



# **State Training Board**

## **Annual Report**

### **2016-2017**

Report on the operations of the State Training Board for the financial year ending 30 June 2017.

## STATE TRAINING BOARD ANNUAL REPORT 2016-2017

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## Statement of Compliance

Hon. Sue Ellery MLC  
Minister for Education and Training  
13<sup>th</sup> Floor, Dumas House  
2 Havelock Street  
WEST PERTH WA 6005

Dear Minister,

In accordance with section 24 of the *Vocational Education and Training Act 1996*, I hereby submit for your information and presentation to Parliament a report on the operations of the State Training Board for the financial year ended 30 June 2017.



Jim Walker  
CHAIR  
STATE TRAINING BOARD  
21 August 2017

## Executive Summary

### About this Report

This report fulfils the requirements of section 24 of the Vocational Education and Training Act 1996 (the VET Act) by reporting on the operations of the State Training Board (the Board) to the Minister for Education and Training for the period 1 July 2016 to 30 June 2017.

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

The report comprises:

- Executive Summary
- Chairman's Message – key highlights of the operations of the State Training Board for the financial year 2016-17;
- Overview of the State Training Board – including legislative context, functions and powers of the Board, membership details including remuneration;
- Strategic Context
- Activities of the State Training Board
  - Meetings of the State Training Board
  - Establishment and Variation of Apprenticeships Committee (EVAC)
  - Appeals against decisions of the Training Accreditation Council
  - Strategic work program.

### Disclosures and Legal Compliance

This annual report is prepared in line with the Public Sector Commission's Annual Reporting Framework for the 2016-2017 financial year.

### Financial Statements

The State Training Board is an entity of the Department of Training and Workforce Development whose financial costs are fully reported within the Department's annual report. In accordance with the *Financial Management Act 2006*, the Department is the accounting authority for the State Training Board.

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

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

### Compliance with the Public Sector Code of Conduct

The State Training Board Code of Conduct was developed in line with Public Sector Commission's Conduct Guide of Boards and Committees. All members are provided with a copy of the Code of Conduct as part of the induction training to the State Training Board as it provides guidance about ethical conduct, public duties and legal responsibilities. There were no issues in relation to the Code of Conduct or Code of Ethics during the reporting period.

## Chairman's Message



On behalf of the State Training Board, I am pleased to present the Annual Report of the State Training Board for the year ending 30 June 2017.

During this reporting period, we have witnessed significant changes for the Western Australian Government, economy and industry.

The 11 March 2017 State elections ushered in a new Government under the leadership of the Hon. Mark McGowan MLA. This change in Government has contributed to a redirection of the Board's work program around Labor's 2017 election commitments, in particular the Plan for Jobs and the underpinning principles laid out in its election platform.

The Board is actively engaging with the Hon. Sue Ellery MLC, Minister for Education and Training, to identify strategies and initiatives to increase VET training and skilled jobs for Western Australians as part of the Government's plan to diversify the economy.

During the reporting period, there were continued challenges to the Western Australian economy, business and industry sectors. The fall in commodity prices, the moderation in business investment and reduced business and consumer confidence has contributed to a cooling of demand for vocational education and training in the State.

Against this difficult operating environment, the State Training Board is encouraged by the Government's plans to formalise and increase local industry participation in key economic and infrastructure projects which is expected to provide significant opportunities for Western Australian industries and businesses to grow and prosper, increasing apprenticeship, traineeship and other skilled job opportunities for Western Australians.

The State Government's decision to freeze TAFE fees will be an additional lever that is expected to boost vocational education and training, allowing more Western Australians to get the skills they need.

The Board is committed to ensuring that our training system, policy and planning settings are responsive to industries' needs and will continue to influence Government in overcoming existing barriers to the uptake of apprenticeships and traineeships in the State. We will continue to organise industry forums with participation from industry training councils, industry associations, peak bodies and employers in metropolitan and regional areas to gather industry intelligence on key training and workforce development issues. The Board's Industry Consultative Committee is in its second year of operation, and has proven to be an effective engagement tool in improving the flow of advice and information to and from industry to the Minister and the Department of Training and Workforce Development.

Workforce development modelling for key industries undertaken by the State Training Board has revealed that the health care and social assistance industry is one of the fastest growing industries in employment growth in Western Australia due to drivers such as population growth, the ageing demographic, the increase in chronic illnesses and the rollout of national initiatives such as the National Disability Insurance Scheme (NDIS). During the reporting period, the Board commenced a project to inquire into and provide advice to the Minister for Education and Training on the training and workforce development needs of the aged care, disability, residential care services, allied health and social assistance service sectors with a vocational education and training (VET) focus.

The Board also undertook and completed the first phase of its Innovation and Technology Project during the reporting period. This involved consulting with industry captains in Western Australia on current and emerging technology and innovation advances that are impacting their

industries to better understand their implications for education, training and workforce development. Innovation and technology advances are changing the nature of work, with significant implications for the workforce skills that are required – from foundational skills to digital and technology skills to the supply of specific vocational education and university qualifications that are needed to meet the existing and emerging skills needs of the State’s industries.

The State Training Board would like to formally acknowledge the invaluable contributions of Mr Lindsay O’Sullivan who stood down from the Board in August 2016. Mr O’Sullivan provided exemplary service to the State Training Board since his appointment in July 2013 and in particular his analysis and contribution to discussions at Board meetings and his contribution as member of the Establishment and Variation of Apprenticeships Committee and Innovation and Technology Working Group was vital. The Board welcomed Nathan Bentley, General Manager, Workforce Solutions at the Chamber of Commerce and Industry (WA) in October 2016. Mr Bentley provides a fresh approach to the State Training Board and his contributions to date have been well received.

