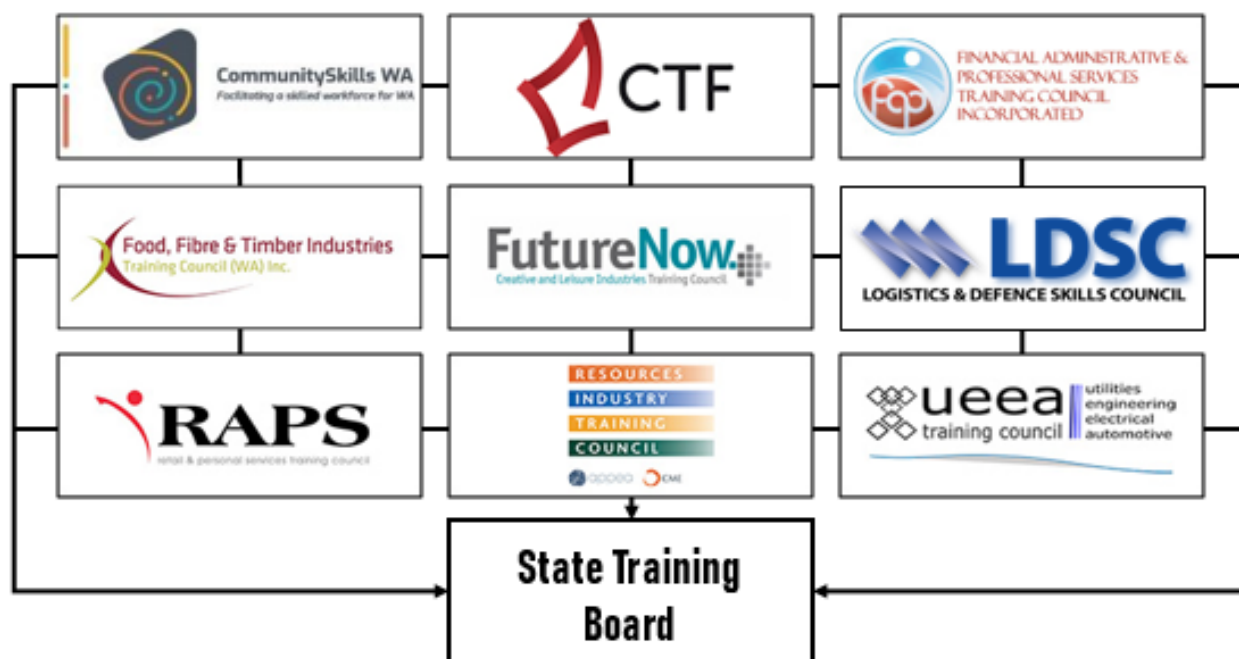
Finally, I would like to thank our Board members, all of whom have made significant contributions during this period. A responsive VET sector has an important role to build a skilled workforce to support Western Australia's economy as it emerges stronger from this pandemic. I look forward to working 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 support the COVID-19 recovery and ensure Western Australia's training system can adapt and thrive in evolving work environments.



**Jim Walker**

**CHAIR, STATE TRAINING BOARD**

## 2020-21 highlights and key activities



**203**  
Apprenticeships & Traineeships updated via the Expedited EVAC process



Up by **136** compared to 2019-20

**3** NEW traineeships established

1. Diploma of Financial Counselling
2. Diploma of Applied Technologies
3. Certificate III in Defence Industry Pathways



**6** Board Meetings  
**4** Industry Training Council Forums

Major reports completed **3**

1. WA Tourism and Hospitality Skills Strategy
2. Social Assistance and Allied Health: Future Workforce Skills Report
3. State Training Plan 2021-22



Industry Training Councils completed major industry consultations for the Department's Western Australia Jobs, Education and Training Survey (WAJET)



**8 priority areas** recommended in the State Training Plan focusing on COVID-19 recovery efforts

# 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 prepare a *State Training Plan* for the Minister's consideration that sets out for a given period the training and skill development needs of the State's industries and how those needs should be met by registered training providers, using funds provided under the VET 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

In accordance with section 60C of the VET Act, the Minister considers 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 seeks industry advice via industry training advisory bodies and ensures that any union representing workers, and any organisation representing employers, who are involved in industries 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 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 2021

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



Mr 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.

Jim's current directorships include Non-Executive Chairman of Austin Engineering Ltd, Australian Potash, Mader Group, MLG Oz and Chairman of the Western Australia State Training Board. Jim is a Non-Executive Director of M G Kailis Pty Ltd and Chairman of Motor Museum of WA a not-for-profit entity. Jim is the Chair of the RAC Council and a Board member of RACWA Holdings.

Jim was formerly Non-Executive Chairman of Macmahon Holdings Limited, Managing Director and Chief Executive Officer of WesTrac Pty Ltd. He was formerly National President of Australian Institute of Management (AIM) and AIM Western Australia.

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

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



Mr Chris Hall is the Chief Executive Officer of Juniper, a leading provider of care, accommodation and support services for older Western Australians. 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.

### Professor Cobie Rudd 16 November 2015 to present



Professor Cobie Rudd is the Deputy Vice-Chancellor (Regional Futures) and Vice-President at Edith Cowan University (ECU) and will also assume the additional role of Managing Director, ECU's South West Campus on 18 October 2021.

Professor Rudd also leads institutional accreditations in a number of areas of social responsibility such as gender equality and sustainability, and oversees professional accreditations for all ECU courses. Previously, she was ECU's Deputy Vice-Chancellor (Strategic Partnerships), ECU's Pro-Vice-Chancellor (Health Advancement), ECU's inaugural Chair in Mental Health, and one of five National Teaching Fellows appointed by the Australian Government Office for Learning and Teaching in 2011; the first in simulation-based learning.



