



Government of Western Australia  
Department of Training  
and Workforce Development



# Annual Report 2022-23

Transforming people's lives and  
creating strong, vibrant businesses  
and communities through training.



***Kaartdijin (2023)***  
Brody Campbell

## Acknowledgement of Country

The Department of Training and Workforce Development acknowledges Aboriginal people as the first sovereign Nations of Western Australia. We acknowledge Elders both past and present, and value the contribution of Aboriginal people within our organisation. We support the Uluru Statement from the Heart and we embrace its invitation to walk alongside Aboriginal people, united in a movement for a better future for all Australians.

The term 'Aboriginal' is intended to include reference to Torres Strait Islander people.

While every effort has been made to vet the contents of this report, Aboriginal people should be aware that it may contain references to, or images, of people who are now deceased. The Department of Training and Workforce Development regrets any offence this might cause.

In 2023, the Department undertook a project to update its corporate visual identity to reflect a more contemporary image and to display an ongoing commitment to reconciliation in Australia.

Former North Metropolitan TAFE student and Aboriginal artist Brody Campbell was engaged to create an artwork for the Department that told a story about transforming lives, communities and enabling a thriving economy through vocational education.

The artwork named "Kaartdijin" (meaning knowledge) seeks to foster growth and learning within our community by narrating a story of transforming lives.

Each element within Kaartdijin holds a significant meaning that contributes to the overall narrative. The artwork provided inspiration for a new and distinctive visual identity for the Department which is rich with meaning. This identity has been applied to the 2022-23 Annual Report.

The artist worked with Aboriginal owned and operated design agency, Nani Creative, to extract some visual elements for the new visual identity to ensure the new design was culturally appropriate with clear rules of depiction. Kevin Wilson, owner of Nani Creative, was also a WA Training Awards, Aboriginal Student of the Year 2021 and a former North Metropolitan TAFE student.

This project is a celebration of the skills fostered at TAFE and the culture of the First Nations peoples of Western Australia. The Department is proud to have this reflected in its day-to-day operations as a clear reminder of how it works for the people of Western Australia.

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## Statement of compliance

**Responsible Minister**  
For year ended 30 June 2023

**Hon Simone McGurk MLA**  
Minister for Training; Water; Youth

**Hon David Templeman MLA**  
Minister for Culture and the Arts; Sport and Recreation;  
International Education; Heritage

In accordance with Section 63 of the *Financial Management Act 2006*, I hereby submit for your information and presentation to Parliament, the Annual Report of the Department of Training and Workforce Development for the financial year ended 30 June 2023.

The Annual Report has been prepared in accordance with the provisions of the *Financial Management Act 2006*.



**Karen Ho**  
Director General (Accountable Authority)  
28 August 2023

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The term 'the Department' refers to the Department of Training and Workforce Development.

This report was developed in line with the Public Sector Commission's annual reporting framework for the 2022-2023 reporting year.

This report is also published on the Department's website at [dtwd.wa.gov.au](http://dtwd.wa.gov.au) and can be viewed in PDF format.

Alternative formats are available on request.

# Overview

# 01



## Director General foreword

**Karen Ho**  
Director General

This year was another year of strong demand for skilled workers in Western Australia. The Training and Workforce Development portfolio remained front and centre of the State Government's strategies to support a skilled Western Australian workforce through training and skilled migration initiatives.

Going into 2022-23, the State Government's *Lower fees, local skills* approach to low-cost training had already helped more Western Australians receive training in the skills needed by local industry. We had seen strong growth in apprenticeships and traineeships which continued into 2022.

In 2023, Western Australians had the opportunity to take advantage of the State and Federal government funded FREE IN '23 program offering more than 130 fee-free qualifications and skills sets. It has been great to see students in their droves taking the opportunity to transform their lives and careers by enrolling in FREE IN '23 courses.

Fee-free training has boosted the Department's continuing work to increase opportunities for people from under-represented groups - including our First Nations people, older workers, women returning to work, people from culturally and linguistically diverse backgrounds, people with disability and those exiting our justice system - to engage in sustainable employment and help meet the State's skills and growing workforce demand.

In addressing the current workforce shortages Western Australia is facing fierce competition from other Australian jurisdictions and developed nations for skilled talent.

Through its strong representation to the Commonwealth, the State Government secured an increased allocation of 8,140 places for Western Australia's State Nominated Migration Program for the 2022-23 program year.

The Department was swift in adjusting the State Nominated Migration Program to remove barriers for skilled migrants and gearing up service delivery to ensure WA is the state of choice for skilled workers migrating to Australia.

We launched major initiatives such as the new Skilled Migrant Employment Register, an improved Migration WA website, a Skilled Migration Job Connect Program and Construction Visa Subsidy Program, to support employers to access new arrivals to our State and workforce, and to help these new Western Australians connect with jobs and settle here.

Enhancements to these services has given WA a competitive advantage against other states in attracting skilled migrants to our workforce.

All the while we continued laying down the foundations for future reform and the emerging skills required for economic diversification and a thriving community.

We developed and consulted on a new strategic plan to set a clear and high-level vision for WA's vocational education and training (VET) sector over the next five years.

After four months of research and collaboration with the WA TAFE colleges, a long-term vision and roadmap for a digitally enabled TAFE sector has been set out, aligned with the State Government's Digital Strategy for Western Australia.

We are also heavily involved in negotiations with the Australian Government on a new five-year funding agreement, the National Skills Agreement (NSA), with far reaching significance for the future of the (VET) sector.

At a time of historic low unemployment and strong economic growth in WA, many in our community continue to experience challenges with foundation skills and accessing training and employment opportunities.

At the same time, the workforce will require new skills to support WA's strong economic growth, economic diversification agenda and transition to a clean economy.

There is an important link between these two issues, to ensure the most vulnerable people in our community are not left behind.

As I look back on 2022-23, I am incredibly proud of the positive outcomes our Department has helped to achieve, including for groups underrepresented in training and the workforce and for employers and businesses in need of more workers.

My sincere thanks to the hard-working, professional team at the Department of Training and Workforce Development and our delivery partners – TAFE colleges and registered training organisations, group training organisations, Jobs and Skills Centres, Australian Apprenticeship Support Network providers and employment service providers.

I look forward with optimism to 2023-24 as we continue to work with industry and the community to deliver a skilled workforce for Western Australia, guided by our strong future focus and new strategic direction.



**Karen Ho**  
Director General



# About the Department

The Department of Training and Workforce Development manages and coordinates the State's vocational education and training (VET) sector.

Through strong engagement with industry, community and training service providers, the Department:

- identifies the current and emerging skills needed for Western Australia;
- leads the development of training and workforce strategies; and
- manages the public investment in training and workforce services delivered by TAFE colleges, private training providers and other service providers.

## Our vision

We aim to transform lives while creating strong, vibrant businesses and communities through training.

## Our key priorities 2022-23

- Building a skilled local workforce
- Addressing skill shortages
- Supporting the State's economic diversification
- Increasing training and employment in regional Western Australia
- Maximising access and participation in skills and training
- Enhancing capacity and quality in the state training system







## Our values

- We can be counted on to deliver and do things well
- We are resilient and work together for success
- We do the right thing with integrity and courage
- We trust, encourage and look out for each other
- We know that our differences and capabilities make us stronger
- We have courage to champion new ways
- We have an eye on shaping the future
- We listen

## Service delivery

The Department purchases vocational education and training delivered by five TAFE colleges, the Western Australian Academy of performing Arts and around 210 contracted private registered training providers.

The Department funds a network of 19 Jobs and Skills Centres (JSCs), with additional outreach locations for regional areas. JSCs are one-stop shops which provide free career, training and employment advice and assistance.

# Performance highlights

## Addressing skills shortages



**44,168**

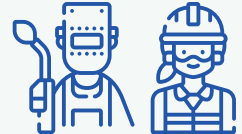
**apprentices and trainees** in training at the end of 2022.



More than

**140,000**

course enrolments in 2022.



**8,140**

**skilled migrant workers** nominated.

The new **FREE IN '23** initiative sees more than

**29,000**

enrolments for Western Australians as at June 2023.

New **Skilled Migrant Employment Register** launched. More than

**5,020**

skilled migrants and **164 employers** registered.



## Investing in local skills



**\$11 million**

for **construction visa subsidies** to attract skilled workers to WA.



**928**

**Western Australians in employment** or further training thanks to Job Ready programs, with new Driller's Offsider and Early Childhood Education and Care programs launching.



**\$8.14 million**

Enhanced Aboriginal Services at Jobs and Skills Centres launched. Some **30 Aboriginal employment** and engagement officers are employed across the JSC network.

**4**

new JSCs opened (Fremantle, Kununurra, Pundulmurra and Collie).



**\$5.5 million**

**Job Reconnect** launched for people exiting the justice system and mature aged workers.

**\$11 million**



**investment** to ensure a pipeline of skilled workers and create new opportunities for training and employment in the defence sector.



**\$97 million**

**invested** in TAFE college infrastructure and equipment.



**\$39.2 million**

provided in **employer incentives** to get people into employment based training pathways.

**\$2.9 million**



to attract and retain regional **TAFE lecturers**.



**\$4.25 million**

Skilled Migration Job Connect program established to remove barriers and connect migrants to employment in WA.



## Our approach to reporting training data

Unless otherwise stated, this annual report provides training data for the 2022 calendar year rather than the 2022–23 financial year. Calendar year data is reported because it has been fully validated. Training delivery must be assigned a final outcome before it can be counted. While interim data collections can provide a more current snapshot of year to date delivery, they can be subject to significant change and are not directly comparable with the final full year collection.

Since the commencement of the COVID-19 pandemic in late 2019, there has been considerable volatility in the demand for training due to changeable labour market conditions and State and Commonwealth Government measures to stimulate training. These measures include reducing student fees and increasing employer incentives for apprenticeships and traineeships. To provide sufficient context for the reader, key training data will be provided for the four years covering 2019, 2020, 2021 and 2022 which enables pre-pandemic and annual change comparisons to be made with the most recent year.

## Key training outcomes

### VET enrolments

More than 140,000 course enrolments were reported in 2022, an increase of 18 per cent on pre-pandemic levels.

- There were 79,500 enrolments in *Lower fees, local skills* courses across priority industry areas.
- There were over 5,300 enrolments by students in short courses providing entry points to jobs.
- 87 per cent of training was delivered in priority areas.
- 43 per cent of training was delivered in Science, Technology, Engineering and Mathematics (STEM) related fields.

## Access and participation

- 9 per cent of enrolments were undertaken by Aboriginal students.
- 9 per cent of enrolments were undertaken by students with disability.
- 46 per cent of enrolments were undertaken by women.
- 32.5 per cent of all enrolments were undertaken by students living in the regions.

## High student satisfaction

- 85.7 per cent of students were satisfied with their training in 2022.
- 86.6 per cent were satisfied with the likelihood that the course would lead to a job/career.
- 89.8 per cent of Aboriginal students were satisfied with their training.

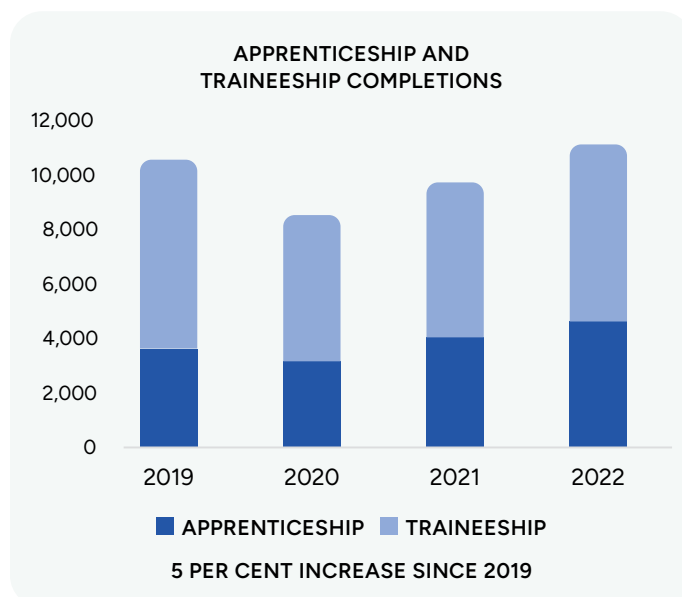
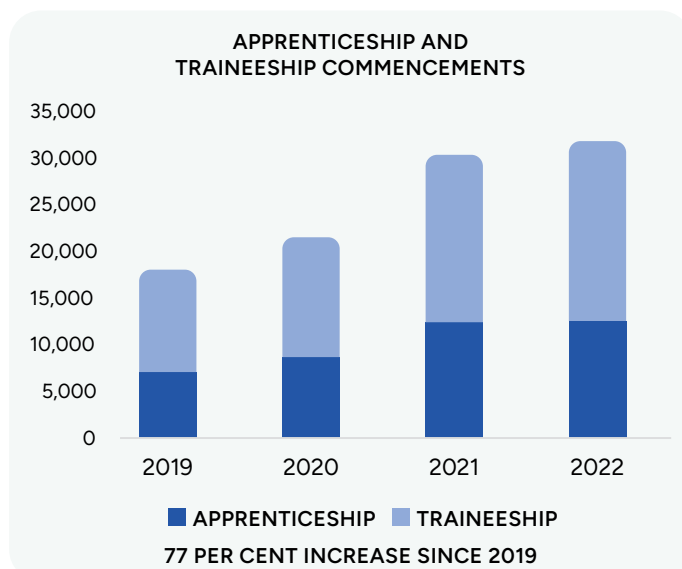
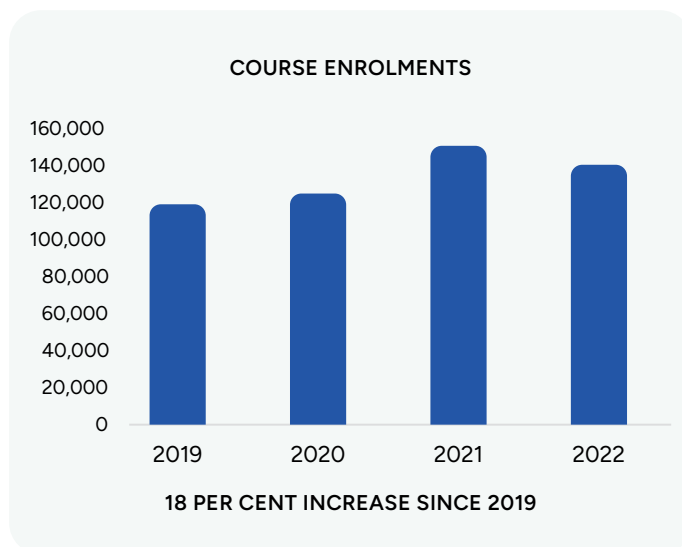
## Record apprentices and trainees

### Commencements

- Apprenticeship and traineeship commencements are now at their highest level in 10 years (since 2012), with nearly 4,500 contracts registered in July 2022, the highest monthly total on record.
- Apprenticeship commencements are almost 50% higher than they were two years ago.
- There were 31,801 commencements in 2022, the highest annual figure in 10 years and the second-highest on record.
- Commencements by female apprentices and trainees have increased by more than 90 per cent on pre-pandemic levels, with almost 12,300 commencements by females in 2022.
- There were more than 2,250 commencements by Aboriginal apprentices and trainees in 2022, up by almost 40 per cent compared to pre-pandemic levels.

### Completions

- There were over 11,000 apprenticeship and traineeship completions in 2022, a 14 per cent increase on 2021 figures.
- 5 per cent increase in apprenticeship and traineeship completions since 2019.
- 27 per cent increase in apprenticeship completions since 2019.



## External recognition and awards

1. Eight Western Australian entries were recognised as award winners at the prestigious Australian Training Awards 2022 in Adelaide including:
  - **Brittany-Leigh Wragg** – Winner, Australian Trainee of the Year
  - **Wayne Ryder** – Winner, Aboriginal Torres Strait Islander Student of the Year
  - **Caitlin Bezuidenhout** – Runner up, Vocational Student of the Year
  - **WA Department of Justice Australian Apprenticeships** – Gold Employer Award
  - **Busselton Senior High School** – Silver, School Pathways to VET Award
  - **ByrneCut** – Bronze, Large Employer of the Year
  - **WA Department of Justice** – Bronze, Industry Collaboration Award
  - **Taylorweir International School of Hairdressing** – Bronze, Small Training Provider of the Year
2. The Department was recognised by the Auditor General as a best practice entity for financial and performance reporting in 2021-22. This status has been achieved for the last 11 out of 12 years.
3. The Department was named by the Auditor General in the Information Systems Audit Report 2022 as having met the benchmark in at least seven of the 10 categories and have consistently performed well in previous reports.
4. The Department's Annual Report 2021-22 was shortlisted in the W.S Lonnie Awards which recognises excellence and improved accountability standards in annual reporting in the Western Australian public sector.



*Pictured: Wayne Ryder, Winner, Aboriginal Torres Strait Islander Student of the Year 2022.*

# Governance and organisation

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## Responsible Minister

During the period 1 July 2022 to 14 December 2022, the Department was responsible to the Minister for Education and Training, the Hon Sue Ellery MLC.

From 14 December 2022 to 30 June 2023, the Department was responsible to the Minister for Training, Youth and Water, the Hon Simone McGurk MLA.

From 1 July 2022 to 30 June 2023, the Department also reported to the Minister for International Education, the Hon David Templeman MLA.

## Accountable Authority

The Director General, Karen Ho, is the Department of Training and Workforce Development's Accountable Authority.

## Key Legislation

The Department was established on 30 October 2009, under section 35 of the *Public Sector Management Act 1994*.

The *Vocational Education and Training Act 1996* is administered by the Minister for Training with the assistance of the Department.

The Department complies with a range of National and State legislation.

Please see page 166 for the full list.



# Organisational structure

**Director General**  
Karen Ho



## Office of the Director General

The Office of the Director General provides executive and governance support, ministerial liaison services, internal audit services and provides the secretariat to the Training Accreditation Council, the State regulator of training providers.



## Policy, Planning and Innovation

The Policy, Planning and Innovation directorate is responsible for workforce planning, policy and research to inform the strategic direction and funding of skills and workforce development, and training services, communications and marketing and intergovernmental relations. The directorate also provides the secretariat for the State Training Board.



## Service Resource Management

The Service Resource Management directorate is responsible for the planning, formation and management of contracts with, or grants to, TAFE colleges, Registered Training Organisations and other service providers under the *Vocational Education and Training Act 1996*. The directorate builds and maintains training infrastructure and leasing arrangements to support TAFE training delivery state-wide, and manages the operations of Muresk Institute as a centre specialising in agricultural education.



## Service Delivery

The Service Delivery directorate provides services to the training sector and the wider public. These include administration and regulation of apprenticeships and traineeships and related employer incentives, TAFE International WA, Migration Services and services to the TAFE and VET sector.



## Corporate

The Corporate directorate is responsible for the establishment, development and maintenance of the corporate support systems, including finance, human resource management, and information and communications technology (ICT) for the Department. The directorate is also responsible for providing finance, human resource and ICT corporate service support to the TAFE colleges.

# Organisational structure



**Director Policy Planning and Research**

Ross Kelly

**Director State Workforce Planning**

Kathy Hoare

**Director Office of the State Training Board**

Eamon Moore

**Director Performance Evaluation & Statistics**

Mark Bloomfield

**Director Aboriginal Policy Planning & Reconciliation**

Lisa Derschaw-Ruru

**Director Communications & Marketing**

Amber Gorrie

**Director Training Resource Allocation**

Kevin Coombes

**Director Programs**

Cathryn Broadbent

**Director Procurement**

Tammy Ford

**Director Training Infrastructure Management**

Christina Brockman

**General Manager Muresk Institute**

Andrew Orford

**Director Service Delivery Operations**

Adam Walker

**General Manager TAFE International WA**

Karen Kelleher

**Director Service Delivery Strategy**

Phil Wyles

**Director Human Resources**

Jacqueline Furey

**Director Finance Services**

Glenda Husk

**Director Information & Communications Technology**

Glenn Robinson

# Corporate Executive



## Karen Ho

Director General

As the Accountable Authority, the Director General is responsible for the management and performance of the Department and the achievement of its approved strategies and outcomes. Karen was appointed as Director General of the Department with effect from 20 December 2021.

Karen has more than 30 years of public sector experience, spanning labour market and educational research, program and policy evaluation, strategic policy and planning, legislative reform and service delivery. Karen graduated from the University of Western Australia with a Bachelor of Science (First Class Honours in Psychology) and completed a Graduate Certificate in Management from Curtin University.



## Jodie Wallace

Executive Director, Policy, Planning and Innovation

Jodie was appointed to her current role with effect from 15 March 2021. Jodie has more than 20 years of experience working in the public sector including roles in policy and workforce planning, service delivery and program implementation, and international education; and has also worked in the school education sector for more than five years.

Jodie has university qualifications in applied science and education, and an MBA from the University of Western Australia; she is a Graduate member of the Australian Institute of Company Directors and an Associate Member of the Governance Institute of Australia.



### Elaine Paterson

Executive Director, Service Resource Management

Elaine Paterson joined the Department on 3 January 2023. Elaine has almost 19 years of experience in the public sector in WA and her previous roles include Executive Director Contracting at the Department of Communities, Assistant Commissioner, Purchasing, Performance and Service Development at the Mental Health Commission and senior roles in the Departments of Finance, Premier and Cabinet, and Treasury.

Elaine has an MBA and Diploma in Management from Imperial College London, a Master of Science in Business Psychology and a Bachelor of Arts in Business Administration and Human Resource Management. Prior to 3 January 2023, this role was undertaken by Russell Brown who retired after a distinguished career in the State public sector.



### Brad Jolly

Executive Director, Service Delivery

Brad was appointed to the role on 1 June 2022, having recently relocated from Darwin where he led the development and implementation of legislative reforms for the Northern Territory Government.

Brad is an experienced senior leader who has worked in public and private sector organisations. He has a background in public policy and regulation, supported by qualifications in management and business administration. He is also a graduate of the Australian Institute of Company Directors.



### Graham Thompson

Executive Director, Corporate

Graham was appointed to the role on 1 March 2012 having previously been the Department's Chief Finance Officer. Graham has a Bachelor of Business and is a qualified Chartered Accountant with the Institute of Chartered Accountants.

Graham has worked in the State public service for more than 20 years, holding a number of senior financial management roles.





# Our people

The vision for our people is to create value by caring about our staff and developing our individual and collective capability. The Department strives to have a workforce that is representative of the diverse community we serve by valuing differences and flexible thinking and ensuring that our people feel supported to do their best work.

The Department has a series of strategies, policies and programs that outline the commitment to not only increase the representation of people from diverse backgrounds at all levels, but ensuring staff experience a sense of belonging, support and inclusion at work.


## Organisational improvement

In October 2022, Corporate Executive endorsed the Department's *Organisational Improvement Plan*. The *Organisational Improvement Plan* was developed following staff surveys and seven workshops involving over 200 staff.

The Department has committed to a range of continuous improvement actions relating to communication, collaboration, decision-making, streamlining business processes, building workforce capability, developing careers and fostering a positive workplace culture.

## Summary of Workforce Profile

As at 22 June 2023:

	 Women in Senior Executive Services (SES)	Aboriginal or Torres Strait Islander	24 years and under	People with disability	Culturally and Linguistically Diverse
Department Actual	57.1%	3.8%	6.3%	3.8%	21.2%
Department Target	50.0%	3.7%	5.8%	5.0%	15.5%
Public Sector Actual <sup>1</sup>	51.9%	2.7%	5.2%	1.5%	16.5%
Number of new staff required to meet target	Achieved	Achieved	Achieved	6	Achieved

<sup>1</sup>PSC Department of Training and Workforce Development Quarterly Entity Profile - March 2023.

## Flexibility, diversity and inclusion

The Department provides flexible working hours, work from home and return to work arrangements. The Department is committed to engaging with staff to continuously improve working arrangements. Through organisational development strategies and programs, the Department supports staff and celebrates diversity and inclusion.

## Graduate and youth opportunities

As part of supporting a diverse workforce, and showcasing training through our people, the Department is committed to developing careers for graduates and youth through a range of initiatives. The Department offers a specialist graduate program, a Diversity Traineeship Pathways Program and a school-based traineeship.

Overall, the Department has a total of nine trainees (24 years and under) and nine graduates, with two additional graduates expected to commence in 2024.

The Department also supports the Young Professionals Program Committee. The committee develops strategies to engage and retain youth and young professionals through learning and networking opportunities. In the 2022-23 reporting period the committee hosted a number of 'lunch and learn' seminars, two networking events with senior staff and a team-bonding activity.









## Professional Development

The Department has a comprehensive Professional Development program, providing hybrid learning and development opportunities. The centralised program offers workshops structured around the Department's key business capability areas. Within the 2022-23 reporting period the program consisted of 21 courses, with 209 participants. In 2023, the Department expanded this program to enable access to role-specific, technical training identified through career planning processes.

Staff have access to a number of resources and events through corporate memberships such as the Institute of Public Administration Australia Western Australia and the Diversity Council Australia. The Department also supports staff in undertaking external leadership development opportunities such as the Copland Program, Public Sector Commission programs and Leadership WA courses.

## Mental Health and Wellbeing

The *Mental Health and Wellbeing Strategy*, launched in 2023, outlines our commitment to building a mentally healthy workplace where trust, collaboration, respect and inclusion are central to the way we work and all employees are encouraged and supported to thrive at work. Guided by the strategy, the Department has a comprehensive health and wellbeing program designed to assist staff to prioritise their wellbeing, while supporting workforce resilience and optimising conditions for staff to thrive at work.

The program includes a comprehensive mental health training program, annual flu vaccinations and health checks, corporate membership benefits, skin check subsidy and a range of physical health initiatives.

# Key partners

## The State Training Board

The State Training Board (the Board) is the peak industry training advisory body to the Minister for Training. It provides expert advice directly to the Minister on matters relating to industry's training and workforce development needs, including through the production of a *State Training Plan* to guide the development of a highly skilled and agile local workforce to drive the State's economy.

During the period to 30 June 2023, the Department provided the Board with secretariat services and supported the delivery of its functions.

The Board is a statutory body established under the *Vocational Education and Training Act 1996*.

## The Training Accreditation Council

The Training Accreditation Council (TAC), also established under the *Vocational Education and Training Act 1996*, is Western Australia's VET regulator, responsible for the quality assurance and recognition of training in WA. During the period to 30 June 2023, the Department provided TAC with secretariat services and supported the delivery of its functions.

## Five TAFE colleges

Five TAFE colleges in Western Australia deliver publicly funded VET state-wide, to almost 66,000 students last year. Operational funding is provided to the TAFE colleges through delivery and performance agreements totalling more than \$450 million, which is the single largest expenditure item for the Department each year.

## Industry Training Councils

Eight Industry Training Councils provide a direct link between industry workforce needs and government workforce policy. They provide industry-specific advice and information to the State Training Board, the Department, other State Government agencies and industry.

The eight Industry Training Councils listed below are recognised by the State Training Board:

- Community Skills WA
- Construction Training Council
- Financial, Administrative and Professional Services Training Council
- Food, Fibre and Timber Industries Training Council (WA)
- FutureNow – Creative and Leisure Industries Training Council
- Logistics and Defence Skills Council
- Resources Industry Training Council
- Utilities, Engineering, Electrical and Automotive Training Council



# National context

## National funding agreements

In November 2022 the Western Australian and Commonwealth governments signed a 12-month Skills Agreement which commenced on 1 January 2023. The Agreement provides support for the Western Australian skills and training sector to deliver approximately 18,800 fee-free TAFE and vocational education and training (VET) places in priority sectors such as the care sector, digital technology, advanced manufacturing, agriculture, construction, hospitality and tourism, and defence.

The 12-month Skills Agreement provides more than \$112 million to the Western Australian training sector in combined State and Commonwealth funds, including \$8.2 million committed from the Commonwealth Government TAFE Technology Fund to upgrade training infrastructure in Western Australia including:

- \$3.24 million to transform Midland TAFE into a renewables jobs and training hub, through the installation of a wind turbine and working at heights training tower;
- \$2 million for a state-of-the-art commercial kitchen at the Bentley Pines Training Restaurant, providing live works training for hospitality students and dining opportunities for the local community; and
- \$3 million to establish a Trade Training Centre at Ellenbrook Secondary College to train students and adults in hospitality and construction.

Western Australia has exceeded the 12-month agreement total delivery target of 18,800, with 29,274 enrolments in fee-free courses and skills sets in semester one 2023.

Governments in all jurisdictions also agreed to a vision statement and guiding principles for a longer-term National Skills Agreement due to commence in 2024. The Department continues to lead the strategic development and negotiation of national funding agreements for Western Australia.

## National VET reform

A number of long-term reforms are underway nationally to enhance the responsiveness, sustainability and flexibility of the VET sector. The Department collaborated with Commonwealth, State and Territory governments to support the progression of national VET reform and to ensure the needs of the Western Australian skills sector are understood and represented in their development.

Major national reforms underway include:

- Quality reforms – revising the national *Standards for Registered Training Organisations (RTOs) 2015*, which establish the quality standards required of RTOs. Revisions will enhance the focus on training outcomes and promote workforce sustainability.
- Qualification Reforms – considering approaches to the structure of VET qualifications to promote transferability of skills between qualifications and ease of navigation for learners considering their options.
- Industry Engagement – strengthening the role of industry through the establishment of national Jobs and Skills Councils to identify skills and workforce needs for their industry and develop contemporary training products.
- VET Data Streamlining – enhancing the consistency and timeliness of VET data access nationally by revising what is reported, data governance responsibilities, and reporting tools.

# Agency performance

# 03



## Financial performance

Results for 2022-23 against financial targets are presented in the table below. Full details of the Department's financial performance are provided in the financial statements section of this report on page 74.

Description	2022-23 Budget (\$'000) (FTE)	2022-23 Actual (\$'000) (FTE)	Variation from Budget +/- (\$'000) (FTE)
Total cost of services	749,295	771,816	22,521
Net cost of services	564,175	514,695	(49,480)
Total equity	346,045	374,269	28,225
Approved full-time equivalent staff level (FTE)	535	548	13

The Department had variances against the original published budget and met its targets when compared to the amended budget.

## Outcome based management framework

To comply with its legislative obligations as a Western Australian government agency, the Department operates under the *Outcome Based Management Framework*.

The Framework describes how outcomes, services and Key Performance Indicators (KPIs) are used to measure agency performance. Outcomes and KPIs are outlined in the table below.

Performance against these outcomes is described in detail in the KPI section on page 146.

In 2022-23 the Department achieved all of its effectiveness targets and three of nine efficiency targets.

### Key performance indicators

Outcome 1: A skilled workforce that meets the State's economic and community needs		Target	Actual	Target achieved
Effectiveness	Extent to which Jobs and Skills Centre services provided to individuals and businesses result in career, employment or training outcomes	68%	70.8%	Yes
	Proportion of State nominated skilled migrants employed in priority occupations after arrival	82%	88.7%	Yes
Efficiency	Cost of VET workforce planning and policy development per training place	\$109	\$116	No
	Average cost per Jobs and Skills Centre individual and business client contact	\$357	\$229	Yes
	Average cost to administer migration applications and overseas qualification assessments	\$225	\$320	No
Outcome 2: A flexible, responsive, innovative and quality training system		Target	Actual	Target achieved
Effectiveness	Proportion of delivery in training aligned with State priority occupations	83%	86.6%	Yes
	Proportion of graduates satisfied with the overall quality of training	90%	90%	Yes
	Percentage of registered training organisations compliant with the Standards for <i>Registered Training Organisations (RTOs) 2015</i>	100%	100%	Yes
Efficiency	Average cost per active training contract	\$447	\$283	Yes
	Cost to administer the employer incentive scheme as a proportion of total incentive payments	8%	8.1%	No
	Cost per student curriculum hour	\$16.80	\$19.22	No
	Average cost of recruitment and management per full-time equivalent international student	\$2,623	\$1,577	Yes
	Average cost to administer training infrastructure and support services per TAFE college	\$7.0m	\$8.6m	No
	Cost of regulatory services per registered training organisation	\$18,027	\$19,194	No



# Building a skilled local workforce

## CASE STUDY

### Year 9 Career Taster Program – Let’s Talk Construction

At the end of 2021, the Year 9 Career Taster Program (CTP) was launched providing an opportunity for students from across the State to explore the stages of early career discovery and study pathways.

The program was co-designed through an extensive consultation process between the Department and industry, education experts, TAFE colleges, schools and community stakeholders across Perth and regional Western Australia.

The CTP provides Year 9 students with the ability to experience the world of work through taster programs, exposing them to local and regional future job opportunities.

It enables students to become ‘career curious’ and extend their thinking through practical activities and meaningful experiences, while helping them to make informed decisions about their subject selections in Years 10, 11 and 12.

The program is available to all Western Australian secondary schools and will run until the end of 2025. Among the first to engage in this tailored program, Year 9 students from Bunbury Catholic College and Newton Moore Senior High School experienced the Let’s Talk Construction taster in September 2022.

Held at South Regional TAFE, the taster program enabled students to explore careers in construction via virtual reality (VR). Students immersed themselves in a building setting, feeling their way through a typical day on a construction site through VR headsets.

Industry representative David Cunningham from the

Construction Training Fund provided an engaging session informing students about the many career opportunities available to them.

Through VR headsets, computer programs, and construction games, students engaged safely with industry and gained an understanding of potential jobs on offer.

Wendy Morris, Head of Year 9 at Bunbury Catholic College, said the students thoroughly enjoyed the experience.

“The day sparked some conversations about how to start making a move towards a career in building and construction. It also broadened their ideas about the careers in that industry,” Wendy said. Leah Holmes, Career Practitioner at Newton Moore Senior High School, said the 17 students who attended the taster had a fantastic time.

“They learnt more about the different sectors that construction jobs exist in, as well as the range of occupations in the industry,” Leah said.

The Career Taster Portal launched in 2022 ([careertasterportal.jobsandskills.wa.gov.au](https://careertasterportal.jobsandskills.wa.gov.au)) continues to assist schools and students to connect with industry.



*Pictured: Students from Bunbury Catholic College and Newton Moore Senior High School experienced the Let’s Talk Construction taster.*

# VET enrolments including FREE IN '23 and Lower fees, local skills

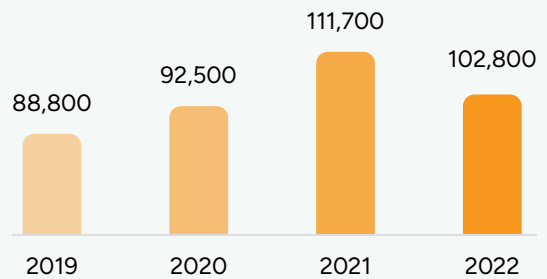
## Overall VET enrolments

The Western Australian training system continued to record high levels of course enrolments in 2022 compared to pre-pandemic levels, with an 18 per cent increase in enrolments compared to 2019.

2022 training delivery showed a decline in classroom-based learning which makes up about 70 per cent of enrolments, compared to the record highs of 2021. This softening of training activity appears to be driven by the very strong labour market, which enabled more people to enter employment without a vocational qualification.