The State Training Board congratulates Mr Chris Hall, AM for being appointed as a Member of the General Division of the Order of Australia in the Queen’s Birthday Honours List on 12 June 2017. Mr Hall’s appointment is a testament to his compassion, drive and determination for social justice, championing and supporting sustainable social welfare outcomes that benefit the community of Western Australia. Mr Hall’s long service to the not-for-profit sector and the community services sector has been instrumental for the State Training Board’s work program.

The State Training Board would also like to acknowledge the retirement of Joe Fiala, Chair of the Utilities, Engineering, Electrical and Automotive Training Council in December 2016. Mr Fiala had a long serving association with the industry training council network in Western Australia, having served as Chair of the Engineering and Automotive Training Council and the Electrical, Utilities and Public Administration Training Council for many years before they merged on 1 July 2016. Mr Fiala provided strong leadership and valuable contribution to the industries he represented and to the VET sector more generally.

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

A handwritten signature in black ink, appearing to read "J. Walker".

Jim Walker

**CHAIR, STATE TRAINING BOARD**

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## Overview of the State Training Board

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

### Role and Functions of the State Training Board

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

- preparing the State Training Plan for the Minister’s consideration which identifies the training and skill development priorities for Western Australia’s industries and guides the State Government’s investment under the VET Act over a four year period;
- recognising various industry advisory bodies from which the Board takes advice when preparing the State Training Plan and providing advice to the Minister on apprenticeships and traineeships;
- providing advice and recommendations to the Minister on apprenticeships and traineeships in Western Australia;
- preparing policy for the Minister’s consideration which aims on improving links between specific industry developments and the vocational education and training sector to ensure optimum employment opportunities for people and ensure availability of appropriately skilled labour in the State;
- dealing with appeals against decisions of the Training Accreditation Council; and
- providing independent advice to the Ministers on matters set out below:
  - the existing and anticipated supply and demand for skills in various industries;
  - strategies to support industries which are experiencing skill shortages;
  - policy which aims to improve the links between specific industry developments and VET so as to gain optimum employment opportunities for people and ensure the availability of appropriately skilled labour in the State;
  - strategic directions, policies and priorities for the State training system;
  - emerging international, national and State training issues;
  - the extent to which training services meet the current and future requirements of industry and the community, including the requirement for equal opportunity of access to those services; and
  - any other matters as directed by the Minister.

### Membership

State Training Board members are appointed by the Minister under section 19 of the VET Act for their experience and expertise in education and training, industry or community affairs and their ability to contribute to the strategic direction of the State training system. Members represent the diversity of the Western Australian community as well as the training sector.

Seven members are appointed by the Minister under section 19(1), of which one is selected to undertake the duties of chairperson; one is appointed for their experience in ‘workers’ interests’; and one is appointed for their experience in ‘employers’ interests’. Under section 19(2) of the VET Act, the Minister may appoint two other persons from a panel of names submitted by the Board members appointed under section 19(1). Members are appointed for a term not exceeding three years and the chairperson is appointed for a term not exceeding five years. All members are eligible for reappointment at the discretion of the Minister.

Members of the State Training Board as at 30 June 2017:

Jim Walker (Chair)  
Dan Hill  
Jeanette Roberts

Nathan Bentley  
Dr Felicity Jefferies  
Prof. Cobie Rudd

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

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

### Membership changes during the reporting period

During the reporting period Mr Lindsay O’Sullivan resigned from the State Training Board effective 19 August 2016. Mr Nathan Bentley was appointed to replace Mr O’Sullivan for the balance of his term ending on 30 June 2017.

### Remuneration of State Training Board members

Section 63 of the VET Act provides that State Training Board members are entitled to receive remuneration in the form of sitting fees<sup>1</sup>. During the 2016-17 reporting period, Board members received the following remuneration:

Table 1: State Training Board remuneration 2016-17

Position	Name	Type of remuneration	Period of membership	Gross remuneration 2016-2017
Chair	Jim Walker	Sitting fees	1 July 2016 - 30 June 2017	\$32,550.00
Member	Lindsay O’Sullivan	Sitting fees	1 July 2016 – 19 August 2016	\$2,170.00
Member	Nathan Bentley	Sitting fees	11 October 2016 – 30 June 2017	\$9,765.00
Member	Chris Hall, AM	Sitting fees	1 July 2016 - 30 June 2017	\$13,020.00
Member	Dan Hill	Sitting fees	1 July 2016 - 30 June 2017	\$13,020.00
Member	Vanessa Davies	Sitting fees	1 July 2016 - 30 June 2017	\$13,020.00
Member	Jeanette Roberts	Sitting fees	1 July 2016 - 30 June 2017	\$13,020.00
Member	Dr Felicity Jefferies	Sitting fees	1 July 2016 - 30 June 2017	\$13,020.00
Member	Prof. Cobie Rudd	Sitting fees	1 July 2016 - 30 June 2017	\$13,020.00
Member	Wayne Muller	Sitting fees	1 July 2016 - 30 June 2017	\$13,020.00
<b>TOTAL 2016-17</b>				<b>\$135,625.00</b>

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

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

#### Minister

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

- Hon Liza Harvey MLA, Minister for Training and Workforce Development from 1 July 2016 to 11 March 2017; and
- Hon. Sue Ellery MLC, Minister for Education and Training from 17 March 2017 to 30 June 2017.

<sup>1</sup> Members who are on the public payroll, including all current State, Commonwealth and Local Government employees, current and retired judicial officers and current employees of public academic institutions are not eligible to receive sitting fees. (Premier’s Circular 2010-02). Sitting fees are paid on a quarterly basis.