She has served as a Non-Executive Director on over 14 boards of governance and holds the degrees of Bachelor of Health Science in Nursing from the University of New England, Master of Public Health from Queensland University of Technology, and Doctor of Philosophy from the University of Western Australia. Additionally, she is a Graduate of the Australian Institute of Company Directors and a Registered Nurse.

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



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) and still a current director. He is the President of the Australian Chamber of Commerce and Industry, and Non-Executive Director of CBus (United Super).

### **Captain Angela Bond, RAN** 1 January 2018 to present



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 Member of the Veterans Advisory Council of WA, 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.

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



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. Having gained significant hotel operational experience in Ireland and Australia, Ms Kirby was appointed Human Resources Manager at Observation City Hotel in 1992 until 1999. Thereafter Ms Kirby 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 retiring in 2020 Ms Kirby continues to work as a Consultant for Accor across WA and into the NT.

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

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



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 and health promotion.

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). These grants bring Professor Coffin’s combined funding-base to over \$6 million. Currently at the Telethon Kids Institute, where she holds the position of Ellison Professor and Head, Social & Emotional Wellbeing of Aboriginal Young People, Professor Coffin is strengthening evidence of culturally secure social and emotional well-being offerings in the Kimberley. The Yawardani Jan-ga Equine Assisted Learning research program, designed by Professor Coffin, is the first of its kind in the Kimberley, in Australia and the world.

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



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. Stephen 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.

## 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. In 2020-21, these members were Ms Meredith Hammat and Mr Ray Sputore respectively. Ms Hammat, former Secretary of UnionsWA, was a member of the Board from 1 July 2017 to 29 January 2021. Ms Hammat resigned from her role on the Board to stand as the Western Australian Labor candidate for the seat of Mirrabooka at the 2021 State Election. The Board is awaiting a nomination from UnionsWA under section 19(4C) of a person experienced in workers' interests to fill Ms Hammat's position.

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.

## 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 2020–21 reporting period, Board members received the following remuneration.

**Table 1: State Training Board remuneration 2020-21**

Position	Name	Type of remuneration	Period of membership in 2020-21	Gross remuneration 2020-21
Chair	Mr Jim Walker	Sitting fees	1 July 2020 – 30 June 2021	\$32,550.00
Member	Mr Chris Hall AM	Sitting fees	1 July 2020 – 30 June 2021	\$13,020.00
Member	Prof. Cobie Rudd	Sitting fees	1 July 2020 – 30 June 2021	\$13,020.00
Member	Mr Ray Sputore	Sitting fees	1 July 2020 – 30 June 2021	\$13,020.00
Member	Ms Fran Kirby	Sitting fees	1 July 2020 – 30 June 2021	\$13,020.00
Member	Capt. Angela Bond	Sitting fees	1 July 2020 – 30 June 2021	\$13,020.00
Member	Prof. Juli Coffin	Sitting fees	1 July 2020 – 30 June 2021	\$13,020.00
Member	Mr Stephen Moir	Sitting fees	1 July 2020 – 30 June 2021	\$13,020.00
Member	Ms Meredith Hammat	Sitting fees	1 July 2020 – 29 January 2021	\$6,510.00
<b>TOTAL 2020-21</b>				<b>\$130,200.00</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 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, Minister for Education and Training.

### Industry training advisory bodies

Industry training advisory bodies, also known as 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 currently recognises eight Industry Training Councils under 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 the reporting period, the Board also recognised the Retail and Personal Services Training Council from 1 July 2020 until its close on 30 September 2020.

In 2020-21, the following Industry Training Councils were in operation (see Appendix 2 for further details):

- Community Skills WA (formerly Community Services, Health and Education Training Council)
- 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 (formerly Logistics Training Council)
- Resources Industry Training Council
- Retail and Personal Services Training Council (from 1 July 2020 – 30 September 2020)
- 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. During 2021, these Service Agreements were extended to 30 June 2022.

Service Agreements are structured around five deliverables:

- industry engagement;
- the provision of precise and timely advice on industry, workforce and occupational priorities;

- the provision of accurate and timely advice on vocational education and training pathways and programs;
- the provision of input and industry intelligence to support the development and implementation of vocational education and training products; and
- governance and reporting.

The Office of the State Training Board held four Industry Training Council Forums throughout the reporting period, aimed at facilitating dialogue between the Department and Industry Training Councils on vocational education and training issues. Forums were held on 28 August 2020, 20 November 2020, 25 February 2021 and 20 May 2021.

### **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 training and workforce development services. It funds training that is delivered by a State-wide network of TAFE colleges and funded private registered training organisations (RTOs). The Department is also responsible for regulating the State's apprenticeship and traineeship system.

The Chair meets regularly with the Director General, Executive Director, Policy, Planning and Innovation and 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.

The Director General also attended a number of State Training Board meetings throughout the reporting period. This engagement enabled 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.

Throughout the reporting period, the position of Executive Director, Policy, Planning and Innovation was held by Ms Karen Ho (July 2020 – March 2021) and Ms Jodie Wallace (March 2021 – June 2021, acting). The position of Director General was held by Ms Anne Driscoll (July 2020 – March 2021) and Ms Karen Ho (March 2021 – June 2021, acting).

### **Office of the State Training Board**

The Board and its committees are supported by the Office of the State Training Board (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. 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. Through its administration of the Board's Establishment and Variations of Apprenticeships Committee, the OSTB supports the Board in its provision of advice and recommendations to the Minister for Education and Training in accordance with section 60C of the VET Act.