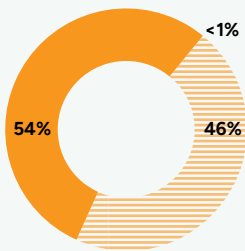


STUDENTS

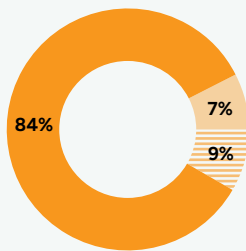


▲ 16 PER CENT FROM 2019

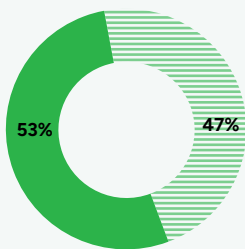
PROPORTION OF 2022 ENROLMENTS



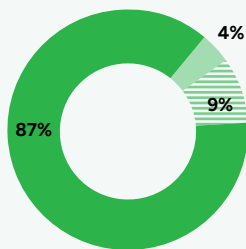
MALE  
FEMALE  
OTHER



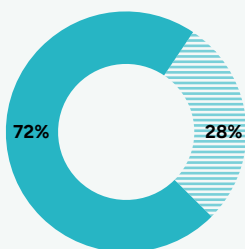
NOT ABORIGINAL  
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NOT STATED



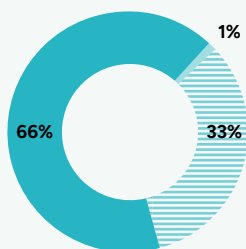
24 OR UNDER  
25 OR OVER



NO DISABILITY IDENTIFIED  
DISABILITY IDENTIFIED  
NOT STATED

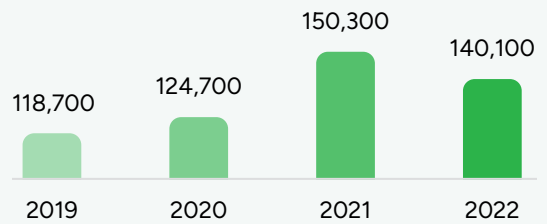


TAFE  
OTHER



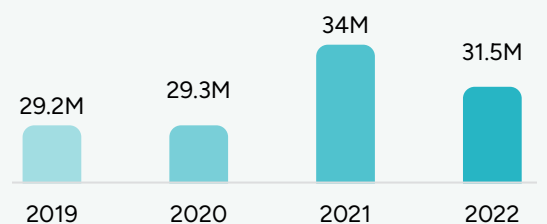
METRO STUDENTS  
REGIONAL STUDENTS  
OTHER

ENROLMENTS



▲ 18 PER CENT FROM 2019

STUDENT CURRICULUM HOURS



▲ 8 PER CENT FROM 2019

### Lower fees, local skills

There are over 160 *Lower fees, local skills* courses in 2023, which cover skills shortage areas and sectors of the economy targeted for economic diversification including aged and disability care, METRONET, civil construction, building and construction, defence, hospitality and tourism and agriculture.

The maximum annual course fees students will pay for *Lower fees, local skills* qualifications has been capped at \$400 per year for jobseekers, youth up to 25 years and concession students, and \$1,200 per year for non-concession students.

In response to industry feedback at the 2021 Perth Skills Summit, fees for existing workers were reduced through extending the *Lower fees, local skills* initiative to existing worker traineeships for the priority industry areas including:

- Aged and disability care;
- Civil construction;
- Information and Communications; Technology (ICT); and
- Defence.

There were 79,473 enrolments in the *Lower fees, local skills* initiative in 2022.

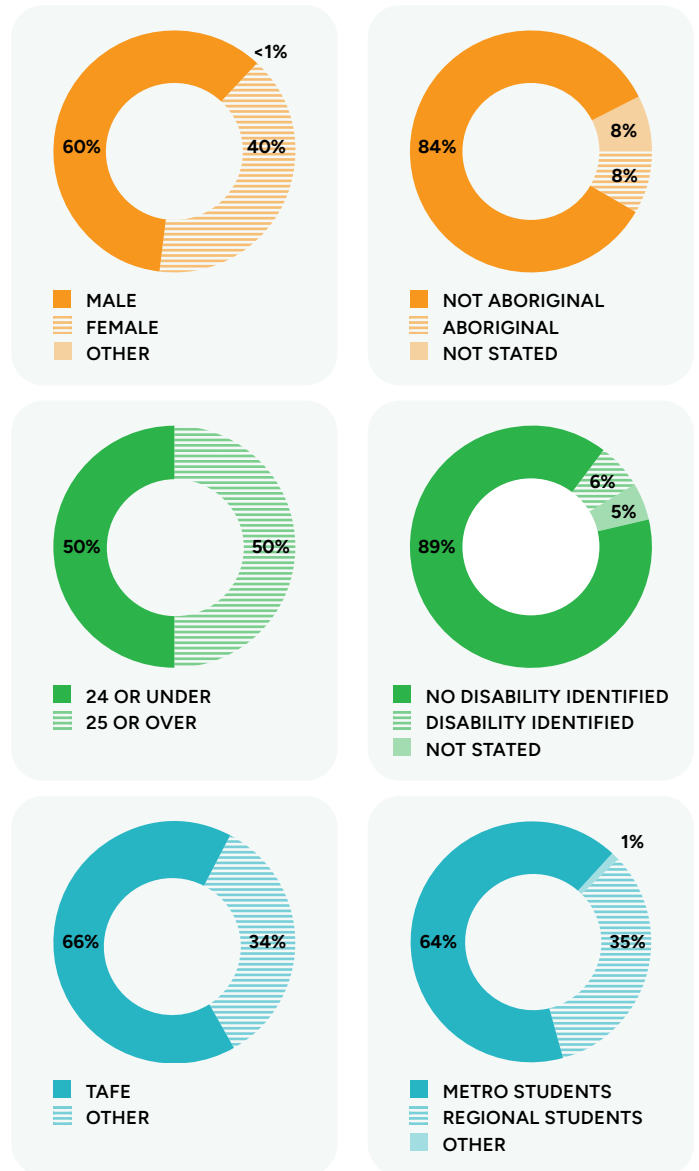


The top 10 *Lower fees, local skills* qualifications in 2022 were:

Program name*	Enrolments
Certificate III in Electrotechnology Electrician	5,029
Certificate III in Individual Support	3,566
Certificate III in Early Childhood Education and Care	3,211
Certificate III in Engineering - Mechanical Trade	2,363
Certificate III in Light Vehicle Mechanical Technology	2,312
Certificate III in Hospitality	2,208
Certificate III in Engineering - Fabrication Trade	1,904
Certificate III in Civil Construction Plant Operations	1,851
Diploma of Nursing	1,773
Certificate III in Mobile Plant Technology	1,706

\* Pathways are reported under parent qualification

#### PROPORTION OF 2022 ENROLMENTS



## FREE IN '23

From 1 January 2023, over 130 fee-free courses are being offered under the 12-month Skills Agreement with the Commonwealth Government to help address skill shortages in critical industry areas and provide more training and employment opportunities for Western Australians.

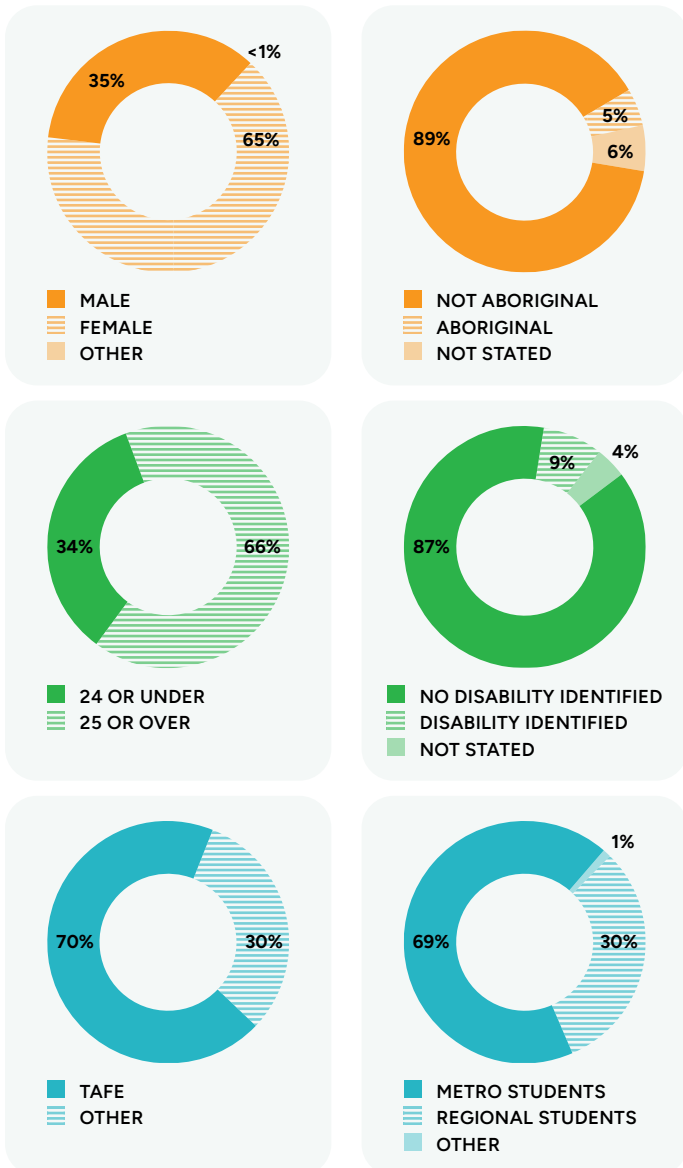
The FREE IN '23 courses are targeted towards industries experiencing employment growth and those that are important for diversification of the economy, including the care sector, technology and digital, agriculture, construction, defence, advanced manufacturing and hospitality and tourism. As at June 2023 there have been 22,659 enrolments in fee-free courses up 28.9 per cent on the same period in 2022.

The top 10 FREE IN '23 courses to June 2023 were:

Program name*	Enrolments
Certificate III in Individual Support	3,043
Certificate III in Early Childhood Education and Care	2,980
Diploma of Nursing	1,857
Certificate IV in Information Technology	1,253
Certificate III in Commercial Cookery	943
Certificate IV in Work Health and Safety	927
Diploma of Early Childhood Education and Care	923
Certificate IV in Community Services	914
Certificate IV in Mental Health	813
Certificate IV in School Based Education Support	774

\* Pathways are reported under parent qualification

PROPORTION OF ENROLMENTS TO JUNE 2023



### Skill sets

Skill sets are short courses developed in consultation with industry to allow students to learn and be recognised for specific skills, skill sets are flexible and are developed to meet particular emerging skill needs.

During 2020-2022, the Department worked with industry to develop fee-free, critical COVID-19 skill set training to help businesses re-open and adjust to the new operating environment. There were over 2,800 enrolments in the Critical COVID-19 skill sets in 2022, the last year of the program, on top of 4,850 enrolments in 2021 and 1,600 in 2020.

From 2020-2022, low fee ‘Recovery’ skill sets were also developed to provide the skills required to provide the essential skills for jobseekers to access entry-level jobs as the economy recovered from the impacts of the COVID-19 pandemic. These were free for jobseekers and young people. There were over 2,500 enrolments in the Recovery skill sets in 2022, after more than 3,320 enrolments in 2021 and 1,600 in 2020.

From 1 January 2023, critical COVID-19 skill sets and recovery skill sets have been incorporated into the new FREE IN '23 initiative, enabling all Western Australians to access fee-free skill sets. As at June 2023, there have been 6,615 enrolments in fee-free skill sets, up 71.7 per cent on the same period in 2022.

The Department worked with industry stakeholders to develop 25 new State-based skill sets to address industry skill needs for new entrants and upskilling existing workers.

Notable new skill sets developed included:

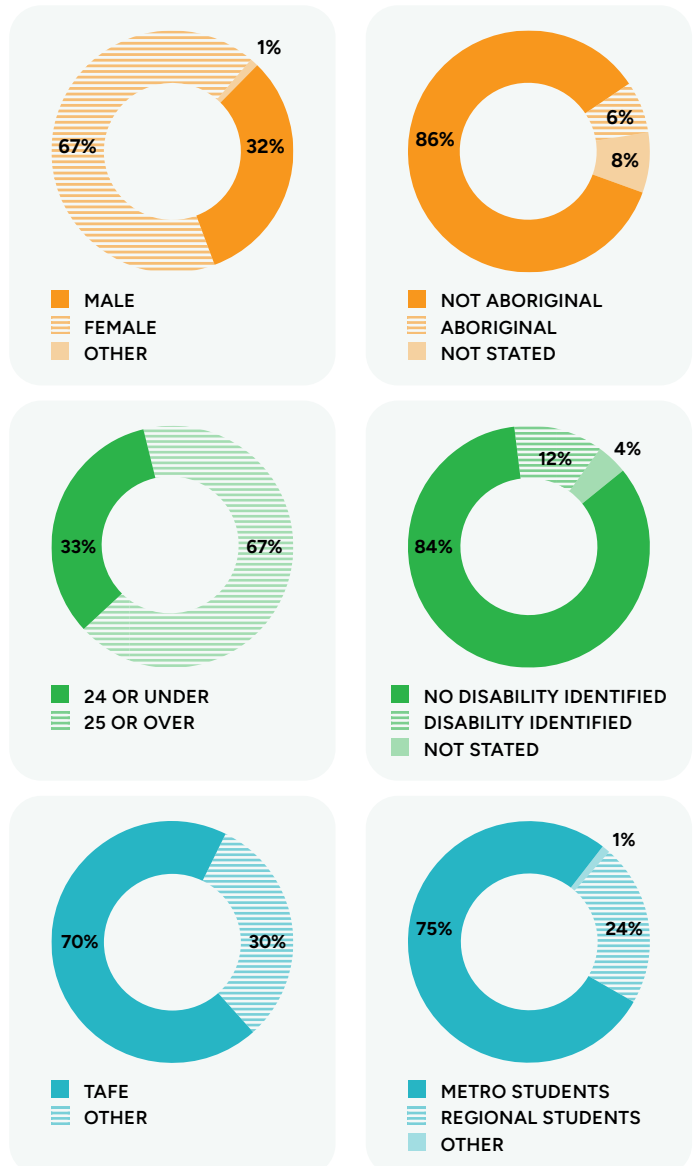
- Two new introductory skill sets, *Introductory Digital Literacy Skill Set* and *Digital Literacy Skill Set* designed to support learners with the skills and knowledge required to apply basic digital literacy to utilise computers, the internet and other digital devices. These were developed in consultation with TAFE colleges and FutureNow - Creative and Leisure Industries Training Council to support the *Digital Inclusion in WA Blueprint*.

In addition, the Department reviewed over 50 State skill sets to align with training package changes, including a refresh of the *Heavy Vehicle Driving Operations Skills Set* to support jobseekers to obtain a heavy vehicle licence.

The top 10 FREE IN '23 skill sets to June 2023 were:

Program name	Enrolments
Integrating Mental Health Practice Skill Set	943
Introduction to Cyber Security Skill Set	717
Work in Community Care Skill Set	687
Operate a Small Business Skill Set	515
Provide Individual Support Skill Set	368
Introduction to Direct Support Skill Set	344
Business Ready Skill Set	300
Swimming and Water Safety Teacher	266
Introduction to Early Childhood Education and Care Skill Set	235
Heavy Vehicle Driving Operations Skill Set	229

PROPORTION OF ENROLMENTS TO JUNE 2023



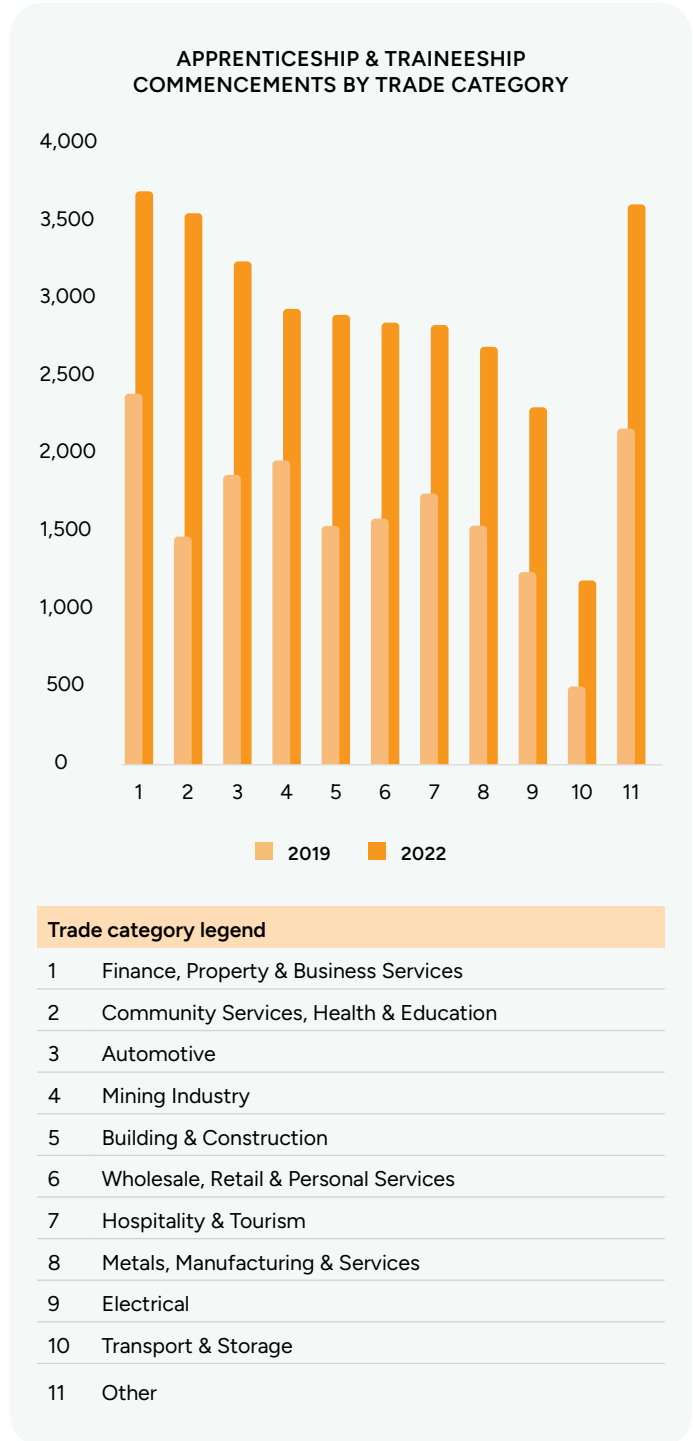
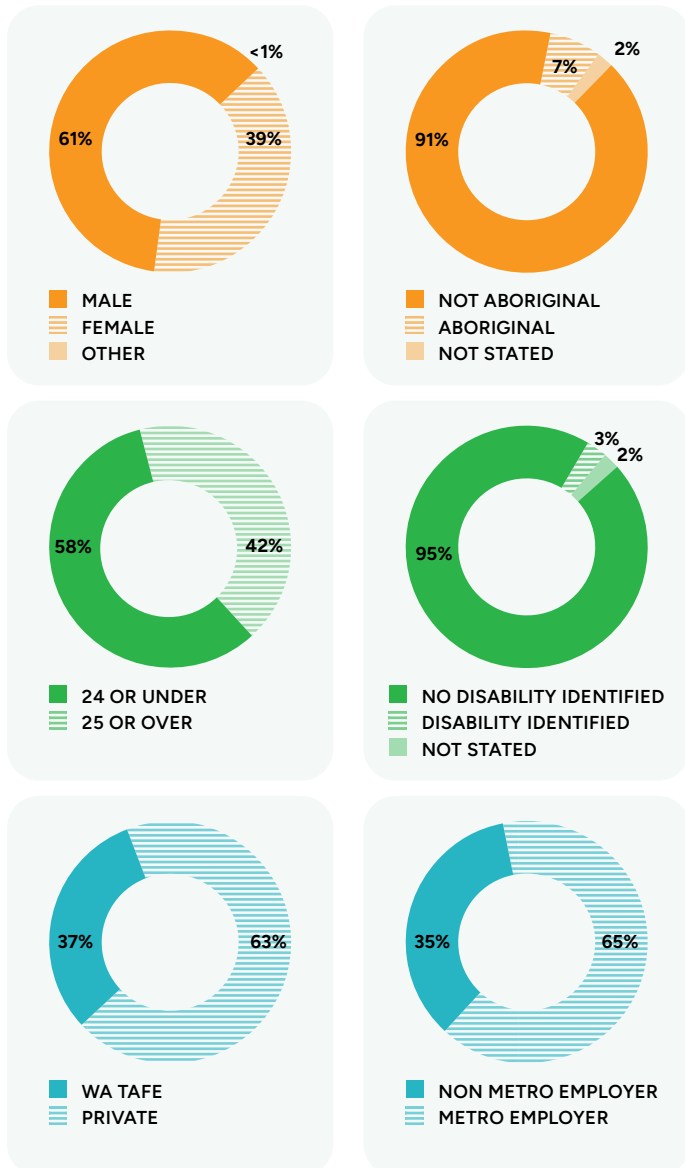
## Apprenticeships and traineeships

Apprenticeships and traineeships continued to play a key role in meeting the State’s workforce needs during 2022, with commencements at their highest level in 10 years (since 2012). Nearly 4,500 contracts were registered in July 2022 alone – the highest monthly total on record.

Commencements increased by 5 per cent from 30,335 in 2021, to 31,801 in 2022. Apprenticeship commencements are now almost 50 per cent higher than they were two years ago.

The growth in apprenticeship and traineeship commencements is also translating into higher completion numbers, increasing 14 per cent in 2022 compared to 2021.

### 2022 APPRENTICESHIP AND TRAINEESHIP COMMENCEMENTS



Trade category legend	
1	Finance, Property & Business Services
2	Community Services, Health & Education
3	Automotive
4	Mining Industry
5	Building & Construction
6	Wholesale, Retail & Personal Services
7	Hospitality & Tourism
8	Metals, Manufacturing & Services
9	Electrical
10	Transport & Storage
11	Other





## Employer incentive programs

The Department manages five financial incentive programs to assist employers to meet the costs of employing apprentices and trainees:

**Jobs and Skills WA Employer Incentive:** provides up to \$8,500, plus additional loadings for employers of apprentices and trainees who are living in regional WA; undertaking an apprenticeship/traineeship in a priority occupation; who have a disability; are Aboriginal people; or are aged between 21 to 30 years (apprentices only).

**Jobs and Skills WA Defence Industry Incentive:** provides up to \$20,000 for approved defence employers who employ an apprentice in one of four key trades. The program was fully subscribed by 30 September 2022, however, eligible employers will continue to receive milestone payments until September 2024.

**Defence Industry Existing Worker Incentive:** commenced on 1 July 2022 and provides up to \$6,375 to Western Australian businesses who sign up existing workers into a traineeship in one of three in-demand qualifications that are key to the growth of the defence industry in WA.

**Group Training Organisation Wage Subsidy:** provides small to medium businesses with access to 300 new apprentices and trainees, employed through Group Training Organisations (GTOs), in the building and construction industry in Western Australia. GTOs receive up to \$134,000 (four year apprenticeship) over the duration of the apprenticeship/traineeship, to cover the average estimated award wage payable to apprentices and trainees in the building and construction sector.

In 2022-23, the subsidy only applied to apprentices and trainees working on Government contracts. In April, the Government announced the subsidy would be extended to include apprentices and trainees working on residential construction projects for 2023-24.

**Jobs and Skills WA Adult Apprentice Employer Incentive:** provides up to \$26,800 in financial assistance to Western Australian businesses to employ mature aged apprentices (21 years or age or older). The program was fully subscribed by August 2021, however, eligible employers will continue to receive milestone payments until June 2025.

From 1 July 2022 to 30 June 2023, a total of \$39.2 million in State Government Incentives has been paid to 4,516 employers.

- 6,015 incentive payments have been made in relation to apprenticeship training contracts; and
- 14,547 incentive payments have been made in relation to traineeship training contracts.



#### CASE STUDY

## Group Training Organisation – Wage Subsidy Program

Championing apprentices to succeed is the ethos of Western Australian business Wilco Electrical. The Aboriginal owned business is committed to employing apprentices and has recently taken advantage of the WA Government's Group Training Organisation (GTO) Wage Subsidy Program to employ two new apprentices through Electrical Group Training (EGT).

The Program is aimed at assisting small to medium enterprises working on Government projects in the building and construction sector across WA, with the wage subsidy covering the average estimated award wage for 300 apprentices and trainees throughout the course of their training.

Wilco Director, Frank Mitchell, says the Program and model of support has helped provide extra reassurances for his business when taking on new apprentices Dylan Bin Omar and Isaac Bradford.

"It definitely made it easier in terms of business confidence for Wilco," Frank said.

"With the assistance of the Government and EGT, we have a great safety net in place. We love that model that tomorrow if all hell broke loose and we were in that position where we had to say to the apprentices we've run out of work, we've got that safety net knowing that both Dylan and Isaac can fall back into EGT and connect with other companies."

Under the Program, host employer Wilco receives support from EGT who manages administration related to wages and allowances, among other benefits.

"For a company of our size we are consistently looking just at the horizon not over the horizon and looking at four years' worth of work is fairly daunting when we're really running off a two to six month program, so to commit to an apprentice for four years the last thing you want to do is have to tell the apprentice sorry we've run out of work, we're very proud we've never been in that situation to date."



26-year-old apprentice Dylan is a proud Yawuru Bardi man. He previously worked as a Custodial Officer with the Department of Justice but decided he needed a change.

“At the time, my sister, who is now a fourth year apprentice, was employed with Wilco completing her apprenticeship when I hit up Frank,” Dylan said.

He started his journey as a Trade’s Assistant (TA) with Wilco in 2020 where he worked on the METRONET project, and this experience sparked his interest in commencing an electrical apprenticeship.

“When I first started as a TA I was put on the METRONET project, it was good because it was all very new and the guys I was working with at the time were teaching me a lot, it was a big learning curve,” he said.

He is now half way through his first year of his apprenticeship and is determined to complete his qualification, learning as much as he can from experienced electricians along the way. Dylan says he highly recommends an apprenticeship to others considering a career change.

“Give it a try, you’ll never know if you don’t try it,” he said. “For older people, it’s never too late to change if you want to try something new.”

18-year-old Isaac is a proud Boonwurrung man who started his apprenticeship after finishing high school through advice from his friends.

“A lot of my friends at school graduated last year and were getting into electrician work and that led me here,” Isaac said. Like Dylan, Isaac got a taste of the trade while working as a TA at Wilco and decided on an apprenticeship. Isaac works on a range of different and exciting projects with his host employer and says the mentorship has been fantastic.

“The people here at Wilco have been the perfect mentors, they’ve been wicked. It’s a good company to work for with really great jobs,” he said.

For other young aboriginal people looking to start an apprenticeship, Isaac says the electrical apprenticeship has been great and his advice to anyone considering the trade is to “just go for it”.



*Pictured: Dylan Bin Omar, Wilco electrical apprentice.*

## Group Training Organisations

Group Training Organisations (GTOs) employ apprentices and trainees and place them with host employers who provide on the job training. As at 30 June 2023, 32 GTOs were registered to operate in Western Australia.

As at 31 December 2022, there were 3,203 apprentices and trainees in training with group training organisations, including 424 Aboriginal apprentices and trainees.

In addition, \$2.77 million in financial incentives were provided to GTOs through the WA Group Training Scheme to support apprentices and trainees in the priority groups of Aboriginal people, people with disability, women in non-traditional trades, those in school based arrangements, and those in regional and remote Western Australia.

## Priority Start Policy

The Priority Start Policy operates in parallel to the *Western Australian Industry Participation Strategy* and aims to ensure a sustainable construction trade workforce for the State.

To achieve this, the policy requires companies awarded State Government building construction, civil construction and maintenance contracts valued over \$5 million to meet a target training rate for apprentices and trainees:

- 11.5 per cent for building and construction; and
- 5 per cent for civil construction.

Contracts are primarily managed by the Department of Finance, Department of Transport, Department of Communities, Main Roads Western Australia and Public Transport Authority, which assist the Department in its implementation of the policy.

In 2021-2022, 108 contracts valued at around \$8.1 billion were in scope to report their construction trades workforce, including apprentices and trainees under the policy. 82 reports were received from head contractors, representing 76 per cent of in-scope contracts. The 82 reports verified by the Department identified that 91.5 per cent of contracts met their training rate for 2021-22, up from 86 per cent in 2020-2021.

In 2023, an education and awareness program commenced to provide greater support to head contractors, subcontractors, contracting agencies and group training organisations with reporting and compliance.

## Year 9 Career Taster Program

The CTP supports early career discovery and inspires secondary school students to become 'career curious' about potential careers and includes:

- industry-led experiences and activities to introduce students to new and different areas of work and career opportunities; and
- career exploration through the *Course in Early Career Discovery* available through both an accredited and non-accredited pathway to enable access for all students.

The four-year program was developed by the Department in collaboration with the Department of Education, school sectors, TAFE colleges and industry stakeholders to provide career exploration experiences for schools to access. The Career Taster Portal, located via [careertasterportal.jobsandskills.wa.gov.au](https://careertasterportal.jobsandskills.wa.gov.au) facilitates schools to connect students with practical industry experiences to support exploration of early career interests.

The 2022 pilot year reached 13,797 students from 178 schools participating in CTP activities.

In 2022, there were over 150 taster experiences advertised across a range of industry areas in collaboration with industry partners. There were 10,253 taster experiences delivered by TAFE colleges and 123 by industry.

- 30 per cent of total delivery was to students in regional and remote schools; and
- 34 per cent of participating students also undertook the *Course in Early Career Discovery*.

## VET delivered to secondary school students

VET delivered to secondary school students enables senior secondary students to develop industry-standard skills and gain a VET qualification.

The Department funds TAFE colleges and a small number of contracted private registered training organisations (RTOs) to work in partnership with schools to deliver the training, either through direct provision by the RTO or under auspicing arrangements. The Department only funds qualifications that industry advises are suitable for secondary students.

In collaboration with the three school sectors (Government, Catholic and Independent) and TAFE colleges, the Department introduced a pilot program in mid-2022 to expand access to VET places for secondary students. The pilot supported the State Government's election commitment to provide additional VET places to school students, and ran in Semester 2 2022, from 1 July 2022 to 31 December 2022.

The pilot program expanded access enabling:

- Year 10 students to commence a Certificate II qualification;
- Year 11 and 12 students to access a second VET qualification;
- Year 11 and 12 students to enrol in industry supported skill sets; and
- Schools and students to select from a larger list of qualifications.

Following the pilot, these policy settings were included in the 2023 *VET Delivered to Secondary Students Funding Policy*, providing Year 10, 11 and 12 students with greater access to industry supported VET courses at school.

Approximately 9,500 course enrolments were funded in 2022 across the three school sectors (Government, Catholic and Independent) including school-based apprenticeships and traineeships.

As at 30 June 2023, about 9,350 schools students had enrolled in VET delivered to secondary students qualifications through TAFE colleges and contracted private registered training organisations.

*Pictured: Sophia Pitaro, Winner, WA School-based Apprentice of the Year 2022.*

The top 10 VET courses delivered to secondary students to June 2023 were:

Program name*	Enrolments
Certificate IV in Preparation for Health and Nursing Studies	688
Certificate II in Electrotechnology (Career Start)	537
Certificate II in Automotive Vocational Preparation	389
Certificate II in Building and Construction (Pathway - Trades)	360
Certificate II in Community Services	340
Certificate II in Hospitality	309
Certificate II in Engineering	293
Certificate III in Hospitality	284
Certificate III in Early Childhood Education and Care	284
Certificate II in Retail Services	284

\*Pathways are reported under parent qualification



# Addressing skill shortages

## CASE STUDY

## WA's first civil construction apprentices graduate, leading the next gen of civil construction

Sam Pfeffer, a 24 year old Aboriginal man, was one of the first apprentices to complete the Civil Construction Pilot Program (CCPP) and received his Certificate III in Civil Construction Plant Operations.

CCPP is a collaborative program between the Department, industry and the Construction, Forestry, Mining and Energy Union to support the transition from a traineeship to an apprenticeship with the aim of improving skills and employment opportunities in the civil construction industry.

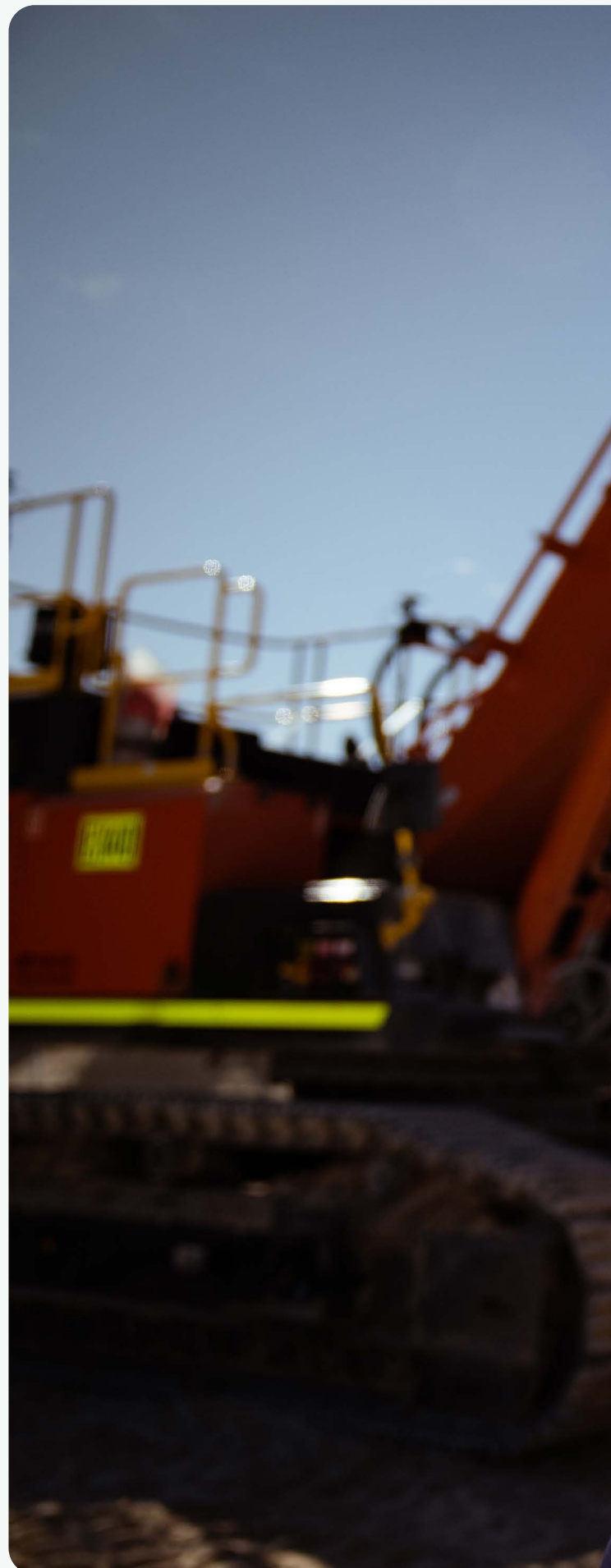
Now working as a Plant Operator with RJV, he is keen to increase his experience for a few years, aspiring to work as a supervisor one day.

Sam says completing his apprenticeship required him to get his head around challenges such as using machinery, working with measurements and surveying. However it was overcoming these challenges that Sam learned about his ability to find solutions to problems.

Mr Andy Graham, Chief Executive Officer at the Civil Contractors Federation WA, says the industry has always lacked a clear pathway, especially for young people.