## Department of Training and Workforce Development

The State Training Board has a close working relationship with the Department of Training and Workforce Development (the Department). The VET system is administered by the Department in its role as State Training Authority. The Department, in addition to its vital training role, has the broader responsibility of workforce development. Workforce development aims to build, attract and retain a skilled workforce to meet the economic needs of Western Australia, to minimise skill shortages and maximise the State's ability to respond to new opportunities.

The Department manages the investment of public resources in the State's VET system, including planning, funding and monitoring services. It funds training which is delivered by a state-wide network of State Training Providers and private providers. The Department is also responsible for administering and monitoring the State's apprenticeship and traineeship system.

The Chair meets regularly with the Director General and other Senior Executives of the Department to align State Training Board priorities with Department priorities. During the reporting period, Dr Ruth Shean stood down as Director General and was replaced by Acting Director General Anne Driscoll. Whilst this has had minimal impact on the day-to-day operations of the State Training Board it has required the Chair to meet with Ms Driscoll on a more regular basis.

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

## Office of the State Training Board

The Department provides secretariat support to the State Training Board through the Office of the State Training Board (OSTB). The OSTB sits within the Policy, Planning and Innovation directorate of the Department and reports to the Executive Director.

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

Position	Level	Substantive Officer
00029303 Director, Office of the State Training Board	PS8	Kathy Hoare
00029337 Senior Project Officer	PS6	Rani Thulasy
00034537 Management and Project Support Officer	PS3	Paula Campbell

During the reporting period, the substantive Management and Project Support Officer (Position No: 00034537) took extended leave. The position was temporarily filled by short-term contract officers, Mr Ashley Parker and Ms Hela Mircea.

## Industry Training Advisory Bodies

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

In the 2016-17 financial year, the Board recognised 11 industry training advisory bodies:

- Community Services, Health and Education Training Council Inc;
- Construction Training Fund;

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

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

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

Excepting the Public Sector Commission and the WA Local Government Association, all the other industry training advisory bodies (known as industry training councils) are funded by the Department of Training and Workforce Development through individual Service Agreements. In the 2016-17 financial year, the Board and the Department facilitated the implementation of revised funding arrangements for the industry training council network which saw a reduction in funding from \$6 million to \$3.74 million (excluding GST) per annum, effective from 1 July 2016.

As part of the revised funding allocation, the Engineering and Automotive Training Council (EATC) and the Electrical, Utilities and Public Administration Training Council (EUPA) merged creating the Utilities, Engineering, Electrical and Automotive Training Council (UEEATC) which came into operation on 4 July 2016.

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

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

### **Training Accreditation Council**

The Training Accreditation Council is Western Australia's State Registering and Course Accrediting Body and is responsible for quality assurance and recognition of VET services in Western Australia. This includes:

- the registration of training providers;
- the accreditation of courses;
- the recognition of skills and qualifications; and
- providing policy advice to the State Training Board on recognition arrangements.

The Training Accreditation Council is committed to being the national leader in the strategic management of the recognition and quality assurance of training, including associated policies, services and standards in the VET sector and in providing practical, efficient and responsive support for government, the Board, industry training providers and the community.

### **Other Stakeholders**

Throughout the 2016-17 reporting period, the Board has worked closely with a number of stakeholders, including TAFE, private training providers, unions, the Chamber of Commerce and Industry (WA) and the Chamber of Minerals and Energy, and other industry advisory groups both locally and nationally.

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

## Strategic Context

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

The Western Australian VET system is established under the *Vocational Education and Training Act 1996*. The Department of Training and Workforce Development (the Department) assists the Minister in the administration of the VET Act in its role as the State Training Authority. The VET Act sets out the functions and powers of the Minister and provides for:

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

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

### Issues impacting the State Training Board

The following issues impacted the policy and operating environment of the State Training Board during the reporting period.

#### Softer economic and labour market conditions

After experiencing strong economic growth over the past decade, Western Australia's domestic economy contracted for a fourth consecutive year in 2016-17 impacted by the effects of the post resource sector investment downturn.

Key factors influencing Western Australia's labour market over 2016–17 were subdued business and consumer confidence, continuing global uncertainty, slower population growth, lower commodity prices, and the ongoing transitioning of many of the State's major resource projects from construction to the operation phases. Combined, these factors have led to somewhat mixed but mostly subdued conditions across the State's labour market.

Weakness in the domestic economy is translating into softer labour market conditions. Employment increased by 0.3% per annum in 2015-16 year, but is forecast to contract by 1.5% in the 2016-17 financial year before growing more strongly in 2017-18 and beyond. The unemployment rate in the State is forecast to rise and peak at 6.75% in 2016-17, before steadily declining to 5.75% in 2019-20.

#### Decline in VET enrolments and supply of skills

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

In 2016, there was a 1.4% decrease in enrolments in broad priority training qualifications, compared to the previous year. This includes a decrease of 9.6% in apprenticeship and traineeship enrolments, partially offset by an 11% increase in Course in Applied Vocational Study Skills (CAVSS) and Underpinning Skills for Industry Qualifications (USIQ) enrolments.

There was also a 7.6% contraction in general industry qualifications, resulting in an overall decline in enrolments of 3.5%.

As training requires lead time, the decline in enrolments and completions of both priority training qualifications and general industry qualifications will reduce the supply of skills available within the State which could lead to skills shortages later when there is an upturn in economic activity.