The Office also provides executive support to members and secretariat support for Board meetings. In 2020-21, it had the following staff:

<b>Position</b>	<b>Level</b>
Director, Office of the State Training Board	PS8
Principal Policy Consultant (0.5 FTE)	PS7
Principal Policy Consultant (0.5 FTE)	PS7 (February 2021 – June 2021)
Senior Policy Officer	PS6
Research Analyst	PS5 (February 2021 – March 2021)
Training Council Coordinator	PS4 (July 2020 – December 2020)
Graduate Policy and Research Officer	PS3

The Office of the State Training Board provided a number of development opportunities to staff and students throughout the reporting period. This included opportunities for two tertiary students to complete internships with the Office through the University of Western Australia's McCusker Centre for Citizenship Intern Program. A school-based trainee also undertook work experience with the Office commencing in May 2021. In addition, the Level 5 Research Analyst was seconded to the Logistics and Defence Skills Council and FutureNow – Creative and Leisure Industries Training Council for a period of two months in 2021. This secondment provided a number of development opportunities and helped to strengthen the positive relationship between industry training councils and the State Training Board.

### **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 (ITECA), the peak body representing independent providers of vocational education and training. The Chair was a guest speaker at ITECA's 2021 VET Business Summit, held in Perth on 18 June.

The Office of the State Training Board facilitated two meetings between the TAFE Executive and Industry Training Councils in 2020-21. This further strengthened discussions between industry and training providers around vocational education and training issues.

## 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 impacted Western Australia from March 2020, 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 26 July 2020, Premier Mark McGowan and former Treasurer Ben Wyatt announced a \$5.5 billion *WA Recovery Plan* to drive Western Australia's economic and social recovery in response to the pandemic. The Plan includes a *Rebuilding our TAFEs* initiative comprising:

- \$167.4 million in TAFE campus upgrades (including over \$80 million for regional TAFEs)
- \$25 million for free short courses to upskill Western Australians
- \$4.8 million for the Apprenticeship and Traineeship Re-engagement Incentive
- \$57 million to expand the *Lower fees, local skills* program (originally \$32 million, expanded as part of a TAFE Fee Guarantee)

An additional \$8 million, co-funded by State and Federal Governments, was also committed to fund four capital works projects through the Revitalising TAFE Campuses across Australia program.

Through its *WA Jobs Plan*, released in February 2021, the McGowan Government has further committed to delivering 125,000 additional jobs by 2025-26, new job-creating initiatives and funding for an additional 300 apprentice and trainee positions for government projects. Key commitments relating to the vocational education and training sector include:

- TAFE Fee Guarantee – \$282 million fee freeze on VET courses extended to the end of 2025.
- VET in schools expansion – \$29.8 million over four years to increase funded places for VET delivered to secondary students.
- Year 9 VET Taster Program – \$19.2 million to provide an industry experience program to approximately half of the Year 9 cohort, to commence in 2022.
- Group Training Scheme apprenticeships – \$32.4 million over four years to fund base wages for 300 additional apprentices and trainees to work on government construction projects, to commence in January 2022.
- Mature aged apprentices – \$5.2 million to fund the difference in total wage costs between mature age (over 21) and junior apprentices for 200 apprentices.

- TAFE lecturer industry placements – \$9.9 million to support TAFE lecturers to return to industry to enable lecturers to maintain industry currency and stay up to date with current industry standards and practices. To commence in January 2022.
- Modern equipment for TAFE - \$25 million over four years, including specific commitments for Geraldton, Albany, Collie and Kalgoorlie.

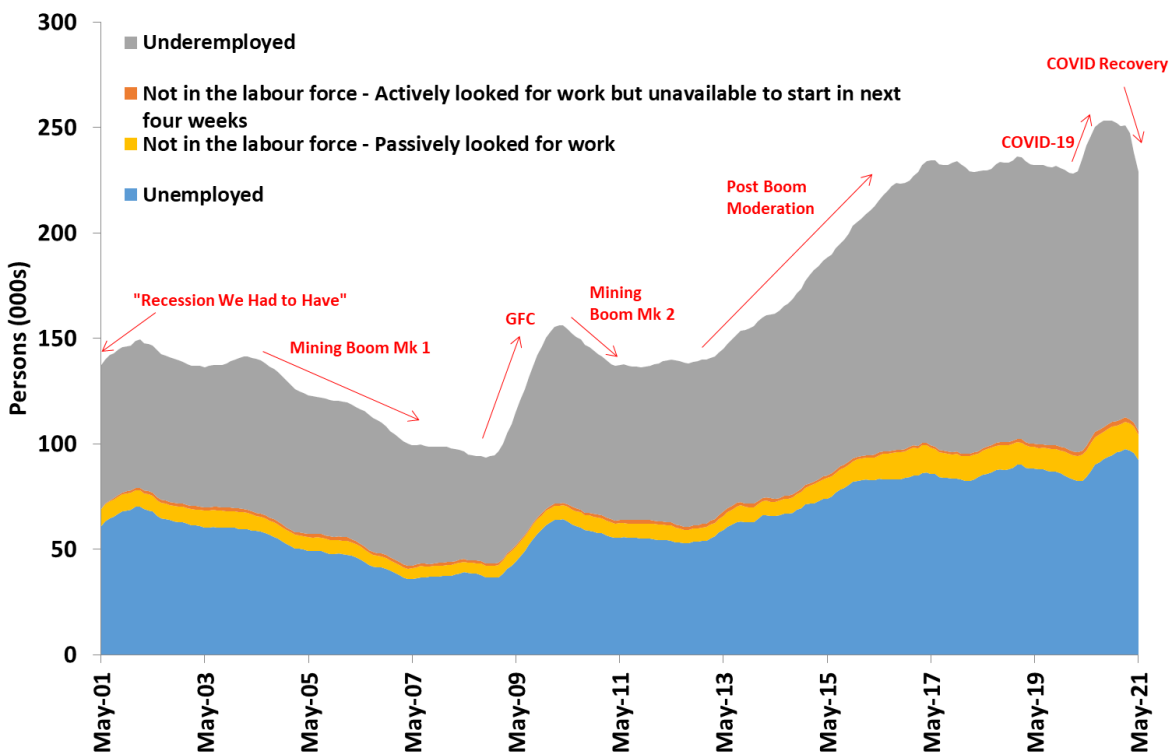
## Economic and labour market conditions

In 2020-21, the State’s economy continued its post-pandemic recovery. While around 101,400 jobs were lost during the initial downturn period from February 2020 to May 2020, around 122,300 jobs were recovered by June 2021. Similarly, after peaking at 8.5% in June 2020, WA’s unemployment rate fell to 5.1% in June 2021, which is lower than pre-pandemic levels.

