



State Training Board

ANNUAL REPORT



2024–25

Statement of Compliance

Hon Amber-Jade Sanderson MLA
Minister for Skills and TAFE

In accordance with section 24 of the *Vocational Education and Training Act 1996*, I hereby submit for your information and presentation to Parliament, the Annual Report of the State Training Board of Western Australia for the financial year ended 30 June 2025.



Mr Jim Walker
Chair, State Training Board
2 September 2025

Acknowledgement of Country

The State Training Board respectfully acknowledges the Aboriginal peoples of Western Australia as the Traditional Custodians of the lands and waters. The Board honours the enduring cultures, languages and wisdom of First Nations communities, and extends our respect to Elders past and present.

State Training Board Annual Report 2024-25

Published by the State Training Board 2025

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**“OUR COMPREHENSIVE
APPROACH ENSURES THAT
WESTERN AUSTRALIA’S
WORKFORCE IS POISED TO
EXCEL IN THE DYNAMIC CLEAN
ENERGY LANDSCAPE.”**



CHAIR'S MESSAGE

It is my pleasure to present the State Training Board's Annual Report for the year ending 30 June 2025.

As the peak industry training advisory body to the Minister for Skills and TAFE, the State Training Board (the Board) plays a central role in shaping Western Australia's skilled workforce. Over the past year, the Board collaborated closely with TAFEs, private training providers, unions, Industry Training Councils (ITCs), employers and peak industry bodies to address the State's evolving skills needs.

The State Government's Made in WA¹ plan has provided a strong strategic foundation for the Board's work moving forward. Under this guiding direction, the Board has focused on strengthening local manufacturing, accelerating the renewable energy transition, supporting regional job precincts, enhancing Westport infrastructure, expanding freight rail networks and promoting economic diversification. At the heart of this work is a clear commitment to building a robust pipeline of skilled workers through targeted training and education.

A key highlight of the reporting period was the Board's collaboration with the Department of Training and Workforce Development (the Department) to lead a comprehensive review of the clean energy sector. This ambitious initiative spanned solar energy, wind turbines, transmission

infrastructure, hydrogen production, critical mineral processing, manufacturing, battery storage, carbon capture, electric vehicles and decarbonising the resource sector. Our comprehensive approach ensures that Western Australia's workforce is poised to excel in the dynamic clean energy landscape.

The Board also oversaw the seamless implementation of the restructured ITCs under the new Service Agreements starting 1 July 2024. The Board aligned the industry coverage of the ITCs with the Commonwealth's Jobs and Skills Councils (JSC) to address Western Australia's unique challenges and skills shortages in national reforms. These agreements reinforce the ITCs' role in shaping the State's training sector and the Board remains committed to supporting their vital contributions.

Over the past year, five of the eight ITCs have welcomed new Chief Executive Officers. The Board deeply values the significant contributions of their predecessors and is appreciative of the fresh energy and ambition these new leaders bring to their roles.

As we look to the year ahead, the Board is energised to advance the priorities of the Made in WA plan with renewed focus and momentum. This bold and forward-looking strategy is driving substantial investment in infrastructure, technology and workforce development across Western Australia.

¹Made in WA is a policy introduced by the Western Australian State Government to boost local manufacturing, create jobs and support the State's economy. By promoting and producing more goods locally, this policy is part of a broader strategy to diversify Western Australia's economy and ensure sustainable growth.

Strategic projects, such as the Advanced Manufacturing and Technology (AMTECH)² precinct in Bunbury, transmission tower manufacturing in Forrestfield and Picton, and the vanadium battery initiative in Kalgoorlie, are laying the groundwork for a future powered by clean energy, advanced manufacturing and local innovation.

These industrial advancements are matched by investment in skills. Fee Free TAFE expansion, new facilities such as the South Metropolitan TAFE Munster campus, and initiatives like the Adult Apprentice Incentive and Group Training Organisation Wage Subsidy are ensuring Western Australians are prepared for high-growth, future-focused careers.

Every initiative under Made in WA is not only energising the economy but also empowering the local workforce. Guided by this framework, the Board will sharpen its focus on agile, responsive training programs in clean energy, fabrication and other priority industries.

These skills-focused investments complement broader efforts to foster equity and inclusion across Western Australia's training system.

The Board remains focused on expanding access for traditionally underrepresented groups, including First Nations people, women, young people, individuals from culturally and linguistically diverse backgrounds, people with disability, and those living in regional and remote communities. By doing so, it aims to ensure all Western Australians can

pursue meaningful, future-focused training opportunities.

This commitment is especially evident in the healthcare and social assistance sector, where training plays a vital role in strengthening outcomes for both the workforce and the individuals who depend on its services.

In 2025, the State Government led targeted reforms to boost access and participation, including the expansion of Fee Free TAFE and culturally responsive programs aligned with the Aboriginal Empowerment Strategy and the broader Closing the Gap agenda.

The Government also awarded 100 Women in Non-Traditional Trades scholarships to increase female participation in construction and engineering, while investing \$331 million to grow workforce capacity in aged care, early childhood education, and disability support through the Social Assistance and Allied Health Workforce Strategy.

The Board remains committed to inclusive training pathways and meaningful reform. Through strong partnerships and strategic consultation—particularly with the ITCs—barriers will continue to be removed and targeted, future-ready training solutions delivered in alignment with Western Australia's long-term industrial goals.

These priorities reflect an enduring commitment to building capacity across the State's training ecosystem. Delivering on them will require continued leadership and collaboration across government and industry.

²AMTECH in Bunbury is Western Australia's first dedicated precinct for clean energy and advance manufacturing. Located in Picton, the site will support industrial innovation, reduce reliance on overseas supply chains, and create local jobs through the production of energy infrastructure and emerging technologies.