Table 2: VET Delivery by Funding Type – Course Enrolments 2015-2016

Training Category	Course Enrolments	
	2015	2016
Apprenticeships and traineeships	38 111	34 456
Priority industry qualifications	23 614	24 618
CAVSS and USIQ	16 306	18 100
Other foundation skills courses	10 153	9 807
<b>Sub-total - Priority training</b>	<b>88 184</b>	<b>86 981</b>
General industry qualifications	46 198	42 677
<b>TOTAL</b>	<b>134 382</b>	<b>129 658</b>

Source: VET Enrolment Data Collection<sup>2</sup>, final full year data for 2016

Data analysis of training delivery by occupational groupings has revealed that the largest number of enrolments occurred in higher skilled occupational areas. Of these, enrolments were the highest for technicians and trade workers, followed by community and personal service workers.

In both 2015 and 2016, the top three industries in terms of the number of enrolments were 'Health Care and Social Assistance', 'Manufacturing' and 'Construction'. In 2016, the Health Care and Social Assistance industry had the highest number of related course enrolments in the VET sector with almost a 14% share of total course enrolments in 2016.

### VET Fee Increases

VET has traditionally been seen as an accessible option to engage and benefit people without post-school education. The State Training Board notes industry and community stakeholder concerns that recent fee increases have been one among several factors that contributed to a decline in VET participation. The McGowan Government's decision to freeze TAFE fees is a positive step but more fundamental changes to fees may be required to encourage students back to TAFE and the VET sector.

### WA State Elections and Change of Government

On 11 March 2017 the Western Australian State Election resulted in a change of Government with Mark McGowan becoming the 30<sup>th</sup> Premier of Western Australia. The change of Government has contributed to a redirection of the Board's work program around Labor's 2017 election commitments, in particular the *Plan for Jobs* and the underpinning principles laid out in its election platform.

On 20 April 2017 the Hon. Sue Ellery MLC, Minister for Education and Training met with the State Training Board as part of the McGowan Government's commitment to revamp the State Training Board and industry training councils laid out in the *Plan for Jobs*. Minister Ellery requested the Board's input on the Government's *Plan for Jobs*.

<sup>2</sup> Data collection is for the National Training Agreement (NTA) scope which is only for enrolments funded by the Department of Training and Workforce Development.

The broader context underpinning *Plan for Jobs* is the need to diversify the State's economy, develop key transport and other economic infrastructure, and leverage off State expenditure in these areas to maximise opportunities for Western Australians to get skilled jobs, including through apprenticeships and traineeships. Key initiatives under the Plan for Jobs include:

- Priority Start;
- METRONET;
- Industry Skill Centres;
- Regions;
- Manufacturing; and
- Tourism, hospitality and events.

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

### **Industry Training Advisory Arrangements**

From 1 July 2016 the State Training Board and Department of Training and Workforce Development implemented the new industry training advisory arrangements following a reduction in funding which saw ten funded industry training councils reduced to nine industry training councils.

To ensure the viability of the industry training advisory structure beyond July 2016, the State Training Board reduced the scope of industry sector covered by some training councils and reduced the number of key deliverables that training councils are required to achieve as part of their service agreements.

As a result of the funding reduction, the Electrical, Utilities and Public Administration Training Council (EUPA) and the Engineering and Automotive Training Council (EATC) merged to create the Utilities, Engineering, Electrical and Automotive Training Council which came into effect from 4 July 2016 and was recognised as an industry advisory body by the State Training Board.

All other training councils remained unchanged and were recognised as industry training advisory bodies by the Board in the 2016-17 financial year.

The merging of EUPA and EATC resulted in the removal of "public administration" from their industry scope. The Public Sector Commission and the WA Local Government Association were formally recognised by the State Training Board as industry training advisory bodies for the provision of strategic information and advice on vocational education and training needs on 'State Government Administration' and 'Local Government Administration' respectively. The arrangements are managed through a Memorandum of Understanding between the body, the State Training Board and the Department of Training and Workforce Development.

## Activities of the State Training Board

### Meetings

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

The State Training Board aims to meet at various industry and training locations in Western Australia. Hosts are encouraged to provide a presentation and/or tour to members of their facilities, research, training or any other developments they believe the Board would be interested in noting.

### General Meetings

In the reporting period the State Training Board held the following meetings:

18 August 2016:	Department of Training and Workforce Development
12 October 2016:	Chamber of Commerce and Industry Western Australia
1 December 2016:	Department of Training and Workforce Development
16 February 2017:	Department of Training and Workforce Development
20 April 2017:	Department of Training and Workforce Development
29 June 2017:	MercyCare

Table 3: State Training Board Meeting Attendance Record

BOARD MEMBER	GENERAL MEETINGS					
	18/8/16	12/10/16	1/12/16	16/2/17	20/4/17	29/6/17
Jim Walker (Chair)	✓	✓	✓	✓	✓	✓
Vanessa Davies	✗	✓	✓	✓	✓	✓
Chris Hall	✓	✗	✗	✓	✓	✓
Dan Hill	✓	✓	✓	✓	✓	✓
Lindsay O'Sullivan	✓					
Jeanette Roberts	✓	✓	✓	✓	✓	✓
Dr Felicity Jefferies	✓	✓	✗	✓	✓	✓
Prof. Cobie Rudd	✗	✓	✓	✓	✓	✓
Wayne Muller	✓	✓	✓	✓	✓	✓
Nathan Bentley		✓	✗	✓	✓	✓

### Extraordinary Meetings

In addition to the six general meetings the State Training Board held extraordinary meetings to progress its work commitments.

On 29 July 2016 the State Training Board members held a closed strategic session. The meeting identified a number of key areas that the State Training Board wanted to include in their strategic work program for the 2016-17 financial year.

On 23 May 2017 the State Training Board hosted a strategic session with the Chairs and Chief Executive Officers of the industry training councils to discuss the McGowan Government's election commitments and the *Plan for Jobs* agenda.

## Committees of the State Training Board

Section 23 of the VET Act 1996 enables the State Training Board to appoint committees to assist it to perform its functions under the Act. A committee may include people who are not members of the Board but must include at least one member of the Board.