The State’s jobs recovery has been strong. While initial recovery was primarily for females in part-time roles, recent growth has been in full time jobs for both males and females. Full time employment grew by 1.5% from February 2020 to June 2021, with part time jobs growing by 1.6% over the same period.

While WA is experiencing its lowest underemployment rates since 2015, there are still around 230,000 Western Australians who are either unemployed, or employed but wanting additional hours of work. This is equivalent to approximately 1 in every 7 people in the State’s labour force wanting more work than they are currently receiving.

**Figure 1: Underutilisation of labour – Western Australia**



Source: ABS 6202.0 and 6291.0.55.001, DTWD calculation, 12 month average.

Despite the State’s positive growth, the COVID-19 pandemic has added to the complexity of the jobs market, with strong demand in some industries and softer jobs market conditions in others. The skills of available local labour do not necessarily match the skills in demand by employers.



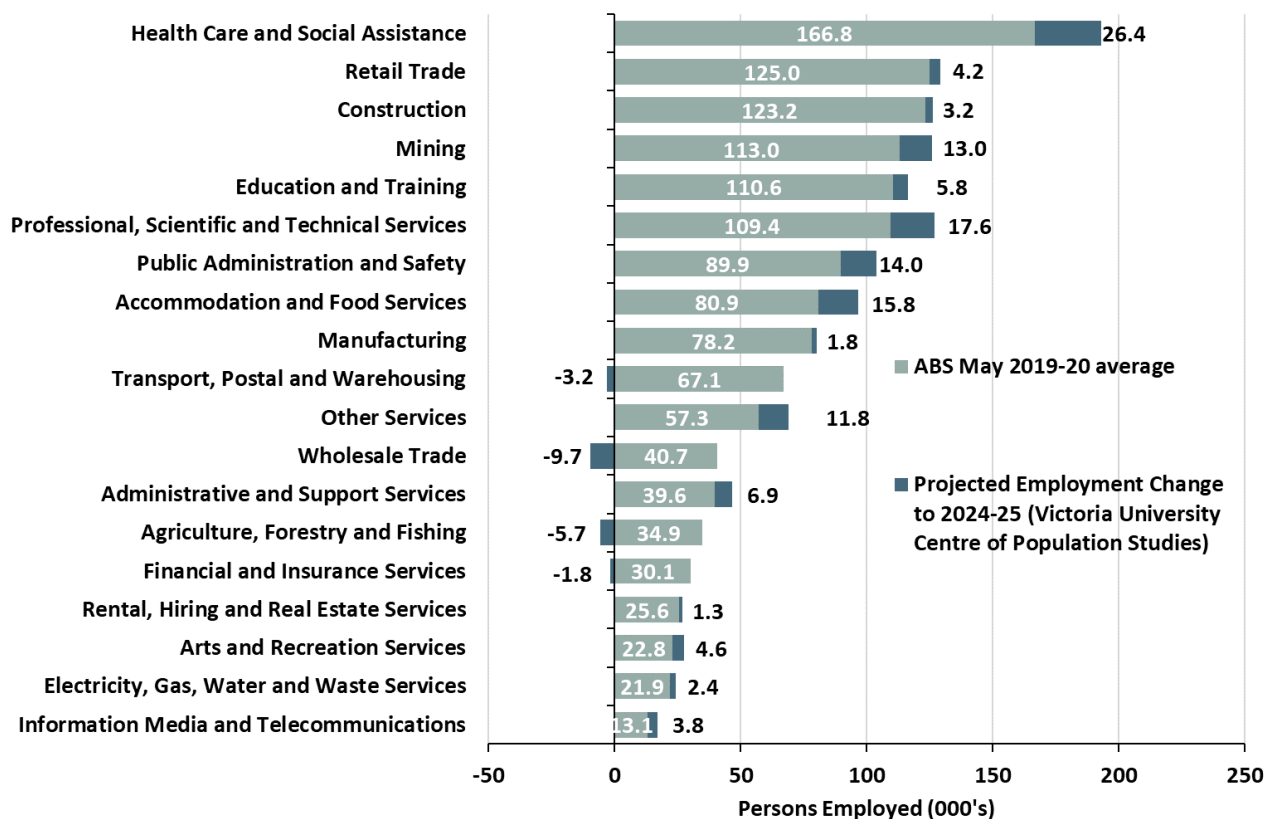
Amidst the disruption caused by COVID-19, many people moved into new roles, often in different industries. This movement has continued to occur throughout the recovery period. For example, the Wholesale Trade industry which was exposed to major supply chain disruptions, exchanged workers with the Manufacturing, Retail and Transport, Postal and Warehousing industries which required common sets of skills.

A key labour market issue exacerbated by COVID-19 is unemployment of young people aged 15 - 24 years. The State’s youth unemployment rate at June 2021 was 11.2%. There are an estimated 25,800 unemployed young people in the State, making up 36.1% of all unemployed persons.