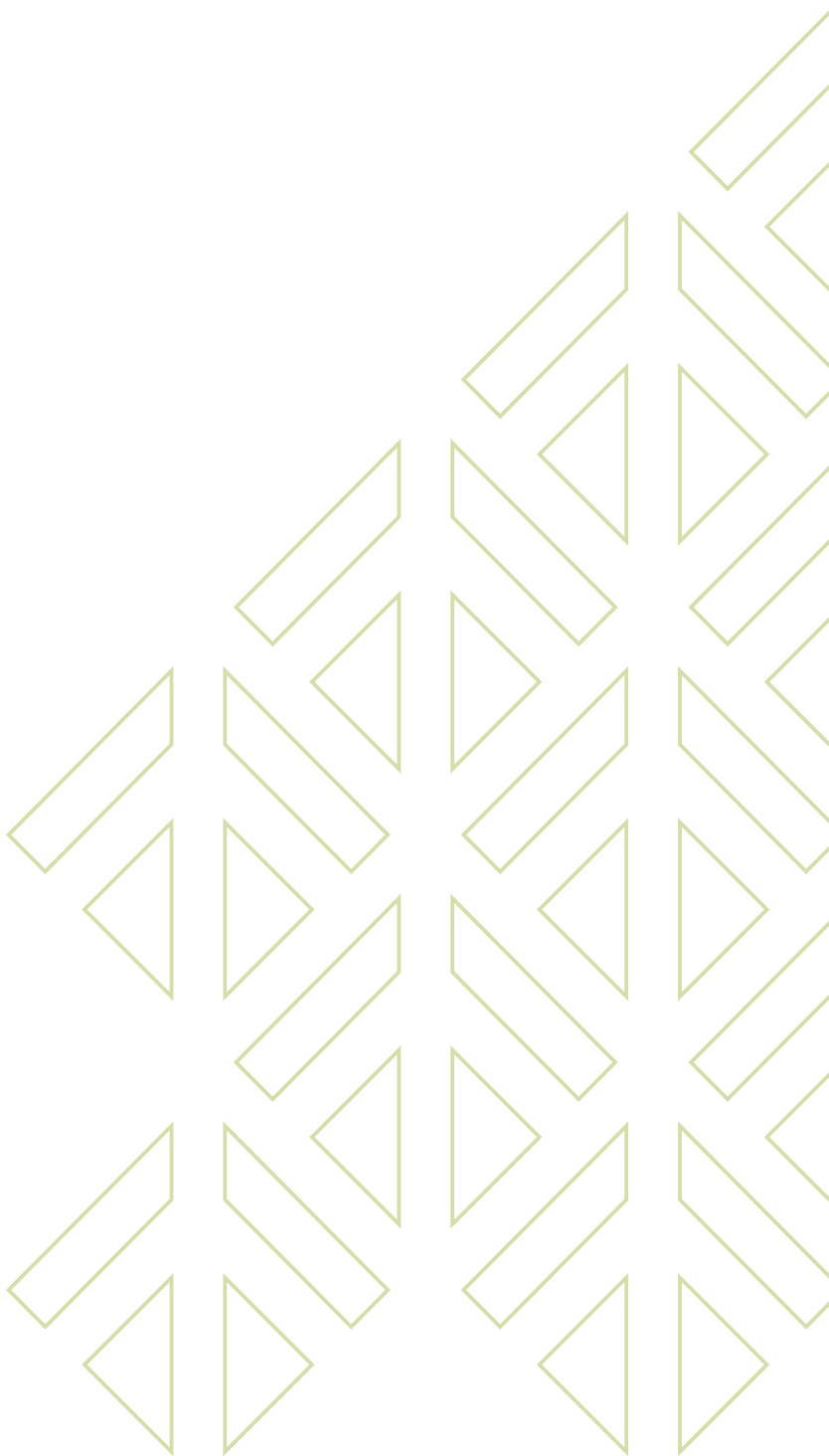
Sincere thanks are extended to Karen Ho, former Director General, for her outstanding leadership, and a warm welcome is offered to Jodie Wallace, whose vision and experience will be instrumental in meeting the workforce needs ahead.

On behalf of the Board, appreciation is also extended to the Hon Simone McGurk MLA and Hon Hannah Beazley MLA for their support during the reporting period. The Board looks forward to close collaboration with Hon Amber-Jade Sanderson MLA, Minister for Skills and TAFE, and Hon Dr Tony Buti MLA, Minister for Tertiary and International Education, to deliver on the State Government's priorities.

Finally, I express my gratitude to my fellow Board members. Their commitment, stewardship and expertise have been the cornerstone of our success over the past year.




Mr Jim Walker
Chair, State Training Board





ABOUT THE STATE TRAINING BOARD



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

STRATEGIC ADVICE

ADMINISTRATIVE RESPONSIBILITIES

Development of a **State Training Plan** (the Plan) that sets out industry's training needs, which is submitted to the Minister to inform strategic directions, policies and priorities for the State training system.

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

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

Strategic projects to inform government policy and programs.

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

Formally recognises **ITCs** for the provision of specific advice on training and workforce issues.

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

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

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

STATE TRAINING BOARD MEMBERS



Mr Jim Walker (Chair)

1 December 2014 to present

With a distinguished career spanning over 45 years, Jim Walker has experience in the resources, construction and agriculture sectors, working with renowned Caterpillar dealerships WesTrac, Hastings Deering and Morgan Equipment. Currently, he holds several key directorships:

- » Chair of the Diggers and Dealers Forum
- » Non-Executive Chair of Austin Engineering Ltd
- » Chair of the Motor Museum of WA, a not-for-profit entity

He is also a member of the RAC Council and chairs RACWA Holdings Pty Ltd, RAC Finance Ltd, and RAC Insurance Pty Ltd.

Mr Walker's previous roles include Non-Executive Chairman of Macmahon Holdings Limited and Managing Director and Chief Executive Officer of WesTrac Pty Ltd. He has also chaired Wesley College and served as the National President of the Australian Institute of Management (AIM) and AIM Western Australia. Mr Walker is also the Board's observer on the Financial, Administrative and Professional Services Training Council (FAPSTC).

A graduate member of the Australian Institute of Company Directors (AICD), Mr Walker's commitment to apprentices and training was recognised with the GJ Stokes Memorial Award at Diggers and Dealers in August 2014.





Captain Angela Bond, Royal Australian Navy (RAN)

1 January 2018 to present

Captain Bond has demonstrated exceptional leadership as the Commanding Officer at *HMAS Stirling* and the Senior Naval Officer of Western Australia, serving with distinction until her transition to the Naval Reserve in March 2017.

In 2020, Captain Bond was appointed as the RAN Liaison Officer with the Australian Defence Force (ADF) COVID-19 Joint Task Group in Western Australia. In February 2021, Captain Bond further advanced her Reserve Service as the Defence Lead for the Defence Industry Pathways Program.

With extensive experience in executive roles and human resource management, Captain Bond is a Fellow of the Australian Institute of Management WA and a Member of the AICD. She is the Warden at the Fremantle War Memorial and the Patron of the Ex the Women's Royal Australian Naval Service (WRANS) and RAN Women's Association. She serves as the Board's observer on the Electrical Manufacturing and Utilities Industry Training Council (EMUITC).

Captain Bond has achieved a Master of Business Administration and a Master of Defence Studies (Management) from the University of Canberra.





Fran Kirby

1 January 2018 to present

Ms Fran Kirby, an acclaimed leader in the hospitality industry, has made significant contributions to the field in Australia.

Originally from Northern Ireland, she immigrated to Western Australia in 1987 after earning a Bachelor of Hospitality and Business from the University of Ulster.

In 1992, she embarked on a significant role as the Human Resources Manager at Observation City Hotel, a position she held with distinction until 1999. She then spent three years as the 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, overseeing 18 hotels across the regions.

In 2008, Ms Kirby earned a place in the Australian Hotels Association Hall of Fame for her outstanding contributions to the hospitality industry in Western Australia. After semi-retiring in 2020, she continued to lend her expertise as a Consultant for Accor Hotels. In 2022, she took on the role of Senior Workplace Relations Advisor at the Australian Hotels Association in Western Australia.

Ms Kirby serves as a Board Member of Hospitality Group Training and holds the position of Deputy Chair for the Tourism and Hospitality Consultative Committee at Edith Cowan University (ECU). Ms Kirby also fulfills the role of the Board's observer on the FutureNow - Creative and Leisure Industries Training Council.



Professor Juli Coffin

1 January 2019 to present

Professor Juli Coffin, an Aboriginal woman with deep-rooted connections to her grandparents' Nyangumarta country in the Pilbara region, is a celebrated leading Aboriginal researcher. Professor Coffin has significant expertise in cultural security, education and research across diverse settings, including chronic diseases, community development, health promotion and equine-assisted learning.

In 2025, Professor Coffin was inducted into the Western Australian Women's Hall of Fame for her significant contributions to the community. This prestigious honour recognises her innovative Yawardani Jan-ga Equine Assisted Learning program, which supports the well-being of Aboriginal youth in the Kimberley. Over many years, she has focused on this initiative, designing this renowned program which is the first of its kind in the Kimberley, Australia and the world. Her induction into the Hall of Fame recognised her leadership and the critical importance of cultural security in supporting Aboriginal communities.

Throughout her illustrious career, Professor Coffin has secured numerous competitive grants, including recent ones in 2020 from Healthway and the National Health and Medical Research Council (NHMRC). After a decade of professorial positions, Professor Coffin is currently based at Ngangk Yira Institute for Change at Murdoch University and continues to lead major research programs and partnerships.