"The Civil Construction Pilot Program is a great opportunity for trainees to convert to the apprenticeship, which will play a key role in improving youth attraction and diversifying the industry."

*Pictured: Sam Pfeffer, civil construction apprentice.*







## WA Labour market

Western Australia's strong economic growth, coupled with near-record low unemployment, has seen ongoing high demand for skilled workers across the Western Australian economy. At June 2023, Western Australia's unemployment rate was 3.6 per cent. Labour market participation was 68.2 per cent, the highest across all States and Territories, and the number of underemployed people in the State was 94,300 with 5.9 per cent of people across the State looking for more hours of work than they are currently receiving. More young people are also gaining employment, with a total of 67.1 per cent of young people in employment.

## Identifying workforce needs

The Western Australian Jobs, Education and Training Survey collects industry and occupational data from industry training councils, peak industry associations, businesses, regional employers and industries, and local and State Government agencies. In 2022-23, the survey was strengthened to include greater input from employers and stakeholders across regional Western Australia.

The survey contributes to the development of the State Priority Occupation List which guides the State's annual training and workforce priorities. It is also a key tool to enable the Department to progress industry-specific workforce planning projects aligned with the State's economic diversification strategies including defence, LNG, clean energy transition, future battery and critical minerals, hydrogen, Western Trade Coast, automation, social assistance and allied health, creative industries, tourism and hospitality and building and construction.

## Industry engagement and input into Australian Jobs Summit

In July 2022, the State Government worked with industry leaders to see what more could be done in partnership to deliver the skilled workforce needed for the State. The Department released [Delivering a skilled workforce for Western Australia](#), which summarised the actions taken since the 2021 Perth and Regional Skills Summits. Industry stakeholders were invited to contribute further ideas through written submissions to identify new ideas and build on current programs and initiatives.

Contributions through submissions and targeted consultations provided the former Premier with valuable insights from Western Australian industry in preparation for his attendance at the Australian Jobs Summit held on 1-2 September 2022.

Of particular importance, feedback identified policy settings managed by the Commonwealth Government to enable greater access to skilled workers, including skilled migration, investment in the care sector, boosting workforce participation and targeted incentives to encourage retirees back into the workforce.

## Skilled migration

### State Nominated Migration Program

In August 2022, the State Government announced new migration settings to attract more skilled workers to Western Australia and support industry demand through the State Nominated Migration Program (SNMP). More than 100 occupations were added to Western Australia's skilled occupation list, taking the total list to 276.

The changes also included temporary relaxation of migration criteria, including:

- waiving the \$200 application fee;
- halving the requirement to have an employment contract from 12 months to six months;
- reducing requirements for applicants to demonstrate sufficient funds;
- removing additional English requirements for professional and manager occupations; and
- reducing work experience requirements for the 2022-23 program year to attract more skilled workers to WA.

Western Australia received 8,140 SNMP places for 2022-23, 4,950 more places than the previous year and the third largest allocation across States and Territories. By the end of 2022-23 the Department had achieved the target by nominating 8,140 skilled migrants.

In April 2023, the State Government announced extending the temporary changes to the SNMP settings for 2023-24 and introduced additional changes to help address critical skills needs in the building and construction sector, including:

- waiving the requirement to have an employment contract for building and construction workers;
- prioritising invitations for migrants working in Western Australia, and providing greater access for overseas applicants; and
- prioritising invitations for industries with critical demand for skilled workers including building and construction, health and medical, teaching, tourism and hospitality occupations.

As a Department of Home Affairs approved Regional Certifying Body, the Department provides certification advice for employers nominating skilled migrants under the Skilled Employer Sponsored Regional (provisional) visa (visa subclass 491) for all Western Australian regions, except for the Goldfields-Esperance region.

In 2022–23, the Department completed 418 assessments for Regional Certification advice.

### Skilled Migrant Employment Register

In July 2022, the Department launched the [Skilled Migrant Employment Register](#) as a free initiative supporting employers and skilled migrants to build the WA workforce. The Register was updated on 30 April 2023, to be more user friendly with additional filtering and search options, to better support employers to connect with skilled migrants.

The register has been well received with 791 registrations of interest from onshore migrants, 4,230 from offshore prospective migrants; and 164 employers. It also received over 3,350 connection requests.

### Skilled Migrant Connect Program

In April 2023 the Department also launched the Skilled Migrant Job Connect Program to help newly arrived skilled migrants make meaningful connections and secure employment in Western Australia.

Through Job Connect, eligible skilled migrants will be able to access subsidies of up to \$7,500 to provide financial assistance for skills assessment and occupational licensing to overcome barriers to gaining employment in an occupation equivalent to their formal overseas qualifications, skills and experience. The Skilled Migrant [Job Connect program](#) commenced from 1 July 2023.



## CASE STUDY

## Connecting skilled workers to the WA workforce

Western Australia has a widespread need for skilled workers across many sectors and parts of the State. As part of its strategy to address the skilled workforce needs of WA, the Department amplified its migration services function to get more skilled migrants into the State.

Launched in July 2022, the free Skilled Migrant Employment Register is one of several initiatives the Department is delivering to assist priority industries access to skilled migrant workers from interstate and overseas.

The register targets those skilled jobs that genuinely require workers where local talent can't be sourced.

Employers view the register to identify talent that aligns with their business needs. Details of skilled migrants

who have indicated they are seeking employment, such as preferred occupation, location and employment intentions are published on the register, which is updated on a regular basis.

For mum-of-two, Pascaline Kogo, the Skilled Migrant Employment Register resulted in her securing her dream job as a registered nurse at Albany Health Campus.

Originally from Kenya, Ms Kogo said the register was simple to use and landed her the job she always wanted.

"I love it, nursing is something I always wanted to do," Ms Kogo said.

"I had regional contracts in several towns last year – one of them was Albany. I fell in love with Albany and thought 'I could live here'."

It's a long way from Africa to Albany, but for Pascaline Kogo the journey has been worth it.





## Job Ready pre-employment programs

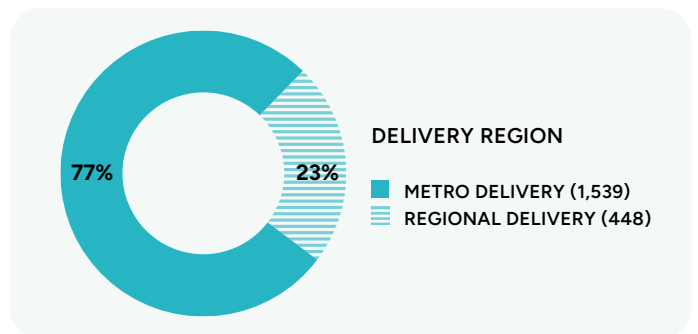
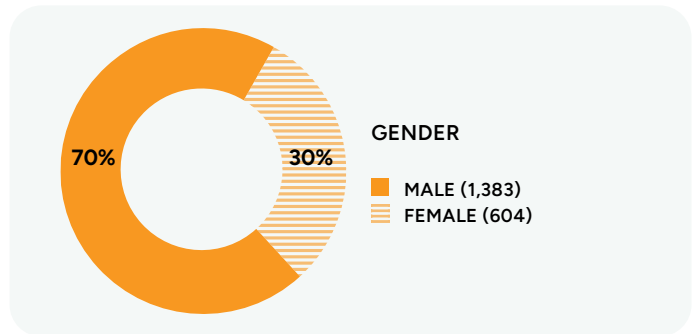
Job Ready programs are designed to deliver short, sharp and relevant training coupled with a work placement, to ensure people are equipped to meet entry-level job opportunities in areas of skill shortage. They support job seekers into employment or further training by providing wrap around support services that result in better outcomes for disadvantaged or marginalised job seekers.

Programs are developed in collaboration with industry, unions, industry peak bodies and State and Commonwealth Government agencies including the Departments of Education, Transport, Justice and Communities as well as the Western Australian Police Force and the Commonwealth Department of Employment and Workplace Relations.

Job Ready programs have had a staggered roll-out across regional Western Australia, having significant success with job seekers from under-represented groups such as ex-offenders, Aboriginal people, disengaged youth and people who have experienced long-term unemployment.

The programs have led to direct employment for over 600 participants, many in new apprenticeships and traineeships, and over 100 candidates have gone onto further training.

Job Ready programs	Commencement date	Participants
Infrastructure/Civil Construction	October 2020	568
Bricklaying	November 2020	360
Heavy Vehicle Driving Operations	April 2021	709
Ageing and Disability	May 2021	194
Driller's Offsider	May 2022	40
Future Chef	May 2022	74
Early Childhood Education & Care	October 2022	42



## Job Ready outcomes as at 30 June 2023:

**1,987**  
participants commenced programs.

**928** participants **employed or in further training.**

**409**  
Aboriginal participants.

**1,497** participants at a **TAFE college.**

**1,006** participants **completed work placement** or gained **heavy vehicle licence.**

## CASE STUDY

## Former chef cooks up a new career in caring

Thanks to the Job Reconnect program, Grandmother Carolynne Healey started a new career in aged care.

The 53-year old aged care health worker from Mandurah was one of the first to benefit from the initiative.

Being out of the workforce for eight years, Carolynne jumped at the opportunity to be supported and trained in a meaningful new career.

“It has been a dream of mine to work in aged care, however, I was daunted by the prospect of returning to the classroom as a mature-aged student,” Carolynne said.

“Working as an aged care health worker I can give back. Having life experience means I can relate to a lot of the residents and share stories with them.”

Carolynne says the on-the-job training has been among the best aspects of the program as well as the support she has received in classroom-based modules. Carolynne’s traineeship is through Health Training Australia, which led her to securing a job close to home with Aegis Aged Care Group’s facility in Greenfields.

The Job Reconnect program is a unique program that aims to support underutilised pockets of the workforce into meaningful employment pathways across key industries such as construction, hospitality and health.

Through Job Reconnect, jobseekers may take up the opportunity to undertake free training, obtain career advice or receive assistance to find a work placement – gaining the skills and confidence to transition back into the workforce.

Eligible jobseeker cohorts currently include mature-age workers aged 45 and over, and people exiting the justice system who may be experiencing barriers to gaining employment.

*Pictured: Carolynne Healey, aged care health worker.*





## Care workforce

The Department continues to respond to the State Training Board's [Social Assistance and Allied Health Workforce Strategy](#) in collaboration with the sector, the Department of Health, WA Country Health Service, Mental Health Commission and the Department of Communities.

In collaboration with industry, the Department worked to build sector capacity and capability through a range of training and workforce development strategies including:

- 22 qualifications under the *Lower Fees, local skills* initiative and 14 qualifications and 18 skill sets in the FREE IN '23 initiative;
- of the 18 free skill sets, five skill sets were introduced in addition to the 13 free skill sets already in place, to enable new entrants to take up job opportunities in the sector, including frontline support roles, infection control, pathology collection and COVID-19 testing and community pharmacy;
- reducing the cost of upskilling existing workers through low fee existing worker traineeships in aged care and disability services for Certificate III in Individual Support and Certificate IV in Ageing Support;
- introducing a fee-free skill set *Integrating Mental Health Practice* to upskill care workers to support clients with mental health and/or alcohol or other drug-related conditions;
- introducing a fee-free skill set *Family and Domestic Violence Early Intervention* to upskill first responders dealing with victims of family and domestic violence;
- delivering the Ageing and Disability Job Ready program to grow the pipeline of aged care and disability workers and volunteers in Western Australia;
- including 102 practical industry experiences available in the Year 9 Career Taster program that introduce and promote the care sector through practical, industry-based activities; and
- implementing a Certificate II pre-traineeship in Community Health and Wellbeing for Year 11 and 12 students to start their careers in Aboriginal health, allied health and the community services sector whilst studying at school.

**In 2022, there were more than 21,800 publicly funded course enrolments in care sector courses, an increase of 36.6 per cent compared to pre-pandemic levels.**

## Early Childhood Education and Care workforce

The State Government recognises the importance of the early childhood education and care (ECEC) sector and the fundamental role it plays in supporting workforce participation, particularly for women.

In May 2023, the State Government released the [Regional Early Childhood Education and Care Report](#) prepared in partnership by the State Training Board and the Community Skills WA industry training council. The State Government's [Regional Early Childhood Education and Care Workforce Action Plan](#) identifies strategies in response to the ECEC workforce challenges in regional WA.

In collaboration with industry, the Department worked to build sector capacity and capability through a range of training and workforce development strategies including:

- availability of two qualifications under the *Lower fees, local skills* initiative (Certificate III in School Based Education Support and Diploma of School Age Education and Care) and three qualifications (includes Certificate IV in School Based Education Support) and one Skill Set in the FREE IN '23 initiative;
- reducing the cost of upskilling existing workers through low fee existing worker traineeships in the ECEC sector for Certificate III and Diploma in Early Childhood Education and Care;
- delivering the Early Childhood Education and Care Job Ready program to grow the pipeline of childcare workers and volunteers in Western Australia;
- 63 practical industry experiences available through the Year 9 Career Taster program that introduce and promote the ECEC sector through practical, industry-based activities; and
- inclusion of ECEC qualifications in the regional TAFE international student bursary program to attract international students to live, work and study in regional WA.



## Building and construction workforce

In collaboration with industry, the Department responded to critical demand for workers in the building and construction sector and the need to build sector capacity and capability through a range of training and workforce development strategies including:

- 32 building and construction qualifications under the *Lower fees, local skills* initiative and including nine qualifications and three skill sets in the FREE IN '23 initiative;
- supporting managers and supervisors to upskill existing workers through low fee existing worker traineeships with course fees reduced by 72 per cent for the Certificate IV in Civil Construction (Supervision);
- delivering the Civil Construction and Bricklaying Job Ready programs to grow the pipeline of building and construction workers in Western Australia;
- including 179 practical industry experiences available in the Year 9 Career Taster program that introduce and promote the building and construction sector through practical, industry-based activities;
- implementing the Civil Construction Pilot Program to trial apprenticeship pathways in the civil construction industry, and access to wage subsidies and incentives for employers;
- a wage subsidy in place to create 300 new jobs for apprentices and trainees with Group Training Schemes in WA's building and construction sector; and
- providing an accelerated pathway to a nationally recognised qualification for those who have the skills, experience and knowledge from prior work in the construction industry through a Skills Recognition Apprenticeship Program.

**In 2022, there were more than 12,700 publicly funded course enrolments in building and construction courses, an increase of 20.8 per cent compared to pre-pandemic levels.**

The number of building and construction and electrical apprentices and trainees in Western Australia reached a record level of more than 10,000 in 2022, and finished 12 per cent higher than the previous year. The number of completions in 2022 were 3 per cent higher than in 2021.

In August 2022, the State Government expanded the WA Skilled Migration Occupation List, adding 6 building and construction occupations including Architect, Urban and Regional Planner, Quantity Surveyor, Civil Engineering Technician, Electrical Engineering Draftsperson and Cabler (Data and Telecommunications).

The State Government also announced in March 2023 that the State Nominated Migration Program would waive the requirement for building and construction workers to have an employment contract, and prioritised invitations to industry areas with a critical need for workers, including the building and construction industry. These new settings will be in place from 1 July 2023.

The State Government announced in April 2023 that a new \$11 million Construction Visa Subsidy Program (CVSP) will provide subsidies of up to \$10,000 to attract up to 1,100 skilled migrants to the building and construction sector. The new subsidy program has been designed in consultation with the building and construction industry, to ensure small and medium building and construction businesses will be able to utilise the subsidy to employ overseas skilled trades and professional workers.

# Supporting the State's economic diversification

## CASE STUDY

### Regional partnerships help shape local defence industry workforce

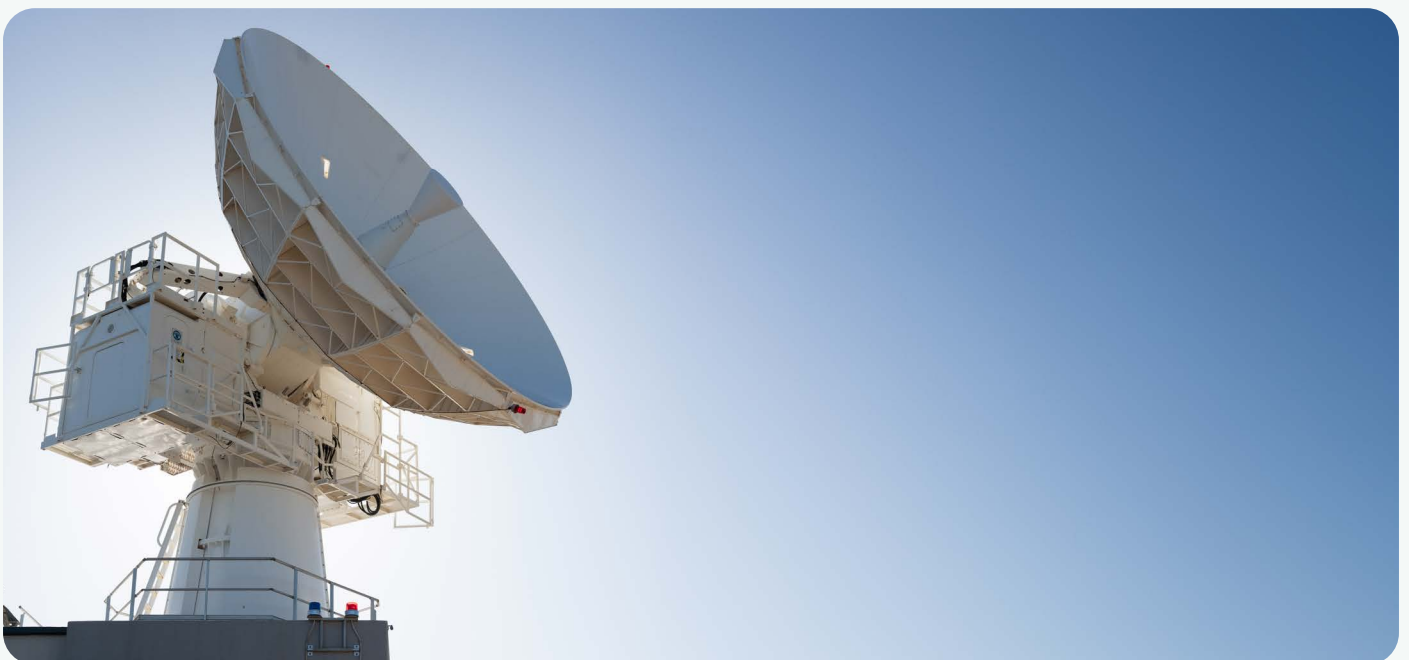
Fostering strong links between WA TAFE colleges, government, industry and the education sector is key for developing creative solutions to workforce issues and keeping Western Australia's economy strong.

With support from the Department's Western Australian Defence Industry Workforce Office (WADIWO), South Metropolitan TAFE (SMT) joined forces with defence space capability partner Raytheon Australia to provide support to overcome barriers to local training of its workers in Exmouth and support local jobs for local people.

Announced in May 2023 as part of Raytheon Australia's new Invested in Exmouth Program, the partnership will help more Western Australians to join the priority defence industry workforce, with extra encouragement provided through the State Government's 'The other force – Start something' campaign, which launched in October 2022. The campaign highlights the exciting and rewarding, professional and para-professional careers in all five defence capability domains.

Raytheon Australia was a key consultation partner in the campaign, which showcases real WA defence industry employees in their workplaces and features cutting edge technology such as Raytheon's Space Surveillance Telescope (SST) in Exmouth.

Sharing stories like Raytheon Australia employee Kieran Hollis who transitioned from a career in the Australian Defence Force to the defence industry, has been key to showcasing the benefits of working in the industry.





"It's [working in the defence industry] been an exciting and rewarding experience, one that has seen me grow professionally while contributing to a mission I deeply believe in," Kieran said.

"The decision to join Raytheon Australia and relocate to Exmouth was driven by a desire for balance. After a nine year stint in the Navy, much of it spent on patrol boats, I was eager for a change that would allow me to focus on my family life without sacrificing my passion for defence and technology.

"The opportunity to work on Australia's first space radar in Exmouth was the perfect blend of professional challenge and lifestyle shift. It catered to my innate interest in technology while offering the serene beauty and tranquillity of coastal life.

"This has been a journey of growth and learning, as I've embraced numerous roles across the organisation, starting as one of the pioneering C-Band Technicians, progressing to SST Technician, transitioning to SST System Administrator, and now leading the team as the SST Supervisor."

*Pictured: Kieran Hollis (middle), Raytheon Australia employee.*

The new SST facility that was commissioned at the Harold E. Holt precinct in late 2022 will provide increased levels of space awareness for Australia and the US, creating a pipeline of space careers in the region.

Drawing on its long standing involvement with the defence industry, SM TAFE will work closely with Central Regional TAFE (CRT) to help build capacity to address the area's emerging workforce needs, with CR TAFE providing training and region-specific insights. Defence industries are a key part of the local Exmouth economy and its future.

SM TAFE and CR TAFEs' work with Raytheon Australia will provide opportunities for local people to build a career in Exmouth to support the world-class defence capabilities being located in the area.

The partnership highlights the expertise of TAFE colleges and is a great example of their role in creating skilled workers to support local businesses and communities while helping to diversify the economy, create more jobs for Western Australians and better support our sovereign capability.

## Defence workforce development

The Department's dedicated Western Australian Defence Industry Workforce Office has continued to advance education, training and skilling of the defence industry workforce in Western Australia.

In November 2022, the State Government launched the [WA Defence Industry Workforce Development Plan 2022-2027](#), which consolidates a range of strategies and initiatives to support the development of the WA defence industry workforce across the defence capability domains of land, sea, air, space, cyber and information.

Implementation of an \$11 million package is under way to support the development of a pipeline of professional and para-professional defence industry workforce initiatives.

A key element of the Plan is WA's united approach to skilling WA's defence industry workforce, based on collaboration and cooperation between industry, governments, universities, TAFE and unions. The WA Government's investment directly into defence industry workforce initiatives now totals \$35 million.



The \$11 million package represents a unique collaborative effort with industry and WA universities, who operating as Team WA, made a significant contribution to the design of initiatives that target key white and grey collar occupations (or professional and para-professional occupations). The initiatives include:

- \$4.05 million for a Defence Industry Internship and Graduate Scholarship program which was launched on 21 June 2023 to facilitate the placement of 190 students and 50 graduates in defence industry firms over the next three years;
- \$1.32 million grant program launched on 23 March 2023 to develop new defence industry related micro-qualifications, skill sets and Industry 4.0 products to upskill and reskill new and existing workers;
- \$1.08 million for an existing worker traineeship program to support the career progression of existing workers into critical defence industry roles that have a technology focus. As at 30 June 2023, there were 25 commencements eligible for the Defence Industry Existing Worker Incentive; 12 in the Diploma of Engineering – Technical, nine in the Certificate IV of Cyber Security and four in the Diploma of Applied Technologies;
- \$720,000 to enhance articulation arrangements between Western Australian TAFE and universities to build a pipeline of professional white collar workers;
- \$180,000 for a veterans' skills and transition initiative to complement the Defence Industry Veterans Employment Scheme through mapping skills of veterans to defence industry jobs; and
- \$3.67 million to continue and enhance the free career guidance services provided by the defence industry team at the Rockingham Jobs and Skills Centre (JSC), and 'the Other Force – Start something' defence industry marketing campaign to continue building awareness of defence industry careers.



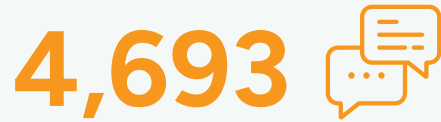
This builds on the previous \$18.34 million package to support the development of a pipeline of skilled blue collar workers for Western Australia’s defence industry which included:

A **Women in Defence Industry Scholarship Program** to encourage women to take up careers in the defence industries. A total of



students have completed the program to date.

**Career advice and promotion** through the defence industry team at the Rockingham Jobs and Skills Centre, resulting in



defence-related client contacts as at 14 June 2023.

A **defence industry campaign**

## ‘The other force’

which is promoting the variety of defence career opportunities within the Western Australia’s defence industry.

The campaign was launched from 13 December 2020 with data indicating a **greater awareness** of the defence industry and its career opportunities.



Skill set funding, which to date has allowed the establishment of



**skill sets** to upskill workers to become ‘defence ready’, has seen **36 enrolments** to the end of June 2023, **36 enrolments** in 2022, and 49 in 2021.

A **WA Defence Industry Incentive** of

# \$20,000

to eligible employers to take on an apprentice in the four nominated trades.

From 1 October 2020 to 30 June 2023, a total of **\$6.46 million** has been paid to **66 eligible employers** with **435 apprenticeship contracts**.

The program has reached its cap and at its conclusion represented an increase of more than **200 per cent** on the annual average take-up of apprentices in the defence industry.



Upgrading teaching equipment at South Metropolitan TAFE, including **four** new computer numerical control (CNC) milling and lathe machines.



## International education

### TAFE International WA (TIWA)

TAFE International WA is the business unit within the Department responsible for the recruitment and admission of international students studying at Western Australian TAFE colleges and public schools. TIWA is a registered training organisation regulated by the Australian Skills Quality Authority (ASQA), which delivers nationally accredited courses to international students in partnership with TAFE colleges.

There has been a steady return of international students to Western Australian TAFE colleges and public schools. Commonwealth visa processing delays had an impact on student enrolments during 2022, however, the issue was rectified in time for Semester 1, 2023.

International student enrolments have shown strong growth in 2023 with 1,648 enrolments in TAFE in 2022-23 compared to 1,309 in 2020-21. The return of global student mobility, implementation of State Government initiatives and the resumption of TIWA staff traveling offshore to undertake student recruitment and marketing, is expected to support the ongoing recovery of international student enrolments.

## Regional TAFE International Education Strategy

The 2022-23 State Budget contained a number of initiatives as part of a \$41.2 million package to support Western Australia's international education sector. The \$2.4 million Regional International TAFE Student Strategy provides \$5,000 student bursaries, and student employment and accommodation support for international students to train in Western Australian regional TAFE colleges in skills shortage occupations. The initiative commenced on 1 January 2023 as a two-year pilot to attract international students to live, work and study in regional Western Australia and is being delivered across six locations: Broome, Geraldton, Northam, Kalgoorlie, Bunbury and Albany. To date, 20 students have received the bursary.

## Science, Technology, Engineering and Mathematics (STEM)

The VET sector has an important role in providing STEM training and skill development to prepare Western Australians for jobs of the future. The Department has a commitment to train in STEM subjects, including:

- prioritising STEM qualifications in publicly funded training training;
- promoting STEM through Jobs and Skills Centres, the Jobs and Skills WA website and social media; and
- encouraging TAFE industry partnerships with an emphasis on development of STEM skills.

**In 2022, 43 per cent of publicly funded training was delivered in STEM-related fields. There were more than 53,600 publicly funded course enrolments in broad STEM fields, an increase of 33 per cent compared to pre-pandemic levels.**

## Automation and Industry 4.0

The Department continues to work with industry to assist the transition to automation and Industry 4.0 in a range of sectors including remote operations and automation in resources and energy, advanced manufacturing, defence, health and medical sciences. Desktop research and consultations with Western Australian industry was undertaken to identify emerging skill needs and develop strategies to deliver new qualifications associated with Industry 4.0.

The skilling and upskilling of workers for technology advances is being assisted through:

- two qualifications in the FREE IN '23 initiative;
- one skill set in Working Effectively in an Automated Workplace;
- delivering automation qualifications developed by Rio Tinto and South Metropolitan TAFE:
  - Certificate II in Autonomous Workplace Operations;
  - Certificate IV in Autonomous Control and Remote Operations; and
- including 86 practical industry experiences in the Year 9 Career Taster Program that introduce and promote automation and Industry 4.0 career pathways through practical, industry-based activities.

**In 2022, there were 229 publicly funded course enrolments in automation and robotics courses, an increase of 252.3 per cent on pre-pandemic levels.**



## Resources and energy

The Department works collaboratively with the Department of Jobs, Tourism, Science and Innovation and other agencies to progress workforce strategies for the resources and energy sector.

During the reporting period the Department supported:

- the *WA Renewable Hydrogen Strategy* through exploring skills and training requirements for the development of skill sets;
- contributed to a national study on the skills associated with the hydrogen value chain;
- contributed to planning for a Pilbara-based Clean Energy Training and Research Institute;
- securing \$3.24 million for wind turbine training at North Metropolitan TAFE's Midland campus through the 12-month Skills Agreement;
- implementing strategies to provide more opportunities for local workers to have access to training required for jobs in the resources sector and reduce reliance on interstate fly-in fly-out workers. This included:
  - progression of the Driller's Offsider Job Ready Program;
  - addition of Railway Track Worker, and Other Construction and Mining Labourers to the 2022 State Priority Occupation List;
  - expansion of the delivery of the Certificate II in Autonomous Workplace Operations through a partnership with WesTrac, South Regional TAFE and Collie Senior High School;
  - provision of ongoing promotion and practical advice on training and employment opportunities by Jobs and Skills Centres linked to identified areas of demand; and
  - assistance to recently arrived migrants to connect with employers through the Skilled Migrant Employment Register;

- including 25 practical industry experiences available in the Year 9 Career Taster program that introduce and promote the resources and energy sectors through practical, industry-based activities;
- inclusion of 44 occupations on the WA Skilled Migration Occupation List to attract onshore and offshore skilled migrants to fill jobs in demand in Western Australia; and
- inclusion of 34 occupations on the Graduate Occupation List to help attract international students to study resources and energy courses in Western Australia.

**In 2022, there were more than 6,800 publicly funded course enrolments in resource sector courses, an increase of 8.1 per cent on pre pandemic levels.**

## METRONET and rail

North Metropolitan TAFE's \$5.4 million Midland Specialist Rail Trade Training Centre provides a dedicated public training facility to support training for jobs in:

- the construction and maintenance of the METRONET network and rail rolling stock; and
- rail operations and signaling in Western Australia's wider rail networks owned and operated by the State Government and resource companies.

Stage one provided a refurbished internal space comprising a workshop and control room areas for rail operations training. Stage two provided an external, high signalling yard using industry standard equipment including rail and tracks, signals, a signal equipment room and boom gates. The facility was completed in September 2022 and officially opened on 31 March 2023.

## Tourism and hospitality

In response to the *Western Australian Tourism and Hospitality Skills Strategy 2020*, the Department continued to collaborate with industry to progress initiatives to attract, maintain and grow a skilled tourism and hospitality workforce, including:

- 11 qualifications and six skill sets under the *Lower fees, local skills* initiative and including five qualifications and 10 skill sets in the FREE IN '23 initiative;
- introducing a Future Chef Job Ready Program;
- 129 practical industry experiences available in the Year 9 Career Taster program that introduce and promote the tourism and hospitality sector through practical, industry-based activities;
- the inclusion of nine occupations on the WA Skilled Migration Occupation List to attract onshore and offshore skilled migrants to fill jobs in demand in Western Australia; and
- the inclusion of eight occupations on the Graduate Occupation List to help attract international students to study hospitality courses in Western Australia.

**In 2022, there were more than 5,800 publicly funded course enrolments in tourism and hospitality courses, an increase of 9.5 per cent compared to pre-pandemic levels.**

## Visual arts and creative industries

The Department supported the Department of Local Government, Sport and Cultural Industries to develop a *WA Screen Industry Strategy*, which was announced by the State Government in May 2023. To prepare for development of a screen industry workforce plan, the Department collected information and data from screen industry employers and stakeholders in its 2023 WA Jobs, Education and Training Survey, gathering industry intelligence on occupations relating to the screen industry.



# Increasing training and employment in regional Western Australia

## CASE STUDY

### Placement provides a goldmine of industry insights

The mining and resources industry is Karratha's largest employer, so it was no surprise this was the industry of choice when North Regional TAFE lecturer Meli Lagi signed up for the TAFE college Lecturer Industry Placement program.

A lecturer in the Industrial Electrical teaching area, Meli recently completed a work placement at Rio Tinto Dampier's Parker Point Iron Ore Storage and Loading Facility through the program.

The industry placements provide lecturers with region-specific experiences valuable when training local people for local jobs.

The program is mutually beneficial for both TAFE colleges and industry, enhancing industry partnerships and the exchange of knowledge between industry and TAFE lecturers.

"The placements are an opportunity to see where our students work and the equipment and machinery they use," said Meli, who, through the placement was able to connect first-hand with the industry's skills and workforce needs.

Meli welcomed the opportunity to immerse himself in contemporary industry practice and take valuable insights back to his TAFE college to prepare students for the future workforce.

*Pictured: North Regional TAFE Karratha lecturer, Meli Lagi on his work placement at Rio Tinto's Parker Point Iron Ore Storage and Loading facility in Dampier.*

"The placements highlight areas where certain skill sets and knowledge are crucial, and where existing, current and old applications are still in use, bringing relevance to their application," said Meli.

The program prioritises lecturer placements in industries experiencing rapid or complex changes such as new technologies and changing work practices, skills shortage areas, and industries with significant growth and opportunities for economic diversification.

With the use of digital technologies increasing, lecturers will be able to experience the latest advancements, technologies, methods, systems and practices operating within real-life industry settings.

The investment will keep WA TAFE colleges at the forefront of innovation and quality education, and enhance the overall training experience for students.



## Regional participation in training

The State Government is committed to growing and diversifying the State's economy, including creation of 30,000 jobs in regional Western Australia. The Department works collaboratively with stakeholders and regional TAFE colleges to deliver training and workforce strategies for local jobs.

During 2022:

- there were more than 45,500 publicly funded course enrolments undertaken by students living in the regions, an increase of 10.9 per cent compared to pre-pandemic levels; and
- regional participation in the labour market was 69.4 per cent as at 30 June 2023.

## Regional engagement strategy

Following 10 Regional Skills Summits held in 2021 in Albany, Bunbury, Broome, Geraldton, Kalgoorlie, Karratha, Kununurra, Northam, Mandurah and Port Hedland, Regional Coordinating Committees (RCCs) were formed which include the local regional TAFE college, Regional Development Commission, the Chamber of Commerce and Industry and along with industry and community stakeholders.

Regional Action Plans were developed by each RCC to deliver practical actions to respond to each region's unique workforce priorities. The Department provides secretariat support to the RCCs and facilitates delivery of priority actions through supporting local delivery of training and workforce initiatives.

Key themes under the Regional Action Plans include:

- attracting and retaining workers with the right skills in the region, particularly in those industries where there is demand for skilled workers;
- supporting young people's participation in training and employment;
- providing high quality, flexible and responsive education and training to meet the needs of the local community, including underrepresented groups; and
- supplementing the workforce with skilled migrants to fill employment vacancies unable to be filled by the local workforce.

In 2022, RCCs implemented 97 percent of the priority actions successfully in the Regional Action Plans.

In 2023, two additional RCCs were established in Carnarvon and Esperance regions.

## Travel and Accommodation Allowance

In 2022–23, the Department provided \$2.89 million in travel and accommodation support to apprentices and trainees to travel long distances to attend required off the job training.

The State Government has committed to double the travel allowance and accommodation allowance from 1 July 2023.

## Regional attraction and retention incentives for tafe lecturers

A \$2.9 million Temporary Regional Incentive was introduced for the 2023 academic year for eligible new and existing regional TAFE lecturers in the Pilbara, Kimberley and Kalgoorlie. The incentive was introduced to help regional TAFE colleges attract and retain staff at campuses that have faced challenges recruiting and retaining lecturers.

Eligible lecturers receive up to \$15,000 in the Pilbara and Kimberley and \$10,000 in Kalgoorlie.