### Projected Growth

The State’s jobs growth over the past year has been mixed, with strong growth in sectors such as Health Care and Social Assistance compared to contraction in sectors such as Retail Trade. Projections to 2024-25 suggest the Health Care and Social Assistance sector will grow by around 26,400 additional workers, and will remain the largest employing industry in the State over the coming years.

**Figure 2: WA jobs growth by industry – projected growth to 2024-25**



## National reform

### National Skills Reform Agenda

All States and Territories and the Commonwealth signed the Heads of Agreement for Skills Reform in August 2020. The Agreement sets out immediate reforms to improve the VET sector and outlines an approach and priorities for negotiating a new National Skills Agreement to replace current funding agreements with the Commonwealth.

Work on the national skills reform agenda has been considerable throughout the reporting period with the potential for substantial reforms to a number of areas including qualification design, quality and engagement with industry.

The Department of Training and Workforce Development provides input and advice on the national VET reform agenda through the Skills Senior Officials Network and Skills Ministers. The key areas of national VET reform include national VET system architecture, training product development and regulation. The Board liaised with the Department to provide input on these issues.

### National Federation Reform

Following the establishment of the National Cabinet Reform Council in May 2020, the governance structure for Ministerial Forums was reviewed. As a result, National Cabinet established the Skills National Cabinet Reform Committee to operate from September 2020 with a time limited and reform focused remit.

The Skills Committee's key role is to oversee the full implementation of reforms tasked by National Cabinet and to prepare the National Skills Agreement for the Council on Federal Financial Relations. The Skills Committee has met nine times since it was established, demonstrating the commitment of Skills Ministers to be closely involved in the reform of the VET sector.

## Activities of the Board 2020-21

### Board meetings

Meetings of the Board are generally held bi-monthly at the Department of Training and Workforce Development. The meeting on 23 September 2020 was held at the Construction Training Fund in Belmont and included a tour of the Construction Futures Centre. The May 2021 meeting was postponed to June to accommodate changes to members' schedules. 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					
	22/7/20	23/09/20	10/12/20	28/1/21	25/03/21	17/6/21
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	✓	✗	✓	✓	✓	✓

### State Training Plan

The Board develops a State Training 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. 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.

The *State Training Plan 2021-2022* was endorsed by the Minister on 23 December 2020. The plan focuses on the wide-reaching impacts of the COVID-19 pandemic and identifies strategies to support the State's recovery response. The State Training Board has developed the plan based on extensive

consultation with industry and the training sector through the State's Industry Training Councils, TAFE colleges and the Independent Tertiary Education Council of Australia, as well as the Department of Training and Workforce Development's training data and labour market analysis.

The plan identifies eight strategic priorities for Western Australia, to guide the State Government's investment in the vocational education and training sector over the next two years:



### **Apprenticeships and Traineeships**

Provide high levels of funding and a range of support services for apprenticeships.



### **Priority Industry Qualifications**

Provide high levels of funding and promotional activities for institutional training that Western Australia has identified as a state priority.



### **Micro-credentials**

Deliver accredited, industry-endorsed skills sets that are tailored to different career stages: entering the workforce; growing within an industry; and changing careers.



### **Digital Literacy**

Ensure digital literacy skills are embedded in all training and that training practitioners are skilled in the digital technologies required by industry.



### **Links with Industry**

Training providers and the Department of Training and Workforce Development should adopt a range of strategies to establish relationships with local industry.



### **Community Engagement**

Training providers and the Department of Training and Workforce Development should adopt a range of strategies to link with the local community to increase awareness of training options and to promote the value of VET.



### **Pathways for Young People**

Prioritise high quality pathways into employment for young people, including pre-apprenticeships and pre-traineeships. Maximise the benefit of VET delivered to secondary students by prioritising courses that increase employability.



### **Local Skills**

Use TAFEs and private training providers to ensure that training provides the skills needed for local jobs, so that people have the opportunity to train and work within their community.

The Board will revise the *State Training Plan 2021-2022* in the second half of 2021. This update will incorporate outcomes of the Premier's Skills Summit, Industry Training Council reports and the information provided by training councils through the new Western Australia Jobs, Education and Training (WAJET) survey conducted to inform the development of the *State Priority Occupation List 2021*. A revised *State Training Plan* will be presented to the Minister for consideration by the end of 2021.

## 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 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*. The following section details the proposals that were considered by the EVAC during the reporting period.

### EVAC Activity

Expedited EVAC activity was up substantially from the previous reporting period, with 203 expedited EVACs considered compared to 67 in 2019-20. There were three establishments and two variations compared to no establishments and 25 variations<sup>2</sup> in 2019-20. Establishments and variations made within the reporting period are outlined below.

### Establishments

#### CHC51115 Diploma of Financial Counselling

Established a class B traineeship intended to address the current skills shortage and anticipated demand of the financial counselling sector. The traineeship was established with a nominal duration of 24 months full time. Gazetted on 14 August 2020.

---

<sup>2</sup> The 25 variations in 2019-20 included a bulk variation to a group of 18 qualifications (gazetted on 12 June 2020) as part of the establishment of Elite Athletes Apprenticeship and Traineeship arrangements.

### **52864WA Certificate III in Defence Industry Pathways**

Established a class B traineeship intended to provide a range of defence industry skills and a pathway to further employment or training in the defence industry. The traineeship was established with a nominal duration of 12 months full time. Gazetted on 23 April 2021.

### **22460VIC Diploma of Applied Technologies**

Established a class B traineeship intended to address industry's skills needs for emerging roles within more complex manufacturing and/or engineering environments. The traineeship was established with a nominal duration of 36 months full time. Gazetted on 11 September 2020.