Stephen Moir

1 April 2019 to present

A leader in the automotive industry, Mr Stephen Moir has been at the helm of the Motor Trade Association of Western Australia (MTA WA) as Group Chief Executive Officer since February 2010, representing a sector that encompasses approximately 7,000 businesses and employs 35,000 people across the State. Mr Moir has also excelled in senior management roles across the retail sector, industrial relations, marketing and human resource professions. Before joining MTA WA, Mr Moir led the Small Business Development Corporation as Managing Director, championing the development and sustainability of Western Australia's small business sector. He managed the State's skilled and business migration program, creating one of the most respected and successful initiatives in Australia.

As a member of the Federal Minister for Immigration's Consultative Panel, he played a pivotal role in shaping the future of Australia's skilled migration program. Mr Moir represents the Board as an observer on the Food, Fibre and Timber Industries Training Council (FFTITC).



Lena Constantine

1 January 2023 to present

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

With a Bachelor of Commerce from Curtin University, Ms Constantine drives CCIWA's initiatives to bolster Western Australian businesses. She builds essential partnerships with the school, VET and university sectors, shaping the workforce of tomorrow. Dedicated to equipping people with the skills needed by industry in Western Australia, Ms Constantine has overseen Western Australia's largest Australian Apprenticeship Support Services Provider since 2015, developing deep expertise in the apprenticeship system.

Before her current role, Ms Constantine shaped industry policy for the Federal Government in Canberra and spearheaded the CCIWA policy team, building extensive experience in policy development and government program implementation. Ms Constantine serves as the observer for the Board on the Construction Training Council.



Debra Zanella

1 January 2023 to present

Ms Debra Zanella, a visionary leader in social services, currently serves as the Chief Executive Officer of Ruah Community Services, a premier Western Australian organisation dedicated to supporting individuals facing homelessness, family and domestic violence, and mental health challenges.

Under her leadership, Ruah continues to make a significant impact in the community, providing essential services to more than 10,000 Western Australian's requiring support per year. Ms Zanella brings a wealth of governance experience to her role. She is currently the Chair of the Australian Alliance to End Homelessness and member of the Ministerial Advisory Committee on Homelessness to the Minister.

Her previous contributions include serving on the Board of the East Metropolitan Health Service, where she chaired the Audit and Risk Committee and participated as a member of the National Centre for Social Impact Advisory. As President of the Western Australian Council of Social Services, she championed numerous initiatives. Notably, Ms Zanella is a founding member of the WA Alliance to End Homelessness, underscoring her commitment to social impact and community welfare. She is also the Board's observer on Community Skills WA.



Shannon O'Rourke

1 January 2024 to present

Mr Shannon O'Rourke, a leader in the energy sector, serves as the Chief Executive Officer of Powering Australia, a federally funded industry growth centre dedicated to pioneering advancements in domestic clean-tech manufacturing.

He also lends his expertise as a member of the Advisory Board for the recently established Clean Energy Skills National Centre of Excellence (CESNCE).

With 30 years of experience, Mr O'Rourke is an accomplished executive with past senior management roles at Woodside and Chevron and earlier career experiences in industrial research with Rio Tinto. His illustrious career spans both traditional and renewable energy markets, demonstrating a track record in industrial innovation and the successful commercialisation of groundbreaking research outcomes. Mr O'Rourke is the Board's observer on the Mining and Automotive Training Council.



Kari Pnacek

1 February 2024 to present

Ms Kari Pnacek, the Assistant Secretary of Western Australia's peak union body, UnionsWA, has dedicated over two decades to championing workers' rights in both the United States and Australia including 8 years with Transport Workers Union (TWU) and as a National Educator and Campaign Coordinator.

In her role at UnionsWA, she oversees the gender equality in gender segregated industries research project, UnionsWA women's committee, WHS training, Unity RTO and many other initiatives.

She holds a Bachelor of Arts in Political Science from Michigan State University, a Certificate IV in Work Health and Safety and a Certificate IV in Training and Assessment.

BOARD MEMBERSHIP

The Minister appoints board members under section 19 of the VET Act, selecting individuals for their expertise in education, training, industry or community affairs. These members are chosen for their ability to shape the strategic direction of the State’s training system.

Under section 19(1) of the VET Act, the Minister appoints seven members, including one designated as Chair. Among these members, one represents workers’ interests (s.19(4A)(b)) and another represents employers’ interests (s.19(4A)(a)). During the reporting period, Ms Kari Pnacek served as the representative for workers’ interests, while Ms Lena Constantine represented employers’ interests.

Pursuant to section 19(2) of the VET Act, the Minister may appoint two additional

members from a panel nominated by the Board. Mr Stephen Moir and Ms Debra Zanella were appointed in this way. Members may serve terms of up to three years, while the Chair may serve for up to five years, with eligibility for re-appointment. In December 2022, the former Minister for Education and Training extended Mr Jim Walker’s term as both member and Chair to 31 December 2025.

Remuneration of State Training Board members

Under Section 63 of the VET Act, the Minister, following the Public Sector Commissioner’s recommendation, determines and pays the remuneration and allowances for Board members. This is paid as sitting fees³.

Table 1: State Training Board remuneration 2024-25

Position	Name	Type of remuneration	Period of membership in 2023-24	Gross remuneration 2023-24
Chair	Mr Jim Walker	Sitting fees	1 July 2024 – 30 June 2025	\$45,357
Member	Capt. Angela Bond	Sitting fees	1 July 2024 – 30 June 2025	\$24,946
Member	Prof. Juli Coffin	Sitting fees	1 July 2024 – 30 June 2025	\$24,946
Member	Ms Lena Constantine	Sitting fees	1 July 2024 – 30 June 2025	\$24,946
Member	Ms Fran Kirby	Sitting fees	1 July 2024 – 30 June 2025	\$24,946
Member	Mr Stephen Moir	Sitting fees	1 July 2024 – 30 June 2025	\$24,946
Member	Mr Shannon O’Rourke	Sitting fees	1 July 2024 – 30 June 2025	\$24,946
Member	Ms Kari Pnacek	Sitting fees	1 July 2024 – 30 June 2025	\$24,946
Member	Ms Debra Zanella	Sitting fees	1 July 2024 – 30 June 2025	\$24,946
TOTAL 2024-25				\$244,925

³Members who are: on the public payroll, including all current full time State, Commonwealth and Local Government employees; Members of Parliament within the last 12 months; current and retired judicial officers (except magistrates); and current non-academic employees of public academic institutions, may not be eligible to receive sitting fees (Premier’s Circular 2025/15). Sitting fees are paid on a quarterly basis.

BOARD MEETINGS

The Board holds six meetings annually, either at the Department or at locations that align with its industry and training priorities. Due to the Western Australian State Election caretaker period, one meeting

was cancelled and one meeting postponed in the 2024-25 period. 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					
	15/08/2024	17/10/24	05/12/24	20/02/25*	10/04/25	19/06/25**
Mr. Jim Walker (Chair)	✓	✓	✓		✓	
Captain Angela Bond	✓	✓	✓		✓	
Professor Juli Coffin	✓	✓	✓		✓	
Ms Lena Constantine	✓	✓	✓		✓	
Ms. Fran Kirby	✓	✓	✓		✓	
Mr. Stephen Moir	✓	✓	✗		✓	
Mr Shannon O’Rourke	✗	✓	✓		✓	
Ms Kari Phacek	✓	✓	✓		✓	
Ms Debra Zanella	✓	✓	✓		✓	

*the Board meeting on 20 February 2025 was cancelled due to the Western Australia State Election caretaker period.