## VET Regional Partnerships Program

The *VET Regional Partnerships Program* provides an opportunity for regional TAFE colleges and Muresk Institute to invest in new and innovative partnerships that create training and job opportunities in the community.

This successful program continues to grow, with 68 VET Regional Partnerships either in place or being established. Of these, in 2022–23, the regional TAFE colleges and Muresk Institute identified 11 new VET Regional Partnerships. A number of the new VET Regional Partnerships support the work of the Regional Coordinating Committees, established in 2022 following the 2021 Regional Skills Summits.

## Muresk Institute

Muresk Institute continues to deliver cutting-edge agricultural training. Work has commenced to modernise essential agricultural training facilities as part of a \$9.9 million expansion to ensure that high-quality agricultural, industry-driven education and training opportunities are available at Muresk Institute to meet the demand for skilled workers in the agricultural sector.

This includes the new \$800,000 industry-standard shearing shed that provides students with high-quality training in wool handling and shearing with the best possible interactive experience. Stage two construction is underway for new specialist agricultural machinery training facilities.

In 2022–23, Muresk Institute continued working closely with training and industry partners and has continued to be the preferred venue for a number of key training programs, research projects and events including:

- Curtin University Associate Degree in Agribusiness
- Curtin University Next Generation Soil Carbon Systems Research Project
- Broadacre Harvest Operations, Back Pack and Boom Spray, Operate and Maintain Chainsaws, Apply Chemicals Under Supervision
- Holistic Management, a foundation for Regeneration
- Department of Primary Industries and Regional Development Animal Welfare in Emergencies workshops
- Leadership WA's Signature Program 2023 Opening Retreat
- Agricultural Mechanical and Technology.





## Collie Just Transitions

The Western Australian State Budget 2022–23 included \$4.89 million to support opportunities for workers impacted by the announced closure of Western Australia's State-owned coal power stations in Collie. In June 2022, the State Government announced further investment in Collie's transition including an additional \$21 million for:

- a one-stop shop in Collie for workforce transition services offering free career, training and employment advice for individuals and businesses;
- fee free skills assessments and recognition of prior learning to utilise workers' existing skills and knowledge to get a formal qualification, and identify any skills gaps;
- free training for impacted workers wishing to undertake either a full qualification or a short course;
- new onsite training facilities co-located with local power stations or mines;
- a new Collie Futures Curriculum Fund to develop industry-specific skills training; and
- assistance connecting jobseekers with employment opportunities and helping employers attract and recruit employees.

The Department, in collaboration with South Regional TAFE, is leading this program of work. Since July 2022, the TAFE Transition team has assisted 145 affected workers to develop individual transition plans and there have been 167 enrolments by affected workers in a range of fee free training courses through South Regional TAFE and other training providers. The new Collie Jobs and Skills Centre (JSC) was opened in March 2023 and is providing free career, training and employment support to the community and local businesses. As at 30 June 2023, 415 individual clients and 385 organisational clients have been serviced by the Collie JSC.

On 28 June 2023, the State Government announced plans for a new \$6.3 million South Regional TAFE training facility in Collie to help local workers transition into new jobs.

## Native Forest Just Transitions

The Department's specialised Native Forest Transition Support Service, as an extension of the Jobs and Skills Centre services, continues to assist native forestry workers and businesses to retrain with new skills or to gain new employment.

The service is being delivered through the South Regional TAFE Bunbury JSC in partnership with Jobs South West and provides:

- free advice on career planning, job seeking and training options;
- assistance with finding employment;
- personalised help and advice to develop individualised training plans;
- skills assessment and accreditation of current skills; and
- referral to other support services as required.

From November 2022 to 30 June 2023, 44 people have been assisted through this service.

## Kimberley flood recovery

On 31 December 2022, ex-Tropical Cyclone Ellie crossed the Western Australia coast and delivered record flood levels across the Kimberley, with immediate major flooding in the Martuwarra (Fitzroy Valley/River) Catchment.

The Department is working with North Regional TAFE, government agencies and industry to deliver initiatives that boost the region's local workforce, through programs that support people, particularly Aboriginal jobseekers, to gain skills in civil construction, residential construction and heavy vehicle driving.

As part of the recovery response, increased training opportunities for local Kimberley residents in heavy vehicle driving operations is being planned. This will include up to 350 places over four years with 150 places in the Kimberley region and 200 places in the Pilbara region. Program development work has commenced which includes a specially designed pre-training/work preparation course suitable to support disadvantaged students, including Aboriginal students and the long term unemployed, to undertake the program.

# Maximising access and participation in skills and training

## CASE STUDY

### What a difference two years can make

Two years ago, 26-year-old Corey Calgaret was a little shy, a little less motivated and unsure what direction to take for his next job.

Having started out as a kid with a dream of being a palaeontologist, it wasn't that surprising that completing qualifications in General Education for Adults through North Metropolitan TAFE led Corey to pathway into a degree in Environmental Science at Murdoch University for a couple of years and when life got in the way Corey took a break from his studies.

When deciding his next steps, Corey's mum encouraged him to pay a visit to a friend working at South Metropolitan (SM) TAFE's Rockingham Jobs and Skills Centre (JSC), for some free careers advice and support to overcome barriers to training and employment.

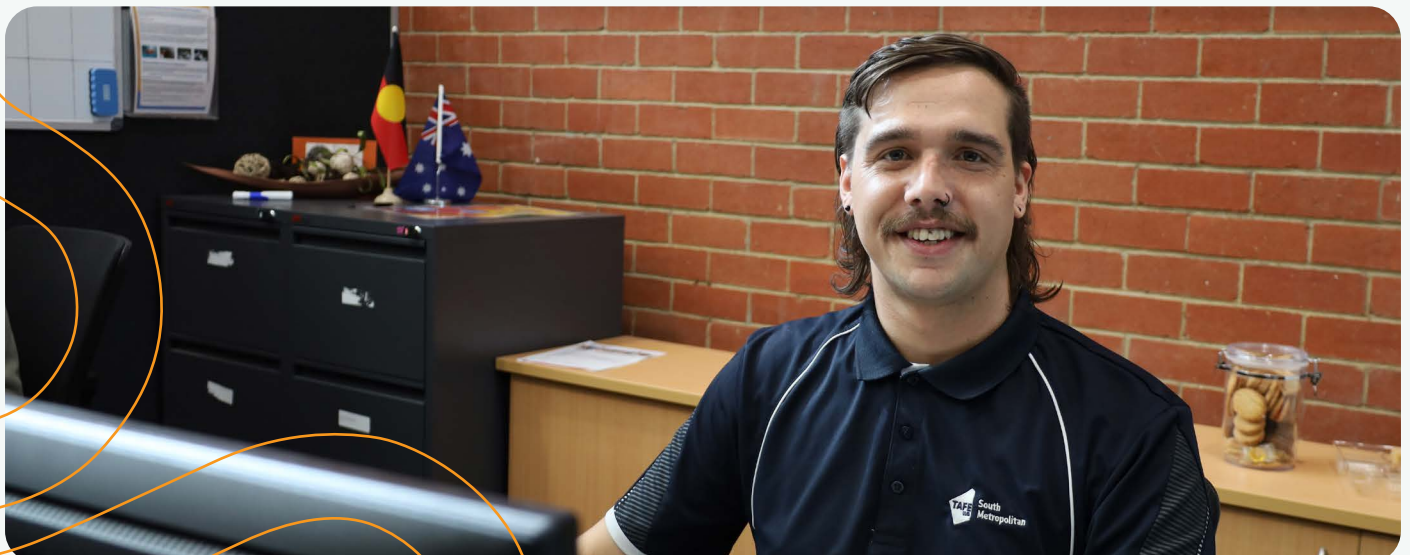
On the JSC team's advice, Corey completed SM TAFE's Aboriginal training program and was recruited to work as an Administrative Assistant in one of the state-wide network of JSCs that had helped guide his new direction.

"Corey is an amazing young man with great potential," said Levi Islam, Manager of the Fremantle JSC. "He has done so well, through the support, mentoring and encouragement of the Jobs and Skills Centre, South Metropolitan TAFE staff and his own skill, determination and drive."

Working at Fremantle JSC for the best part of two years, Corey built up the confidence to apply for his new job as an Aboriginal Student Support Officer at Rockingham TAFE.

"If it wasn't for the Jobs and Skills Centre, I definitely wouldn't be where I am right now," said Corey. "As soon as I came here, I knew there was something different that I could do and helping First Nations people has definitely been something that I've always wanted to do."

*Pictured: Corey Calgaret, JSC administrative assistant.*



Corey says his experience training and working with SM TAFE has helped give him the confidence to take the next step in his career.

“If you asked me two years ago to have a yarn, to have a conversation, I probably wouldn’t be able to do it but obviously speaking to a lot of different people on the job and in the role it’s made me more confident in myself,” said Corey.

“TAFE got me experiencing a lot of different areas which I think is necessary to find out what suits you and where you want to fit in.

“It makes me happy to wake up knowing that I’m going to work for something to help my people and that somebody is getting my assistance or support.”

In his current role, Corey keeps in touch with students about their studies, their lives and in some cases their anxieties, and with lecturers about their progress, to identify and link students with the support they need to overcome barriers to their training.

“I find that a lot of my students are good with the practical but when it comes to the theory they may need a little extra support,” said Corey

“I know it can be daunting to go to someone with problems or issues or barriers that you’re facing but there is support around and the people aren’t there to judge you, they’re just there to help you,” said Corey.

If you’re ready to take the next step and find out what Western Australia’s training system has to offer contact your nearest JSC on 13 64 64 or visit [jobsandskills.wa.gov.au/jobs-and-skills-centre](https://www.jobsandskills.wa.gov.au/jobs-and-skills-centre).

Note: Corey is a Bindjareb Noongar man from the Pinjarra area.

## Jobs and Skills Centres

Jobs and Skills Centres (JSCs) provide a one-stop-shop for free, friendly and professional career, training and employment advice and assistance. There are 19 JSCs across Western Australia, located on TAFE campuses throughout Perth and regional Western Australia, with additional outreach locations in regional areas. Each centre is staffed by people who can provide professional and practical advice on training and employment opportunities and careers advice, including apprenticeship and traineeship information, for individuals and businesses. In addition, there are dedicated centres and staff that provide specialist services for Aboriginal people, ex-offenders and people from culturally and linguistically diverse backgrounds.

In 2022-23, a survey of JSC individual and business clients indicated that 70.8 per cent of respondents had achieved an employment, training or career outcome as a result of the JSC services they had received. In 2022-23, JSCs assisted 28,100 individual clients including approximately 3,800 Aboriginal clients and 5,450 organisations.

Approximately 111,200 services were provided to individual clients, including:

- 24,500 career guidance services;
- 11,350 apprenticeship and/or traineeship assistance;
- 29,100 training, skills recognition and/or course information;
- 31,500 job search and application assistance; and
- 14,750 mentoring support.

## VET access and participation programs

### Participation-equity program

The Department funds support programs under the *Participation Policy* for individuals experiencing difficulty in accessing mainstream training and employment options including Aboriginal people, culturally and linguistically diverse people, people with disability and youth at risk aged between 15 and 24.

The program also provides eligible students with job seeking, resume writing and work experience support. This helps students to remain engaged and increases their likelihood of successfully completing their course. In 2022, there were 2,378 enrolments by students in the Participation-Equity Program.

Registered training providers who are approved to deliver courses in the program offer wraparound supports such as childcare, transport, meals, foundation skills support, mentoring and counselling. In 2022–23, the Department funded around 49 private RTOs to deliver this program.



### Foundation skills

Foundation skills are core skills that everybody needs to thrive in work and life. These include English language, literacy, numeracy, digital skills, and skills for the workplace such as teamwork, innovation, and problem solving. The need for foundation skills in the community has grown in response to recent social and economic changes. The digital economy expanded rapidly during the COVID-19 pandemic and many Western Australians now access government services, connect with community and family, and access shopping and entertainment online.

Employers seek more skilled workers, and there are fewer entry-level jobs available in the labour market. These changes mean many Western Australians need to further develop their foundation skills to remain connected with their community, and maintain their employment prospects and wellbeing over their lifespan.

The following programs were designed in Western Australia and are currently funded by the Department:

- Course in Applied Vocational Study Skills (CAVSS), is an accredited course developed in 2000 to provide 'team teaching' with a specialist foundation skills lecturer in class;
- Course in Underpinning Skills for Industry Qualifications (USIQ) is an accredited course developed in 2008 to provide additional time for students to develop foundation skills; and
- Read Write Now (RWN) is a non-accredited, volunteer-based program developed in 1977 to provide one-to-one tuition for adults who wish to develop literacy and numeracy skills.

Enrolments in CAVSS and USIQ have grown considerably since they were developed. In 2022, there were more than 23,600 publicly funded enrolments in CAVSS and USIQ. This is an increase of more than 30.4 per cent compared to pre-pandemic levels, demonstrating sustained need for foundation skills supports among students enrolled in vocational courses.

In 2022-23, the Department completed a *Foundation Skills Policy Review* to ensure the Department's role, scope and purpose in supporting the foundation skills of Western Australian learners are well-suited to meet the needs of individuals, industry, the community and economy.



## Promotion of VET through advertising campaigns

The Department enhanced its promotion of VET this reporting period, through five key advertising campaigns.

The 'Life experience' campaign continued through September 2022, to encourage people in under-represented groups to develop the skills and confidence to successfully participate in the workforce, while educating employers about transferrable life experience to fill jobs in demand. To further improve employment outcomes for priority groups, address the State's skilled worker needs and promote the free support available from the network of Jobs and Skills Centres, 'Life experience' was reactivated in March 2023.

Advertising for *Lower fees, local skills* and TAFE recommenced in September 2022 to promote the Government's commitment to making training affordable for all Western Australians, create jobs and address skills shortages. *Lower fees, local skills* advertisements were refreshed across radio, press, social and digital channels to include promotion of the FREE IN '23 initiative announced as part of the landmark 12-month Skills Agreement in November 2022.

Defence industry workforce initiative, 'The other force' campaign, was expanded to promote professional and para-professional occupations and the sector's importance for economic diversification, across all five defence capability domains; air, space, information and cybersecurity, maritime, and land. Advertising for the new 'The other force – Start something' (2.0) campaign launched in October 2022 and is expected to run to 2026. 'The other force' (1.0) campaign for blue collar and maritime career pathways, commenced its final burst in May 2023.

Development is underway for a new brand campaign to promote a strong and revitalised TAFE sector as the cornerstone of VET in Western Australia, scheduled to launch in 2023-24.

## Aboriginal participation in training

The Department continued its commitment to improving training and employment outcomes for Aboriginal people under the *Partnership Agreement on Closing the Gap 2019-2029* (Closing the Gap) through a range of training and workforce initiatives.

During 2022 there were over 11,900 publicly funded Aboriginal VET course enrolments, an increase of 2.5 per cent on pre-pandemic levels.

- 8.5 per cent of all publicly funded enrolments across WA were undertaken by Aboriginal people;
- There were 380 enrolments in institutional Aboriginal school-based training;
- 2.1 million hours of publicly funded VET were delivered to Aboriginal people;
- There were 1,212 enrolments by Aboriginal people who were assisted to undertake training through the Participation program;
- 729 (5 per cent) students participating in the Year 9 Career Taster Program are identified as Aboriginal or Torres Strait Islander; and
- 424 Aboriginal apprentices and trainees were in training with group training organisations (16.2 per cent of all Aboriginal apprentices and trainees in Western Australia).

As at 30 June 2023, 409 (20.6 per cent) Aboriginal people participated in the Department's Job Ready Programs.

Jobs and Skills Centres (JSCs) Aboriginal services have been enhanced to involve more Aboriginal people in frontline service delivery and build the workforce around the State. Approximately 3,050 individual Aboriginal clients were assisted by the JSCs in 2022.

Two hubs have been established in the metropolitan area, one in Perth operated by North Metropolitan TAFE and the other in Fremantle operated by South Metropolitan TAFE. The new centres have supported over 800 individuals of which 330 identified as Aboriginal, and over 200 organisations since they commenced in late 2022. The establishment of a "hub and spoke" approach to Aboriginal service provision is intended to enhance the existing JSC services delivered to Aboriginal people in the Perth metropolitan area and increase support to Aboriginal jobseekers.

Services for Aboriginal people have also been expanded in the regions with all primary JSCs across the State now having dedicated Aboriginal JSC support services.

Through the Youth Employment Enabling Support program, delivered in partnership with the Waalitj Foundation, as at 31 December 2022, 131 Aboriginal youth received funded support, with approximately 49 per cent transitioning into employment or training leading to employment.

The Department established a new role to support its contribution to native title settlements. Training and workforce development advice was provided for the *Noongar Economic Participation Framework* under the South West Native Title Settlement. This framework aims to enhance Noongar business capacity and interests through training, and by supporting Noongar economic development and participation based on the needs and strategic direction of local industries.



## Reconciliation Action Plan

The Department continued its commitment to reconciliation through its [Innovate Reconciliation Action Plan January 2022 – December 2023](#) (Innovate RAP).

The Innovate RAP strengthens the voice of the Department's Aboriginal employees in shaping strategies and initiatives which influence their working environment. It deepens the Department's engagement with external Aboriginal stakeholders and other agencies, and continues the Department's focus on maximising Aboriginal people's participation in training and sustainable employment.

Key actions completed under the Innovate RAP include:

- delivery of pilot Cultural Competency Training workshops in Perth, Geraldton and Bunbury to support businesses to attract, recruit and retain Aboriginal staff;
- release of the Department's revised Protocols for Welcome to Country and Acknowledgement of Country and resources to support implementation;
- rollout of a cloud-based software program to support the Department's implementation, monitoring and reporting of its RAP deliverables;
- development of new Terms of Reference for the RAP Steering Group and its Sub-committees;
- reconfiguration of the Department's Aboriginal Employee Yarning Circle to provide more targeted cultural learning and professional development opportunities for Aboriginal staff;
- launch of the Department's Indigenous library and revitalised Reconciliation in Action intranet site;
- continued rollout of the Department's RAP Champions network; and
- participation in Reconciliation Australia's biennial Workplace RAP Barometer.

## Multicultural Plan

The Department's *Multicultural Plan* is a three-year plan (2021-2024) to guide the Department's service responsiveness for people from culturally and linguistically diverse backgrounds.

Achievements under the *Multicultural Plan* are monitored through biannual reports submitted to Corporate Executive. Further detail on implementation progress against the plan can be found at page 162.

## Disability access and inclusion

The Department is committed to providing opportunities for people with disability to participate in State funded training.

- TAFE college Delivery and Performance Agreements include specific funding for training and support to assist students with disability to participate in training. In 2022, the funding level to support students with a disability was increased by 20 per cent to \$4.0 million in recognition of increased numbers of students presenting with multiple and more complex disabilities.
- In the private training market, funding is provided to support people with disability through the Participation-Equity Program under the Jobs and Skills WA initiative.
- In 2022, more than 7,900 students with disability undertook 11,900 publicly funded VET course enrolments, an increase of 24 per cent (or more than 2,300 enrolments) compared to pre-pandemic levels.

The Department continues to work to improve the validity and reliability of data relating to students with disability and gather feedback from people with disability to understand barriers and enablers to participation in vocational education and training.



## Job Reconnect Program

Mature age persons and those exiting the justice system were identified in the State-wide Skills Summits as underutilised sources of labour. The Government committed \$5.5 million over two years to place 600 people from the two cohorts into employment, commencing 1 January 2023.

The Job Reconnect Program provides financial support to assist mature age (45+) people or people who are exiting or have exited the justice system to become job ready. Incentives are provided to Group Training Organisations (GTOs) to place people into employment and mentor them to continue in employment. Employers are incentivised to offer employment to the two cohorts.

The Job Reconnect Program leverages off the extensive employer networks and support skills of GTOs who also play an important role in employing apprentices and trainees. 10 GTOs have been awarded funded places in metropolitan and regional locations. Outcare has been engaged to work in partnerships with GTOs to mentor persons exiting the Justice system.

From 1 January 2023 to 30 June 2023, 25 mature age people and 55 people exiting the justice system commenced the program, with 10 mature age people and seven people exiting the justice system placed into employment.



# Enhancing capacity and quality in the State training system

## CASE STUDY

### Regionally relevant world-class training facilities rolling out across the State

In a major boost for the Kimberley Region's vital tourism and hospitality industry, budding chefs, baristas and hospitality workers are now learning in state-of-the-art new facilities at North Regional TAFE's Broome campus.

The Department's Service Resource Management directorate managed the delivery of this landmark project for the region as part of the State Government's record \$243.3 million TAFE capital works program. The \$11.8 million Broome Hospitality and Student Services Centre is supporting students to train in industry-standard training facilities in their local area. The new facility includes a live-works training restaurant, commercial kitchen and alfresco café.

Xavier Burke was one of the first students to benefit from using the new training centre while completing his Certificate III in Commercial Cookery.

The third year apprentice says the new facilities are comparable to his workplace at Cable Beach Resort, making training easier.

"The new facilities couldn't be any better," Xavier says. "The layout is great, there is so much space - it's just like a proper commercial kitchen.

"We didn't have to bring anything, there is a kit for everyone, and all of the utensils and equipment are organised, tidy and clean."

The project also included a new hair and beauty training facility with dedicated spaces for simulated training, with an outdoor meeting space linking the two buildings. Projects in Northam, Minurmarghali Mia (Roebourne), Kununurra and Mandurah were also completed in 2022-2023 as part of the TAFE capital works program.



*Pictured: Xavier Burke, commercial cookery student.*

## Training infrastructure at a glance

The Department's infrastructure program focuses on enhancing facilities across the five TAFE colleges to boost student capacity and improve training delivered for in-demand sectors. The Department has commenced work on 15 major infrastructure programs including 10 regional projects as part of the State Government's \$243.3 million Infrastructure Stimulus Package.

Under this Package, two major capital projects were completed in 2021-2022, and six capital projects were completed in 2022-23. The remaining seven capital projects are scheduled for completion in 2024. Further details are contained in the Capital Works section of this report.

## Summary of Infrastructure Stimulus Package Capital Projects for the State Training Sector

Project	Total approved budget (\$,000)	Project stage	
SMT	Mandurah hospitality and tourism training centre	16,870	Completed
	Armadale training centre	39,019	Under construction
	Major refurbishment of training vessels Part A – Maritime Simulator (Fremantle)	2,000	Completed
NMT	Joondalup light automotive workshop	20,416	Under construction
	Balga specialist teaching block	47,915	Under construction
NRT	Kununurra health and hospitality centre	6,000	Completed
	Broome hospitality and student services centre	11,850	Completed
	Roebourne (Minurmarghali Mia) new classroom block	7,990	Completed
	Pundulmurra trade workshop expansion	43,200	Under construction
CRT	Geraldton refurbishment of visual arts building	2,000	Completed
	Northam campus workshop upgrade	1,500	Completed
	Major refurbishment/ overhaul of training vessels Part B - Geraldton Vessel	2,000	Almost complete
	Kalgoorlie Campus Heavy Plant Workshop	10,000	Under construction
SRT	Albany trade workshop	22,176	Under construction
Muresk Institute	Shearing workshop, classrooms, agricultural machinery workshops	10,365	Completed

## Modern TAFE equipment program

The State Government is investing \$25 million to purchase new, state of the art equipment for Western Australia's TAFE colleges to enable students, apprentices and trainees to train on industry standard equipment. Stage 1 procurement is 85 per cent completed and Stage 2 is 76 per cent completed. Stage 3 will commence from July 2023.

Examples of equipment purchased as part of Stage 1 and 2 include:

- North Metropolitan TAFE: Computer numerical control plasma cutter and water cutter; robotic production line; ROMER arm and industrial robotics; bedside medical cart; Infusomat intravenous infusion pump and Nursing Anne simulator control pads; and television studio lighting.
- South Metropolitan TAFE: bakery ovens and proving booth; replacement ovens and cook tops; welding equipment, asymmetrical vehicle hoists, forklift, tractor, and aged care beds.
- Central Regional TAFE: Nursing Anne simulators, excavators, tractors and wheel loaders, forklift, commercial coffee machine, and vehicle diagnostic tools.
- North Regional TAFE: drones, welding equipment, Nursing Anne mannequins and patient transfer lift system.
- South Regional TAFE: skid steer loader, dynamometer, autoclave and hydraulic pipe bender.

## Industry placements for TAFE lecturers

The TAFE College Lecturer Industry Placement program supports the professional development and industry currency of TAFE lecturers through direct placement in industry to enhance contemporary knowledge and skills. In 2022, 127 TAFE lecturers across the five TAFE Colleges undertook the program.

As at 30 June 2023, 86 lecturers had completed or partially completed an industry placement directly contributing to their improved knowledge of contemporary industry standards and practice.



## Training curriculum

The Department continued to work with industry in Western Australia to ensure the national training curriculum is responsive to the State's industry needs. The Department coordinated responses to national training package policy, development, review and reform. Advice and assistance was provided to industry stakeholders on transitions to new training products, including for apprenticeships and traineeships.

From July to December 2022, 33 cases for endorsement were completed and sent to the Australian Industry and Skills Committee for approval.

## Celebrating skills and training

### WA Training Awards

The WA Training Awards are Western Australia's premier training award program, showcasing excellence and putting Western Australia's best talent in the spotlight. The awards have been a key event in the Department's calendar for 28 years.

Recognising excellence in vocational education and training, the winners of the 2022 awards were:

#### Individual winners

- Wayne Ryder: WA Aboriginal and Torres Strait Islander Student of the Year 2022; and Winner Australian Aboriginal and Torres Strait Islander Student of the Year 2022
- Megan Hazelden: WA Apprentice of the Year 2022
- Feng Yang WA Cultural Diversity Training Award 2022
- Yu-Chien (Eva) Cho: WA International Student of the Year 2022
- Sophia Pitaro: WA School-based Apprentice of the Year 2022
- Brittany-Leigh Wragg: WA Trainee of the Year 2022; and Winner Australian Trainee of the Year 2022
- Stephen Delaney: WA Trainer of the Year 2022
- Caitlin Bezuidenhout: WA Vocational Student of the Year 2022; and Runner-up Australian Vocational Student of the Year 2022

### Organisational winners

- Byrnegut: WA Large Employer of the Year 2022; and Bronze Award – Australian Training Awards 2022
- Matera Electrical: WA Small Employer of the Year 2022
- Making Tracks (Department of Justice): WA Industry Collaboration Award 2022; and Bronze Award – Australian Training Awards 2022
- South Metropolitan TAFE: WA Large Training Provider of the Year 2022
- Taylor Weir Hairdressing: WA Small Training Provider of the Year 2022; and Bronze Award – Australian Training Awards 2022



*Pictured: Yu-Chien (Eva) Cho, Winner, WA International Student of the Year 2022.*

# Disclosures and compliance

# 04



# Financial statements

## Certification of financial statements

### For the reporting period ended 30 June 2023

The accompanying financial statements of the Department of Training and Workforce Development have been prepared in compliance with the provisions of the *Financial Management Act 2006* from proper accounts and records to present fairly the financial transactions for the reporting period ended 30 June 2023 and the financial position as at 30 June 2023.

At the date of signing, we are not aware of any circumstances which would render the particulars included within the financial statements misleading or inaccurate.



**Glenda Husk**  
Chief Finance Officer  
28 August 2023



**Karen Ho**  
Director General  
28 August 2023



## Auditor General

### INDEPENDENT AUDITOR'S REPORT

2023

#### Department of Training and Workforce Development

To the Parliament of Western Australia

## Report on the audit of the financial statements

### Opinion

I have audited the financial statements of the Department of Training and Workforce Development which comprise:

- the Statement of Financial Position at 30 June 2023, and the Statement of Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows for the year then ended
- Administered schedules comprising the Administered assets and liabilities at 30 June 2023 and the Administered income and expenses by service for the year then ended
- Notes comprising a summary of significant accounting policies and other explanatory information.

In my opinion, the financial statements are:

- based on proper accounts and present fairly, in all material respects, the operating results and cash flows of the Department of Training and Workforce Development for the year ended 30 June 2023 and the financial position at the end of that period
- in accordance with Australian Accounting Standards, the *Financial Management Act 2006* and the Treasurer's Instructions.

### Basis for opinion

I conducted my audit in accordance with the Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### Responsibilities of the Director General for the financial statements

The Director General is responsible for:

- keeping proper accounts
- preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the *Financial Management Act 2006* and the Treasurer's Instructions
- such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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In preparing the financial statements, the Director General is responsible for:

- assessing the entity's ability to continue as a going concern
- disclosing, as applicable, matters related to going concern
- using the going concern basis of accounting unless the Western Australian Government has made policy or funding decisions affecting the continued existence of the Department.

### **Auditor's responsibilities for the audit of the financial statements**

As required by the *Auditor General Act 2006*, my responsibility is to express an opinion on the financial statements. The objectives of my audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

A further description of my responsibilities for the audit of the financial statements is located on the Auditing and Assurance Standards Board website. This description forms part of my auditor's report and can be found at [https://www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf).

## **Report on the audit of controls**

### **Opinion**

I have undertaken a reasonable assurance engagement on the design and implementation of controls exercised by the Department of Training and Workforce Development. The controls exercised by the Director General are those policies and procedures established to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with the State's financial reporting framework (the overall control objectives).

In my opinion, in all material respects, the controls exercised by the Department of Training and Workforce Development are sufficiently adequate to provide reasonable assurance that the receipt, expenditure and investment of money, the acquisition and disposal of property and the incurring of liabilities have been in accordance with the State's financial reporting framework during the year ended 30 June 2023.

### **The Director General's responsibilities**

The Director General is responsible for designing, implementing and maintaining controls to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property and the incurring of liabilities are in accordance with the *Financial Management Act 2006*, the Treasurer's Instructions and other relevant written law.



## Auditor General's responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the suitability of the design of the controls to achieve the overall control objectives and the implementation of the controls as designed. I conducted my engagement in accordance with Standard on Assurance Engagement ASAE 3150 *Assurance Engagements on Controls* issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements and plan and perform my procedures to obtain reasonable assurance about whether, in all material respects, the controls are suitably designed to achieve the overall control objectives and were implemented as designed.

An assurance engagement involves performing procedures to obtain evidence about the suitability of the controls design to achieve the overall control objectives and the implementation of those controls. The procedures selected depend on my judgement, including an assessment of the risks that controls are not suitably designed or implemented as designed. My procedures included testing the implementation of those controls that I consider necessary to achieve the overall control objectives.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

## Limitations of controls

Because of the inherent limitations of any internal control structure, it is possible that, even if the controls are suitably designed and implemented as designed, once in operation, the overall control objectives may not be achieved so that fraud, error or non-compliance with laws and regulations may occur and not be detected. Any projection of the outcome of the evaluation of the suitability of the design of controls to future periods is subject to the risk that the controls may become unsuitable because of changes in conditions.

## Report on the audit of the key performance indicators

### Opinion

I have undertaken a reasonable assurance engagement on the key performance indicators of the Department of Training and Workforce Development for the year ended 30 June 2023. The key performance indicators are the Under Treasurer-approved key effectiveness indicators and key efficiency indicators that provide performance information about achieving outcomes and delivering services.

In my opinion, in all material respects, the key performance indicators of the Department of Training and Workforce Development are relevant and appropriate to assist users to assess the Department's performance and fairly represent indicated performance for the year ended 30 June 2023.

### The Director General's responsibilities for the key performance indicators

The Director General is responsible for the preparation and fair presentation of the key performance indicators in accordance with the *Financial Management Act 2006* and the Treasurer's Instructions and for such internal controls as the Director General determines necessary to enable the preparation of key performance indicators that are free from material misstatement, whether due to fraud or error.

In preparing the key performance indicators, the Director General is responsible for identifying key performance indicators that are relevant and appropriate, having regard to their purpose in accordance with Treasurer's Instructions 904 *Key Performance Indicators*.

### **Auditor General's responsibilities**

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the key performance indicators. The objectives of my engagement are to obtain reasonable assurance about whether the key performance indicators are relevant and appropriate to assist users to assess the entity's performance and whether the key performance indicators are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements relating to assurance engagements.

An assurance engagement involves performing procedures to obtain evidence about the amounts and disclosures in the key performance indicators. It also involves evaluating the relevance and appropriateness of the key performance indicators against the criteria and guidance in Treasurer's Instruction 904 for measuring the extent of outcome achievement and the efficiency of service delivery. The procedures selected depend on my judgement, including the assessment of the risks of material misstatement of the key performance indicators. In making these risk assessments, I obtain an understanding of internal control relevant to the engagement in order to design procedures that are appropriate in the circumstances.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### **My independence and quality management relating to the report on financial statements, controls and key performance indicators**

I have complied with the independence requirements of the *Auditor General Act 2006* and the relevant ethical requirements relating to assurance engagements. In accordance with ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, the Office of the Auditor General maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### **Other information**

The Director General is responsible for the other information. The other information is the information in the entity's annual report for the year ended 30 June 2023, but not the financial statements, key performance indicators and my auditor's report.

My opinions on the financial statements, controls and key performance indicators do not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, controls and key performance indicators my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and key performance indicators or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I did not receive the other information prior to the date of this auditor's report. When I do receive it, I will read it and if I conclude that there is a material misstatement in this information, I am required to communicate the matter to those charged with governance and request them to correct the misstated information. If the misstated information is not corrected, I may need to retract this auditor's report and re-issue an amended report.

### **Matters relating to the electronic publication of the audited financial statements and key performance indicators**

The auditor's report relates to the financial statements and key performance indicators of the Department of Training and Workforce Development for the year ended 30 June 2023 included in the annual report on the Department's website. The Department's management is responsible for the integrity of the Department's website. This audit does not provide assurance on the integrity of the Department's website. The auditor's report refers only to the financial statements, controls and key performance indicators described above. It does not provide an opinion on any other information which may have been hyperlinked to/from the annual report. If users of the financial statements and key performance indicators are concerned with the inherent risks arising from publication on a website, they are advised to contact the entity to confirm the information contained in the website version.



Grant Robison  
Assistant Auditor General Financial Audit  
Delegate of the Auditor General for Western Australia  
Perth, Western Australia  
30 August 2023

## Statement of comprehensive income for the year ended 30 June 2023

	Notes	2023 \$000	2022 \$000
<b>COST OF SERVICES</b>			
<b>Expenses</b>			
Employee benefits expenses	3.1(a)	58 251	51 228
Supplies and services	3.3	32 648	29 557
Depreciation and amortisation expenses	5.1.1, 5.2, 5.3	5 686	2 750
Finance costs	7.2	10	3
Accommodation expenses	3.3	4 143	3 979
Grants and subsidies	3.2	668 630	619 574
Other expenses	3.3	2 449	2 805
<b>Total cost of services</b>		<b>771 816</b>	<b>709 896</b>
<b>Income</b>			
User charges and fees	4.2	18 028	14 431
Commonwealth grants	4.3	235 654	228 012
Interest income		1 652	206
Other income	4.4	1 787	2 489
<b>Total income</b>		<b>257 121</b>	<b>245 138</b>
<b>NET COST OF SERVICES</b>		<b>514 695</b>	<b>464 758</b>
<b>Income from State Government</b>			
Service appropriation	4.1	484 259	416 879
Income from other public sector entities	4.1	8 535	11 306
Resources received	4.1	441	454
Royalties for Regions Fund	4.1	46 787	47 200
<b>Total income from State Government</b>		<b>540 022</b>	<b>475 839</b>
<b>SURPLUS FOR THE PERIOD</b>		<b>25 327</b>	<b>11 081</b>
<b>Other comprehensive income</b>			
Changes in asset revaluation surplus	9.8	2 116	1 484
<b>Total other comprehensive income</b>		<b>2 116</b>	<b>1 484</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE PERIOD</b>		<b>27 442</b>	<b>12 565</b>

The Statement of comprehensive income should be read in conjunction with the accompanying notes.