### Establishment and Variation of Apprenticeships Committee

The Board established the Establishment and Variation of Apprenticeships Committee (EVAC) to perform the Board’s role in providing advice to the Minister for Education and Training regarding the classification of prescribed vocational education and training qualifications as required under section 60C of the VET Act 1996.

The members of EVAC during the reporting period were:

- Jim Walker (Chair)
- Lindsay O’Sullivan, Board member (until 19 August 2016);
- Dan Hill, Board member.
- Wayne Muller, Board member; and
- Nathan Bentley, Board member (from 11 October 2016).

Section 60C is intended to provide a means of regulating the classification of certain qualifications. The establishment of apprenticeships<sup>3</sup> is based on the classification of qualifications by the Minister as either ‘Class A’ or ‘Class B’. The intent of having a classification of qualification is to ensure that some qualifications are protected and can only be achieved through an apprenticeship arrangement.

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

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

An ‘establishment’ will require the Board to provide advice to the Minister on certain conditions relating to the apprenticeship, as detailed in regulation 37 in the *Vocational Education and Training (General) Regulations 2009*:

- 37(4)(a): whether an apprentice under a training contract for the qualification should be called an apprentice, a trainee, an intern, a cadet or some other term;
- 37(4)(b): the nominal period of a training contract for the qualification;
- 37(4)(c): whether an apprentice under a training contract for the qualification should be able to work part-time under the contract;
- 37(4)(d): whether a person at school should be able to enter into a training contract for the qualification; and
- 37(4)(e): any condition that should apply to the classification of the qualification.

<sup>3</sup> Apprenticeship means any employment based training scheme whether termed an apprenticeship, traineeship, cadetship or internship.

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

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

Table 5: Minister Approved EVAC Proposals 2015-2016

<b>Establishment</b>	
<b>Class A</b>	Minister Approved
SHB30516 Certificate III in Barbering	1 July 2016
UET30912 Certificate III in ESI – Remote Community Utilities Worker	15 September 2016
<b>Class B</b>	Minister Approved
SIT50116 Diploma of Travel and Tourism Management	20 September 2016
TLI21716 Certificate II in Road Transport Yard Operations (Freight Handler)	20 September 2016
AUR21916 Certificate II in Automotive Tyre Servicing Technology	29 November 2016
AUR32616 Certificate III in Automotive Tyre Management	29 November 2016
AMP30716 Certificate III in Meat Processing (Quality Assurance)	25 January 2017
AMP31216 Certificate III in Meat Processing (Packing Operations)	25 January 2017
AMP31116 Certificate III in Meat Processing (Livestock Handling)	25 January 2017
SIT40516 Certificate IV in Commercial Cookery	29 January 2017
SIT30716 Certificate III in Hospitality (Restaurant Front of House)	29 January 2017
CPP40516 Certificate IV in Strata Community Management	10 May 2017
<b>Variations</b>	
<b>Change to nominal duration</b>	Minister approved
UEE30911 Certificate III in Electronics and Communications	8 November 2016
<b>Removal of school-based pathway</b>	Minister Approved
UEE33011 Certificate III in Electrical Fitting	29 January 2017
UEE30811 Certificate III in Electrotechnology Electrician	29 January 2017
MEM31215 Certificate III in Engineering – Industrial Electrician	29 January 2017

### EVAC proposals lapsed, withdrawn or not supported during 2016-17:

The Minister did not support variations to two traineeships based on the recommendations of the relevant training council and EVAC:

- MSF20313 Certificate II in Furniture Making – The variation proposal was to add a condition to restrict institutional delivery;
- MSF20413 Certificate II in Glass and Glazing – The variation proposal was to add a condition to restrict institutional delivery;

### Proposals not yet completed as at 30 June 2016

The following proposals were not yet completed by 30 June 2017:

- RII30915 Certificate III in Civil Construction (Traffic Management); and
- RII20115 Certificate II in Resources and Infrastructure Work Preparation.

## Industry Consultative Committee

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

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

The members of the Industry Consultative Committee met on 12 January 2017 with the former Minister for Training and Workforce Development. At this meeting, the following issues were discussed:

- **Decline in apprenticeship and traineeship numbers** – one of the factors contributing to this is the apprenticeship model that does not fit in with contemporary work practices or the modern job market. A long lead time is required to train skilled workers which requires significant investment from employers, including the need to guarantee work for apprentices/trainees for the full term of their employment contracts;
- **Poor retention rates** – Young people are more likely to move from job to job until they find something they are interested in. Industries could be supported and encouraged to provide career taster programs where apprentices/trainees can experience different trades within the industry at an entry level before making an informed selection on their preferred pathway/specialisation which could be pursued through further study at a higher level (Certificate III, IV and Diploma level qualifications);
- **Supporting employers to take on apprentices and trainees** through a review of apprenticeship wages, review of VET fees, provision of employer incentives etc;
- **mentoring programs to support apprentices/trainees** – This could assist diversity groups including Aboriginal people, Culturally and Linguistically Diverse (CaLD) or non-traditional roles (ie. women in non-traditional trades) to work through issues with being in a new work environment/culture;
- **Alternative models of training to support thin markets** – The introduction of a group training scheme could result in training in thin markets occurring in WA rather than in the Eastern States and represent better return for public money.
- **VET in Schools (VETiS Program)** – Industry stakeholders had significant concerns with certain qualifications being delivered as part of the VETiS program (eg. Certificate IV in Business, Management courses etc) despite these being red-flagged in the VET in Schools Register as being unsuitable for delivery to school aged students; In some cases, Year 11 and Year 12 students were completing a management course in a term which leads to serious questions about quality outcomes. The delivery of the qualifications to school-aged students depreciates the value of the qualifications for industry. It was recommended that VET in Schools qualifications should align with the State's priority occupations and that funding should only be provided to those qualifications that align with priority occupations;
- **Career advice in schools** – Career advice is lacking in schools. The Industry training councils are currently not funded to provide career advice to school students. The VET Coordinators are often out of the loop when it comes to the latest information about careers and often do not have adequate, in depth information on occupations. If the training councils were funded to provide advice this would be helpful for industry;
- **Promoting VET within the Community** – Industry stakeholders recommended that the VET sector be promoted with schools, parents and career guidance counsellors. Approximately two thirds of young people do not attend university and yet university pathways are more

heavily advertised and promoted than VET training. A portfolio of VET pathways should be promoted to schools students and early engagement is key.