**the Board meeting on 19 June 2025 was postponed to July 2025.





THE BOARD'S WORKING RELATIONSHIPS

The Board plays a crucial role in enabling industry to invest in training and skills development by engaging with the VET sector. This involves developing strategies, policies and actions that maximise opportunities for building, attracting and retaining a skilled and capable workforce for Western Australia. In 2024-25, the Board focused on creating opportunities in apprenticeships and traineeships, preparing the State's workforce for a clean energy future, and investigating workforce needs in the agriculture sector.

Minister for Skills and TAFE

The Board acts as Western Australia's peak industry training advisory body. The Chair regularly engages with the Minister to discuss key challenges and opportunities facing the Western Australian workforce. During the reporting period, the Chair met with the Hon Simone McGurk MLA, Minister for Training and Workforce Development, and the Hon Hannah Beazley MLA, Minister Assisting the Minister for Training and Workforce Development until December 2024. The Chair will meet with the Hon Amber-Jade Sanderson MLA from March 2025.

Department of Training and Workforce Development

The Department administers and stewards the VET system as the State Training Authority and actively engages in broader workforce development. It focuses on building, attracting, and retaining a skilled workforce that aligns with the State's diversification agenda and economic needs. These efforts are focused on reducing skill shortages and boosting the State's ability to leverage new opportunities.


This approach also aligns with the State Government's Made in WA plan, which seeks to strengthen sovereign capability, grow local industries, and ensure Western Australia

is equipped to produce more at home. By directing workforce planning toward priority sectors such as advanced manufacturing, clean energy and resource technologies, the Department supports the development of a future-ready workforce that underpins the Made in WA vision.

The Department directs the investment of public resources into the State's VET system, managing the planning, funding, and monitoring of training and workforce development services. This investment is guided by the Plan, a critical document created by the Board at the Minister's request that is based on labour market data and industry insights. The Department funds training provided by a network of TAFE colleges and private registered training organisations across the State and regulates the apprenticeship and traineeship system.

The Board has a robust working relationship and actively collaborates with the Department, supported by a Memorandum of Understanding. This partnership ensures the effective administration of the VET system and addresses workforce development priorities, particularly within the context of the State Government's Made in WA initiative. This comprehensive plan aims to boost local manufacturing, advance renewable energy projects and create job opportunities within the State. It emphasises investments and policies designed to ensure quality job opportunities for Western Australians and to help the State thrive in an evolving global economy.

Regular meetings between the Chair of the Board and senior executives of the Department, including the Director General, the Executive Director of Policy, Planning and Innovation, and the Director of State Workforce Planning, ensures alignment of priorities. The Executive Director of Policy, Planning and Innovation also participates



in board meetings, offering updates on VET issues, policies, developments, funding matters and training uptake, including apprenticeships and traineeships.

The Office of the State Training Board (OSTB), part of the Department's Policy, Planning and Innovation directorate, supports the Board and its committees. The OSTB provides secretariat, policy and project support, assists in developing the Board's Plan, and serves as the initial contact for those seeking to establish, vary or remove an apprenticeship or traineeship in Western Australia. Through its administration of the Board's EVAC, the OSTB aids the Board in providing advice and recommendations to the Minister for Skills and TAFE in accordance with section 60C of the VET Act.

Industry Training Advisory Bodies

Industry Training Advisory Bodies, also known as ITCs, play a vital role in linking industry with the training system. These ITCs serve as essential advisors, ensuring that training programs align with industry needs and standards.

ITCs actively engage with industry stakeholders, gather vital industry information, and present this intelligence to the Board and the State Government. These insights inform the Board's Plan and shape recommendations to the Minister on vocational education and training. This process ensures that the needs and perspectives of Western Australia's industries are central to decisions on training and workforce development.



Under section 21(1)(b) of the VET Act, the Board recognises eight ITCs. Seven of these ITCs are funded by the Department through Service Agreements, while the Construction Training Council operates under a Memorandum of Understanding with the Department. The OSTB manages these Service Agreements.

Effective 1 July 2024, the ITCs commenced new five-year Service Agreements. Based on the Board's recommendation, the industry coverage of each ITC has been aligned to those of the ten Commonwealth JSCs. This alignment ensures that Western Australia's industry skills needs are prominently represented in national skills and VET reforms under the National Skills Agreement.

The Board has approved a two-year trial period for the EMUITC (formerly the Utilities, Engineering, Electrical, and Automotive Training Council) to oversee these sectors as part of this realignment.

The following ITCs operated during the reporting period (see Appendix 1 for further details):

- » Community Skills WA
- » Construction Training Council
- » Electrical, Manufacturing and Utilities Training Council
- » Financial, Administrative and Professional Services Training Council
- » Food, Fibre and Timber Industries Training Council
- » FutureNow – Creative and Leisure Industries Training Council

- » Logistics Skills Council
- » Mining and Automotive Training Council

During the reporting period, the ITCs and the OSTB designed strategies to ensure ITCs remain informed and responsive to new and revised Department policies, emerging State Government priorities, particularly those articulated through the Made in WA plan, stakeholder engagement methodologies in regional Western Australia, and proposed changes to apprenticeships and traineeships. These conversations helped reinforce the connection between strategic workforce development directions and the operational role of ITCs in supporting regional and sectoral training priorities.

Page 25 provides an overview of the initiatives implemented during 2024–25 by the Board to support the ITCs and strengthen their strategic role in shaping WA's workforce development agenda.

Training providers

The Chair of the Board attends and actively participates in TAFE Executive meetings and engages with industry and training peak bodies, as well as various stakeholders within industry and the VET sector. These interactions provide the Chair valuable insights into the challenges and opportunities faced by TAFE colleges, industry, and VET sector stakeholders. This approach ensures effective communication between the Board and Western Australia's VET providers.





Electrical
Manufacturing
and Utilities
Industry Training Council



FINANCIAL ADMINISTRATIVE &
PROFESSIONAL SERVICES TRAINING
COUNCIL INCORPORATED

FutureNow.





OUR WORK

STATE TRAINING PLAN 2023-24

Under section 21(1)(a) of the VET Act, the Board prepared *The State Training Plan 2023-24 (the 2023-24 Plan)* for the Minister for Skills and TAFE. This strategic document outlines training priorities to guide State Government investment in VET. Developed within the framework of national and State policies, the *2023-24 Plan* is informed by consultations with the State's network of ITCs and the Department's training data and labour market analysis.

The *2023-24 Plan* aims to develop a highly skilled and agile local workforce to grow and diversify the State's economy. The *2023-24 Plan* focuses on four key priorities:



1

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

Through effective and collaborative engagement between the Department, ITCs, JSCs, and Jobs and Skills Australia (JSA), the Board aims to ensure that Western Australia's priorities, unique regional challenges, and skill needs for economic growth and diversification are represented at the national level.

2

Preparing a skilled workforce for energy transformation and decarbonisation targets.

The VET sector plays a crucial role in preparing the workforce for the State's energy transformation and decarbonisation targets. As Western Australia moves towards net-zero emissions by 2050, thousands of new jobs will be created across both current and emerging industries.

3

Managing a sustainable pipeline of apprentices and trainees.

Apprentices and trainees are essential to Western Australia's skilled workforce. Their role is crucial for the clean energy transition. Investing in apprenticeships and traineeships is key to a sustainable future.

4

Building regional workforce skills and capacity.

The Board works to support the development of regional labour markets and economies across Western Australia. By gathering intelligence on regional challenges, opportunities and skill development needs, it aims to develop place-based initiatives focused on creating sustainable job opportunities, enhancing local capabilities and fostering a resilient and dynamic regional economy.