### **Variations**

#### **AHC30816 Certificate III in Arboriculture**

Increased the nominal duration from 12 months to 24 months to better reflect the volume of learning required by the qualification. Changed the name from Horticulture (Arboriculture) (Level 3) to Arborist to better reflect the occupational outcome. Gazetted on 11 September 2020.

#### **AHC21416 Certificate II in Wool Handling**

Increased the nominal duration from 6 months to 9 months to better reflect the volume of learning required by the qualification. Gazetted on 10 November 2020.

### **Removal of traineeships**

#### **RII30915 Certificate III in Civil Construction (Traffic Management)**

Reclassified as class C following the end of a pilot program. Gazetted 20 November 2020.

### **Applications withdrawn**

#### **52858WA Certificate II in Welding for Shipbuilding**

A proposal to establish a traineeship was withdrawn due to a lack of industry need.

#### **MEM20205 Certificate II in Engineering Production Technology**

A proposal to establish a traineeship was withdrawn due to a lack of industry need.

### **Applications not approved**

#### **TAE40116 Certificate IV in Training and Assessment**

A proposal to establish a traineeship was not approved by the Minister due to industrial relations concerns and a lack of industry support.

### **Training Package updates**

A total of 203 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 3: Proposals in progress as at 30 June 2021**

Qualification	Notice of intent received
<b>Variations</b>	
FBP30517 Certificate III in Baking	15 June 2021
AHC31116 Certificate III in Production Nursery	4 January 2021
AHC32419 Certificate III in Irrigation	4 January 2021
MEM31215 Certificate III in Engineering - Industrial Electrician	11 March 2020
RII30919 Certificate III in Civil Construction	11 March 2020
RII30815 Certificate III in Civil Construction Plant Operations	8 January 2020
RII31615 Certificate III in Trenchless Technology	8 January 2020
<b>Establishments</b>	
TLI40218 Certificate IV in Mobile Crane Operations	1 September 2020

## 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 implemented an industry engagement framework to ensure that industry intelligence is robust and adequately captures the views of industry. These Service Agreements were extended in the reporting period to 30 June 2022.

Variations to industry coverage were made to a number of Industry Training Councils who took on additional coverage following the winding up of the Retail and Personal Services Training Council on 30 September 2021.

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. Throughout 2020, Industry Training Councils conducted comprehensive consultations with industry to better understand the impact of COVID-19 on the workforce and training needs of their industry sectors. This information was made available on the State Training Board's website and was provided to the Department and relevant pandemic response groups across the State Government to inform COVID-19 recovery initiatives. Training initiatives introduced by the Department in response to COVID-19 include fee-free short courses, reduced fee training through *Lower fees, local skills* and financial incentives for employers. These recovery initiatives enable workers impacted by COVID-19, including women and youth, to upskill or retrain in areas of high demand as the economy recovers.

Industry Training Councils also undertook a significant body of work in providing detailed industry information for the Western Australia Jobs, Education and Training (WAJET) survey administered by the Department. The survey collects broader data input compared to previous years to inform development of the *State Priority Occupation List 2021* and other training priorities for the State.

## 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. Several training programs have been implemented in response to the Board's recommendations, including the Enterprise Training Program and Pre-traineeship courses in Aged Care and Disability support.

In addition, throughout the 2020-21 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. Community Skills WA was contracted to undertake this work and conducted extensive state-wide consultation to identify strategies for attraction, retention and training of workers in these sectors. These consultations included 75 organisations across metropolitan and regional Western Australia, including peak bodies, training providers, schools, service providers and employment companies.

The Committee's *Social Assistance and Allied Health: Future Workforce Skills Report* was endorsed by the Board on 10 December 2020. The report was provided to the Minister for Education and Training for consideration. Minister Ellery has referred the report to the Department of Training and Workforce Development to prepare a State Government response and implementation plan. Once this advice is received, the Minister will consider the release of the report along with the State Government response.

The report is the final piece of work for this project and the Board's Social Assistance and Allied Health Workforce Steering Committee was wound up in February 2021.

Steering Committee membership is listed in Appendix 1.

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

In 2019-20, the Department of Training and Workforce Development, the State Training Board and the FutureNow Creative and Leisure Industries Training Council collaborated to draft the *Western Australian Tourism and Hospitality Skills Strategy 2020* (the Strategy). A Tourism and Hospitality Steering Committee was established to guide the development of the Strategy. The Committee is chaired by Mr Jim Walker, Chair of the State Training Board and comprises industry peak associations, employers, and government agencies. It guides the development and implementation of the 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*. The Strategy has been developed to address the skills and knowledge needed to support a longer term tourism strategy for Western Australia. It recommends short, medium and long term strategies to provide flexible training models for small business operators, upskill existing workers, develop Aboriginal tourism and promote the industry as a positive career pathway for Western Australians.



The Strategy was completed in March 2020 but was put on hold in recognition of significant market disruptions currently being experienced by tourism and hospitality operators due to COVID-19. The Tourism and Hospitality Steering Committee was later reconvened to review the Strategy once Western Australia began to move into its COVID-19 recovery phase. Following detailed analysis, the State Training Board agreed that the strategies developed prior to COVID-19 remain relevant; they are vital for addressing the industry's recovery and for delivering long-term economic reform within the sector.

On 10 December 2020, the Board endorsed an update to the Strategy which acknowledges the impacts of COVID-19 on the sector and outlines the progress already made against many of the recommendations as part of the State Government's recovery initiatives. The *Western Australian Tourism and Hospitality Skills Strategy* was endorsed by the Minister on 21 January 2021.

A collaborative approach will be taken to implementation, with initiatives to be funded in partnership by industry and government. The Tourism and Hospitality Steering Committee will continue to meet in 2021 to reconsider the findings and review the recommendations of the Strategy to identify actions for immediate delivery and detail the implementation plan.

Tourism and Hospitality Skills Steering Committee membership is listed in Appendix 1.