## Statement of financial position as at 30 June 2023

	Notes	2023 \$'000	2022 \$'000
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	7.3	197 223	225 499
Restricted cash and cash equivalents	7.3	32 943	27 871
Inventories		30	63
Receivables	6.1	4 518	2 862
Other current assets	6.3	4 118	1 736
<b>Total current assets</b>		<b>238 833</b>	<b>258 031</b>
<b>Non-current assets</b>			
Restricted cash and cash equivalents	7.3	1 230	1 075
Biological assets		338	446
Amounts receivable for services	6.2	62 169	55 881
Property, plant and equipment	5.1	103 499	63 593
Intangible assets	5.2	5 277	10 141
Right-of-use assets	5.3	363	354
<b>Total non-current assets</b>		<b>172 876</b>	<b>131 490</b>
<b>TOTAL ASSETS</b>		<b>411 709</b>	<b>389 521</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Payables	6.4	12 362	11 839
Contract liabilities	6.5	10 617	7 911
Lease liabilities	7.1	106	92
Employee related provisions	3.1(b)	8 487	8 141
Other current liabilities	6.6	1 186	891
<b>Total current liabilities</b>		<b>32 759</b>	<b>28 874</b>
<b>Non-current liabilities</b>			
Lease liabilities	7.1	228	230
Employee related provisions	3.1(b)	4 452	3 965
<b>Total non-current liabilities</b>		<b>4 680</b>	<b>4 195</b>
<b>TOTAL LIABILITIES</b>		<b>37 439</b>	<b>33 069</b>
<b>NET ASSETS</b>		<b>374 269</b>	<b>356 452</b>
<b>EQUITY</b>			
Contributed equity	9.8	4 642	14 267
Asset revaluation reserve	9.8	3 600	1 484
Accumulated surplus		366 028	340 701
<b>TOTAL EQUITY</b>		<b>374 269</b>	<b>356 452</b>

The Statement of financial position should be read in conjunction with the accompanying notes.

## Statement of changes in equity for the year ended 30 June 2023

	Notes	Contributed equity \$000	Reserves \$000	Accumulated surplus \$000	Total equity \$000
<b>Balance at 1 July 2021</b>		-	-	329 620	329 620
Surplus		-	-	11 081	11 081
Other comprehensive income		-	1 484	-	1 484
<b>Total comprehensive income for the period</b>		-	1 484	11 081	12 565
<b>Transactions with owners in their capacity as owners:</b>					
Capital appropriation	9.8	43 578	-	-	43 578
Other contributions by owners	9.8	17 773	-	-	17 773
Distributions to owners	9.8	(47 084)	-	-	(47 084)
<b>Total</b>		14 267	-	-	14 267
<b>Balance at 30 June 2022</b>		14 267	1 484	340 701	356 452
<b>Balance at 1 July 2022</b>		14 267	1 484	340 701	356 452
Surplus		-	-	25 327	25 327
Other comprehensive income		-	2 116	-	2 116
<b>Total comprehensive income for the period</b>	-	-	2 116	25 327	27 442
<b>Transactions with owners in their capacity as owners:</b>					
Capital appropriation	9.8	59 626	-	-	59 626
Other contributions by owners	9.8	36	-	-	36
Distributions to owners	9.8	(69 287)	-	-	(69 287)
<b>Total</b>		(9 625)	-	-	(9 625)
<b>Balance at 30 June 2023</b>		4 642	3 600	366 028	374 269

The Statement of changes in equity should be read in conjunction with the accompanying notes.

## Statement of cash flows for the year ended 30 June 2023

	Notes	2023 \$000	2022 \$000
<b>CASH FLOWS FROM STATE GOVERNMENT</b>			
Service appropriation		477 971	413 654
Capital appropriation		59 626	43 578
Funds from other public sector entities		7 805	12 009
Royalties for Regions Fund		46 787	47 200
<b>Net cash provided by State Government</b>		<b>592 189</b>	<b>516 441</b>
<b>Utilised as follows:</b>			
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
<b>Payments</b>			
Employee benefits		(57 374)	(51 760)
Supplies and services		(38 164)	(34 865)
Finance costs		(10)	(3)
Grants and subsidies		(672 149)	(617 715)
GST payments on purchases		(15 912)	(20 384)
<b>Receipts</b>			
User charges and fees		21 134	16 646
Commonwealth grants		235 654	228 012
Interest received		1 159	146
GST receipts on sales		941	1 117
GST receipts from taxation authority		14 970	19 267
Other receipts		2 214	1 577
<b>Net cash provided by / (used in) operating activities</b>	<b>7.3.2</b>	<b>(507 537)</b>	<b>(457 962)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
<b>Payments</b>			
Purchase of non-current assets		(97 348)	(49 901)
<b>Net cash provided by / (used in) investing activities</b>		<b>(97 348)</b>	<b>(49 901)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
<b>Payments</b>			
Principal elements of lease payments		(101)	(99)
Equity transfer to TAFEs for capital purchases		(10 252)	(6 506)
<b>Net cash provided by / (used in) financing activities</b>		<b>(10 353)</b>	<b>(6 605)</b>
<b>Net increase / (decrease) in cash and cash equivalents</b>		<b>(23 049)</b>	<b>1 973</b>
<b>Cash and cash equivalents at the beginning of the period</b>		<b>254 445</b>	<b>252 472</b>
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD</b>	<b>7.3.1</b>	<b>231 396</b>	<b>254 445</b>

The Statement of cash flows should be read in conjunction with the accompanying notes.

## Administered schedules

### Administered income and expenses by service

	VET Workforce Planning and Policy Development		Jobs and Skills Centre Services		Skilled Migration, including Overseas Qualification Assessment	
	2023	2022	2023	2022	2023	2022
	\$000	\$000	\$000	\$000	\$000	\$000
<b>INCOME FROM ADMINISTERED ITEMS</b>						
<b>Income</b>						
For transfer:						
Temporary Worker (Skilled) Visa Holder (Subclass 457) Child School Fee	-	-	-	-	-	-
<b>TOTAL ADMINISTERED INCOME</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Expense</b>						
Payment to the consolidated account	-	-	-	-	-	-
<b>TOTAL ADMINISTERED EXPENSE</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	Apprenticeship and Traineeship Administration and Regulation		Procurement of Training		Recruitment and Management of International Students	
	2023	2022	2023	2022	2023	2022
	\$000	\$000	\$000	\$000	\$000	\$000
<b>INCOME FROM ADMINISTERED ITEMS</b>						
<b>Income</b>						
For transfer:						
Temporary Worker (Skilled) Visa Holder (Subclass 457) Child School Fee	-	-	-	-	1 931	2 561
<b>TOTAL ADMINISTERED INCOME</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1 931</b>	<b>2 561</b>
<b>Expense</b>						
Payment to the consolidated account	-	-	-	-	1 931	2 561
<b>TOTAL ADMINISTERED EXPENSE</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1 931</b>	<b>2 561</b>
	Services to TAFE Colleges		Regulatory services to RTOs		Total	Total
	2023	2022	2023	2022	2023	2022
	\$000	\$000	\$000	\$000	\$000	\$000
<b>INCOME FROM ADMINISTERED ITEMS</b>						
<b>Income</b>						
For transfer:						
Temporary Worker (Skilled) Visa Holder (Subclass 457) Child School Fee	-	-	-	-	1 931	2 561
<b>TOTAL ADMINISTERED INCOME</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1 931</b>	<b>2 561</b>
<b>Expense</b>						
Payment to the consolidated account	-	-	-	-	1 931	2 561
<b>TOTAL ADMINISTERED EXPENSE</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1 931</b>	<b>2 561</b>



## Administered assets and liabilities

	2023	2022
	\$000	\$000
<b>Current assets</b>		
Cash and cash equivalents	119	1 388
Total administered current assets	119	1 388
<b>TOTAL ADMINISTERED ASSETS</b>	<b>119</b>	<b>1 388</b>
	119	1 388
<b>Current liabilities</b>		
Payables	119	1 388
Total administered current liabilities	119	1 388
<b>TOTAL ADMINISTERED LIABILITIES</b>	<b>119</b>	<b>1 388</b>

# Notes to the financial statements

## 1. BASIS OF PREPARATION

The Department of Training and Workforce Development is a WA Government entity, controlled by the State of Western Australia, which is the ultimate parent. The Department is a not-for-profit entity (as profit is not its principal objective).

A description of the nature of its operations and its principal activities have been included in the 'Overview' which does not form part of these financial statements.

These annual financial statements were authorised for issue by the Acting Director General of the Department on 28 August 2023.

### Statement of compliance

These general purpose financial statements have been prepared in accordance with:

- 1) The *Financial Management Act 2006* (FMA)
- 2) The Treasurer's Instructions (TIs)
- 3) Australian Accounting Standards (AAS) including applicable interpretations
- 4) Where appropriate, those AAS paragraphs applicable for not-for-profit entities have been modified.

The FMA and TIs take precedence over AASs. Several AASs are modified by the TIs to vary application, disclosure format and wording. Where modification is required and has a material or significant financial effect upon the reported results, details of that modification and the resulting financial effect are disclosed in the notes to the financial statements.

### Basis of preparation

These financial statements are presented in Australian dollars applying the accrual basis of accounting and using the historical cost convention. Certain balances will apply a different measurement basis (such as the fair value basis). Where this is the case, the different measurement basis is disclosed in the associated note. All values are rounded to the nearest thousand dollars (\$'000).

### Judgements and estimates

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements and estimates made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements and / or estimates are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances.

### Accounting for Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of goods and services tax (GST), except that the:

- (a) amount of GST incurred by the Department as a purchaser that is not recoverable from the Australian Taxation Office (ATO) is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- (b) receivables and payables are stated with the amount of GST included.

Cash flows are included in the Statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

**Contributed equity**

Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities* requires transfers in the nature of equity contributions, other than as a result of a restructure of administrative arrangements, to be designated as contributions by owners (at the time of, or prior to, transfer) before such transfers can be recognised as equity contributions. Capital appropriations have been designated as contributions by owners by TI 955 *Contributions by Owners made to Wholly Owned Public Sector Entities* and will be credited directly to Contributed Equity.

**Administered items**

The Department administers, but does not control, certain activities and functions for and on behalf of Government that do not contribute to the Department's services or objectives. It does not have discretion over how it utilises the transactions in pursuing its own objectives.

Transactions relating to the administered activities are not recognised as the Department's income, expenses, assets and liabilities, but are disclosed in the accompanying schedules as 'Administered income and expenses', and 'Administered assets and liabilities'.

The accrual basis of accounting and applicable AASs have been adopted.

# Notes to the financial statements

## (continued)

### 2. DEPARTMENT OUTPUTS

#### How the Department operates

This section includes information regarding the nature of funding the Department receives and how this funding is utilised to achieve the Department's objectives. This note also provides the distinction between controlled funding and administered funding:

	Note
Department objectives	2.1
Schedule of income and expenses by service	2.2
Schedule of assets and liabilities by service	2.3

### 2.1 DEPARTMENT OBJECTIVES

#### Mission

The Department of Training and Workforce Development's mission is to maximise the quality and impact of public investment in the Vocational Education and Training (VET) sector.

The Department is predominantly funded by State parliamentary appropriations, supplemented by funding received from the Australian Government.

#### Services

The Department provides the following services:

#### Service 1: Vocational Education and Training Workforce Planning and Policy Development

The Department works closely with industry, the community and across government in gathering and analysing workforce data and intelligence to identify the State's workforce development and training priorities.

The Department develops policies and programs that promote the effective and efficient operation of the State's VET system. Policy and program development is aligned to the Department's strategic direction for workforce development and training including higher education and the school sector.

#### Service 2: Jobs and Skills Centre Services

Jobs and Skills Centre Services provide education and training information and career guidance to the Western Australian community, as well as employment, training and mentoring services to Aboriginal people and communities. Under the Government's election commitment, these services have largely been transitioned to Jobs and Skills Centres located at the TAFE Colleges.

#### Service 3: Skilled Migration, including Overseas Qualification Assessment

Skilled migration, including Overseas Qualification Assessment, assesses applications from intending skilled migrants to Western Australia, and assesses post-secondary qualifications gained overseas for Western Australian residents. The service aims to facilitate skilled migration to Western Australia to supplement the local workforce and enable overseas-trained residents to access education, training and employment through recognition of overseas qualifications.

**Service 4: Apprenticeship and Traineeship Administration and Regulation**

Apprenticeship and Traineeship Administration and Regulation includes registration of training contracts and administration of contract variations, educating participants on training contract and legislation requirements, dispute resolution and monitoring of legislative compliance. The service includes the cost of grants and administration associated with various incentive schemes including the Employer Incentive Scheme, Defence Industry Workforce Initiatives, Re-engagement of Displaced Apprentices and Trainees, Adult Apprentices Employer Incentive and Employing Apprentices and Trainees through Group Training Organisations.

**Service 5: Procurement of Training**

Procurement of training comprises the purchasing of training delivery services from TAFE colleges and private training providers in accordance with the State's priorities and the *State Training Plan*. The service is differentiated according to the major Jobs and Skills WA funding categories.

**Service 6: Recruitment and Management of International Students**

Recruitment and Management of International Students involves the marketing of Western Australian TAFE colleges and public schools offshore and onshore, and managing admissions, compliance and welfare of international students according to relevant legislation.

**Service 7: Services to TAFE Colleges**

Support Services to TAFE colleges include the supply, management and maintenance of information and communications technology, finance and human resource services. This also incorporates infrastructure management for TAFE Colleges, including maintenance, administration and strategic development of land and buildings used to deliver publicly funded training in campuses across the State.

**Service 8: Regulatory Services to Registered Training Organisations (RTOs)**

The Training Accreditation Council (the Council) has the statutory responsibility for providing regulatory services to RTOs operating solely in Western Australia. The Council is established under the *Vocational Education and Training Act 1996* and is supported by the Department through the services of the Council Secretariat. Regulatory Services to RTOs include quality assurance and recognition of VET services.

## 2.2 SCHEDULE OF INCOME AND EXPENSES BY SERVICE

For the year ended 30 June 2023	VET Workforce Planning and Policy Development		Jobs and Skills Centre Services		Skilled Migration, including Overseas Qualification Assessment	
	2023	2022	2023	2022	2023	2022
	\$000	\$000	\$000	\$000	\$000	\$000
<b>COST OF SERVICES</b>						
<b>Expenses</b>						
Employee benefits expenses	11 117	10 126	1 587	887	2 790	1 011
Supplies and services	3 069	2 817	413	460	963	334
Depreciation and amortisation expenses	455	230	64	29	132	23
Finance costs	1	1	-	-	-	-
Accommodation expenses	919	940	130	118	267	94
Grants and subsidies	4 185	3 825	15 907	14 086	250	-
Other expenses	127	186	18	24	38	19
<b>Total cost of services</b>	<b>19 873</b>	<b>18 125</b>	<b>18 119</b>	<b>15 604</b>	<b>4 440</b>	<b>1 481</b>
<b>Income</b>						
User charges and fees	-	-	-	-	111	795
Commonwealth grants	-	-	-	-	-	-
Interest income	-	-	-	-	-	-
Other income	42	125	6	16	12	12
<b>Total income</b>	<b>42</b>	<b>125</b>	<b>6</b>	<b>16</b>	<b>123</b>	<b>807</b>
<b>NET COST OF SERVICES</b>	<b>19 831</b>	<b>18 000</b>	<b>18 113</b>	<b>15 588</b>	<b>4 317</b>	<b>674</b>
<b>Income from State Government</b>						
Service appropriation	18 658	16 146	17 042	13 982	4 062	605
Income from other public sector entities	-	-	-	-	-	-
Resources received	17	18	16	15	4	1
Royalties for Regions Fund	-	-	-	-	-	-
<b>Total income from State Government</b>	<b>18 675</b>	<b>16 164</b>	<b>17 058</b>	<b>13 997</b>	<b>4 066</b>	<b>606</b>
<b>SURPLUS / (DEFICIT) FOR THE PERIOD</b>	<b>(1 156)</b>	<b>(1 836)</b>	<b>(1 055)</b>	<b>(1 591)</b>	<b>(251)</b>	<b>(68)</b>

The Schedule of income and expenses by service should be read in conjunction with the accompanying notes.

## 2.2 SCHEDULE OF INCOME AND EXPENSES BY SERVICE (CONTINUED)

For the year ended 30 June 2023	Apprenticeship and Traineeship Administration and Regulation		Procurement of Training		Recruitment and Management of International Students	
	2023	2022	2023	2022	2023	2022
	\$000	\$000	\$000	\$000	\$000	\$000
<b>COST OF SERVICES</b>						
<b>Expenses</b>						
Employee benefits expenses	6 629	7 247	8 977	8 173	5 099	3 886
Supplies and services	2 113	3 082	4 264	6 222	3 276	1 785
Depreciation and amortisation expenses	309	213	896	583	214	80
Finance costs	-	-	7	1	-	-
Accommodation expenses	624	867	773	702	467	359
Grants and subsidies	39 225	38 011	595 141	552 207	13 245	9 765
Other expenses	85	180	1 590	1 584	120	163
<b>Total cost of services</b>	<b>48 985</b>	<b>49 600</b>	<b>611 648</b>	<b>569 472</b>	<b>22 421</b>	<b>16 038</b>
<b>Income</b>						
User charges and fees	-	-	51	195	17 251	12 942
Commonwealth grants	-	-	235 654	226 012	-	-
Interest income	-	-	376	63	1 276	143
Other income	34	246	1 496	1 726	86	90
<b>Total income</b>	<b>34</b>	<b>246</b>	<b>237 577</b>	<b>227 996</b>	<b>18 613</b>	<b>13 175</b>
<b>NET COST OF SERVICES</b>	<b>48 951</b>	<b>49 354</b>	<b>374 071</b>	<b>341 476</b>	<b>3 808</b>	<b>2 863</b>
<b>Income from State Government</b>						
Service appropriation	46 056	44 270	351 951	306 296	3 583	2 568
Income from other public sector entities	-	110	2 467	186	450	279
Resources received	41	47	321	333	3	3
Royalties for Regions Fund	-	-	46 787	47 200	-	-
<b>Total income from State Government</b>	<b>46 097</b>	<b>44 427</b>	<b>401 526</b>	<b>354 015</b>	<b>4 036</b>	<b>2 850</b>
<b>SURPLUS / (DEFICIT) FOR THE PERIOD</b>	<b>(2 854)</b>	<b>(4 927)</b>	<b>27 455</b>	<b>12 539</b>	<b>228</b>	<b>(13)</b>

The Schedule of income and expenses by service should be read in conjunction with the accompanying notes.

## 2.2 SCHEDULE OF INCOME AND EXPENSES BY SERVICE (CONTINUED)

	For the year ended 30 June 2023		Services to TAFE Colleges		Regulatory Services to RTOs		Total	Total
	2023	2022	2023	2022	2023	2022	2023	2022
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
<b>COST OF SERVICES</b>								
<b>Expenses</b>								
Employee benefits expenses	20 015	18 050	2 036	1 848	58 251	51 228		
Supplies and services	17 371	14 043	1 179	814	32 648	29 557		
Depreciation and amortisation expenses	3 533	1 554	83	38	5 686	2 750		
Finance costs	2	1	-	-	10	3		
Accommodation expenses	951	888	12	11	4143	3 979		
Grants and subsidies	677	1 680	-	-	668 630	619 574		
Other expenses	422	597	49	52	2 449	2 805		
<b>Total cost of services</b>	<b>42 971</b>	<b>36 813</b>	<b>3 359</b>	<b>2 763</b>	<b>771 816</b>	<b>709 896</b>		
<b>Income</b>								
User charges and fees	-	-	614	499	18 028	14 431		
Commonwealth grants	-	2 000	-	-	235 654	228 012		
Interest income	-	-	-	-	1 652	206		
Other income	105	254	7	20	1 787	2 489		
<b>Total income</b>	<b>105</b>	<b>2 254</b>	<b>621</b>	<b>519</b>	<b>257 121</b>	<b>245 138</b>		
<b>NET COST OF SERVICES</b>	<b>42 866</b>	<b>34 559</b>	<b>2 738</b>	<b>2 244</b>	<b>514 695</b>	<b>464 758</b>		
<b>Income from State Government</b>								
Service appropriation	40 331	30 999	2 576	2 013	484 259	416 879		
Income from other public sector entities	5 323	10 476	295	255	8 535	11 306		
Resources received	37	35	2	2	441	454		
Royalties for Regions Fund	-	-	-	-	46 787	47 200		
<b>Total income from State Government</b>	<b>45 691</b>	<b>41 510</b>	<b>2 873</b>	<b>2 270</b>	<b>540 022</b>	<b>475 839</b>		
<b>SURPLUS / (DEFICIT) FOR THE PERIOD</b>	<b>2 825</b>	<b>6 951</b>	<b>135</b>	<b>26</b>	<b>25 327</b>	<b>11 081</b>		

The Schedule of income and expenses by service should be read in conjunction with the accompanying notes.



## 2.3 SCHEDULE OF ASSETS AND LIABILITIES BY SERVICE

As at 30 June 2023	VET Workforce Planning and Policy Development		Jobs and Skills Centre Services		Skilled Migration, including Overseas Qualification Assessment	
	2023	2022	2023	2022	2023	2022
	\$000	\$000	\$000	\$000	\$000	\$000
<b>ASSETS</b>						
Current assets	6 150	6 588	5 607	5 672	1 374	538
Non-current assets	4 451	3 357	4 058	2 890	994	274
<b>TOTAL ASSETS</b>	<b>10 601</b>	<b>9 945</b>	<b>9 665</b>	<b>8 562</b>	<b>2 368</b>	<b>812</b>
<b>LIABILITIES</b>						
Current liabilities	843	737	769	635	188	60
Non-current liabilities	121	107	110	92	27	9
<b>TOTAL LIABILITIES</b>	<b>964</b>	<b>844</b>	<b>879</b>	<b>727</b>	<b>215</b>	<b>69</b>
<b>NET ASSETS</b>	<b>9 637</b>	<b>9 101</b>	<b>8 786</b>	<b>7 835</b>	<b>2 153</b>	<b>743</b>

The Schedule of assets and liabilities by service should be read in conjunction with the accompanying notes.

	Apprenticeship and Traineeship Administration and Regulation		Procurement of Training		Recruitment and Management of International Students	
	2023	2022	2023	2022	2023	2022
	\$000	\$000	\$000	\$000	\$000	\$000
<b>ASSETS</b>						
Current assets	15 158	18 028	189 269	206 991	6 938	5 829
Non-current assets	10 972	9 187	137 002	105 481	5 022	2 971
<b>TOTAL ASSETS</b>	<b>26 130</b>	<b>27 215</b>	<b>326 271</b>	<b>312 472</b>	<b>11 960</b>	<b>8 800</b>
<b>LIABILITIES</b>						
Current liabilities	2 079	2 017	25 961	23 163	952	652
Non-current liabilities	297	293	3 709	3 365	136	95
<b>TOTAL LIABILITIES</b>	<b>2 376</b>	<b>2 310</b>	<b>29 670</b>	<b>26 528</b>	<b>1 088</b>	<b>747</b>
<b>NET ASSETS</b>	<b>23 754</b>	<b>24 905</b>	<b>296 601</b>	<b>285 944</b>	<b>10 872</b>	<b>8 053</b>

The Schedule of assets and liabilities by service should be read in conjunction with the accompanying notes.

## 2.3 SCHEDULE OF ASSETS AND LIABILITIES BY SERVICE (CONTINUED)

	As at 30 June 2023	Services to TAFE Colleges		Regulatory Services to RTOs		Total	Total
		2023	2022	2023	2022	2023	2022
		\$000	\$000	\$000	\$000	\$000	\$000
<b>ASSETS</b>							
Current assets		13 297	13 381	1 039	1 004	238 833	258 031
Non-current assets		9 624	6 818	752	512	172 876	131 490
<b>TOTAL ASSETS</b>		<b>22 921</b>	<b>20 199</b>	<b>1 791</b>	<b>1 516</b>	<b>411 709</b>	<b>389 521</b>
<b>LIABILITIES</b>							
Current liabilities		1 824	1 498	143	112	32 759	28 874
Non-current liabilities		261	218	20	16	4 680	4 195
<b>TOTAL LIABILITIES</b>		<b>2 085</b>	<b>1 716</b>	<b>163</b>	<b>128</b>	<b>37 439</b>	<b>33 069</b>
<b>NET ASSETS</b>		<b>20 836</b>	<b>18 483</b>	<b>1 628</b>	<b>1 388</b>	<b>374 269</b>	<b>356 452</b>

The Schedule of assets and liabilities by service should be read in conjunction with the accompanying notes.

### 3. USE OF OUR FUNDING

#### Expenses incurred in the delivery of services

This section provides additional information about how the Department's funding is applied and the accounting policies that are relevant for an understanding of the items recognised in the financial statements. The primary expenses incurred by the Department in achieving its objectives and the relevant notes are:

	<b>Notes</b>
Employee benefits expenses	3.1 (a)
Employee related provisions	3.1 (b)
Grants and subsidies	3.2
Other expenditure	3.3

#### 3.1 (a) EMPLOYEE BENEFITS EXPENSES

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Employee Benefits	52 498	45 846
Termination benefits	163	532
Superannuation – defined contribution plans	5 590	4 850
<b>Total employee benefits expenses</b>	<b>58 251</b>	<b>51 228</b>
Add: AASB 16 Non-monetary benefits	70	68
Less: Employee contributions	(41)	(32)
<b>Net employee benefits</b>	<b>58 279</b>	<b>51 264</b>

**Employee benefits** include wages, salaries and social contributions, accrued and paid leave entitlements and paid sick leave; and non-monetary benefits recognised under accounting standards other than AASB 16 (such as medical care, housing, cars and free or subsidised goods or services) for employees.

**Termination benefits** are payable when employment is terminated before normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. Termination benefits are recognised when the Department is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal, or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the end of the reporting period are discounted to present value.

**Superannuation** is the amount recognised in profit or loss of the Statement of comprehensive income comprises employer contributions paid to the GSS (concurrent contributions), the WSS, other GESB schemes or other superannuation funds.

**AASB 16 Non-monetary benefits** are non-monetary employee benefits predominantly relating to the provision of vehicle and housing benefits that are recognised under AASB 16 which are excluded from the employee benefits expense.

**Employee Contributions** are contributions made to the Department by employees towards employee benefits that have been provided by the Department. This includes both AASB 16 and non-AASB 16 employee contributions.

### 3.1 (b) EMPLOYEE RELATED PROVISIONS

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
<b>Current</b>		
<b>Employee benefits provision</b>		
Annual leave	4 532	4 083
Long service leave	2 981	3 572
Deferred salary scheme	6	-
Purchased leave	33	24
<b>Other provisions</b>		
Employment on-costs	935	462
<b>Total current employee related provisions</b>	<b>8 487</b>	<b>8 141</b>
<b>Non-current</b>		
<b>Employee benefits provision</b>		
Long service leave	3 731	2 927
<b>Other provisions</b>		
Employment on-costs (a)	721	1 038
<b>Total non-current employee related provisions</b>	<b>4 452</b>	<b>3 965</b>
<b>Total employee related provisions</b>	<b>12 939</b>	<b>12 106</b>

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave for services rendered up to the reporting date and recorded as an expense during the period the services are delivered.

**Annual leave liabilities** are classified as current, as there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period. Assessments indicate that actual settlement of the liabilities are expected to occur as follows:

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Within 12 months of the end of the reporting period	3 524	3 073
More than 12 months after the end of the reporting period	1 460	1 393
	<b>4 984</b>	<b>4 466</b>

The provision for annual leave is calculated at the present value of expected payments to be made in relation to services provided by employees up to the reporting date.

**Long service leave liabilities** are unconditional long service leave provisions that are classified as current liabilities as the Department does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

Pre-conditional and conditional long service leave provisions are classified as non-current liabilities because the Department has an unconditional right to defer the settlement of the liability until the employee has completed the requisite years of service. Assessments indicate that actual settlement of the liabilities are expected to occur as follows:

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Within 12 months of the end of the reporting period <sup>(c)</sup>	2 163	1 018
More than 12 months after the end of the reporting period <sup>(c)</sup>	5 753	6 598
	<b>7 916</b>	<b>7 616</b>

The provision for long service leave is calculated at present value as the Department does not expect to wholly settle the amounts within 12 months. The present value is measured taking into account the present value of expected future payments to be made in relation to services provided by employees up to the reporting date. These payments are estimated using the remuneration rate expected to apply at the time of settlement and discounted using market yields at the end of the reporting period on national government bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows.

**Deferred salary scheme liabilities** are classified as current as the employee has the right to withdraw from the scheme and receive a lump sum payment of salary forgone by giving four weeks written notice advising of withdrawal.

**Purchased leave liabilities** are classified as current as there is no unconditional right to defer settlement for at least 12 months after the end of the reporting period. This leave must be used each calendar year and cannot be accrued from year to year.

**Employment on-costs** involve settlements of annual and long service leave liabilities which gives rise to the payment of employment on-costs including workers' compensation insurance. The provision is the present value of expected future payments.

**Employment on-costs**, including workers' compensation insurance premiums, are not employee benefits and are recognised separately as liabilities and expenses when the employment to which they relate has occurred. Employment on-costs are included as part of 'Other expenses', note 3.3 (apart from the unwinding of the discount (finance cost)) and are not included as part of the Department's 'Employee benefits expense'. The related liability is included in 'Employment on-costs provision'.

### Employment on-costs provision

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Carrying amount at start of period	1 500	29
Additions / (reversals of) provisions recognised	156	1 471
<b>Carrying amount at end of period</b>	<b>1 656</b>	<b>1 500</b>

### Key sources of estimation uncertainty – long service leave

Key estimates and assumptions concerning the future are based on historical experience and various other factors that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

Several estimates and assumptions are used in calculating the Department's long service leave provision. These include:

- Expected future salary rates;
- Discount rates;
- Employee retention rates; and
- Expected future payments.

Changes in these estimations and assumptions may impact on the carrying amount of the long service leave provision. Any gain or loss following revaluation of the present value of long service leave liabilities are recognised as employee benefits expense.

## 3.2 GRANTS AND SUBSIDIES

	2023	2022
	\$000	\$000
<b>Recurrent</b>		
<b>Contracts and agreements for the delivery of training and employment services by:</b>		
TAFE colleges	471 527	437 980
Private training providers	122 877	113 536
Other training providers	34 252	27 399
Employer Incentive payments <sup>(a)</sup>	36 353	37 849
Other grants	3 621	2 810
	<b>668 630</b>	<b>619 574</b>

<sup>(a)</sup> Financial incentive payments are paid to employers under the following schemes:

- Employer Incentive Scheme, which was introduced from 1 July 2019 to grow apprenticeships and traineeships and make it more affordable for employers to take on apprentices and trainees;
- Re-engagement of Displaced Apprentices and Trainees Scheme, which was introduced from 1 July 2020 to encourage employers to re-engage displaced apprentices and trainees;
- Defence Industry Scheme, which was introduced from 1 October 2020 to boost trade workers in the defence industry and encourage defence employers to employ apprentices in key trades;
- Adult Apprentice Employer Incentive, which was introduced from 1 July 2021 to assist employers and provide a pipeline of skilled workers in Western Australia; and
- Group Training Organisation Wage Subsidy (GWS), which was introduced from 1 January 2022 to assist small to medium enterprises (SMEs) who are engaged in tendering for government projects across Western Australia, by providing access to apprentices and trainees employed through Group Training Organisations.

Transactions in which the Department provides goods, services, assets (or extinguishes a liability) or labour to another party without receiving approximately equal value in return are categorised as 'Grant or subsidy expenses'. These payments or transfers are recognised at fair value at the time of the transaction and are recognised as an expense in the reporting period in which they are paid. They include transactions such as: grants, subsidies, personal benefit payments made in cash to individuals and other transfer payments made to public sector agencies, local government, non-government schools and community groups.

Grants can either be operating or capital in nature. Grants can be paid as general-purpose grants which refer to grants that are not subject to conditions regarding their use. Alternatively, they may be paid as specific purpose grants which are paid for a particular purpose and / or have conditions attached regarding their use.

### 3.3 OTHER EXPENDITURE

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
<b>Supplies and services</b>		
Commissions	1 374	724
Communications	5 215	4 406
Consultants and contractors	18 069	16 904
Electricity and water expenses	518	521
Minor equipment purchases	3 899	3 982
Operating leases	284	180
Other staffing costs	336	297
Other	1 863	1 904
Resources received	441	454
Travel	649	185
<b>Total supplies and services expenses</b>	<b>32 648</b>	<b>29 557</b>
<b>Accommodation expenses</b>		
Rental expenses	4 126	3 978
Leasing consultancy services	17	1
<b>Total accommodation expenses</b>	<b>4 143</b>	<b>3 979</b>
<b>Other expenses</b>		
Repairs, maintenance and minor works	727	841
Employment on-costs	387	503
Expected credit losses expense	154	352
VET FEE HELP Assistance scheme	907	785
Disposal costs <sup>(a)</sup>	126	203
Other	147	121
<b>Total other expenses</b>	<b>2 449</b>	<b>2 805</b>
<b>Total other expenditure</b>	<b>39 240</b>	<b>36 341</b>

<sup>(a)</sup> Disposal costs relating to biological assets.

**Supplies and services expenses** are recognised as an expense in the reporting period in which they are incurred. The carrying amounts of any materials held for distribution are expensed when the materials are distributed.

**Rental expenses** are expensed as incurred, as Memorandum of Understanding (MOU) Agreements between the Department and the Department of Finance for the leasing of office accommodation contain significant substitution rights.

**Repairs, maintenance and minor works** are recognised as expenses as incurred, except where they relate to the replacement of a significant component of an asset. In that case, the costs are capitalised and depreciated.

**Employment on-costs** includes workers' compensation insurance and other employment on-costs. The on-costs liability associated with the recognition of annual and long service leave liabilities is included at note 3.1(b) 'Employee related provisions'. Superannuation contributions accrued as part of the provision for leave are employee benefits and are not included in employment on-costs.

**Expected credit losses** are recognised for movement in allowance for impairment of trade receivables. Please refer to note 6.1.1 'Movement in the allowance for impairment of trade receivables' for more details.

**VET FEE HELP Assistance scheme** relates to Western Australia's share of VET loan impairment costs paid to the Commonwealth Government. The Commonwealth Actuary estimates annual impairment costs as a percentage of all loan values, which are then applied to the calendar year value of VET loans in Western Australia.