The State Training Plan is currently under review, with a revised edition scheduled for release in the latter part of 2025.

ESTABLISHMENT AND VARIATION OF APPRENTICESHIPS

The Board's EVAC provides advice to the Minister for Skills and TAFE on 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 committee members is available in Appendix 2.

The EVAC makes recommendations to the Minister on the establishment of new apprenticeships or the variation of existing ones. According to the *Vocational Education and Training (General) Regulations 2009* (VET Regulations), the Board must consult with ITCs, as well as employee and employer groups in any industry that might be affected by the Minister's decision.

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

Through the EVAC, the Board also advises the Minister on other conditions related to apprenticeships, as detailed in regulation 37 of the VET Regulations. These conditions include:

- » the appropriate term for an apprentice under a training contract (for example, apprentice, trainee, intern, cadet);
- » the nominal period of a training contract for the qualification;
- » whether an apprentice under a training contract should be able to work part-time;
- » whether a school student should be able to enter a training contract for the qualification; and
- » any other conditions that should apply to the classification of the qualification.

All proposed establishments and variations, as well as the Minister's decisions on each proposal, are published on the Board's website and in the Government Gazette.

Changes to qualifications resulting from training package updates, progressed through EVAC, are also published in the Government Gazette and on the Department's Register of Class A and B Qualifications, available on the Department's website. The following section details the proposals considered by EVAC during the reporting period.

Proposals considered by the EVAC

During the reporting period, the EVAC established three Class B traineeships:

- » CUA30320 Certificate III in Assistant Dance Teaching
- » CUA40320 Certificate IV in Dance Teaching Management
- » RGR30619 Certificate III in Horse Breeding

Additionally, EVAC varied two Class B traineeships:

- » 52904WA Certificate III in Defence Industry Pathways to allow school-based delivery
- » AHC30722 Certificate III in Horticulture to increase the nominal duration

The Board also provided advice to the Minister in relation to potential establishment of a Class A apprenticeship in Shed Erection and a Class B traineeship in 10983NAT Certificate III in Outside School Hours Care.

As of 30 June 2025, three establishment proposals and two variation proposals were in progress and will be presented to EVAC in the 2025-26 reporting period:



- » Establishment of a Class B traineeship in AHC31522 Certificate III in On Country Management
- » Establishment of a Class B traineeship in 52913WA Certificate II in Engineering Foundations
- » Establishment of a Class B traineeship in LGA50120 Diploma of Local Government
- » Variation to Class B traineeship in LGA30120 Certificate III in Local Government to allow school-based delivery
- » Variation of Class B traineeship in AHC32424 Certificate III in Irrigation Technology to an apprenticeship

Expedited EVACs, a fast-track process designed to classify new qualifications due to training package updates while meeting legislative requirements under the VET Act, impacted 31 traineeships during this reporting period:

- » 30 traineeships were transferred to 26 replacement qualifications and one accredited course; and
- » one traineeship was removed from one qualification due to no enrolments over a five-year period.



INDUSTRY TRAINING COUNCILS

The Board, in consultation with the Minister, ensures that ITCs maintain appropriate industry membership and governance structures. Over the past year, all ITCs welcomed new Board of Management members to reflect the scope of industries and sectors within their coverage.

Additionally, five of the eight ITCs appointed new Chief Executive Officers, bringing fresh energy and ambition to their roles and the ITC network.

The ITCs developed stakeholder engagement and consultation plans tailored to their industry sectors. They cultivated robust working relationships with the JSC, as well as key stakeholders and bodies within the industry clusters defined by their new service agreements.

ITCs conducted extensive consultations across their industry portfolios and provided detailed and critical information for the 2025 Western Australian Jobs, Education and Training (WAJET) survey administered by the Department. The survey collected occupational and industry data to inform the development of the State Priority Occupation List 2025 and other training priorities.

Additionally, ITCs provided evaluation reports for the Board's EVAC and submitted quarterly updates on key workforce and training trends, challenges and opportunities.

Supporting the Industry Training Council network

In 2024-25, the Board took proactive steps to implement measures to further enhance relationships within the ITC network and to strengthen collaboration with the Board and the Department.

These efforts also aimed to ensure the ITCs compliance with their Service Agreement requirements. Key initiatives introduced to support the ITC network during the reporting period included:

» **Quarterly meetings with the Office of the State Training Board**

Throughout 2024-25, the OSTB convened quarterly meetings with the Chairs and Chief Executive Officers of the ITC. These meetings were designed to foster a collaborative relationship between the Board, the Department and the ITC.

They provided a platform for offering feedback on Service Agreement deliverables, facilitating two-way communication and addressing any emerging concerns.

» **High-level strategic group meetings**

The Board re-established high-level strategic group meetings, with the first held on 23 October 2024.

Attendees included Minister McGurk, former Minister for Training and Workforce Development, Minister Beazley, the former Minister assisting the Minister for Training and Workforce Development, the Chairs and Chief Executive Officers of the ITC, Board members, the Director General, and senior Department representatives.

These meetings provide an opportunity to discuss matters relating to the alignment of industry needs in Western Australia, with State and Commonwealth priorities, and the role the Board and the ITC play in the achievement of these priorities.



» **Strategic Plan and Stakeholder Engagement Strategy**

As part of their Service Agreement, the ITCs collaborated with the OSTB and the Department to co-design a unified, three-year Strategic Plan in December 2024. This plan aligns with the State Training Plan, the Department's strategic priorities and relevant Government policies, ensuring cohesive and targeted outcomes.

Additionally, they created a Stakeholder Engagement Strategy to foster effective communication and collaboration with their industry partners, guiding interactions and enhancing mutual success.

» **Professional development session for Western Australian Jobs, Education and Training Survey**

In December 2024, the Department held a professional development session for the Chief Executive Officers of the ITCs to assist with the 2025 WAJET Survey. This survey is a crucial tool used by the Department. Its primary purpose is to understand the skill and workforce needs across various industries.

By collecting data on occupational demand and supply, the WAJET Survey helps shape training priorities and workforce development strategies, ensuring alignment with current and future industry requirements.

» **Reinstatement of Chief Executive Officer meetings**

The Chief Executive Officers of the ITCs have reinstated their joint quarterly meetings. These meetings aim to foster greater collaboration, eliminate duplication of effort, and collectively identify and implement initiatives designed to enhance the performance of the ITC network.



» **Industry Training Council Forums**

In response to feedback from the ITCs, the OSTB hosted the inaugural ITC Forum on 8 April 2025. These forums facilitate information sharing, collaboration and professional development for Chief Executive Officers and all staff from the ITC network. Topics were selected by the ITC. The first forum featured presentations by senior Department members on new State Government and VET policy priorities and initiatives including the Made in WA plan. Moving forward, the forums will be held biannually.

» **Industry Training Councils driving workforce development under the Made in WA plan**

During the reporting period, ITCs were strategically repositioned to align with the Made in WA plan, following a targeted briefing from the Director General of the Department.

This briefing established Made in WA as the central framework guiding Western Australia's training and workforce development system and clarified its role in shaping the State's economic direction and investment priorities.

This repositioning has already strengthened the connection between workforce planning and industrial growth, particularly in sectors critical to Western Australia's future prosperity. ITCs are now actively contributing to the delivery of Made in WA through targeted, responsive training and workforce development strategies.

Their advice to the Department and the OSTB reflects a renewed focus on emerging and future skills needs across priority industries identified in the Plan, including advanced manufacturing, renewable energy, transport and logistics, and regional infrastructure development. This guidance is grounded in detailed labour market analysis, direct industry engagement and evidence-based insights.