- **Funding skills sets** – Industry stakeholders mentioned that skills sets need to be considered more broadly including funding that supports this type of “just-in-time” training. Skills sets funding was identified across multiple industries as being extremely important.

## Strategic Work Program

### State Training Plan 2017-2020

Under section 21 of the Vocational Education and Training Act 1996, the State Training Board is required to give the Minister for Education and Training “a draft State Training Plan as and when required”.

The State Training Plan is produced annually and is a four-year forward looking document that identifies the current and future training and skill development priorities for Western Australia’s industries. The priorities identified in the Plan will inform the State Government on the parameters for funding, planning and policy of the State’s training system, including meeting industries’ skills needs by investing in training places through public and private training providers. The Plan is developed within the context of national and State vocational education and training policies and priorities. It also draws upon detailed economic and labour market trends and forecasts and is informed by industry intelligence.

The drafting of the State Training Plan 2017-2020 was undertaken during the reporting period. It takes into account the Labor Government’s 2017 election commitments, in particular the *Plan for Jobs* and underpinning principles laid out in its election platform. The broader context underpinning the Plan for Jobs is the need to diversify the State’s economy, develop key transport and other economic infrastructure and leverage off State expenditure in these areas to maximise opportunities for Western Australians to get skilled jobs, including through apprenticeships and traineeships.

Key initiatives under the Plan for Jobs include:

- Priority Start;
- METRONET;
- TAFE industry skill centres;
- Regional development;
- Manufacturing; and
- Tourism, hospitality and events.

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

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

### Technology and Innovation

The world is entering a period in which innovation, technology and automation will transform the working landscape. Activities within nearly every occupation have the potential to be automated or at the very least impacted by technology in some way. The resulting disruption requires the training sector to be active, flexible, fast-moving, adaptable, responsive and increasingly engaged and responsible for its products and services.

During the reporting period, the State Training Board undertook and completed Phase One of a project that examined current and emerging technology and innovation advances that are likely to impact key industries in Western Australia and their implications for education, training and workforce development over the short, medium and long-term. The project aims to:

- appraise how current and emerging technologies and innovation advances are changing the nature of work in some of Western Australia’s key industries;
- identify foundational skills that will enable people to participate productively in the knowledge-economy of the future, as job-seekers, entrepreneurs, business owners and innovators;
- identify those new VET qualifications or changes to existing VET qualifications required to respond to the new skills and foundational skills needs arising from innovation and technological changes; and
- develop education, training and other strategies to increase the supply of local talents to meet the new and existing skills identified.

ACIL Allen was engaged to undertake Phase One of the project which involved undertaking a scope and literature review on the issue, as well as consultation with some 50 Western Australian industry stakeholders on the terms of reference. The report entitled “Implications of Innovation and Technology: A Preliminary Review” was completed and presented to the State Training Board during the reporting period.

### **Healthcare and Social Assistance Industry Workforce Development Plan**

A key initiative of the State Training Plan 2017 2020 is to research the specific skills needed for a highly skilled Healthcare and Social Assistance industry, including aged care, disability, allied health, aboriginal health and mental health sectors. From this research, the Board aims to develop an inclusive workforce development plan for the sectors.

The workforce plan will define the roles of Government and the aged care, disability, allied health, aboriginal health and mental health sectors in focussing on sourcing a highly skilled workforce combining education and training strategies with employment and immigration strategies.

The workforce demand in these sectors is projected to grow significantly in the next few decades and there is a need to ensure that the State’s education and training sectors are skilling suitably qualified graduates in all occupations needed within the healthcare and social assistance industry.

On 11 May 2017, the State Training Board hosted a workshop by peak bodies, WA Council of Social Services (WACOSS), Aged and Community Services WA (ACSWA), National Disability Services WA (NDS-WA) where the Board members and Department of Training and Workforce Development representatives were given briefings on the occupation and skills needs, strategic opportunities, barriers and workforce challenges within the Healthcare and Social Assistance Industry.

At the workshop, it was mutually agreed that the State Training Board will appoint a steering committee to undertake the development of a workforce development plan for key sectors within the industry. The plan will be developed through a collaborative approach involving industry, government, service providers, advocacy and advisory bodies. A draft Terms of Reference for the project has been developed for the Steering Committee’s review.

## Appendix 1: State Training Board Members Biographies

### Current Members



**Mr Jim Walker, Chair**  
**1 December 2014 to present**

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

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



**Ms Vanessa Davies, Member**  
**1 December 2011 to present**

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

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

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



**Mr Chris Hall, AM**  
**1 January 2013 to present**

Mr Hall is the Chief Executive Officer of MercyCare, a leading Catholic provider of aged care, family, health, disability and community services. Mr Hall has held corporate governance and senior leadership positions for 30 years in the Australian not for profit sector and local government industry at national, state and local levels. He has served on numerous government advisory and consultative bodies and on the boards of various not for profit organisations.