## Investigation of Regional Childcare Issues

In 2021, the Board commenced a body of work to investigate regional childcare issues in Western Australia. This followed on from the work of the Board's Social Assistance and Allied Health Workforce Steering Committee, which investigated the workforce and skill needs of the aged care, disability support, mental health, allied health and community services sectors. Due to the large scope of the project, the childcare sector could not be covered in detail at the time.

In May 2021, the Board held an industry consultation with key representatives of the childcare sector. This consultation was led by Mr Chris Hall and Professor Cobie Rudd, and was attended by key stakeholders including Community Skills WA, the Regional Chamber of Commerce and Industry, and regional childcare providers.

Discussions focused on training and workforce development challenges currently facing regional childcare providers, possible solutions and barriers to implementation. Whilst the initial consultation raised a number of issues that fell outside of the Board's remit, such as housing availability and remuneration, a number of training-related opportunities were identified. Further regional consultation around these issues is being undertaken by Community Skills WA on behalf of the Board. These consultations will aim to identify potential strategies to assist workforce development within the sector and explore opportunities for program development.

Over the remainder of 2021, the State Training Board will continue to investigate these issues to inform recommendations to Government on potential strategies to address regional childcare issues in Western Australia.

## Youth Engagement Project

In 2020, young people were disproportionately affected by unemployment and under-employment resulting from the COVID-19 pandemic. Young people who are not in education, employment or training for an extended period are more likely to become disengaged. Training and pathways to

employment are important factors in addressing these issues. The State Training Board is therefore investigating strategies to increase participation in vocational education and training among young people. This work will be used to identify enablers and barriers and make recommendations to the Minister on strategies that will encourage more young people to take up training.

This work aligns with two recommendations in the Board's *State Training Plan 2021-22*:

- Pathways for Young People – which includes the need to effectively promote training pathways in VET to young people and the career opportunities these afford.
- Community Engagement – including the promotion of VET to school leavers who choose a university pathway as forming part of a well-rounded tertiary education.

At the time of writing, this project was in its establishment phase. The Board intends to engage young people directly in consultations and will focus on industries experiencing skills shortages and where youth participation has been identified as an issue. The Board expects to complete the project by the end of the calendar year.

## 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, lodged in 2019-20, was finalised during the reporting period.

During the reporting period the Board was subject to an appeal in the Supreme Court of Western Australia relating to the outcomes of a prior TAC appeal. The case is being managed by the State Solicitor's Office. The case is currently before the Court of Appeal.

Two Freedom of Information requests relating to the Board's consideration of TAC appeals were responded to during the reporting period.

## 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 2020-21, EVAC had the following members:

- Mr Jim Walker
- Ms Meredith Hammat (until 28 January 2021)
- Mr Ray Sputore
- Professor Juli Coffin
- Mr Stephen Moir

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

### 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 25 September 2020 and 6 November 2020. The Committee was wound up in February 2021 after finalisation of its *Social Assistance and Allied Health: Future Workforce Skills Report*. Members were not remunerated for their involvement on the Committee.

The Committee had 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, Executive Director Operations and Corporate Services, Aged and Community Services Australia WA
- Louise Giolitto, Chief Executive Officer, WA Council of Social Service
- 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
- James Thomas, Executive Director, Health Programs, WA Country Health Service
- Renae Hodgson, Principal Policy Officer, Planning, Policy & Strategy, WA Mental Health Commission
- Christine Smart, Executive Director Sector Engagement and Development Disability Services,

Department of Communities

- Jennifer Campbell, A/Chief Health Professions Officer, Clinical Excellence, Health Department
- Jayson Sandiford, Lead Regional Coordinator, Boosting the Local Care Workforce Program
- Caroline Thompson, Executive Director, Community Skills WA
- Stephanie Hiraishi, Director, Office of the State Training Board
- Kathy Hoare, Director, State Workforce Planning, Department of Training and Workforce Development

## Tourism and Hospitality Steering Committee

In 2019, the Board, in conjunction with the Department and the FutureNow Creative and Leisure Industries Training Council, established a Tourism and Hospitality Skills Steering Committee comprising 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 has the following members:

- Jim Walker, Chair of the State Training Board (Chair)
- Jodie Wallace, A/Executive Director, Policy, Planning and Innovation, Department of Training and Workforce Development (Vice Chair)
- Bradley Woods, CEO, Australian Hotels Association
- 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
- Robert Taylor, CEO, Western Australian Indigenous Tourism Operators Council
- Jacky Finlayson, Executive Director, Small Business Development Corporation
- Kathy Hoare, Director State Workforce Planning, Department of Training and Workforce Development
- Tara Baharthah, Senior Labour Market Analyst, Department of Training and Workforce Development
- Stephanie Hiraishi, Director, Office of the State Training Board (until May 2021)
- Deana Whitaker, Policy Officer, Minister for Education and Training (Observer)
- Julie Hobbs, Chief Executive Officer, Future Now (Observer)
- Angela Lynch, Principal Consultant Service Delivery (Executive Officer) / (A/Director, Office of the State Training Board from June 2021)

## Appendix 2: Industry Training Council membership at 30 June 2021

The State Training Board recognised nine industry training advisory bodies (Industry Training Councils) under section 21(1)(b) of the VET Act during the 2020-21 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 is detailed below.