**Other operating expenses** generally represent the day-to-day running costs incurred in normal operations.

## 4. OUR FUNDING SOURCES

### How we obtain our funding

This section provides additional information about how the Department obtains its funding and the relevant accounting policy notes that govern the recognition and measurement of this funding. The primary income received by the Department and the relevant notes are:

	<b>Notes</b>
Income from State Government	4.1
User charges and fees	4.2
Commonwealth grants	4.3
Other income	4.4



## 4.1 INCOME FROM STATE GOVERNMENT

	2023	2022
	\$000	\$000
<b>Appropriation received during the period</b>		
Service appropriation	484 259	416 879
<b>Total service appropriation received</b>	<b>484 259</b>	<b>416 879</b>
<b>Income received from other public sector entities during the period</b>		
National Disability Insurance Scheme related funding for VET	2 081	5 393
Jobs, Tourism, Science and Innovation – Lotterywest COVID-19 Relief fund	-	5
TAFE services income	5 323	5 083
Other income	1 131	825
<b>Total income from other public sector entities</b>	<b>8 535</b>	<b>11 306</b>
<b>Resources received from other public sector entities during the period</b>		
Services received free of charge	441	454
<b>Total resources received</b>	<b>441</b>	<b>454</b>
<b>Royalties for Regions Fund</b>		
Regional Community Services Account	46 787	47 200
<b>Total Royalties for Regions Fund</b>	<b>46 787</b>	<b>47 200</b>
<b>Total income from State Government</b>	<b>540 022</b>	<b>475 839</b>

**Service appropriations** are recognised as income at the fair value of consideration received in the period in which the Department gains control of the appropriated funds. The Department gains control of the appropriated funds at the time those funds are deposited in the bank account or credited to the holding account held at Treasury.

**Income from other public sector entities** are recognised as income when the Department has satisfied its performance obligations under the funding agreement. If there is no performance obligation, income will be recognised when the Department receives the funds.

**Resources received from other public sector entities** are recognised as income equivalent to the fair value of the assets received or the fair value of services received that can be reliably determined and which would have been purchased if not donated.

**The Regional Infrastructure and Headworks Account and Regional Community Services Accounts** are sub-funds within the over-arching 'Royalties for Regions Fund'. The recurrent funds are committed to projects and programs in WA regional areas and are recognised as income when the Department receives the funds.

## Summary of consolidated account appropriations for the year ended 30 June 2023

	2023 Budget	2023 Supplementary Funding	2023 Revised Budget	2023 Actual	2023 Variance
	\$000	\$000	\$000	\$000	\$000
<b>Delivery of Services</b>					
Item 62 Net amount appropriated to deliver services	457 786	-	482 450	482 450	24 664
Amount authorised by Other Statutes					
<i>Salaries and Allowances Act 1975</i>	1 835	-	1 809	1 809	(26)
<b>Total appropriations provided to deliver services</b>	<b>459 621</b>	<b>-</b>	<b>484 259</b>	<b>484 259</b>	<b>24 638</b>
<b>Capital</b>					
Item 131 Capital appropriation	64 415	-	58 007	59 626	(4 789)
<b>GRAND TOTAL</b>	<b>524 036</b>	<b>-</b>	<b>542 266</b>	<b>543 885</b>	<b>19 849</b>

No supplementary income was received by the Department in 2022-23.

### 4.2 USER CHARGES AND FEES

	2023 \$000	2022 \$000
Overseas student course fees	17 179	12 912
Regulatory and compliance fees	615	499
Other fees and charges	234	1 020
	<b>18 028</b>	<b>14 431</b>

Revenue is recognised at the transaction price when the Department transfers control of the services to customers. Revenue is recognised for the major activities as follows:

**Overseas student course fees** income is recognised when the student is marked as 'attended' on semester commencement. Completion of semesters fall within the same financial year; therefore, income is recognised in the same period.

**Regulatory and compliance fees** income is recognised on satisfaction of performance obligations.

**Other fees and charges** income is recognised on satisfaction of performance obligations.

### 4.3 COMMONWEALTH GRANTS

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
<b>Recurrent grants</b>		
National Agreement for Skills and Workforce Development	176 966	164 995
National Partnership Agreement on the Skilling Australians Fund	-	29 742
National Partnership Agreement – Job Trainer Fund	20 706	31 060
12-Month National Skills Agreement	37 513	-
Other grants	468	215
	<b>235 654</b>	<b>226 012</b>
<b>Capital grants</b>		
Revitalising TAFE campuses	-	2 000
	-	<b>2 000</b>
<b>Total Commonwealth grants</b>	<b>235 654</b>	<b>228 012</b>

Recurrent grants are recognised as income when the grants are receivable.

Income from grants to acquire / construct a recognisable non-financial asset to be controlled by the Department is recognised when the Department satisfies its obligations under the transfer. The Department satisfies the obligations under the transfer to construct assets over time as the non-financial assets are being constructed. The Department typically satisfies the obligations under the transfer when it achieves milestones specified in the grant agreement and amounts received in advance of obligation satisfaction are reported when applicable.

### 4.4 OTHER INCOME

		<b>2023</b>	<b>2022</b>
		<b>\$000</b>	<b>\$000</b>
Employee contributions	3.1(a)	41	32
Recoveries and refunds		146	593
Rental premises		238	172
Sale of goods and service		896	869
Other miscellaneous income		35	268
Commissions		66	47
		<b>1 422</b>	<b>1 981</b>
Gain arising from changes in fair value – land		350	-
Gain arising from changes in fair value – building		-	275
Gain arising from changes in fair value – livestock		22	194
Gain arising from changes in fair value - artwork		25	-
Gain/(Loss) arising from changes in net realisable value – inventories		(32)	35
Gain arising from termination of lease		-	4
<b>Total gain</b>		<b>365</b>	<b>508</b>
<b>Total other income</b>		<b>1 787</b>	<b>2 489</b>

**Gains and losses on disposal of non-current assets** are presented by deducting from the proceeds on disposal the carrying amount of the asset and related selling expenses. Gains and losses are recognised in profit or loss in the Statement of comprehensive income.

## 5. KEY ASSETS

This section includes information regarding the key assets the Department utilises to gain economic benefits or provide service potential. The section sets out both the key accounting policies and financial information about the performance of these assets:

	Notes
Property, plant and equipment	5.1
Intangible assets	5.2
Right-of-use assets	5.3

### 5.1 PROPERTY, PLANT AND EQUIPMENT

Year ended 30 June 2023	Land	Buildings	Plant & machinery	Motor vehicles	Computer equipment	Office equipment	Artwork	Furniture & fittings	Capital works in progress	Total
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
<b>1 July 2022</b>										
Gross carrying amount	8 810	16 103	1 219	159	2 217	199	101	6	38 050	66 864
Accumulated depreciation	-	-	(718)	(159)	(2 205)	(183)	-	(6)	-	(3 271)
<b>Carrying amount at start of period</b>	<b>8 810</b>	<b>16 103</b>	<b>501</b>	<b>-</b>	<b>12</b>	<b>16</b>	<b>101</b>	<b>-</b>	<b>38 050</b>	<b>63 593</b>
Additions	-	8 445	371	-	-	14	-	-	96 746	105 576
Disposals	-	-	-	-	-	-	-	-	-	-
Transfers	36	-	-	-	-	-	-	-	(8 445)	(8 409)
Transfers to / from work in progress <sup>(a)</sup>	-	-	-	-	-	-	-	-	(59 034)	(59 034)
Revaluation increments	960	1 506	-	-	-	-	25	-	-	2 491
Depreciation	-	(575)	(128)	-	(3)	(12)	-	-	-	( 718)
<b>Carrying amount at 30 June 2023</b>	<b>9 806</b>	<b>25 479</b>	<b>744</b>	<b>-</b>	<b>9</b>	<b>18</b>	<b>126</b>	<b>-</b>	<b>67 317</b>	<b>103 499</b>
Gross carrying amount	9 806	25 479	1 590	159	2 199	191	126	6	67 317	106 873
Accumulated depreciation	-	-	(846)	(159)	(2 190)	(173)	-	(6)	-	(3 374)

<sup>(a)</sup> The Department carries out capital works on behalf of the TAFE colleges. Upon completion of construction, these assets are transferred out to TAFE colleges as distributions to owners.

## 5.1 PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

Year ended 30 June 2022	Land	Buildings	Plant & machinery	Motor vehicles	Computer equipment	Office equipment	Artwork	Furniture & fittings	Capital works in progress	Total
	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
<b>1 July 2021</b>										
Gross carrying amount	8 810	14 100	1 219	159	2 217	199	101	6	11 631	38 442
Accumulated depreciation	-	-	(593)	(159)	(2 202)	(164)	-	(6)	-	(3 124)
<b>Carrying amount at start of period</b>	<b>8 810</b>	<b>14 100</b>	<b>626</b>	<b>-</b>	<b>15</b>	<b>35</b>	<b>101</b>	<b>-</b>	<b>11 631</b>	<b>35 318</b>
Additions	-	-	-	-	-	-	-	-	49 944	49 944
Disposals	-	(4)	-	-	-	-	-	-	-	(4)
Transfers to / from work in progress <sup>(a)</sup>	-	719	-	-	-	-	-	-	(23 525)	(22 806)
Revaluation increments	-	1 759	-	-	-	-	-	-	-	1 759
Depreciation	-	(471)	(125)	-	(3)	(19)	-	-	-	(618)
<b>Carrying amount at 30 June 2022</b>	<b>8 810</b>	<b>16 103</b>	<b>501</b>	<b>-</b>	<b>12</b>	<b>16</b>	<b>101</b>	<b>-</b>	<b>38 050</b>	<b>63 593</b>
Gross carrying amount	8 810	16 103	1 219	159	2 217	199	101	6	38 050	66 864
Accumulated depreciation	-	-	(718)	(159)	(2 205)	(183)	-	(6)	-	(3 271)

<sup>(a)</sup> The Department carries out capital works on behalf of the TAFE colleges. Upon completion of construction, these assets are transferred out to TAFE colleges as distributions to owners.

### Initial recognition

Items of property, plant and equipment, costing \$5,000 or more are measured initially at cost. Where an asset is acquired for no cost or significantly less than fair value, the cost is valued at its fair value at the date of acquisition. Items of property, plant and equipment costing less than \$5,000 are immediately expensed direct to the Statement of comprehensive income (other than where they form part of a group of similar items which are significant in total).

### Subsequent measurement

Subsequent to initial recognition of an asset, the revaluation model is used for the measurement of land and buildings.

Land is carried at fair value. Buildings are carried at fair value less accumulated depreciation and accumulated impairment losses. All other property, plant and equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses.

**Land and buildings** are independently valued annually by the Western Australian Land Information Authority (Landgate) and recognised annually to ensure that the carrying amount does not differ materially from the asset's fair value at the end of the reporting period.

Land and buildings were revalued as at 1 July 2022 by Landgate. The valuations were performed during the year ended 30 June 2023 and recognised at 30 June 2023. In undertaking the revaluation, fair value of buildings was determined based on current replacement cost, and the fair value of land was determined on the basis of comparison with market evidence for land with low level utility (high restricted use land).

**Significant assumptions** and judgements: The most significant assumptions and judgements in estimating fair value are made in assessing whether to apply the existing use basis to assets and in determining estimated economic life. Professional judgement by the valuer is required where the evidence does not provide a clear distinction between market type assets and existing use assets.

## 5.1.1 DEPRECIATION AND IMPAIRMENT

### Charge for the period

	Notes	2023 \$000	2022 \$000
<b>Depreciation</b>			
Buildings	5.1	575	471
Plant and machinery	5.1	128	125
Computer equipment	5.1	3	3
Office equipment	5.1	12	19
<b>Total depreciation for the period</b>		<b>718</b>	<b>618</b>

As at 30 June 2023, there were no indications of impairment to property, plant and equipment.

All surplus assets at 30 June 2023 have either been classified as assets held for sale or have been written-off.

### Useful lives

All property, plant and equipment having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits. The exceptions to this rule include assets held for sale and land.

Depreciation is generally calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:

Asset	Useful life: years
Buildings	40 years
Plant and machinery	5 to 12 years
Office equipment	5 to 15 years
Computer equipment	3 to 5 years
Furniture and fittings	10 years
Motor vehicles	5 years

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments made where appropriate.

Land and works of art, which are considered to have an indefinite life, are not depreciated. Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period.

Subsequent to initial recognition as an asset, the valuation model is used for the measurement of artwork. The Department has a policy of revaluing artworks at fair value which is undertaken every 5 years. The revaluation of the Department's artworks was undertaken in June 2023 by independent valuer - Japingka Indigenous Fine Art Gallery.

### **Impairment**

Non-financial assets, including items of property, plant and equipment, are tested for impairment whenever there is an indication that the asset may be impaired. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, the asset is considered impaired and is written down to the recoverable amount and an impairment loss is recognised.

Where an asset measured at cost is written down to its recoverable amount, an impairment loss is recognised through profit or loss.

Where a previously revalued asset is written down to its recoverable amount, the loss is recognised as a revaluation decrement through other comprehensive income.

As the Department is a not-for-profit entity, the recoverable amount of regularly revalued specialised assets are anticipated to be materially the same as fair value.

If there is an indication that there has been a reversal in impairment, the carrying amount shall be increased to its recoverable amount. However this reversal should not increase the asset's carrying amount above what would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised in prior years.

The risk of impairment is generally limited to circumstances where an asset's depreciation is materially understated, where the replacement cost is falling or where there is a significant change in useful life. Each relevant class of assets is reviewed annually to verify that the accumulated depreciation / amortisation reflects the level of consumption or expiration of the asset's future economic benefits and to evaluate any impairment risk from declining replacement costs.

## 5.2 INTANGIBLE ASSETS

<b>Year ended 30 June 2023</b>	<b>Internally developed software \$000</b>
<b>1 July 2022</b>	
Gross carrying amount	21 084
Accumulated amortisation	(10 943)
<b>Carrying amount at start of period</b>	<b>10 141</b>
Amortisation expense	(4 864)
<b>Carrying amount at 30 June 2023</b>	<b>5 277</b>
<b>Year ended 30 June 2022</b>	
<b>1 July 2021</b>	
Gross carrying amount	21 084
Accumulated amortisation	(8 881)
<b>Carrying amount at start of period</b>	<b>12 203</b>
Amortisation expense	(2 062)
<b>Carrying amount at 30 June 2022</b>	<b>10 141</b>

### Initial recognition

Intangible assets are initially recognised at cost. For assets acquired at no cost or for nominal cost, the cost is their fair value at the date of acquisition.

Acquired and internally generated intangible assets costing \$5,000 or more that comply with the recognition criteria of AASB 138.57 Intangible Assets (as noted above), are capitalised.

Costs incurred below these thresholds are immediately expensed directly to the Statement of comprehensive income.

An internally generated intangible asset arising from development (or from the development phase of an internal project) is recognised if, and only if, all of the following are demonstrated:

- (a) the technical feasibility of completing the intangible asset so that it will be available for use or sale;
- (b) an intention to complete the intangible asset and use or sell it;
- (c) the ability to use or sell the intangible asset;
- (d) the intangible asset will generate probable future economic benefit;
- (e) the availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset; and
- (f) the ability to measure reliably the expenditure attributable to the intangible asset during its development.

Costs incurred in the research phase of a project are immediately expensed.

### Subsequent measurement

The cost model is applied for subsequent measurement of intangible assets, requiring the asset to be carried at cost less any accumulated amortisation and accumulated impairment losses.



## 5.2.1 AMORTISATION AND IMPAIRMENT

### Charge for the period

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Internally developed software	4 864	2 062
<b>Total amortisation for the period</b>	<b>4 864</b>	<b>2 062</b>

As at 30 June 2023 there were no indications of impairment to intangible assets.

The Department held no goodwill or intangible assets with an indefinite useful life during the reporting period. At the end of the reporting period there were no intangible assets not yet available for use.

Amortisation of finite life intangible assets is calculated on a straight-line basis at rates that allocate the asset's value over its estimated useful life. All intangible assets controlled by the Department have a finite useful life and zero residual value. Estimated useful lives are reviewed annually. During the year the estimated useful lives of certain items of intangible assets were revised. The net effect of the changes in the current financial year was an increase in amortisation expense of \$2,801,099.

The estimated useful lives for each class of intangible asset are:

<b>Asset</b>	<b>Useful life: years</b>
Internally developed software	3 to 10 years

### Impairment of intangible assets

Intangible assets with indefinite useful lives are tested for impairment annually or when an indication of impairment is identified.

The policy in connection with testing for impairment is outlined in note 5.1.1.

## 5.3 RIGHT-OF-USE ASSETS

<b>Year ended 30 June 2023</b>	<b>Plant and equipment</b>	<b>Motor Vehicles</b>	<b>Total</b>
	<b>\$000</b>	<b>\$000</b>	<b>\$000</b>
<b>1 July 2022</b>			
Gross carrying amount	268	315	583
Accumulated depreciation	(87)	(142)	(229)
<b>Carrying amount at start of period</b>	<b>181</b>	<b>173</b>	<b>354</b>
Additions	-	113	113
Disposals	-	-	-
Depreciation	(38)	(66)	(104)
<b>Carrying amount at 30 June 2023</b>	<b>143</b>	<b>220</b>	<b>363</b>
Gross carrying amount	268	428	696
Accumulated depreciation	(125)	(208)	(333)
<b>Year ended 30 June 2022</b>			
	<b>Plant and equipment</b>	<b>Motor Vehicles</b>	<b>Total</b>
	<b>\$000</b>	<b>\$000</b>	<b>\$000</b>
<b>1 July 2021</b>			
Gross carrying amount	130	277	407
Accumulated depreciation	(82)	(77)	(159)
<b>Carrying amount at start of period</b>	<b>48</b>	<b>200</b>	<b>248</b>
Additions	185	41	226
Disposals	(47)	(3)	(50)
Depreciation	(5)	(65)	(70)
<b>Carrying amount at 30 June 2022</b>	<b>181</b>	<b>173</b>	<b>354</b>
Gross carrying amount	268	315	583
Accumulated depreciation	(87)	(142)	(229)

### Initial recognition

At the commencement date of the lease, the Department recognises right-of-use assets are measured at cost comprising of:

- the amount of the initial measurement of lease liability;
- any lease payments made at or before the commencement dates less any lease incentives received;
- any initial direct costs; and
- restoration costs, including dismantling and removing the underlying asset.

This includes all leased assets other than investment property right-of-use assets, which are measured in accordance with *AASB 140 Investment Property*.

The corresponding lease liabilities in relation to these right-of-use assets have been disclosed in note 7.1 'Lease Liabilities'.

The Department has elected not to recognise right-of-use assets and lease liabilities for short-term leases (with a lease term of 12 months or less) and low value leases (with an underlying value of \$5,000 or less). Lease payments associated with these leases are expensed over a straight-line basis over the lease term.

### Subsequent measurement

The cost model is applied for subsequent measurement of right-of-use assets, requiring the asset to be carried at cost less any accumulated depreciation and accumulated impairment losses and adjusted for any re-measurement of lease liability.

### Depreciation and impairment of right-of-use assets

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the underlying assets.

If ownership of the leased asset transfers to the Department at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

Right-of-use assets are tested for impairment when an indication of impairment is identified. The policy in connection with testing for impairment is outlined in note 5.1.1.

The following amounts relating to leases have been recognised in the Statement of comprehensive income:

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Depreciation expenses of right-of-use assets	104	70
Lease interest expense	10	3
Short term leases	10	5

The total cash outflow for leases in 2023 was \$4,247,356 (2022: \$4,084,933). As at 30 June 2023 there were no indications of impairment to right-of-use assets.

The Department's leasing activities and how these are accounted for:

- The Department has leases for vehicles, machinery and office accommodation.
- The Department has also entered into a MOU Agreement with the Department of Finance for the leasing of office accommodation. These are not recognised under AASB 16 because of substitution rights held by the Department of Finance and are accounted for as an expense as incurred.

The Department recognises leases as right-of-use assets and associated lease liabilities in the Statement of financial position.

The corresponding lease liabilities in relation to these right-of-use assets have been disclosed in note 7.1 'Lease Liabilities'.

## 6. OTHER ASSETS AND LIABILITIES

This section sets out those assets and liabilities that arose from the Department's controlled operations and includes other assets utilised for economic benefits and liabilities incurred during normal operations:

	<b>Notes</b>
Receivables	6.1
Amounts receivable for services	6.2
Other current assets	6.3
Payables	6.4
Contract liabilities	6.5
Other current liabilities	6.6

### 6.1 RECEIVABLES

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
<b>Current</b>		
Trade receivables	3 074	979
Allowance for impairment of trade receivables	(468)	(392)
Accrued revenue	615	143
GST receivable	1 297	2 132
<b>Total receivables</b>	<b>4 518</b>	<b>2 862</b>

Trade receivables are initially recognised at their transaction price or, for those receivables that contain a significant financing component, at fair value. The Department holds the receivables with the objective to collect the contractual cash flows and therefore subsequently measured at amortised cost using the effective interest method, less an allowance for impairment.

The Department recognises a loss allowance for expected credit losses (ECLs) on a receivable not held at fair value through profit or loss. The ECLs are based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate. Individual receivables are written off when the Department has no reasonable expectations of recovering the contractual cash flows.

For trade receivables, the Department recognises an allowance for ECLs measured at the lifetime expected credit losses at each reporting date. The Department has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment. Please refer to note '3.3 Other expenditure' for the amount of ECLs expensed in this financial year.

## 6.1.1 MOVEMENT IN THE ALLOWANCE FOR IMPAIRMENT OF TRADE RECEIVABLES

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
<b>Reconciliation of changes in the allowance for impairment of trade receivables:</b>		
Opening balance	392	82
Expected credit losses expense	154	352
Amounts written off during the period	(78)	(42)
<b>Allowance for impairment at end of period</b>	<b>468</b>	<b>392</b>

The maximum exposure to credit risk at the end of the reporting period for trade receivables is the carrying amount of the asset inclusive of any allowance for impairment as shown in the table at note 8.1 (c) 'Credit risk exposure'.

The Department does not hold any collateral as security or other credit enhancements for trade receivables.

## 6.2 AMOUNTS RECEIVABLE FOR SERVICES (HOLDING ACCOUNT)

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Non-current	62 169	55 881
<b>Total amounts receivable for services at end of period</b>	<b>62 169</b>	<b>55 881</b>

**Amounts receivable for services** represent the non-cash component of service appropriations. It is restricted in that it can only be used for asset replacement or payment of leave liability.

The amounts receivable for services are financial assets at amortised cost, and are not considered to be impaired (i.e. there is no expected credit loss of the holding accounts).

## 6.3 OTHER CURRENT ASSETS

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Prepayments	4 118	1 736
<b>Total other current assets at end of period</b>	<b>4 118</b>	<b>1 736</b>

## 6.4 PAYABLES

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
<b>Current</b>		
Trade payables	92	835
Accrued expenses	10 939	10 029
Accrued salaries	1 331	975
<b>Total payables at end of period</b>	<b>12 362</b>	<b>11 839</b>

**Payables** are recognised at the amounts payable when the Department becomes obliged to make future payments as a result of a purchase of assets or services. The carrying amount is equivalent to fair value as settlement for the Department is generally within 20 days.

**Accrued salaries** represent the amount due to staff but unpaid at the end of the reporting period. Accrued salaries are settled within a fortnight of the reporting period. The Department considers the carrying amount of accrued salaries to be equivalent to its fair value.

## 6.5 CONTRACT LIABILITIES

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Reconciliation of changes in contract liabilities		
Opening balance	7 911	6 176
Additions	22 686	16 789
Revenue recognised in the reporting period	(19 980)	(15 054)
<b>Total contract liabilities at end of period</b>	<b>10 617</b>	<b>7 911</b>
Current	10 617	7 911
Non-current	-	-

The Department's contract liabilities largely relate to overseas student course fees for future semesters that are received in advance, registration fees and accommodation charges where the services are yet to be performed at the end of the reporting period.

The Department expects to satisfy the performance obligations unsatisfied at the end of the reporting period within the next 12 months.

## 6.6 OTHER CURRENT LIABILITIES

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Other	1 186	891
<b>Total other current liabilities at end of period</b>	<b>1 186</b>	<b>891</b>

## 7. FINANCING

This section sets out the material balances and disclosures associated with the financing and cash flows of the Department.

	<b>Notes</b>
Lease liabilities	7.1
Finance costs	7.2
Cash and cash equivalents	7.3
Reconciliation of cash	7.3.1
Reconciliation of operating activities	7.3.2
Commitments	7.4
Contractual commitments	7.4.1
Capital commitments	7.4.2

## 7.1 LEASE LIABILITIES

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Current	106	92
Non-current	228	230
	<b>334</b>	<b>322</b>

### Initial measurement

At the commencement date of the lease, the Department recognises lease liabilities measured at the present value of the lease payments to be made over the lease term. The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, the Department uses the incremental borrowing rate provided by Western Australia Treasury Corporation.

Lease payments included by the Department as part of the present value calculation of lease liability include:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable;
- variable lease payments that depend on an index or a rate initially measured using the index or rate as at the commencement date;
- amounts expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options (where these are reasonably certain to be exercised); and
- payments for penalties for terminating a lease, where the lease term reflects the Department exercising an option to terminate the lease.

The interest on the lease liability is recognised in profit or loss over the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. Lease liabilities do not include any future changes in variable lease payments (that depend on an index or rate) until they take effect, in which case the lease liability is reassessed and adjusted against the right-of-use asset.

Periods covered by extension or termination options are only included in the lease term by the Department if the lease is reasonably certain to be extended (or not terminated).

Variable lease payments, not included in the measurement of lease liability, that are dependent on sales are recognised by the Department in profit or loss in the period in which the condition that triggers those payments occur.

This section should be read in conjunction with note 5.3 'Right-of-use assets'.

### Subsequent measurement

Lease liabilities are measured by increasing the carrying amount to reflect interest on the lease liabilities; reducing the carrying amount to reflect the lease payments made; and remeasuring the carrying amount at amortised cost, subject to adjustments to reflect any reassessment or lease modifications.



## 7.2 FINANCE COSTS

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Finance costs		
Lease interest expense	10	3
<b>Total finance costs expensed</b>	<b>10</b>	<b>3</b>

'Finance cost' includes the interest component of lease liability repayments.

## 7.3 CASH AND CASH EQUIVALENTS

### 7.3.1 RECONCILIATION OF CASH

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Cash and cash equivalents	197 223	225 499
Restricted cash and cash equivalents	34 173	28 946
<b>Total cash and cash equivalents at end of period</b>	<b>231 396</b>	<b>254 445</b>

#### Restricted cash and cash equivalents

##### Current

Unexpended Commonwealth grants <sup>(a)</sup>	-	500
TAFE International WA interest bearing account <sup>(b)</sup>	17 888	14 166
Muresk interest bearing account	15 055	13 205

##### Non-current

Accrued salaries suspense account <sup>(c)</sup>	1 230	1 075
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<sup>(a)</sup> The amounts relate to unexpended Commonwealth grants, which stipulate the monies shall be expended in a particular manner.

<sup>(b)</sup> The amounts held in the TAFE International WA interest bearing account is only to be used for the purposes as determined by the Vocational and Education Training Act 1996.

<sup>(c)</sup> Funds held in the suspense account for the purpose of meeting the 27th pay in a reporting period that occurs every 11th year. This account is classified as non-current for 10 out of 11 years.

For the purpose of the Statement of cash flows, cash and cash equivalent (and restricted cash and cash equivalent) assets comprise cash on hand and short-term deposits with original maturities of three months or less that are readily convertible to a known amount of cash and which are subject to insignificant risk of changes in value.

The accrued salaries suspense account consists of amounts paid annually into a Treasurer's special purpose account to meet the additional cash outflow for employee salary payments in reporting periods with 27 pay days instead of the normal 26. No interest is received on this account.

### 7.3.2 Reconciliation of net cost of services to net cash flows used in operating activities

	Notes	2023 \$000	2022 \$000
Net cost of services		(514 695)	(464 758)
<b>Non-cash items</b>			
Depreciation and amortisation expenses	5.1, 5.2	5 686	2 750
Expected credit losses expense	3.3	154	352
Resources received	4.1	441	454
Gain arising from changes in fair value - land	4.4	(350)	-
Gain arising from changes in fair value - building		-	(275)
Gain arising from changes in fair value - artwork	4.4	(25)	-
Gain arising from changes in fair value - livestock	4.4	(22)	(194)
Other (gain) / losses		-	4
Adjustments for other non-cash items		52	152
<b>(Increase) / decrease in assets</b>			
Current receivables <sup>(a)</sup>		(4 311)	2 377
Inventories		32	(35)
Non-current biological assets		-	-
<b>Increase / (decrease) in liabilities</b>			
Current payables <sup>(a)</sup>		3 537	1 176
Other current liabilities		296	530
Current provisions		346	(2 098)
Non-current provisions		488	1 626
Net GST receipts <sup>(b)</sup>		(672)	188
Change in GST receivables / payables <sup>(c)</sup>		1 506	(211)
<b>Net cash used in operating activities</b>		<b>(507 537)</b>	<b>(457 962)</b>

<sup>(a)</sup> Note that the Australian Taxation Office (ATO) receivable / payable in respect of GST and the receivable / payable in respect of the sale / purchase of non-current assets are not included in these items as they do not form part of the reconciling items.

<sup>(b)</sup> This is the net GST paid / received, i.e. cash transactions.

<sup>(c)</sup> This reverses out the GST in receivables and payables.

## 7.4 COMMITMENTS

### 7.4.1 CONTRACTUAL COMMITMENTS

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Commitments are payable as follows:		
Within 1 year	3 746	3 619
Later than 1 year and not later than 5 years	16 342	15 788
Later than 5 years	18 752	23 051
	<b>38 840</b>	<b>42 458</b>

Operating leases are expensed on a straight line basis over the lease term as this represents the pattern of benefits derived from the leased properties.

The Department has entered into a property lease which is a non-cancellable lease with a fourteen year term, with rent payable monthly in advance. Contingent rent provisions within the lease agreement require that minimum lease payments shall be increased 3.5% per annum. An option exists to renew the lease at the end of the fourteen year term for an additional term of two years.

The Department has also entered into a MOU Agreement with the Department of Finance for the leasing of office accommodation. These are not recognised under AASB 16 because of substitution rights held by the Department of Finance and are accounted for as an expense as incurred.

### 7.4.2 CAPITAL COMMITMENTS

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements, are payable as follows:		
Within 1 year	91 634	93 666
Later than 1 year and not later than 5 years	25 386	106 180
Later than 5 years	-	-
	<b>117 020</b>	<b>199 846</b>

The totals presented for capital commitments are GST inclusive.

The Department's capital expenditure commitments relate to payments under the asset investment program.

## 8. RISKS AND CONTINGENCIES

This note sets out the key risk management policies and measurement techniques of the Department.

	<b>Notes</b>
Financial risk management	8.1
Contingent assets	8.2.1
Contingent liabilities	8.2.2
Fair value measurements	8.3

### 8.1 FINANCIAL RISK MANAGEMENT

Financial instruments held by the Department are cash and cash equivalents, restricted cash and cash equivalents, receivables, payables and finance leases. The Department has limited exposure to financial risks. The Department's overall risk management program focuses on managing the risks identified below.

#### (a) Summary of risks and risk management

##### **Credit risk**

Credit risk arises when there is the possibility of the Department's receivables defaulting on their contractual obligations resulting in financial loss to the Department.

Credit risk associated with the Department's financial assets is minimal because the main receivable is the amounts receivable for services (holding account). For receivables other than Government, the Department trades only with recognised, creditworthy third parties. The Department has policies in place to ensure that sales of products and services are made to customers with an appropriate credit history. In addition, receivable balances are monitored on an ongoing basis with the result that the Department's exposure to bad debts is minimal. Debt will be written-off against the allowance account when it is improbable or uneconomical to recover the debt. At the end of the reporting period, there were no significant concentrations of credit risk.

##### **Liquidity risk**

Liquidity risk arises when the Department is unable to meet its financial obligations as they fall due.

The Department is exposed to liquidity risk through its trading in the normal course of business.

The Department has appropriate procedures to manage cash flows including drawdown of appropriations by monitoring forecast cash flows to ensure that sufficient funds are available to meet its commitments.

##### **Market risk**

Market risk is the risk that changes in market prices such as foreign exchange rates and interest rates will affect the Department's income or the value of its holdings of financial instruments. The Department does not trade in foreign currency and is not materially exposed to other price risks [for example, equity securities or commodity prices changes]. The Department's exposure to market risk for changes in interest rates relate primarily to the long-term debt obligations.

Other than as detailed in the interest rate sensitivity analysis table at note 8.1(e), the Department is not exposed to interest rate risk because the majority of cash and cash equivalents and restricted cash are non-interest bearing and it has no borrowings other than finance leases (fixed interest rate).

**(b) Categories of financial instruments**

The carrying amounts of each of the following categories of financial assets and financial liabilities at the end of the reporting period are:

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
<b>Financial assets</b>		
Cash and cash equivalents	231 396	254 445
Financial assets at amortised cost <sup>(a)</sup>	65 390	56 611
<b>Total financial assets</b>	<b>296 786</b>	<b>311 056</b>
<b>Financial liabilities</b>		
<b>Financial liabilities at amortised cost <sup>(b)</sup></b>	<b>12 696</b>	<b>12 161</b>
Total financial liabilities	12 696	12 161

<sup>(a)</sup> The amount of financial assets at amortised cost excludes GST recoverable from the ATO (statutory receivable).

<sup>(b)</sup> The amount of financial liabilities at amortised cost excludes GST payable to the ATO (statutory payable).

**(c) Credit risk exposure**

The following table details the credit risk exposure on the Department's trade receivables using a provision matrix.

	<b>Days past due</b>				
	<b>Total \$000</b>	<b>Current \$000</b>	<b>31-60 days \$000</b>	<b>61-90 days \$000</b>	<b>&gt; 91 days \$000</b>
<b>30 June 2023</b>					
<b>Government debtors</b>					
Expected credit loss rate		0%	0%	0%	0%
Estimated total gross carrying amount at default	1 554	1 506	15	-	33
Expected credit losses	-	-	-	-	-
<b>Payroll debtors</b>					
Expected credit loss rate		0%	0%	0%	22.2%
Estimated total gross carrying amount at default	9	-	-	-	9
Expected credit losses	(2)	-	-	-	(2)
<b>Private training providers</b>					
Expected credit loss rate		20%	0%	0%	99%
Estimated total gross carrying amount at default	897	568	8	-	321
Expected credit losses	(426)	(108)	0	-	(318)
<b>Companies and individuals</b>					
Expected credit loss rate		0%	0%	0%	4.5%
Estimated total gross carrying amount at default	404	220	74	-	110
Expected credit losses	(5)	-	-	-	(5)
<b>Overseas students</b>					
Expected credit loss rate		0%	0%	3.8%	53.1%
Estimated total gross carrying amount at default	152	-	62	26	64
Expected credit losses	(35)	-	-	(1)	(34)

**(c) Credit risk exposure (continued)**

	<b>Days past due</b>				
	<b>Total \$000</b>	<b>Current \$000</b>	<b>31-60 days \$000</b>	<b>61-90 days \$000</b>	<b>&gt; 91 days \$000</b>
<b>30 June 2022</b>					
<b>Government debtors</b>					
Expected credit loss rate		0%	0%	0%	0%
Estimated total gross carrying amount at default	211	137	7	67	-
Expected credit losses	-	-	-	-	-
<b>Payroll debtors</b>					
Expected credit loss rate		0%	0%	0%	0.23%
Estimated total gross carrying amount at default	11	1	-	-	10
Expected credit losses	(2)	-	-	-	(2)
<b>Private training providers</b>					
Expected credit loss rate		0%	0%	0%	97%
Estimated total gross carrying amount at default	363	27	9	-	327
Expected credit losses	(315)	-	-	-	(315)
<b>Companies and individuals</b>					
Expected credit loss rate		0%	0%	0%	0%
Estimated total gross carrying amount at default	140	129	11	-	-
Expected credit losses	-	-	-	-	-
<b>Overseas students</b>					
Expected credit loss rate		0%	0%	0.06%	0.35%
Estimated total gross carrying amount at default	254	20	-	17	217
Expected credit losses	(75)	-	-	(1)	(74)

**(d) Liquidity risk and interest rate exposure**

The following table details the Department's interest rate exposure and the contractual maturity analysis of financial assets and financial liabilities. The maturity analysis section includes interest and principal cash flows. The interest rate exposure section analyses only the carrying amounts of each item.