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



**Mr Dan Hill, Member**  
**29 July 2013 to present**

Mr Hill is the Secretary of the Health Services Union of Western Australia and WA Branch Secretary of the Health Services Union. He was appointed to the Board as a person experienced in workers' interests, as per the Vocational Education and Training Act 1996. Mr Hill is also Senior National Vice President of the Health Services Union and an alternate executive member of Unions WA (peak labour council), a member of the Industrial Relations Society of WA and graduate of the Australian Institute of Company Directors.

Spanning over 30 years, Mr Hill's career has focused on industrial relations within the community services and health industries in Western Australia. He has been a long-time advocate of skills recognition and workforce development and has had a continuous association with industry training advisory bodies at both the state and national level. Mr Hill was also Director of the National Community Services and Health Industry Skills Council.



**Ms Jeanette Roberts, Member**  
**1 January 2015 to present**

Ms Roberts has more than 35 years of international experience in the oil and gas industry working with operators, front-end engineering and design specialists and engineering, procurement, and construction contractors. Ms Roberts is Director of Jeanette Roberts Consulting, where she provides strategic advice to energy and allied industries.

Ms Roberts is an active participant in Australia's oil and gas industry and has been involved in policy development at the State and Commonwealth level. She is a senior fellow of the Graduate School of Education at the University of Melbourne. Ms Roberts sits on the advisory boards of the WA Energy Research Alliance, the Australian Centre for Project Leadership and the Barking Gecko Theatre Company.



**Dr Felicity Jefferies, MBBS, GAICD, Member**  
**1 January 2015 to present**

Dr Jefferies has over 30 years of experience working as a medical practitioner in a variety of roles including urban and rural practice. Dr Jefferies is involved in undergraduate, post-graduate and professional development training and has a special interest in ensuring that the workforce meets the needs of the community. More recently, her work has involved both private and public policy initiatives; working with state and Commonwealth governments to address the inequitable distribution of the workforce across Western Australia and Australia.

Dr Jefferies is a graduate of the Australian Institute of Company Directors, an inaugural member of the North Metropolitan Health Service Board, previously served as a member of the Medical Board of WA and is a life member of Rural Health West. Dr Jefferies is a sessional member of the State Administrative Tribunal.



**Professor Cobie Rudd, BHSc(N), MPH, PhD, GAICD, Member  
1 January 2015 to present**

Professor Rudd is the Deputy Vice-Chancellor (Strategic Partnerships) and Vice-President at Edith Cowan University. Also leading gender equity in academia for ECU, she is actively addressing the gender imbalance in science, technology, engineering, mathematics and medicine. Recognised internationally for her work in this field, she now serves on the International Advisory Group to advance equality and diversity in STEM higher education and research.

Professor Rudd has served on numerous boards of governance. In addition to her membership of the State Training Board, she currently holds a Cabinet-endorsed appointment to the Ministerial Council for Suicide Prevention. Professor Rudd is a graduate of the Australian Institute of Company Directors.



**Wayne Muller, Member  
1 January 2016 to present**

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

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



**Nathan Bentley, Member  
10 October 2016 to present**

Mr Bentley is the General Manager, Workforce Solutions at the Chamber of Commerce and Industry of Western Australia. He was appointed to the Board as a person experienced in employers' interests, as per the Vocational Education and Training Act 1996.

At CCIWA he has responsibility for Apprenticeships Support Australia, the International Trade and Investment Centre, CCI Migration Services and CCI Industry Connect. In this capacity, he engages with a broad cross section of employers from all industry sectors on training and workforce development issues. Mr Bentley also represents CCIWA on the national Chambers Apprenticeship Support Australia Board. Prior to joining CCIWA, Mr Bentley worked for Pfizer, a global pharmaceutical company, in senior sales and brand management positions in both Perth and Sydney.

## Retiring Members



### **Lindsay O'Sullivan, Member** **29 July 2013 to 19 August 2016 (resigned)**

Mr O'Sullivan was appointed to the State Training Board as a person experienced in employers' interests of the Vocational Education and Training Act 1996. At the time of his appointment, Mr O'Sullivan was the Chief Officer, Business Solutions at the Chamber of Commerce and Industry of WA. He later became the Chief Operating Officer at CCI-WA.

Mr O'Sullivan has held leadership roles in financial services, legal and professional services in Australia and the United Kingdom. He sits on the boards of two private companies and is the Deputy Chair of Artrage and the Fringe World Festival.

Mr O' Sullivan has an Executive MBA from UWA. He is a member of the Australian Institute of Company Directors, a graduate of the Leadership WA signature leadership program and in 2012 was a winner in the WA Business News 'Under 40 Awards'.

## Appendix 2: Industry Training Council Membership

The Industry Training Councils Boards of Management Membership as at 30 June 2017.

### Community Services, Health and Education Training Council

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

Title	Name	Employer/Representation
Chair	Brendan Robb	Department of Health
Deputy Chair	John Rossi	Department of Education
Executive member	Wade McLeod	Association of Independent Schools WA
Board member	Richard Barlow	Health Services Union of WA
Board member	Jane Lorrimar	Department for Child Protection & Family Support
Board member	Frances Buchanan	National Disability Services WA
Board member	Josique Lynch	Joondalup Early Learning Centre ECU
Board member	Stuart Reid	WA Council of Social Services
Board member	Trevor Lovelle	Aged & Community Services WA
Board member	Geoff Jones	AMA WA
Board member	Kathryn Barnes	Independent Education Union of Australia
Ex-officio	Rikki Hendon	Community & Public Sector Union/Civil Service Association of WA
Ex-officio	Jamie Mackaway	Community Services, Health & Education Training Council Inc
Observer	Ross Kelly	Department of Training and Workforce Development
Observer	Chris Hall	State Training Board