By embedding this strategic alignment during the reporting period, ITCs are now better positioned to support the State's long-term economic agenda, strengthen sovereign capability, and ensure Western Australia's workforce remains skilled, agile and regionally responsive.



ADVOCATING FOR WA INDUSTRY IN NATIONAL SKILLS REFORM

JSA provides independent advice to the Australian Government on workforce, skills and training needs. Ten national JSCs, contracted by the Department of Employment and Workplace Relations,

collaborate with JSA on workforce development plans and qualification reforms.

By aligning Western Australia's ITCs with JSCs industry coverage from 1 July 2024, the Board strategically positioned the State to fit national arrangements and effectively highlight Western Australia's skills needs in national reforms.

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







CLEAN ENERGY SKILLS ROADMAP

One of the four pillars of the *2023–24 Plan* is preparing a skilled workforce to meet Western Australia's energy transformation and decarbonisation targets. On 10 June 2024, the Albanese and Cook Labor Governments announced a joint investment of \$70.5 million over five years to establish Australia's first TAFE Clean Energy Skills National Centre of Excellence (CESNCE) in Western Australia.

Between October and December 2024, the Board and the Department led extensive consultations with more than 200 stakeholders across the State. Participants included representatives from government, industry, unions, peak bodies, employers, training providers, universities, Aboriginal organisations, local and regional authorities, and leading experts in the energy sector. These consultations, supported by desktop research and workforce modelling, formed part of a broader review aimed at identifying the infrastructure, equipment and software requirements needed to expand the TAFE network's capacity to deliver clean energy training.

This work is guiding the State's efforts to meet its net-zero emissions target by 2050 and supports innovation and sustainability in Western Australia's clean energy industry. It also highlights the unique strengths of the State's energy sector and its potential to lead in building a skilled, future-ready workforce.

This work aligns with *Priority 2 of the 2023–24 Plan – preparing a skilled workforce for energy transformation and decarbonisation targets.*



**Clean
Energy
Skills**

National Centre
of Excellence



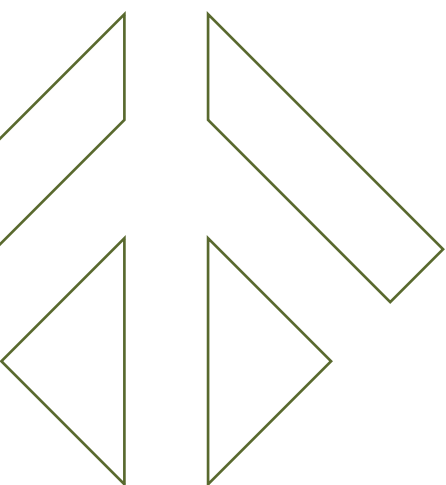
CHEF AND COOK WORKFORCE

The hospitality sector is crucial to Western Australia's economy but faces significant challenges in recruiting and retaining skilled cooks and chefs. In response to initial research, the Department requested that the Board form a committee to explore industry-supported strategies to address these shortages.

The Board has established a Chef and Cook Workforce Steering Committee to investigate and report on the workforce and skills needs of cooks and chefs in Western Australia. The Committee will identify key job roles, skill development needs, employment types, training pathways, strategies to attract and retain workers, and other relevant issues.

They will submit a final report and recommendations to the Minister for Skills and TAFE by mid-2026. Membership details are in Appendix 2.

This work aligns with *Priority 3 of the 2023-24 Plan – managing a suitable pipeline of apprentices and trainees.*



AGRICULTURAL WORKFORCE AND SKILLS DEVELOPMENT

During the reporting period, the Agriculture Workforce and Skills Steering Committee (AWSSC) paused its activities, awaiting the outcomes of the national Ag Trade Apprenticeship Project by Skills Insight⁴.

Established in October 2022 by the Board, the AWSSC aims to identify key job roles, skill needs, and strategies to attract and retain skilled agricultural workers. Skills Insight launched the Ag Trade Apprenticeship Project in June 2023, and on 26 July 2024, released the *Ag Trade Apprenticeship Feasibility Report*. This report outlined the viability and barriers to establishing an Ag Trade pathway and included 15 recommended actions with further work advised after completing three pre-project steps:

- » acceptance of recommendations by the Agricultural Workforce Forum and Skills Ministers;
- » finalising principles for trade recognition policies and procedures by Skills Ministers; and
- » approval for a campaign promoting agricultural trade-based apprenticeships.

The Board will await the Skills Ministers' endorsement of the report. If endorsed, Skills Insight will present their findings to the AWSSC. If not, the Board will reassess the AWSSC continuation. Membership details are in Appendix 2.

This work aligns with *Priority 3 – managing a suitable pipeline of apprentices and trainees* and *Priority 4 – building regional workforce skills and capacity of the 2023-24 Plan.*

⁴Skills Insight is one of the ten JSC funded by the Australian Government Department of Employment and Workplace Relations. Skills Insight works to improve skills and training across various sectors, including agribusiness, fibre, furnishing, food, animal and environment care industries.

REGIONAL CHILDCARE ISSUES

Addressing critical workforce challenges in the early childhood and care sector in regional areas, the Board has actively collaborated with industry and government to implement the strategies outlined in the *2023 Regional Early Childhood Education and Care Report*, prepared by the Board in collaboration with Community Skills WA.

The Director of the OSTB regularly meets with the Early Childhood Education and Care Working Group, led by the Department. This group, which includes representatives from various government agencies, focuses on enhancing regional families' access to childcare by attracting and retaining workers and supporting the sustainability of childcare providers.

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

APPEALS AGAINST DECISIONS OF THE TRAINING ACCREDITATION COUNCIL

The TAC in Western Australia is responsible for ensuring the quality and recognition of VET services. This encompasses the registration of training providers, accreditation of courses and recognition of skills and qualifications.

The national VET regulator, the Australian Skills Quality Authority (ASQA), oversees registered training organisations that deliver services to other states, territories and international students. The Board collaborates with both TAC and ASQA to address quality issues in VET delivery. Additionally, the Board hears appeals from individuals dissatisfied with TAC decisions regarding registration, course accreditation, or the cancellation of VET qualifications under section 58G of the VET Act.

There were no appeals lodged with the Board during the reporting period.





DISCLOSURES AND LEGAL COMPLIANCE

This Annual Report fulfils the requirements of section 24 of the *Vocational Education and Training Act 1996* by reporting on the operations of the State Training Board for the 12 months to 30 June 2025.

Financial statements

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

Section 175ZE of the Electoral Act 1907

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

Ministerial directions

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

Compliance with public sector standards and ethical codes

The State Training Board's Code of Conduct provides guidance about ethical conduct, public duties and legal responsibilities. It was developed in line with the Public Sector Commission's *Conduct Guide for Public Sector Boards and Committees*. All members

are provided with a copy of the Code of Conduct as part of their induction to the Board. A Charter and Code of Conduct has been signed by all members.

There were no issues in relation to the Code of Conduct, *Code of Ethics or Public Sector Standards* during the reporting period. The Board's reporting obligations were fulfilled through its submission to the Public Sector Commission's *Government Boards and Committees Annual Collection 2024* submitted in April 2025.

Statement of Intent

On 28 August 2023 the former Minister for Training and Workforce Development issued a Statement of Expectations to the Board. The Board responded in November 2023 with a Statement of Intent, outlining their commitment and strategic priorities.

During the reporting period, no Statement of Expectations has been issued by the Minister.