### Community Skills WA

#### Executive Director: Ms Caroline Thompson

Title	Name	Organisation
Chair	Sheralee Tamaliunas	Department of Health WA
Deputy Chair	John Rossi	Department of Education WA
Board member	Julia McIntyre	Kimberley Aboriginal Medical Services
Board member	Neil Guard	Consultant, Mental Health sector
Board member	Jane Lorrimar	Department of Communities
Board member	Josique Lynch	Joondalup Early Learning Centre, Edith Cowan University
Board member	Margaret Denton	WA Country Health Service
Board member	Louise Giolitto	WA Council of Social Services
Board member	Naomi McCrae	Health Services Union of WA
Board member	Rikki Hendon	Community and Public Sector Union / Civil Service Association of Western Australia
Board member	Kevin Sneddon	United Workers Union
Board member	Julie Waylen	National Disability Services WA
Executive member	Jan Norberger	Australian Medical Association WA
Executive member	Trevor Lovelle	Aged and Community Services WA
Executive member	Caroline Thompson	Community Skills WA
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	Tiffany Allen	Construction Training Fund
Member	Michael McGowan	Housing Industry Association WA
Member	Philip Kemp	Master Builders Association (WA)
Member	Don Behets	BGC Plasterboard/ACWI Training Committee
Member	Fred Sharp	Contract Carpenters Association of WA
Member	Mick Buchan	Construction, Forestry, Mining and Energy Union
Member	Steve McCartney	Australian Manufacturing Workers Union (WA Branch)
Member	Ben Cranston	Woodside
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
Guest	Reg Howard-Smith	Building and Construction Industry Training Board
Executive member	Rob Berryman	Construction Training Fund
Observer	Philip Wyles	Department of Training and Workforce Development
Observer	Ray Sputore	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	Shaun Ridley	Australian Institute of Management WA
Board member	Cameron Palassis	Cleaning Council of WA
Board member	Sally Hackett	Institute of Public Accountants
Board member	Julie Canal	Building Designers Association (BDA WA)
Board member	Pat Burke	Surveying and Spatial Sciences Institute
Board member	Lena Constantine	Chamber of Commerce and Industry WA
Board member	Sadie Davidson	Swimming Pool and Spa Association (SPASA WA)
Board member	David Modolo	Real Estate Institute of Western Australia (REIWA)
Board member	Steve Halbert	Austral Risk Services
Executive member	Allan Jones	Financial, Administrative & Professional Services Training Council
Observer	Adam Walker	Department of Training and Workforce Development
Observer	Jim Walker	State Training Board
Observer	Cherie Wabeke	Public Sector Commission

## Food, Fibre and Timber Industries Training Council

Chief Executive Officer: Ms Kay Gerard

Title	Name	Organisation
Chair	Carlo Gosatti	Inglewood Products Group
Deputy Chair	Darren Culverwell	LV Dohnt
Board member	Cheryl Stinson	HR Consultant
Board member	Ann Maree O'Callaghan	Strategy Matrix
Board member	Kimmaree Thompson	Textile, Clothing and Footwear Resource Centre of Western Australia (TCFWA)
Board member	Suliman Ali	The Australian Workers' Union
Board member	Geoff Richards	Richgro Garden Products
Board member	John Da Silva	Australasian Meat Industry Employees Union
Board member	Paul Kiely	Australian Timber Flooring Association
Board member	Ric Newman	EE & JM Newman
Board member	Sasha Kraft	Australian Shop and Office Fitting Industry Association
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

## FutureNow Creative and Leisure Industries Training Council

Chief Executive Officer: Ms Julie Hobbs

Title	Name	Organisation
Chair	Matthew Thomas	Xformation Consulting
Deputy Chair	Jane King	John Curtin Gallery
Board member	Natalie Jenkins	Block Branding
Board member	Andrew Hill	Crown Perth
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	Australian Computer Society (ACS) and Microsoft
Board member	Matthew Horrocks	Screenwest
Board member	Iain McDougall	Hospitality Group Training representing 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

## Logistics and Defence Skills Council

Chief Executive Officer: Ms Jillian Dielesen

Title	Name	Organisation
Chair	Cathi Andrews	Payne Haulage (Road Industry)
Deputy Chair	Brian Appleby	Public Transport Authority (Rail Industry)
Board member	Steve Barrett	RAAF Pearce (Aviation)
Board member	Peter Scott	HEVILIFT
Board member	Stuart Davey	Aqualis Braemar (Ports/Maritime)
Board member	Duncan Powrie	AeroPM (Defence Industry)
Board member	Natasha Lindfield	Solstad Farstad ASA (Offshore / Maritime)
Board member	Jack McCabe	Maritime Union of Australia WA
Board member	Kari Pnacek	Transport Workers Union WA
Board member	Kristy Craker	Ship Agency Services and Propel Marine
Executive member	Jillian Dielesen	Logistics and Defence Skills Council
Observer	Ross Kelly	Department of Training and Workforce Development
Observer	Captain 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	Glenn McLaren	Australian Manufacturing Workers Union
Board member	Gareth Bamford	Santos
Board member (interim)	Rob Ramsden	Rio Tinto Iron Ore
Board member	Sally Williams	Wesfarmers Chemicals, Energy & Fertilizers
Board member	Rob Carruthers	Chamber of Minerals and Energy, WA
Board member	Tony Noonan	Maanshan Iron and Steel Australia
Board member	Ronnie Hill	Anytime Exploration Services
Board member	Stephen Catania	Construction, Forestry, Mining and Energy Union WA
Board member	Sue Pethick	Australian Workers Union
Board member	Todd Busby	Shell
Board member	Mark Wirtz	Monadelpous
Executive member	Amanda Hamilton	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 (operating until 30 September 2020)

**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	Invokecare
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

## 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	Peter Carter	Electrical Trade Union WA
Board member	Ian Bodger	North Metro TAFE
Board member	Jill Hugo	Australian Services Union
Board member	Jake Hickey	Instant Waste
Board member	Joe Guira	Westrans Service
Board member	Carl Holmes	Comtech
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	Stephen Moir	State Training Board



Office of the State Training Board  
Department of Training and Workforce Development  
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)