### Construction Training Fund

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

Title	Name	Employer/Representation
Chair	Ian Hill	Construction Training Fund
Board Member	Kathleen Soumanis	Downer Group
Board Member	Gregory Wilton	Electrical Trade Union
Board Member	Cheng Rolfe	DM Civil
Board Member	Maxwell Rivett	Master Builders Association
Board Member	Susan Bailey	Bailey Corporate
Board member	Les Wellington	Construction, Forestry, Mining and Energy Union
Observer	Phil Wyles	Department of Training and Workforce Development
Observer	Jim Walker	State Training Board

### Financial, Administrative and Professional Services Training Council Inc

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

Title	Name	Employer/Representation
Chair	Graham Drury	Wilson Security
Board Member	Liz McIlhone	REIWA Learning
Board Member	Cameron Palassis	Cleaning Council of WA
Board Member	Kerrin Simmonds	Institute of Public Accountants
Board Member	Les Marshall	Combined Small Business Alliance
Board Member	Anne O'Neill	Australian Institute of Office Professionals
Board Member	Julie Ann Canal	The Design Mill (Building Design Australia)
Board Member	Peter Douglas	Surveying and Spatial Sciences Institute
Board Member	John Cutrali	Transport Workers Union of WA
Board Member	Shaun Ridley	Australian Institute of Management WA
Ex-officio	Allan Jones	Financial, Administrative and Professional Services Training Council Inc
Observer	Lisa Barron	Department of Training and Workforce Development
Observer	Nathan Bentley	State Training Board

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

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

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

### FutureNow Creative and Leisure Industries Training Council Inc

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

Title	Name	Employer/Representation
Chair	Barry Felstead	Crown Resorts
Deputy Chair	Ian Smith	Printing Industries Association of Australia
Board member	Bradley Woods	Australian Hotels Association
Board member	Warwick Lavis	Matilda Bay Restaurant and Winery
Board member	Matthew Thomas	Racing and Wagering WA
Board member	Meredith Hammat	Unions WA
Board member	George Coldham	Australian Computer Society
Board member	Gavin Buckley	Artsource
Board member	Rob Thompson	WA Sports Federation
Board member	Sarah Knight	Australian Broadcasting Corporation
Board member	Evan Hall	Tourism Council of WA
Board member	Natalie Jenkins	Black Swan Theatre Company
Ex-officio	Julie Hobbs	FutureNow: Creative and Leisure Industries Training Council Inc
Observer	Karen Ho	Department of Training and Workforce Development
Observer	Vanessa Davis	State Training Board

### Logistics Training Council Inc

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

Title	Name	Employer/ Representation
Chair	Cathi Payne	Payne Haulage
Deputy Chair	Brian Appleby	Public Transport Authority
Board member	Steven Barrett	Qantas
Board member	Jim Kelly	Armaguard Group - Linfox
Board member	Stuart Davey	Fremantle Port Authority
Board member	Kari Pnacek	Transport Workers Union WA
Board member	Danny Cain	Maritime Union of WA
Ex-officio	Jillian Dielesen	Logistics Training Council
Observer	Gary Fitzgerald	Department of Training and Workforce Development
Observer	Wayne Muller	State Training Board

### Resources Industry Training Council

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

Title	Name	Employer/Representation
Chair	Sanchia Tolomei	Australian Petroleum Production & Exploration Association (nominee)
Board member	Daniel Archer	BGC Contracting
Board member	Virigina Hilliard	Australian Drilling Industry Training Committee Ltd
Board member	Tony Noonan	Maanshan Iron and Steel (Australia)
Board member	Stewart Allen	Quadrant Energy Pty Ltd
Board member	Dick Servin	Rio Tinto
Board member	Brad Gandy	The Australian Workers' Union
Board member	Steven McCann	Construction, Forestry, Mining and Energy Union
Board member	Nigel Haywood	National Energy Resources Australia
Ex-officio	John Rowe	Resources Industry Training Council
Observer	Simon Walker	Department of Training and Workforce Development
Observer	Jeanette Roberts	State Training Board

### Retail and Personal Services Training Council Inc

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

Title	Name	Employer/ Representation
Chair	Andrew Vitolins	Shop Distributive and Allied Employees Association
Board member	Ben Harris	Shop Distributive and Allied Employees Association
Board member	Anthony McAnuff	Pharmacy Guild of WA
Board member	Daniel McKeig	Funeral Industry
Board member	Aldo Muia	Diamond Head
Board member	Joanne Pendleton	InvoCare Australia Pty Ltd
Board member	Peta Longman	Balshaws Florist
Ex-officio	Norma Roberts	Retail and Personal Services Training Council
Observer	Karen Purdy	Department of Training and Workforce Development
Observer	Felicity Jefferies	State Training Board

## Utilities, Engineering, Electrical and Automotive Training Council

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

Title	Name	Employer/Representation
Acting Chair	Carl Copeland	National Electrical Contractors Association
Vice Chair	Steve McCartney	Australian Manufacturers Workers Union
Board member	Julie Binks	APA Group
Board member	Gerald Upham	Australian Services Union
Board member	Mike Millard-Hurst	Western Power
Board member	Kevin Poynton	Waste Management Association of Australia
Board member	Neil Hooley	Water Corporation
Board member	Steve Moir	Motor Trades Association
Board member	Joe Guira	Westrans Services
Board member	Simon Knight	Silverstar Marine
Board member	Tony Sutton	Minprovis
Board member	Jason Cullen	Consultant
Ex-officio	David Fleay	Utilities, Engineering, Electrical and Automotive Training Council
Observer	Anna Wildy	Department of Training and Workforce Development
Observer	Dan Hill	State Training Board



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