**Interest rate exposure and maturity analysis of financial assets and financial liabilities**

	Interest rate exposure					Maturity dates					
	Weighted average effective interest rate	Carrying amount	Fixed interest rate	Variable interest rate	Non-interest bearing	Nominal amount	Up to 1 month	1-3 months	3 months to 1 year	1-5 years	More than 5 years
	%	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
<b>2023</b>											
Financial assets											
Cash and cash equivalents	0.00	197 223	-	-	197 223	197 223	197 223	-	-	-	-
Restricted cash and cash equivalents	2.63	34 173	-	32 943	1 230	34 173	32 943	-	-	1 230	-
Receivables <sup>(a)</sup>		3 221	-	-	3 221	3 221	2 920	178	123	-	-
Amounts receivable for services		62 169	-	-	62 169	62 169	-	-	-	62 169	-
		296 786	-	32 943	263 843	296 786	233 086	178	123	63 399	-
Financial liabilities											
Payables		12 362	-	-	12 362	12 362	12 362	-	-	-	-
Lease liabilities <sup>(b)</sup>	3.15	334	334	-	-	334	7	12	88	227	-
		<b>12 696</b>	<b>334</b>	<b>-</b>	<b>12 362</b>	<b>12 696</b>	<b>12 369</b>	<b>12</b>	<b>88</b>	<b>227</b>	<b>-</b>

<sup>(a)</sup> The amount of receivables excludes the GST recoverable from the ATO (statutory receivable).

<sup>(b)</sup> The amount of lease liabilities includes \$220,023 from leased vehicles and \$114,117 from leased plant and equipment.



**(d) Liquidity risk and interest rate exposure (continued)****Interest rate exposure and maturity analysis of financial assets and financial liabilities**

	Interest rate exposure					Maturity dates					
	Weighted average effective interest rate	Carrying amount	Fixed interest rate	Variable interest rate	Non-interest bearing	Nominal amount	Up to 1 month	1-3 months	3 months to 1 year	1-5 years	More than 5 years
	%	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000	\$000
<b>2022</b>											
Financial assets											
Cash and cash equivalents	0.00	225 499	-	-	225 499	225 499	225 499	-	-	-	-
Restricted cash and cash equivalents	0.50	28 946	-	27 371	1 575	28 946	27 871	-	-	1 075	-
Receivables <sup>(a)</sup>		730	-	-	730	730	457	110	85	78	-
Amounts receivable for services		55 881	-	-	55 881	55 881	-	-	-	55 881	-
		311 056	-	27 371	283 685	311 056	253 827	110	85	57 034	-
Financial liabilities											
Payables		11 839	-	-	11 839	11 839	11 839	-	-	-	-
Lease liabilities <sup>(b)</sup>	2.96	322	322	-	-	322	5	9	78	230	-
		<b>12 161</b>	<b>322</b>	-	<b>11 839</b>	<b>12 161</b>	<b>11 844</b>	<b>9</b>	<b>78</b>	<b>230</b>	-

<sup>(a)</sup> The amount of receivables excludes the GST recoverable from the ATO (statutory receivable).

<sup>(b)</sup> The amount of lease liabilities includes \$173,032 from leased vehicles and \$149,199 from leased plant and equipment.

**(e) Interest rate sensitivity analysis**

The following table represents a summary of the interest rate sensitivity of the Department's financial assets and liabilities at the end of the reporting period on the surplus for the period and equity for a 1% change in interest rates. It is assumed that the change in interest rates is held constant throughout the reporting period.

	Carrying amount \$000	-100 basis points		+100 basis points	
		Surplus \$000	Equity \$000	Surplus \$000	Equity \$000
<b>2023</b>					
Financial assets					
Restricted cash and cash equivalents <sup>(a)</sup>	32 942	(329)	(329)	329	329
<b>Total increase / (decrease)</b>	<b>32 942</b>	<b>(329)</b>	<b>(329)</b>	<b>329</b>	<b>329</b>
<b>2022</b>					
Financial assets					
Restricted cash and cash equivalents (a)	27 371	(273)	(273)	273	273
<b>Total increase / (decrease)</b>	<b>27 371</b>	<b>(273)</b>	<b>(273)</b>	<b>273</b>	<b>273</b>

<sup>(a)</sup> The TAFE International WA and Muresk interest bearing accounts are the only cash balances within restricted cash and cash equivalents subject to interest earnings.

**8.2 CONTINGENT ASSETS AND LIABILITIES**

Contingent assets and contingent liabilities are not recognised in the Statement of financial position but are disclosed and, if quantifiable, are measured at the best estimate.

Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

**8.2.1 CONTINGENT ASSETS**

The Department did not identify any contingent assets for the 2022-23 financial year.

## 8.2.2 CONTINGENT LIABILITIES

The following contingent liabilities are excluded from the liabilities included in the financial statements:

### **Native Title Claims**

The Department is subject to one native title claim lodged with the National Native Title Tribunal that has been accepted for registration in the Federal Court. The financial effect, should this claim be successful, cannot be estimated at this time.

### **Contaminated sites**

The Department works together with the TAFE Colleges, as the site managing body, to maintain a safe environment for site users. Under the Contaminated Sites Act 2003 (CSA), the Department is required to report known and suspected contaminated sites to the Department of Water and Environmental Regulation (DWER). In accordance with the CSA, DWER classifies these sites according to the anticipated risk to health, the environment and environmental values. Where sites are classified as 'contaminated – remediation required' or 'possibly contaminated – investigation required', the Department may have liability in respect of investigation or remediation expenses.

The Department has previously identified one site classified as 'Possibly contaminated – investigation required' for which an assessment and a partial remediation process has been completed and the part of the site which has been remediated has now been reclassified as 'Remediated for restricted use' with the remainder of the site remaining classified as 'Possibly contaminated – investigation required'.

Additionally, the Department has previously identified two further sites classified as 'Possibly contaminated – investigation required'. This classification is likely to remain unchanged until significant development of the sites occurs. Further consultation with both Landgate and DWER will be required, if the sites are significantly developed in future.

The Department is unable to assess the likely outcome of the classification process for all three sites identified, as noted above, and accordingly it is not practicable to estimate the potential financial effect or to identify the uncertainties relating to the amount or timing of any outflows. While there is no possibility of reimbursement of any future expenses that may be incurred in the remediation of these sites, the Department may apply for funding from DWER's Contaminated Sites Management Account to undertake further investigative work or to meet remediation costs that may be required.

### **Cladding remediation**

The Department has undertaken a review of its building portfolio to identify any potential risk associated with aluminium combustible panel cladding (ACP) and all high risk, high-rise building cladding as per the audit scope defined by the WA Building Commission.

The Department consulted with the TAFE Colleges to determine the number of buildings that met the criteria of the audit scope and as a result, two buildings were identified as low risk, requiring further investigation. Subsequently, the Department commissioned a Fire Safety engineer to assess the buildings and provide a Performance Solution Report with recommendations for interim management strategies, which have been implemented, and long-term measures which are subject to the availability of funding.

The Department has completed the final building assessments including investigations and testing, and has an estimated financial impact of the remediation works.

### **Legal matter**

The Department is in litigation in relation to an alleged breach of copyright. The matter is before the Federal Circuit and Family Court of Australia and no agreement was reached through a Court mediation process. The matter has now been allocated to a Judge for listing.

### 8.3 FAIR VALUE MEASUREMENTS

<b>Assets measured at fair value:</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Fair value at end of period</b>
<b>2023</b>	<b>\$000</b>	<b>\$000</b>	<b>\$000</b>	<b>\$000</b>
Biological assets	-	338	-	338
Artwork (note 5.1)	-	126	-	126
Land (note 5.1)	-	-	9 806	9 806
Buildings (note 5.1)	-	-	25 479	25 479
	-	<b>464</b>	<b>35 285</b>	<b>35 749</b>

<b>Assets measured at fair value:</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Fair value at end of period</b>
<b>2022</b>	<b>\$000</b>	<b>\$000</b>	<b>\$000</b>	<b>\$000</b>
Biological assets	-	446	-	446
Artwork (note 5.1)	-	101	-	101
Land (note 5.1)	-	-	8 810	8 810
Buildings (note 5.1)	-	-	16 103	16 103
	-	<b>547</b>	<b>24 913</b>	<b>25 460</b>

There were no transfers between Levels 1, 2 or 3 during the current and previous periods.

#### Valuation techniques to derive Level 2 fair values

Level 2 fair values of Biological assets and Artwork are derived using the market approach.

#### Fair value measurements using significant unobservable inputs (Level 3)

	<b>Land</b>	<b>Buildings</b>
<b>2023</b>	<b>\$000</b>	<b>\$000</b>
Fair value at start of period	8 810	16 103
Transfers	36	-
Transfers from work in progress	-	8 445
Revaluation increments recognised in Profit or Loss	350	-
Revaluation increments recognised in Other comprehensive income	610	1 506
Depreciation expense	-	(575)
<b>Fair value at end of period</b>	<b>9 806</b>	<b>25 479</b>
Total gains for the period included in profit or loss	350	-

	<b>Land</b>	<b>Buildings</b>
<b>2022</b>	<b>\$000</b>	<b>\$000</b>
Fair value at start of period	8 810	14 100
Transfers from work in progress	-	720
Revaluation increments recognised in Profit or Loss	-	275
Revaluation increments recognised in Other comprehensive income	-	1 484
Disposals	-	(5)
Depreciation expense	-	(471)
<b>Fair value at end of period</b>	<b>8 810</b>	<b>16 103</b>
Total gains for the period included in profit or loss	-	275

### **Valuation processes**

There were no changes in valuation techniques during the period. However, the valuation processes have been significantly impacted by the COVID-19 pandemic.

Transfers in and out of a fair value level are recognised on the date of the event or change in circumstances that caused the transfer. Transfers are generally limited to assets newly classified as non-current assets held for sale as the Treasurer's Instructions require valuations of land and buildings to be categorised within Level 3 where the valuations will utilise significant Level 3 inputs on a recurring basis.

### **Land (Level 3 fair values)**

Fair value for restricted use land is based on comparison with market evidence for land with low level utility (high restricted use land). The relevant comparators of land with low level utility is selected by Landgate and represents the application of a significant Level 3 input in this valuation methodology. The fair value measurement is sensitive to values of comparator land, with higher values of comparator land correlating with higher estimated fair values of land.

### **Buildings (Level 3 fair values)**

Fair value for existing use specialised buildings is determined by reference to the cost of replacing the remaining future economic benefits embodied in the asset, i.e. the current replacement cost. Current replacement cost is generally determined by reference to the market observable replacement cost of a substitute asset of comparable utility and the gross project size specifications, adjusted for obsolescence. Obsolescence encompasses physical deterioration, functional (technological) obsolescence and economic (external) obsolescence.

Valuation using current replacement cost utilises the significant Level 3 input, consumed economic benefit / obsolescence of asset which is estimated by Landgate. The fair value measurement is sensitive to the estimate of consumption / obsolescence, with higher values of the estimate correlating with lower estimated fair values of buildings.

### **Basis of valuation**

In the absence of market-based evidence, due to the specialised nature of some non-financial assets, these assets are valued at Level 3 of the fair value hierarchy on an existing use basis. The existing use basis recognises that restrictions or limitations have been placed on their use and disposal when they are not determined to be surplus to requirements. These restrictions are imposed by virtue of the assets being held to deliver a specific community service.

## 9. OTHER DISCLOSURES

This section includes additional material disclosures required by accounting standards or other pronouncements, for the understanding of this financial report.

	<b>Notes</b>
Events occurring after the end of the reporting period	9.1
Initial application of Australian Accounting Standards	9.2
Future impact of Australian Accounting Standards issued but not yet operative	9.3
Key management personnel	9.4
Related party transactions	9.5
Affiliated bodies	9.6
Remuneration of auditors	9.7
Equity	9.8
Supplementary financial information	9.9
Services provided free of charge	9.10
Indian Ocean Territories	9.11

### 9.1 EVENTS OCCURRING AFTER THE END OF THE REPORTING PERIOD

The Department has not identified any material events occurring after the end of the reporting period that would require any adjustment or disclosure.

### 9.2 INITIAL APPLICATION OF AUSTRALIAN ACCOUNTING STANDARDS

The following standards are operative for reporting periods ended on or after 30 June 2023:

- AASB 2020-3 – Amendments to Australian Accounting Standards – Annual Improvements 2018-2020 and Other Amendments
- AASB 2020-6 – Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current – Deferral of Effective Date
- AASB 2022-3 – Amendments to Australian Accounting Standards – Illustrative Examples for Not-for-Profit Entities Accompanying AASB 15

The Department considers the above standards do not have material impact on its accounts.

### 9.3 FUTURE IMPACT OF AUSTRALIAN ACCOUNTING STANDARDS ISSUED BUT NOT YET OPERATIVE

The Department cannot early adopt an Australian Accounting Standard unless specifically permitted by TI 1101 *Application of Australian Accounting Standards and Other Pronouncements* or by an exemption from TI 1101. Where applicable, the Department plans to apply the following Australian Accounting Standards from their application date.

**Operative for reporting periods  
beginning on / after**

**Operative for reporting periods beginning on/after 1 Jan 2023**

AASB 2021-2	<i>Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates</i>	1 Jan 2023
	<p>This Standard amends: (a) AASB 7, to clarify that information about measurement bases for financial instruments is expected to be material to an entity's financial statements; (b) AASB 101, to require entities to disclose their material accounting policy information rather than their significant accounting policies; (c) AASB 108, to clarify how entities should distinguish changes in accounting policies and changes in accounting estimates; (d) AASB 134, to identify material accounting policy information as a component of a complete set of financial statements; and (e) AASB Practice Statement 2, to provide guidance on how to apply the concept of materiality to accounting policy disclosures.</p> <p>There is no financial impact.</p>	
AASB 2021-6	<i>Amendments to Australian Accounting Standards – Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards</i>	1 Jan 2023
	<p>This Standard amends: (a) AASB 1049, to require entities to disclose their material accounting policy information rather than their significant accounting policies; (b) AASB 1054 to reflect the updated accounting policy terminology used in AASB 101 Presentation of Financial Statements; and (c) AASB 1060 to required entities to disclose their material accounting policy information rather than their significant accounting policy and to clarify that information about measurement bases for financial instruments is expected to be material to an entity's financial statements.</p> <p>There is no financial impact.</p>	
AASB 2022-7	<i>Editorial Corrections to Australian Accounting Standards and Repeal of Superseded and Redundant Standards</i>	1 Jan 2023
	<p>This Standard makes editorial corrections to various Australian Accounting Standards and AASB Practice Statement 2 Making Materiality Judgements.</p> <p>There is no financial impact.</p>	
AASB 2022-8	<i>Amendments to Australian Accounting Standards – Insurance Contracts: Consequential Amendments</i>	1 Jan 2023
	<p>This Standard amends: (a) AASB 1; (b) AASB 3; (c) AASB 5; (d) AASB 7; (e) AASB 9; (f) AASB 15; (g) AASB 17; (h) AASB 119; (i) AASB 132; (j) AASB 136; (k) AASB 137; (l) AASB 138; (m) AASB 1057; and (n) AASB 1058, to permit public sector entities to continue applying AASB 4 and AASB 1023 to annual periods beginning on or after 1 January 2023 but before 1 July 2026.</p> <p>There is no financial impact.</p>	

**Operative for reporting periods  
beginning on / after**

**Operative for reporting periods beginning on/after 1 Jan 2024**

AASB 2020-1	<p><i>Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current</i></p> <p>This Standard amends AASB 101 to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current.</p> <p>There is no financial impact.</p>	1 Jan 2024
AASB 2022-5	<p>Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback</p> <p>This Standard amends AASB 16 to add measurement requirements for sale and leaseback transactions that satisfy the requirements in AASB 15 to be accounted for as a sale.</p> <p>There is no financial impact.</p>	1 Jan 2024
AASB 2022-6	<p>Amendments to Australian Accounting Standards – Non-current Liabilities with Covenants</p> <p>This Standard amends AASB 101 to improve the information an entity provides in its financial statements about liabilities arising from loan arrangements for which the entity's right to defer settlement of those liabilities for at least twelve months after the reporting period is subject to the entity complying with conditions specified in the loan arrangement.</p> <p>The Standard also amends an example in Practice Statement 2 regarding assessing whether information about covenants is material for disclosure.</p> <p>There is no financial impact.</p>	1 Jan 2024
AASB 2022-10	<p>Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities.</p> <p>This Standard amends AASB 13 including adding authoritative implementation guidance and providing related illustrative examples, for fair value measurements of non-financial assets of not-for-profit public sector entities not held primarily for their ability to generate net cash inflows.</p> <p>There is no financial impact.</p>	1 Jan 2024



**Operative for reporting periods  
beginning on / after**

**Operative for reporting periods beginning on/after 1 Jan 2025**

AASB 17	<i>Insurance Contracts</i>	1 Jan 2025
	This Standard establishes principles for the recognition, measurement, presentation and disclosure of insurance contracts. It was amended by AASB 2022-8 to take effect for Not-For-Profit insurance contracts from 1 July 2026.	
	There is no financial impact.	
AASB 2021-7C	<i>Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128 and Editorial Corrections</i>	1 Jan 2025
	This Standard further defers (to 1 January 2025) the amendments to AASB 10 and AASB 128 relating to the sale or contribution of assets between an investor and its associate or joint venture. The standard also includes editorial corrections.	
	The Agency has not assessed the impact of the Standard.	
AASB 2022-9	<i>Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector</i>	1 Jan 2026
	This Standard amends AASB 17 and AASB 1050 to include modifications with respect to the application of AASB 17 by public sector entities. This Standard also amends the following Standards to remove the temporary consequential amendments set out in AASB 2022-8 since AASB 4 and AASB 1023 do not apply to public sector entities for periods beginning on or after 1 July 2026: (a) AASB 1; (b) AASB 3; (c) AASB 5; (d) AASB 7; (e) AASB 9; (f) AASB 15; (g) AASB 119; (h) AASB 132; (i) AASB 136; (j) AASB 137; (k) AASB 138; (l) AASB 1057; and (m) AASB 1058	
	There is no financial impact.	

## 9.4 KEY MANAGEMENT PERSONNEL

The Department has determined key management personnel to include cabinet ministers and senior officers of the Department. The Department does not incur expenditures to compensate Ministers and those disclosures may be found in the *Annual Report on State Finances*.

The total fees, salaries, superannuation, non-monetary benefits and other benefits for senior officers of the Department for the reporting period are presented within the following bands:

Compensation band (\$)	2023	2022
350 001 – 400 000	1	-
300 001 – 350 000	-	1
250 001 – 300 000	-	-
200 001 – 250 000	3	2
150 001 – 200 000	-	1
100 001 – 150 000	2	2
50 001 – 100 000	-	1
0 – 50 000	-	1
	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Short-term employee benefits	1 058	1 042
Post-employment benefits	90	74
Other long-term benefits	129	155
Termination benefits	7	78
<b>Total compensation of senior officers</b>	<b>1 284</b>	<b>1 349</b>

Total compensation includes the superannuation expense incurred by the Department in respect of senior officers.

## 9.5 RELATED PARTY TRANSACTIONS

The Department is a wholly owned public sector entity that is controlled by the State of Western Australia.

Related parties of the Department include:

- all cabinet members and their close family members, and their controlled or jointly controlled entities;
- all senior officers and their close family members, and their controlled or jointly controlled entities;
- other departments and statutory authorities, including related bodies, that are included in the whole of government consolidated financial statements (i.e. wholly-owned public sector entities);
- associates and joint ventures of a wholly-owned public sector entity; and
- the Government Employees Superannuation Board (GESB).

### Significant transactions with the Government-related entities

In conducting its activities, the Department is required to transact with the State and entities related to the State. These transactions are generally based on the standard terms and conditions that apply to all agencies. Significant transactions include:

- service appropriation (note 4.1);
- capital appropriation (note 9.8);
- superannuation contributions to GESB (note 3.1(a))
- grants provided to TAFE colleges (note 3.2); and
- remuneration for services provided by the Auditor General (note 9.7).

### Material transactions with other related parties

Outside of normal citizen type transactions with the Department, there were no other related party transactions that involved key management personnel and / or their close family members and / or their controlled (or jointly controlled) entities.

## 9.6 AFFILIATED BODIES

The table below are government affiliated bodies that received grants from the Department. These Training Councils are not subject to operational control by the Department.

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Community Services, Health and Education Training Council	641	495
Financial, Administrative and Professional Services Training Council	535	530
Food, Fibre & Timber Industries Training Council	500	495
Futurenow - Creative and Leisure Industries Training Council	500	495
Logistics Training Council	593	587
Resources Industry Training Council	381	377
Utilities, Engineering, Electrical and Automotive Training Council	535	530
	<b>3 685</b>	<b>3 509</b>

## 9.7 REMUNERATION OF AUDITORS

Remuneration paid or payable to the Auditor General in respect of the audit for the current financial year is as follows:

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Auditing the accounts, financial statements, controls and key performance indicators	241	231
	<b>241</b>	<b>231</b>

## 9.8 EQUITY

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
<b>Contributed equity</b>		
Balance at start of period	14 267	-
<b>Contributions by owners</b>		
Capital appropriation	59 626	43 578
<b>Other contributions by owners</b>		
Land asset transfer	36	-
<b>Transfer of net assets from other agencies</b>		
Transfer of assets from TAFE colleges	-	16 950
Transfer of assets from other public sector agencies	-	823
<b>Total contributions by owners</b>	<b>59 662</b>	<b>61 351</b>
<b>Distributions to owners</b>		
<b>Transfer of net assets to other agencies:</b>		
Transfer of completed capital works projects to TAFE colleges	(59 034)	(22 806)
Transfers of assets to TAFE colleges	-	(823)
Transfers of funding related to capital works projects to TAFE colleges	(10 252)	(6 505)
Transfers to other public sector agencies	-	(16 950)
<b>Total distributions to owners</b>	<b>(69 287)</b>	<b>(47 084)</b>
Transfer of debit balance in contributed equity to accumulated surplus	-	-
<b>Total contributed equity at end of period</b>	<b>4 642</b>	<b>14 267</b>
<b>Asset revaluation surplus</b>		
Balance at start of period	1 484	-
<b>Net revaluation increments</b>		
Land	610	-
Buildings	1 506	1 484
<b>Total asset revaluation surplus at end of period</b>	<b>3 600</b>	<b>1 484</b>
<b>Accumulated surplus</b>		
Balance at start of period	340 701	329 620
Result for the period	25 327	11 081
Transfer of debit balance in contributed equity to accumulated surplus	-	-
<b>Balance at end of period</b>	<b>366 028</b>	<b>340 701</b>

## 9.9 SUPPLEMENTARY FINANCIAL INFORMATION

### (a) Write-offs

During the financial year, \$77 646 (2022: \$41 894) of debts due to the Department were written off under the authority of:

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
The accountable authority	78	42
	<b>78</b>	<b>42</b>

### (b) Losses through theft, defaults and other causes

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Losses of public money and public and other property through theft or default	-	4
Amounts recovered	-	-
	<b>-</b>	<b>4</b>

### (c) Forgiveness of debts

During the financial year, there was no forgiveness (or waiver) of debts by the Department.

### (d) Gifts of public property

During the financial year, the Department did not provide gifts of public property.

## 9.10 SERVICES PROVIDED FREE OF CHARGE

During the period, the following services were provided to other public sector agencies free of charge:

- Accounting and human resource services
- Building management services
- Information and communications technology services
- TAFE advertising campaign
- TAFE admissions and VET support systems services

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
North Metropolitan TAFE	8 366	6 605
South Metropolitan TAFE	7 398	5 535
North Regional TAFE	1 210	1 240
Central Regional TAFE	1 945	1 571
South Regional TAFE	2 342	2 030
WA Academy of Performing Arts (Edith Cowan University)	22	19
	<b>21 283</b>	<b>17 000</b>

## 9.11 INDIAN OCEAN TERRITORIES

Reconciliation of Commonwealth funds received and expended for the Indian Ocean Territories

	<b>2023</b>	<b>2022</b>
	<b>\$000</b>	<b>\$000</b>
Opening balance	(24)	38
Receipts	237	132
Payments	(244)	(194)
<b>Closing balance</b>	<b>(31)</b>	<b>(24)</b>

## 10. EXPLANATORY STATEMENTS

This section explains variations in the financial performance of the Department.

	<b>Notes</b>
Explanatory statement for controlled operations	10.1
Explanatory statement for administered items	10.2

### 10.1 EXPLANATORY STATEMENT FOR CONTROLLED OPERATIONS

This explanatory section explains variations in the financial performance of the Department undertaking transactions under its own control, as represented by the primary financial statements. All variances between annual estimates (original budget) and actual results for 2023, and between the actual results for 2023 and 2022 are shown below. Narratives are provided for key major variances which vary more than 10% from their comparative and that the variation is more than 1% of the :

- Total Cost of Services for the previous year for Statements of comprehensive income and Statement of cash flows; and
- Total Assets for the previous year for the Statement of financial position.

## 10.1.1 STATEMENT OF COMPREHENSIVE INCOME VARIANCES

	Variance Note	Estimate 2023	Actual 2023	Actual 2022	Variance between estimate and actual	Variance between actual results for 2023 and 2022
		\$000	\$000	\$000	\$000	\$000
<b>Expenses</b>						
Employee benefits expenses	a	55 411	58 251	51 228	2 840	7 023
Supplies and services		33 401	32 648	29 557	(753)	3 091
Depreciation and amortisation expenses		2 697	5 686	2 750	2 989	2 936
Finance costs		4	10	3	6	7
Accommodation expenses		5 163	4 143	3 979	(1 020)	164
Grants and subsidies		647 875	668 630	619 574	20 755	49 056
Other expenses		4 744	2 449	2 805	(2 295)	( 356)
<b>Total cost of services</b>		<b>749 295</b>	<b>771 816</b>	<b>709 896</b>	<b>22 521</b>	<b>61 920</b>
<b>Income</b>						
User charges and fees	1, b	13 859	18 028	14 431	4 169	3 597
Commonwealth grants	2	168 203	235 654	228 012	67 451	7 642
Interest income		905	1 652	206	747	1 446
Other income		2 153	1 787	2 489	( 366)	( 702)
<b>Total income other than income from State Government</b>		<b>185 120</b>	<b>257 121</b>	<b>245 138</b>	<b>72 001</b>	<b>11 983</b>
<b>NET COST OF SERVICES</b>		<b>564 175</b>	<b>514 695</b>	<b>464 758</b>	<b>(49 480)</b>	<b>49 937</b>
<b>Income from State Government</b>						
Service appropriation	c	459 621	484 259	416 879	24 638	67 380
Income from other public sector entities		8 840	8 535	11 306	( 305)	(2 771)
Resources received		294	441	454	147	(13)
Royalties for Regions Fund		47 064	46 787	47 200	( 277)	( 413)
<b>Total income from State Government</b>		<b>515 819</b>	<b>540 022</b>	<b>475 839</b>	<b>24 203</b>	<b>64 183</b>
<b>SURPLUS / (DEFICIT) FOR THE PERIOD</b>		<b>(48 356)</b>	<b>25 327</b>	<b>11 081</b>	<b>73 682</b>	<b>14 245</b>
<b>Other comprehensive income</b>						
Changes in asset revaluation surplus		-	2 116	1 484	2 116	632
<b>Total other comprehensive income</b>		<b>-</b>	<b>2 116</b>	<b>1 484</b>	<b>2 116</b>	<b>632</b>
<b>TOTAL COMPREHENSIVE INCOME/(LOSS) FOR THE PERIOD</b>		<b>(48 356)</b>	<b>27 442</b>	<b>12 565</b>	<b>75 798</b>	<b>14 877</b>

**Major estimate and actual (2023) variance narratives:**

1. User charges and fees was higher than estimates by \$4.2 million (30%) largely due to higher than anticipated growth in international student enrolments.
2. Commonwealth grants was higher than estimates \$67.5 million (40%) due to funds received under the extension of the Job Trainer Fund National Partnership and the 12 -Month National Skills Agreement.

**Major actual (2023) and comparative (2022) variance narratives:**

- a. Employee benefit expenses increased by \$7.0 million (14%) largely due to increased staff to deliver State Government Initiatives and the Public Sector Wages Policy.
- b. User charges and fees increased by \$3.6 million (25%) largely due to growth in international student enrolments.
- c. Service appropriation increased by \$67.4 million (16%) largely due to funding received for election commitments, COVID-19 Response initiatives and Public Sector Wages Policy.



## 10.1.2 STATEMENT OF FINANCIAL POSITION VARIANCES

	Variance Note	Estimate 2023 \$000	Actual 2023 \$000	Actual 2022 \$000	Variance between estimate and actual \$000	Variance between actual results for 2023 and 2022 \$000
<b>ASSETS</b>						
<b>Current assets</b>						
Cash and cash equivalents	1, a	152 002	197 223	225 499	45 221	(28 276)
Restricted cash and cash equivalents	2, b	28 072	32 943	27 871	4 871	5 072
Inventories		28	30	63	2	(33)
Receivables		5 322	4 518	2 862	(804)	1 656
Other current assets	c	2 672	4 118	1 736	1 446	2 382
<b>Total current assets</b>		<b>188 096</b>	<b>238 833</b>	<b>258 031</b>	<b>50 736</b>	<b>(19 199)</b>
<b>Non-current assets</b>						
Restricted cash and cash equivalents		885	1 230	1 075	345	155
Biological assets		449	338	446	(111)	(108)
Amounts receivable for services	d	58 578	62 169	55 881	3 591	6 288
Property, plant and equipment	3, e	120 788	103 499	63 593	(17 289)	39 906
Intangible assets	4, f	9 603	5 277	10 141	(4 326)	(4 864)
Right-of-use assets		200	363	354	163	9
<b>Total non-current assets</b>		<b>190 503</b>	<b>172 876</b>	<b>131 490</b>	<b>(17 627)</b>	<b>41 386</b>
<b>TOTAL ASSETS</b>		<b>378 599</b>	<b>411 709</b>	<b>389 521</b>	<b>33 109</b>	<b>22 187</b>
<b>LIABILITIES</b>						
<b>Current liabilities</b>						
Payables		12 694	12 362	11 839	(332)	523
Contract liabilities	5, g	6 178	10 617	7 911	4 439	2 706
Grant liabilities		56	-	-	( 56)	-
Lease liabilities		79	106	92	27	14
Employee related provisions	6	11 086	8 487	8 141	(2 599)	346
Other current liabilities		-	1 186	891	1 186	295
<b>Total current liabilities</b>		<b>30 093</b>	<b>32 759</b>	<b>28 874</b>	<b>2 665</b>	<b>3 884</b>
<b>Non-current liabilities</b>						
Lease liabilities		122	228	230	106	( 2)
Employee related provisions	7	2 339	4 452	3 965	2 113	487
<b>Total non-current liabilities</b>		<b>2 461</b>	<b>4 680</b>	<b>4 195</b>	<b>2 219</b>	<b>485</b>
<b>TOTAL LIABILITIES</b>		<b>32 554</b>	<b>37 439</b>	<b>33 069</b>	<b>4 884</b>	<b>4 369</b>
<b>NET ASSETS</b>		<b>346 045</b>	<b>374 269</b>	<b>356 452</b>	<b>28 225</b>	<b>17 818</b>
<b>EQUITY</b>						
Contributed equity		36 306	4 642	14 267	(31 664)	(9 625)
Asset revaluation reserve	8	-	3 600	1 484	3 600	2 116
Accumulated surplus		309 739	366 028	340 701	56 289	25 327
<b>TOTAL EQUITY</b>		<b>346 045</b>	<b>374 269</b>	<b>356 452</b>	<b>28 225</b>	<b>17 818</b>

**Major estimate and actual (2023) variance narratives:**

1. Cash and cash equivalents is higher than estimates by \$45.2 million (30%) largely due to the timing of revenue and expenditure associated with the Job Trainer National Partnership and the 12-Month National Skills Agreement.
2. Restricted cash and cash equivalents is higher than estimates by \$4.9 million (17%) largely due to higher than anticipated growth in international student enrolments.
3. Property, plant and equipment is lower than estimates by \$17.3 million (14%) largely due to the timing of capital works projects.
4. Intangible assets is lower than estimates by \$4.3 million (45%) due to increased amortisation.
5. Contract liabilities is higher than estimates by \$4.4 million (72%) largely due to higher than anticipated growth in international student activity.
6. Current Employer related provisions is lower than estimates by \$2.6 million (23%) largely due to lower than anticipated long service and annual leave provisions.
7. Non-current Employer related provisions is higher than estimates by \$2.1 million (90%) largely due to higher than anticipated long service leave provision.
8. Asset revaluation reserves is higher than estimates by \$3.6 million due to an increase in the valuation of land and buildings.

**Major actual (2023) and comparative (2022) variance narratives:**

- a. Cash and cash equivalents decreased by \$28.3 million (13%) largely due to the timing of revenue and expenditure associated with the Job Trainer National Partnership and the 12-Month National Skills Agreement.
- b. Restricted cash and cash equivalents increased by \$5.1 million (18%) largely due to higher than anticipated international student fees received.
- c. Other current assets increased by \$2.4 million (137%) largely due to timing of payment of software licences.
- d. Amounts receivable for services increased by \$6.3 million (11%) due to amounts appropriated for asset replacement.
- e. Property plant and equipment increased by \$39.9 million (63%) due to continued progress on the asset investment program.
- f. Intangible assets decreased by \$4.9 million (48%) due to increased amortisation of software.
- g. Contract liabilities increased by \$2.7 million (34%) due to higher than expected growth in international student activity.