Administrative processes

The Office of State Training Board, established within the Department of Training and Workforce Development, provides secretariat support to the Board. This relationship is formalised by a Memorandum of Understanding. The Department supports the Board with corporate services, human resources, records management, information and communications technology (ICT) and other necessary services.

The Board reports on the following items through the *Department's 2024-25 Annual Report*: Record Keeping Protocols, the Disability Action and Inclusion Plan, Occupational Safety and Health, the Multicultural Plan, and substantive equality.

APPENDIX 1: INDUSTRY TRAINING COUNCIL MEMBERSHIP

The Board recognised eight industry training advisory bodies (ITC) under section 21(1)(b) of the VET Act during the 2024-25 reporting period.

Industry sector coverage of each ITC is published on the State Training Board website at wa.gov.au/stb.

Board composition for each Industry Training Council in the reporting period is detailed below.

Community Skills WA

Executive Director: Ms Caroline Thompson

Title	Name	Organisation
Chair	Neil Guard	Consultant, Mental Health Sector
Deputy Chair	Dr Sheralee Tamaliunas	Department of Health WA
Executive Member	Julia McIntyre	Kimberley Aboriginal Medical Services
Executive Member	Caroline Thompson	Community Skills WA
Board Member	Liz Behjat	Ageing Australia
Board Member	Linda Whiteside	Department of Education WA
Board Member	Tabitha Werder-Bigham	Department of Communities
Board member	Collette Young	WA Country Health Service
Board Member	Louise Giolitto	WA Council of Social Services
Board Member	Adrian Barrett	Health Services Union of WA
Board Member	Rachelle Tucker	Australian Childcare Alliance Western Australia (ACAWA)
Board Member	Rikki Hendon	Community and Public Sector Union / Civil Service Association
Board Member	Lisa Judge	United Workers Union
Board Member	Frances Buchanan	National Disability Services WA
Observer	Debra Zanella	State Training Board
Observer	Kathy Hoare	Department of Training and Workforce Development

Construction Training Council

Director Skills Development: Ms Kylie Armstrong

Title	Name	Organisation
Chair	Tiffany Allen	Construction Training Fund
Member	Adrienne LaBombard	Chamber of Minerals and Energy
Member	Stuart Diepeveen	AEN WA
Member	Andy Graham	Civil Contractors Federation (WA Branch)
Member	Joe Armitage	National Fire Industry Association of WA
Member	Tom Feutrill	Woodside
Member	Ben Dahlstrom	MPA Skills
Member	Carl Copeland	National Electrical and Communications Association of WA
Member	Dylan Ogilvie	MELCHOR
Member	Loris Moriconi	ABN Group
Member	Michael McGowan	Housing Industry Association WA
Member	Mick Buchan	Construction, Forestry, Mining and Energy Union
Member	Matthew Pollock	Master Builders Association
Member	Murray Thomas	Master Plumbers and Gasfitters Association of WA
Member	Jarrold Opie	Rio Tinto
Member	Joe Valenti	The Apprenticeship and Traineeship Company
Member	Steve McCartney	Australian Manufacturing Workers' Union
Member	Steven Marrows	BGC Australia Pty Ltd
Member	Adam Woodage	Electrical Trade Union WA
Member	Dan Perkins	Perkins Builders
Executive Member	Kylie Armstrong	Construction Training Council
Observer	Lena Constantine	State Training Board
Observer	Angela Chen	Department of Training and Workforce Development

Electrical, Manufacturing and Utilities Industry Training Council

Chief Executive Officer: Mr Jason Cullen

Title	Name	Organisation
Chair	Steve McCartney	Australian Manufacturers Workers Union
Vice-Chair	Melonie Stuart	Future Foundations Consulting
Member	Jill Hugo	Australian Services Union
Member	Joe Guira	Westrans Services
Member	Mr Shane Brown	ASC Pty Limited
Member	Carl Holmes	Comtech
Member	Mike Millard-Hurst	Western Power
Member	Neil Hooley	Water Corporation
Member	Carl Copeland	Electrotechnology Training Institute
Member	Peter Carter	Electrical Trade Union
Member	Kristian Stratton	AI Group
Member	Michael Broomhead	ATCO Gas
Member	Tenay Stringer	Marlee Resources
Executive Member	Jason Cullen	Electrical, Manufacturing and Utilities Industry Training Council
Observer	Captain Angela Bond	State Training Board
Observer	Greg Hilton	Department of Training and Workforce Development

Financial, Administrative and Professional Services Training Council

Chief Executive Officer: Ms Tracey Farrow

Title	Name	Organisation
Chair	Steve Halbert	Insurance Industry Expert
Deputy Chair	Sally Hackett	Institute of Public Accountants (IPA WA)
Member	Tim Lane	Real Estate Institute of WA (REIWA)
Member	Drew Mayhills	Australian Institute of Management WA (AIMWA)
Member	Carly Waterfield	Chamber of Commerce and Industry WA / Australian Support Network
Member	Rebecca Smith	Swimming Pool and Spa Association WA (SPASA)
Member	Tony Brown	WA Local Government Association (WALGA)
Member	Zoe Davies (observer)	Public Sector Commission
Member	Graeme Hicks	WA Police Licensing
Executive Member	Tracey Farrow	Financial, Administrative and Professional Services Training Council
Observer	Kim Stewart	Electrical Trades Union
Observer	Jim Walker	State Training Board
Observer	Rachel Trotter (until January 2025)	Department of Training and Workforce Development

Food, Fibre and Timber Industries Training Council

Chief Executive Officer: Tony Palladino

Title	Name	Organisation
Chair	Darren Culverwell	LV Dohnt & Co Pty Ltd
Deputy Chair	Tania Longman	Cabinet Makers Association WA
Board Member	Debra Kaye	Action Glass
Board Member	Cheryl Stinson	Cheryl Stinson
Board Member	Ann Maree O'Callaghan	Value Creators
Board Member	Kumar Peiris	Textile, Clothing and Footwear Resource Centre of WA
Board Member	Suliman Ali	Australian Workers' Union
Board Member	Geoff Richards	Richgro Garden Products
Board Member	Matt Journeaux	Australasian Meat Industry Employees Union
Board Member	Ric Newman	EE & JM Newman
Board Member	Larry Kickett	Karda Safety
Executive Member	Tony Palladino	Food, Fibre and Timber Industries Training Council
Observer	Stephen Moir	State Training Board
Observer	Michael Eckermann	Department of Training and Workforce Development

FutureNow Creative and Leisure Industries Training Council

Chief Executive Officer: Mr Adam Denniss

Title	Name	Organisation
Chair	Matthew Thomas	City of Stirling
Deputy Chair	Jane King	John Curtin Gallery and Australian Museums and Galleries Association Inc
Board Member	Natalie Jenkins	Short Back & Sidewalks
Board Member	Andrew Hill	Hospitality / Sirrom Corp
Board Member	Robert Taylor	Western Australian Indigenous Tourism Operators Council
Board Member	Tamara Cook	Known Associates Australia
Board Member	Ross Anile	Retail Expert NGA
Board Member	Rikki-Lea Bestall	Screenwest
Board Member	Iain McDougall	Hospitality Group Training representing Australian Hotels Association
Executive Member	Adam Denniss	FutureNow: Creative and Leisure Industries Training Council
Observer	Fran Kirby	State Training Board
Observer	Mark Bloomfield	Department of Training and Workforce Development

Logistics Skills Council

Chief Executive Officer: Mr Michael Taremba

Title	Name	Organisation
Chair	Cathi Andrews	Payne Haulage
Deputy Chair	Brian Appleby	Public Transport Authority
Board Member	Charlie Nichols	Transport Workers Union WA
Board Member	Joel O'Brien	Maritime Union of Australia (MUA)
Board Member	Stuart Davey	Propel Marine
Board Member	Darsh Chapman	Qantas
Board Member	Peter Carmichael	Bhagwan Marine
Executive Member	Michael Taremba	Logistics and Defence Skills Council
Observer	Kari Pnacek	State Training Board
Observer	Simone Rodwell	Department of Training and Workforce Development

Mining and Automotive Training Council

Manager: Ms Claudia Carsten

Title	Name	Organisation
A/Chair	Drew Cronin	Mineral Resources
Board Member	Mel Greenhow	Motor Trade Association of Western Australia (MTAWA)
Board Member	Shaun Holland	RAC
Board Member	Elicia Collard	Rio Tinto Iron Ore
Board Member	Adrienne LaBombard	The Chamber of Minerals and Energy of Western Australia
Board Member	Steve Motion	Perenti Contract Mining
Board Member	Ronnie Hill	Anytime Exploration Services
Board Member	Bridget van Herk	Komatsu Training Academy
Board Member	Peter Carter	Electrical Trades Union (ETU)
Board Member	Glenn McLaren	Australian Manufacturing Workers' Union (AMWU)
Board Member	Aden Van Den Beld	MLG Oz
Executive Member	Claudia Carsten	Mining and Automotive Training Council
Observer	Shannon O'Rourke	State Training Board
Observer	Ross Kelly	Department of Training and Workforce Development

APPENDIX 2: STATE TRAINING BOARD COMMITTEES

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

Establishment and Variation of Apprenticeships Committee

The Board's 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 2024–25, EVAC had the following members:

Mr Jim Walker

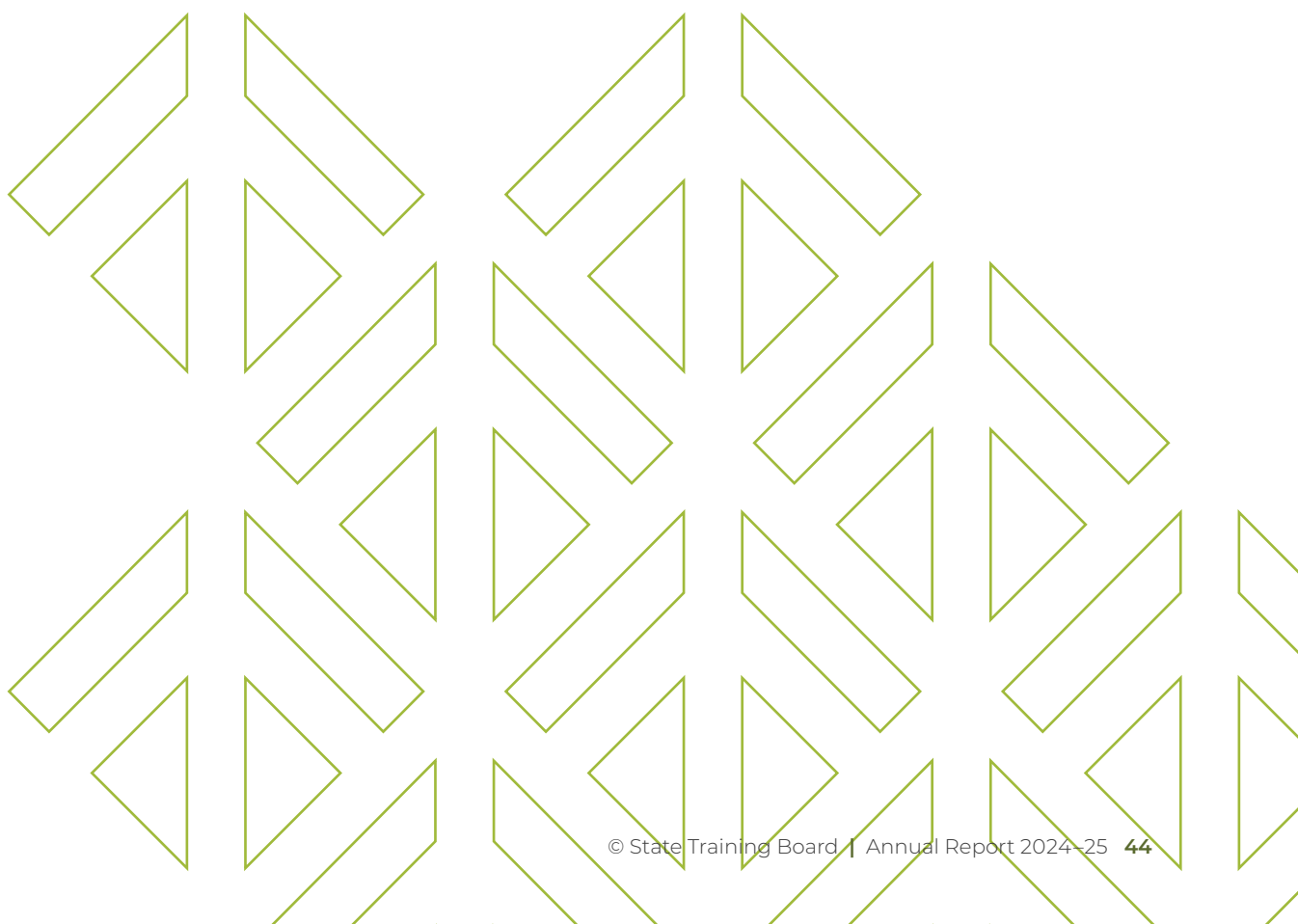
Professor Juli Coffin

Mr Stephen Moir

Ms Kari Pnacek

Ms Lena Constantine

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



Chef and Cook Workforce Steering Committee

In December 2024, the Board established the Chef and Cook Workforce Steering Committee comprising relevant industry and government stakeholders to guide recommendations to the Minister on workforce issues and addressing skill shortages. Members were not remunerated for their involvement on the Committee.

The Committee had the following members:

Jim Walker, State Training Board (Chair)

Fran Kirby, Member, State Training Board

Adam Denniss, Chief Executive Officer,
FutureNow Training Council

Bradley Woods, Chief Executive Officer,
Australian Hotels Association

Mark Sainsbury, General Manager,
Hospitality Group Training

Ian McDougall, former General Manager,
Hospitality Group Training

Lena Constantine, Associate Director,
Industry Skills, Chamber of Commerce
and Industry WA

Gordon Cole, Founding Noongar Chamber
of Commerce and Industry Director,
Noongar Chamber of Commerce

Kari Pnacek, Assistant Secretary,
UnionsWA (as required)

Julia Burns, Training Services, General
Manager Training Services, South
Metropolitan TAFE Colleges

Saj Abdoolakhan, Executive Director,
Small Business Development Corporation

Greg Hilton, A/Director, State Workforce
Planning, Department of Training and
Workforce Development

Agriculture Workforce and Skills Steering Committee

In 2023, the Board, in consultation with the FFTITC and the Department of Primary Industries and Regional Development (DPIRD), established an AWSSC comprising relevant industry and government stakeholders to guide recommendations to the Minister on training and workforce development for the broadacre farming sector.

The Committee did not meet in the reporting period.

The Committee had the following members:

Jim Walker, State Training Board (Chair)

Joanne Payne, Managing Director, Central Regional TAFE

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

Brad Armstrong, Manager Workforce
Capability, DPIRD

Kay Gerard, Chief Executive
Officer, FFTITC

Ric Newman, Board Member, FFTITC

Mark Fowler, Grains President,
WA Farmers

Tony Seabrook, President, Pastoralists and
Graziers Association of WA

Rikki Foss, Chief Executive Officer, Grower
Group Alliance

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