### 10.1.3 STATEMENT OF CASH FLOWS VARIANCES

	Variance Note	Estimate 2023	Actual 2023	Actual 2022	Variance between estimate and actual	Variance between actual results for 2023 and 2022
		\$000	\$000	\$000	\$000	\$000
<b>CASH FLOWS FROM STATE GOVERNMENT</b>						
Service appropriation		456 924	477 971	413 654	21 047	64 317
Capital appropriation	a	64 415	59 626	43 578	(4 789)	16 048
Funds from other public sector entities	b	8 209	7 805	12 009	(404)	(4 204)
Royalties for Regions Fund		47 064	46 787	47 200	( 277)	( 413)
<b>Net cash provided by State Government</b>		<b>576 612</b>	<b>592 189</b>	<b>516 441</b>	<b>15 577</b>	<b>75 748</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>						
<b>Payments</b>						
Employee benefits		(55 122)	(57 374)	(51 760)	(2 252)	(5 614)
Supplies and services and other expenses		(43 125)	(38 164)	(34 865)	4 961	(3 299)
Finance costs		(4)	( 10)	(3)	(6)	(7)
Grants and subsidies		(647 875)	(672 149)	(617 715)	(24 274)	(54 434)
GST payments on purchases		(13 821)	(15 912)	(20 384)	(2 091)	4 472
<b>Receipts</b>						
User charges and fees		13 622	21 134	16 646	7 512	4 488
Commonwealth grants		168 203	235 654	228 012	67 451	7 642
Interest received		905	1 159	146	254	1 013
GST receipts on sales		840	941	1 117	101	(176)
GST receipts from taxation authority		12 981	14 970	19 267	1 989	(4 297)
Other receipts		3 021	2 214	1 577	(806)	638
<b>Net cash provided by / (used in) operating activities</b>		<b>(560 375)</b>	<b>(507 537)</b>	<b>(457 962)</b>	<b>52 838</b>	<b>(49 575)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>						
<b>Payments</b>						
Purchase of non-current assets	1,c	(90 697)	(97 348)	(49 901)	(6 651)	(47 447)
<b>Net cash provided by / (used in) investing activities</b>		<b>(90 697)</b>	<b>(97 348)</b>	<b>(49 901)</b>	<b>(6 651)</b>	<b>(47 447)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>						
<b>Payments</b>						
Principal elements of lease payments		(110)	(101)	(99)	9	(2)
Equity transfer to TAFEs for capital purchases	2, d	(3 500)	(10 252)	(6 506)	(6 752)	(3 746)
<b>Net cash provided by / (used in) financing activities</b>		<b>(3,610)</b>	<b>(10 353)</b>	<b>(6 605)</b>	<b>(6 743)</b>	<b>(3 748)</b>

### 10.1.3 STATEMENT OF CASH FLOWS VARIANCES (CONTINUED)

Variance Note	Estimate 2023	Actual 2023	Actual 2022	Variance between estimate and actual	Variance between actual results for 2023 and 2022
	\$000	\$000	\$000	\$000	\$000
Net increase / (decrease) in cash and cash equivalents	(78 070)	(23 049)	1 973	55 021	(25 022)
Cash and cash equivalents at the beginning of the period	259 029	254 445	252 472	(4 584)	1 973
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD</b>	<b>180 959</b>	<b>231 396</b>	<b>254 445</b>	<b>50 437</b>	<b>(23 049)</b>

#### Major estimate and actual (2023) variance narratives:

- Purchases of non-current assets was lower than estimates by \$6.7 million (7%) due to the timing of capital works projects.
- Equity transfer to TAFE colleges for capital purchases was higher than estimates by \$6.8 million (193%) due to the timing of capital works projects.

#### Major actual (2023) and comparative (2022) variance narratives:

- Capital appropriation increased by \$16.0 million (37%) to reflect the continued progress of the asset investment program.
- Funds from other public sector entities decreased by \$4.2 million (35%) largely due the cessation of an agreement with the Department of Communities.
- Purchase of non-current assets increased by \$47.5 million (95%) largely due to continued progress of the asset investment program.
- Equity transfer to TAFE colleges for capital purchases increased by \$3.7 million (58%) largely due to continued progress on the TAFE Modern Equipment Program.

## 10.2 EXPLANATORY STATEMENT FOR ADMINISTERED ITEMS

This explanatory section explains variations in the financial performance of the Department undertaking transactions as an agent of the government, as detailed in the administered schedules.

All variances between annual estimates and actual results for 2023, and between the actual results for 2023 and 2022 are shown below. Narratives are provided for key major variances which vary by more than 10% from their comparative and that the variation is more than 1% of Total administered income for the previous year.

Variance Note	Estimate 2023	Actual 2023	Actual 2022	Variance between estimate and actual	Variance between actual results for 2023 and 2022
	\$000	\$000	\$000	\$000	\$000
<b>INCOME FROM ADMINISTERED ITEMS</b>					
<b>Income</b>					
For transfer:					
Temporary Worker (Skilled) Visa Holder (Subclass 457) Child School Fee	1, a	4 081	1 931	2 561	(2 150) (630)
<b>TOTAL ADMINISTERED INCOME</b>		<b>4 081</b>	<b>1 931</b>	<b>2 561</b>	<b>(2 150) (630)</b>
<b>Expense</b>					
Payment to the consolidated account		4 081	1 931	2 561	(2 150) (630)
<b>TOTAL ADMINISTERED EXPENSE</b>		<b>4 081</b>	<b>1 931</b>	<b>2 561</b>	<b>(2 150) (630)</b>

### Major estimate and actual (2023) variance narratives:

1. Temporary Worker (Skilled) Visa Holder (Subclass 457) Child School Fee was lower than estimates by \$2.2 million (53%) due to the waiving of public school fees for the children of skilled migrant families for 2023.

### Major actual (2023) and comparative (2022) variance narratives:

- a. Temporary Worker (Skilled) Visa Holder (Subclass 457) Child School Fee reduced by \$0.6 million (25%) due to the waiving of public school fees for the children of skilled migrant families for 2023.



## Audited key performance indicators

### Certification of key performance indicators

For the reporting period ended 30 June 2023

I hereby certify that the key performance indicators are based on proper records, are relevant and appropriate for assisting users to assess the Department of Training and Workforce Development's performance, and fairly represent the performance of the Department of Training and Workforce Development for the financial year ended 30 June 2023.

**Karen Ho**  
Director General  
28 August 2023

## Outcome based management framework in detail

The Department's outcome based management framework was developed in consultation with the Department of Treasury. The effectiveness and efficiency indicators reflect a broad scope of the Department's services.

Each of the Department's desired outcomes contributes to achieving the State Government goal of future Jobs and Skills: grow and diversify the economy, create jobs and support skills development.

Note: The KPI statement following the Framework contains explanations of any variance between the 2022-23 target and the 2022-23 actual as well as any variance between the 2021-22 actual and the 2022-23 actual. These explanations are only provided when the variance is greater than  $\pm 10\%$ .

Desired outcome	Key effectiveness indicators
1. A skilled workforce that meets the State's economic and community needs	1.1 Extent to which Jobs and Skills Centre services provided to individuals and businesses result in career, employment or training outcomes 1.2 Proportion of State nominated skilled migrants employed in priority occupations after arrival
2. A flexible, responsive, innovative and quality training system	2.1 Proportion of delivery in training aligned with State priority occupations 2.2 Proportion of graduates satisfied with the overall quality of training 2.3 Percentage of registered training organisations compliant with the <i>Standards for Registered Training Organisations (RTOs) 2015</i>
Services	Key efficiency indicators
1. VET workforce planning and policy development	1.1 Cost of VET workforce planning and policy development per training place
2. Jobs and Skills Centre services	2.1 Average cost per Jobs and Skills Centre individual and business client contact
3. Skilled migration, including overseas qualification assessment	3.1 Average cost to administer migration applications and overseas qualification assessments
4. Apprenticeship and traineeship administration and regulation	4.1 Average cost per active training contract 4.2 Cost to administer the employer incentive scheme as a proportion of total incentive payments
5. Procurement of training	5.1 Cost per student curriculum hour
6. Recruitment and management of international students	6.1 Average cost of recruitment and management per full-time equivalent international student
7. Services to TAFE colleges	7.1 Average cost to administer training infrastructure and support services per TAFE college
8. Regulatory services to Registered Training Organisations	8.1 Cost of regulatory services per registered training organisation

## Key outcome effectiveness indicators

### OEI 1.1: Extent to which Jobs and Skills Centre services provided to individuals and businesses result in career, employment or training outcomes

OEI 1.1 measures the proportion of Jobs and Skills Centre clients who entered employment, education or training, changed employment or made a career decision, choice or plan after receiving direct assistance. A higher proportion indicates greater development and use of skills in the workforce.

Data for this indicator are derived from a Department survey of clients. In 2022-23 the survey was sent to 13,223 clients and there were 3,672 responses (a response rate of 27.8%). Of these, a weighted total of 2,601 clients had an employment, career or training outcome (the survey sample data are weighted to reflect the relative populations of the two client groups: individuals and businesses). The survey confidence interval at the 95% confidence level was  $\pm 1.25\%$ .

**Table 1: Extent to which Jobs and Skills Centre services provided to individuals and businesses result in career, employment or training outcomes**

2022-23 Target	2022-23 Actual	2021-22 Actual
68.0%	70.8%	71.8%

Source: DTWD survey.

The quarterly survey was conducted from 20 September to 23 October 2022 for quarter 1, from 30 November to 19 December 2022 for quarter 2, from 20 March to 6 April 2023 for quarter 3 and from 24 May to 14 June 2023 for quarter 4.

### OEI 1.2: Proportion of State nominated skilled migrants employed in priority occupations after arrival

OEI 1.2 measures the number of migrants nominated under Western Australia’s State Nominated Migration Program (SNMP) and residing in WA who are working in a priority occupation. A higher proportion indicates the SNMP is supplementing the State’s workforce with a more appropriate skilled migration intake.

Data for this indicator are derived from a Department survey of clients. The survey was sent to the 459 skilled migrants who had registered with the Department since 1 July 2022, of which 400 responded (a response rate of 87.1%). In 2022-23 there were 373 respondents who were living in WA. Of these, 331 clients were employed in a priority occupation. The survey confidence interval at the 95% confidence level was  $\pm 1.39\%$ .

**Table 2: Proportion of State nominated skilled migrants employed in priority occupations after arrival**

2022-23 Target	2022-23 Actual	2021-22 Actual
82.0%	88.7%	95.9%

Source: DTWD survey. The survey was conducted from 19 June to 3 July 2023.



### OEI 2.1: Proportion of delivery in training aligned with State priority occupations

OEI 2.1 measures the hours of publicly funded delivery in priority training as a proportion of all publicly funded delivery. A higher proportion indicates the training system is more responsive to the employment and skill needs of the State and flexible in adapting to the State’s priorities.

Hours calculations are based on the 2022 calendar year. In 2022 there was a total of 31,540,439 publicly funded delivery hours. Of these, 27,322,134 hours were delivered in priority training areas. Priority training areas include apprenticeships and traineeships, institutional activity in qualifications eligible for an entitlement plus foundation skills courses including CAVSS and USIQ.

**Table 3: Proportion of delivery in training aligned with State priority occupations**

2022-23 Target	2022-23 Actual	2021-22 Actual
83.0%	86.6%	83.0%

Source: DTWD VET Enrolment Collection

### OEI 2.2: Proportion of graduates satisfied with the overall quality of training

OEI 2.2 measures the proportion of vocational education and training graduates in Western Australia who are satisfied with the overall quality of training. A higher proportion indicates a better quality training system.

Data for this indicator are derived from a National Centre for Vocational Education Research survey. There were 30,090 Western Australian graduates in scope in the sample and 8,555 responses (a response rate of 28.4%). The survey confidence level interval at the 95% confidence level was ±0.6%.

**Table 4: Proportion of graduates satisfied with the overall quality of training**

2022-23 Target	2022-23 Actual	2021-22 Actual
90.0%	90.0%	90.3%

Source: National Centre for Vocational Education Research, Student Outcomes Survey 2022. The survey was conducted from 6 June to 16 August 2022.



### OEI 2.3: Percentage of Registered Training Organisations compliant with the Standards for Registered Training Organisations (RTOs) 2015

The Training Accreditation Council (TAC) Secretariat was transferred from the Department of Education to the Department of Training and Workforce Development on 1 January 2019.

This indicator is calculated by determining the number of RTOs audited during the financial year that did not receive a sanction divided by the total number of RTOs audited during the year.

RTOs are considered to have not complied with the standards if their registration was cancelled or suspended at any time during the financial year.

In 2022-23, TAC commenced 144 audits with 87 RTOs. As at 30 June 2023, TAC had finalised 143 main audit outcomes with 87 RTOs, with the remaining 1 audit to be finalised subsequent to the end of the financial year. During the period, no RTOs had their registration cancelled or suspended due to non-compliances with the Standards. The rate of RTO compliance was 100%.

**Table 5: Percentage of Registered Training Organisations compliant with the Standards for Registered Training Organisations (RTOs) 2015**

2022-23 Target	2022-23 Actual	2021-22 Actual
100.0%	100.0%	100.0%

Source: Training Accreditation Council Secretariat administrative data

## Key service efficiency indicators (SEI)

### SEI 1.1: Cost of VET workforce planning and policy development per training place

A function of the Policy, Planning and Innovation directorate is to establish workforce priorities and policies to guide publicly funded training delivery in Western Australia. This function includes the State Workforce Planning branch, which gathers workforce data and feedback from industry to identify State workforce and skills priorities; and the Policy, Planning and Research branch which negotiates national funding agreements and VET reforms, develops policy for VET fees and funding, apprenticeships and traineeships and VET delivered to secondary students so publicly funded training delivery is aligned with industry needs.

SEI 1.1 measures the cost (including overheads) of this work per training place, defined as a publicly funded course enrolment. Course enrolments are reported on a calendar year basis.

A lower cost indicates that the work of policy development and workforce planning is more cost-effective relative to course enrolments. Total costs for 2022-23 were \$16,187,078.

In 2022 there were 140,057 training places or publicly funded course enrolments.

**Table 6: Cost of VET workforce planning and policy development per training place**

2022-23 Target	2022-23 Actual	2021-22 Actual	Note
\$109	\$116	\$97	1

Source: DTWD finance and VET Enrolment Collection

1. The variance from the 2021-22 actual is largely due to lower training places and higher costs mainly due to the realignment of costs and services provided within the Year 9 Career Taster Program from training to workforce planning and new initiatives for defence workforce planning.

### SEI 2.1: Average cost per Jobs and Skills Centre individual and business client contact

Jobs and Skills Centre services provide education and training information, and career guidance to the Western Australian community, as well as employment, training and mentoring services to Aboriginal people and communities.

SEI 2.1 measures the average cost (including overheads) of providing Jobs and Skills Centre services per client contact. A lower cost indicates a more cost effective provision of Jobs and Skills Centre services.

The total number of client contacts was 78,958.

Total expenditure on Jobs and Skills Centres in 2022-23 was \$18,118,448.

**Table 7: Average cost per Jobs and Skills Centre individual and business client contact**

2022-23 Target	2022-23 Actual	2021-22 Actual	Note
\$357	\$229	\$239	2

Source: DTWD finance and administrative data

2. The variance from the 2022–23 target is due primarily to higher than anticipated client contacts associated with the further maturing of the Jobs and Skills Centre (JSC) services and new contractual arrangements in 2022-23 which led to an increased focus on service delivery targets. This included new JSCs opening in Collie, Kununurra and South Hedland. In addition, JSC Aboriginal support services were enhanced with additional resources to regional JSCs and in the metropolitan area with the addition of the Fremantle JSC and expanded services from the Perth JSC. Anticipated costs were below budget due to the timing of opening the new centres.

### SEI 3.1: Average cost to administer migration applications and overseas qualification assessments

Skilled migration, including overseas qualification assessment, assesses applications from intending skilled migrants who wish to migrate to Western Australia, and assesses post-secondary qualifications gained overseas for Western Australian residents. The service aims to facilitate skilled migration to Western Australia to supplement the local workforce and enable overseas trained residents to access education, training and employment through recognition of overseas qualifications.

SEI 3.1 measures the average cost (including overheads) to process migration and overseas qualification applications. A lower cost indicates a more cost effective process for assessing overseas qualifications and administering migration program applications.

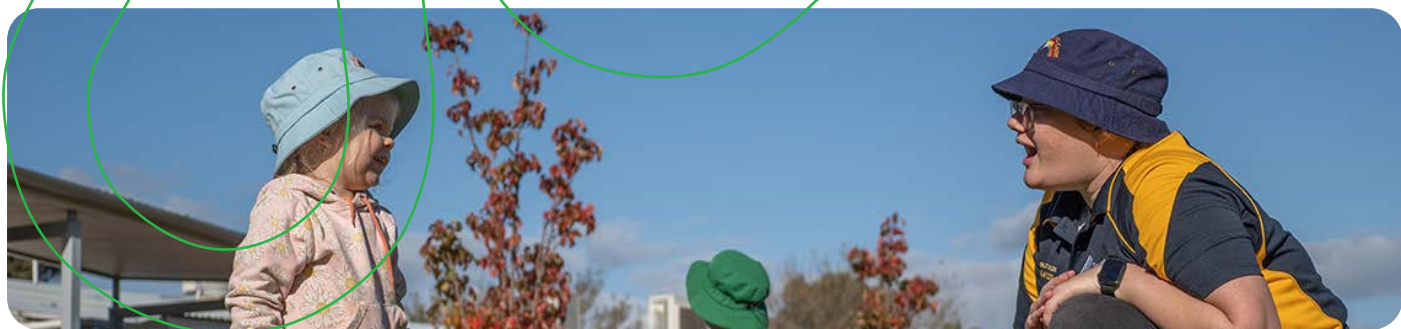
In 2022-23 there were 13,877 migration applications and qualification assessments. Total expenditure was \$4,440,259.

**Table 8: Average cost to administer migration applications and overseas qualification assessments**

2022-23 Target	2022-23 Actual	2021-22 Actual	Note
\$225	\$320	\$275	3

Source: DTWD finance and administrative data

3. The variance from the 2022-23 target and the 2021-22 actual is largely due to the costs of new initiatives including the Skilled Migrant Job Connect Program.



### SEI 4.1: Average cost per active training contract

Apprenticeship and traineeship administration and regulation includes registration of training contracts and administration of contract variations, educating participants on training contract and legislation requirements, dispute resolution and monitoring of legislative compliance.

SEI 4.1 measures the average cost to Apprenticeship Office (including overheads) of administering apprenticeship and traineeship training contracts. A lower cost indicates more cost effective administration and regulation of apprenticeships and traineeships relative to the number of active training contracts.

In 2022-23 there were 45,979 active training contracts (this figure is weighted according to the number of days contracts were active during the year). Total expenditure including employer incentive payments other than the Jobs and Skills WA Employer Incentive (which is covered in 4.2 below) was \$13,011,511.

**Table 9: Average cost per active training contract**

2022-23 Target	2022-23 Actual	2021-22 Actual	Note
\$447	\$283	\$446	4

Source: DTWD finance data and WA Apprenticeship Management System

4. The variance from the 2022-23 target is due to higher than expected training contract numbers stemming from changes to Commonwealth wage subsidy incentives, as well as lower than anticipated initial uptake of State subsidies allocated for apprentices employed through Group Training Organisations Wage Subsidy Program. The variance from the 2021-22 actual is largely due to the cessation of the Apprenticeship and Traineeship Reengagement Incentive initiative.

### SEI 4.2: Cost to administer the employer incentive scheme as a proportion of total incentive payments

A key new initiative funded through the National Partnership on the Skilling Australians Fund 2018-2022 is the Jobs and Skills WA Employer Incentive Scheme, developed to grow apprenticeships and new entrant traineeships by assisting employers with the cost of taking on new apprentices and new entrant trainees to expand their businesses. The incentive significantly widens financial assistance, especially to small business.

SEI 4.2 measures the cost to administer the Jobs and Skills WA Employer Incentive Scheme as a proportion of total incentive payments. A lower cost indicates more cost effective administration of the incentive scheme.

In 2022-23 the cost to administer the employer incentive scheme was \$2,690,986. Total incentive payments were \$33,282,846.

**Table 10: Cost to administer the employer incentive scheme as a proportion of total incentive payments**

2022-23 Target	2022-23 Actual	2021-22 Actual
8.0%	8.1%	7.9%

Source: DTWD finance data

### SEI 5.1: Cost per student curriculum hour (SCH)

Procurement of training comprises the purchasing of training delivery services from TAFE colleges and private training providers in accordance with the State’s priorities and the *State Training Plan*. The service is differentiated according to employment based and institutional based training.

SEI 5.1 measures the average value of Government subsidy per student curriculum hour for each category. Hours are reported on a calendar year non-adjusted end-of-study basis. A lower cost may indicate a more cost effective administration of training delivery.

The number of funded hours in 2022 was 31,540,439. Total expenditure on procurement of training in 2022-23 was \$606,112,872.

**Table 11: Cost per student curriculum hour**

	2022-23 Target	2022-23 Actual	2021-22 Actual	Note
Employment based training	\$17.85	\$19.22	\$17.59	
Institutional based training	\$16.51	\$19.22	\$16.35	5
Total	\$16.80	\$19.22	\$16.63	

Source: DTWD finance data and VET Enrolment Collection

5. Increases from the 2021-22 actual and 2022-23 target cost per student curriculum hour result from changes in training demand, the FREE IN '23 initiative, and *Government Wages Policy*.

### SEI 6.1: Average cost of recruitment and management per full-time equivalent international student

Recruitment and management of international students involves the marketing of Western Australian TAFE colleges and public schools off shore and on shore, and the management of admissions, compliance and the welfare of international students according to relevant legislation.

SEI 6.1 measures the average cost per student (including overheads) to recruit and monitor compliance of international students. A lower cost indicates more efficient management of the international education and training business.

The total number of international full-time equivalent student enrolments in 2022-23 was 4,761. (Note, full-time equivalent numbers include students on short enrolments. If length of enrolment was taken into account, this would reduce to 4,306 over two 20-week semesters.) Total expenditure, excluding grants to training providers and schools, was \$7,508,313.

**Table 12: Average cost of recruitment and management per full-time equivalent international student**

2022-23 Target	2022-23 Actual	2021-22 Actual	Note
\$2,623	\$1,577	\$1,734	6

Source: DTWD finance and TAFE WA International enrolment data

6. The variance from the 2022-23 target is largely due to significantly higher than anticipated growth in international student enrolments following the long closure of international borders due to COVID-19.



### SEI 7.1: Average cost to administer training infrastructure and support services per TAFE college

Infrastructure management for TAFE colleges includes the maintenance, administration and strategic development of land and buildings used to deliver publicly funded training in campuses across the State. Support services to TAFE colleges include the supply, management and maintenance of information and communication technology, finance, and human resource services.

SEI 7.1 measures the average cost per TAFE college (including overheads) for providing training infrastructure management, corporate services, and information and communication technology systems and support. A lower cost can indicate more cost-effective administration of training infrastructure management and delivery of support services for the TAFE network.

Total costs in 2022-23 (excluding grants and capital program costs, lease costs, infrastructure administration, ICT and other costs borne by the colleges) were \$42,971,721.

**Table 13: Average cost to administer training infrastructure and support services per TAFE college**

2022-23 Target	2022-23 Actual	2021-22 Actual	Note
\$7,020,522	\$8,594,344	\$7,362,566	7

Source: DTWD finance data

7. The variance from the 2022-23 target and the 2021-22 actual is largely due to investment in TAFE ICT systems and hosting arrangements and *Government Wages Policy*.

### SEI 8.1: Cost of regulatory services per Registered Training Organisation

The Training Accreditation Council (TAC) Secretariat was transferred from the Department of Education to the Department of Training and Workforce Development on 1 January 2019.

Regulatory services to Registered Training Organisations (RTOs) operating solely in Western Australia are the statutory responsibility of the TAC.

SEI 8.1 measures the cost of providing regulatory services to RTOs.

This indicator is calculated by dividing costs by the number of RTOs with an active registration at any time during the financial year.

Total costs in 2022-23 were \$3,358,871 which includes all regulatory activity, including assessments of RTO compliance. A weighted total of 175 RTOs had an active registration during the financial year.

**Table 14: Cost of regulatory services per Registered Training Organisation**

2022-23 Target	2022-23 Actual	2021-22 Actual	Note
\$18,027	\$19,194	\$15,176	8

Source: Training Accreditation Council Secretariat administrative data

8. The variance from the 2021-22 actual is largely due to the timing of audit activity.



## Ministerial directives

No Ministerial directives were received during the financial year.

## Corporate governance

The Department promotes the highest standards of corporate governance practices through policies, guidelines and procedures under its *Accountability Framework* and encourages all staff to be accountable for their actions and performance and to uphold the Department's *Code of Conduct*. The governance structure comprises four committees with clearly defined participant roles and responsibilities confirmed in individual governance committee terms of reference and agreed to by participants:

- Corporate Executive
- Audit and Risk Committee
- Procurement Review Committee
- ICT Governance Board

Corporate Governance principles support the Director General in meeting her responsibilities for the Department's performance, financial management and compliance with the *Public Sector Management Act 1994*.

### Corporate Executive

Comprising the Director General and four Executive Directors, Corporate Executive is the Department's key decision making body. It is charged with oversight of the Department and its operations, coordination of policy and planning processes, and development and execution of strategic direction. Key functions include:

- developing, considering and endorsing Department strategies, governance frameworks, policies, practices and programs;
- considering structures and matters relating to the Department's staff establishment and budget;
- considering the Department's delegation framework and the delegation and allocation of tasks; and
- monitoring the Department's key performance indicators and achievements against strategic and operational plans, and reviewing and implementing reform strategies.

Each Executive Director is responsible for managing and reporting on their directorate's operations and performance; establishing a directorate budget management framework; and implementing control processes in a manner that harmonises with corporate financial management systems and requirements. During 2022-23, a range of adjustments to Corporate Executive were introduced to improve information flow and transparency of decision making, build the capability of senior and emerging leaders, and enable a greater focus on strategic matters.

Key changes include:

- introduction of monthly virtual briefing sessions for all staff to hear from Corporate Executive members about key initiatives and recent Corporate Executive decisions;
- expansion of Corporate Executive membership to include one Tier 3 manager from each directorate who are appointed as Rotating Members for three month terms; and
- introduction of quarterly strategic review meetings for the discussion of strategic issues and directions.

### Audit and Risk Committee

The Audit and Risk Committee, provides independent assurance to the Director General on the Department's financial and performance reporting, risk oversight and management, systems of internal control and internal audit program.

### Procurement Review Committee

The Procurement Review Committee reviews and endorses the Department's procurement processes to ensure that business areas undertake procurement activities in accordance with relevant legislation and policies and apply best practice principles.

### ICT Governance Board

The ICT Governance Board provides collective, business-focused, strategic-level ownership and direction of all work undertaken and funded by the Department, as well as monitoring digital security through the ICT risk register.

## Internal audit and risk management

The Department's Internal Audit function provides independent, risk-based and objective assurance, advice and insight to add value and improve the Department's operations.

In 2022-23 Internal Audit enhanced and improved the Department's processes and controls by:

- completing 15 internal audits, including audits focused on procurement compliance, payments to suppliers and Registered Training Organisations, the remedial works program, the Enterprise Training Program, contract management, finance month end processes, training delivery validation (TAFE colleges and Registered Training Organisations), application of training packages, Muresk Institute key financial functions, intermittent reviews of transactions and new business system solutions; and
- making a total of 36 recommendations and three opportunities for improvement to address internal audit findings.

All Internal Audit findings and recommendations were accepted by management and 21 recommendations were fully implemented for audits completed during 2022-23.

Information for the Department's strategic risks is maintained in a strategic risk register and quarterly risk reports are provided to Corporate Executive and the Audit and Risk Committee. In 2022-23, risk reports were prepared in September 2022 and March 2023.

The Department's Audit and Risk Committee comprises a Chair and three members who are all external to the Department. The Director General, senior Department officers and a representative from the Office of the Auditor General attend committee meetings as observers. During 2022-23, committee meetings were held in September and December 2022 and March and June 2023.

## Registered training organisations audit and compliance

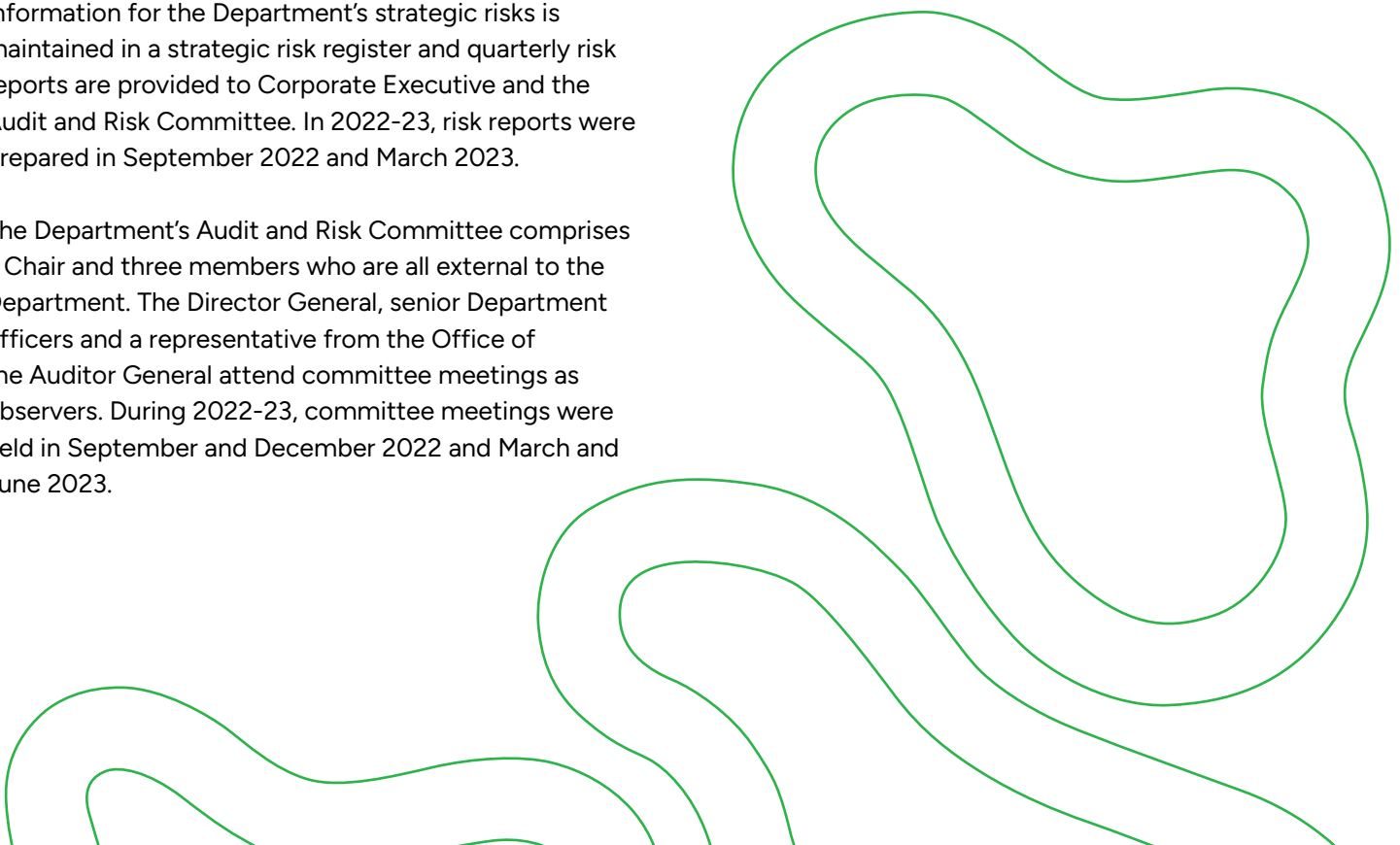
A comprehensive audit and compliance program of publicly funded private registered training organisations (RTOs) is undertaken on an annual basis to ensure compliance with contractual obligations.

In 2022-23, the Department conducted:

- 38 General Program contractual audits (desktop);
- 32 General Program contractual audits (on-site); and
- six Invalid Enrolment (IE) reviews of TAFE colleges and the Western Australian Academy of Performing Arts.

Ongoing measures used to manage and reduce the risk level of non-compliances include:

- improvement to working relationships, communication and consultation with RTOs and regulators; and
- an incremental and proportionate approach to managing non-compliance.





## Major capital works

The Department works with TAFE colleges to complete strategic asset planning for the State training sector's major capital program for projects typically valued at \$1 million or more. Planning concludes with the annual 10-year *Strategic Asset Plan* to:

- highlight infrastructure priorities to improve quality and relevance of facilities;
- recommend new infrastructure funding proposals to the State Government;
- identify critical remedial works and campus facility redevelopment priorities; and
- increase utilisation of facilities by ensuring ageing facilities are fit for purpose.

Seven major capital projects were completed in 2022-23 to provide new and expanded contemporary TAFE training facilities and industry relevant training environments for students. In 2022-23, six Infrastructure Stimulus Package Projects were completed at Mandurah, Fremantle, Kununurra, Broome, and Roebourne campuses and at Muresk Institute.

The North Metropolitan TAFE Midland Specialist Rail Trade Training Centre (METRONET) was also completed in September 2022.

### 2022-2023 Completed Projects

TAFE	Project	Budget (\$million)	Completion
South Metropolitan TAFE	*Mandurah hospitality and tourism training centre	16.8	January 2023
	*Major refurbishment of training vessels Part A – Maritime Simulator (Fremantle)	2	October 2022
North Metropolitan TAFE	Midland Specialist Rail Trade Training Centre (METRONET)	5.4	September 2022
North Regional TAFE	*Kununurra health and hospitality centre	6	January 2023
	*Broome hospitality and student services centre	11.8	March 2023
	*Minurmarghali Mia (Roebourne) new classroom block	7.9	January 2023
Muresk Institute	*Shearing workshop, (May 2022), *new classrooms (February 2023), *agricultural machinery workshops (May 2023)	10.3	May 2022

### Works in Progress

TAFE	Project	Budget (\$million)	Estimated Completion
South Metropolitan TAFE	*Armadale training centre	39	August 2024
North Metropolitan TAFE	*Joondalup light automotive workshop	20.4	July 2024
	*Balga specialist teaching block	47.9	July 2024
North Regional TAFE	*Pundulumurra trade workshop expansion	43.2	January 2024
Central Regional TAFE	*Major refurbishment/ overhaul of training vessels Part B - Geraldton Vessel	2	July 2023
	*Kalgoorlie campus heavy plant workshop	10	September 2023
South Regional TAFE	*Albany trade workshop	22.1	July 2024

\* Infrastructure Stimulus Package Projects



## Legal requirements

### Expenditure on advertising

In accordance with section 175ZE of the *Electoral Act 1907*, the agency incurred the following expenditure in advertising, market research, polling, direct mail and media. Total expenditure for 2022-23 was \$2,735,430 and was incurred in the following areas.

Expenditure	Agency	Amount	Total
Advertising agencies	Marketforce	\$48,980	\$588,111
	Rare Creativethinking	\$539,131	
Market research organisations	Nil	Nil	Nil
Polling organisations	Nil	Nil	Nil
Direct mail organisations	Nil	Nil	Nil
Media advertising organisations	Carat Australia Media Services Pty Ltd	\$2,150,167	\$2,147,319
	Initiative Media Australia Services Pty Ltd	-\$2,848	
		<b>Total</b>	<b>\$2,735,430</b>

## Human resources

### Employee profile

The Department employs public service officers who are primarily located in the metropolitan area. In 2022-23 there were 463 Full Time Equivalent (FTE) employees in the Department.

The Department's Workforce Diversification and Inclusion Strategy 2021-25 identifies workforce priorities and actions to ensure our workforce is diverse, suitably skilled and future-fit to meet the needs of Western Australia's community.

Improving employment outcomes for people with disability and youth continues to be a priority for the Department. In 2022-23, the Department appointed three graduates, three government trainees and one School Based Trainee through our Diversity Traineeship Pathways Program, and employed six people with disability, increasing our representation of people with disability from 3.0 per cent to 3.8 per cent.

Description	2021-22			2022-23		
	Male	Female	Neither male nor female	Male	Female	Neither male nor female
Employee by gender (headcount)	176	318	1	178	332	2
Employee median age	49	46	34	50	45	27
Employment arrangement: part time (headcount)	20	96	0	13	72	0
Employment arrangement: full time (headcount)	156	222	1	165	260	2
Employee work location: metropolitan (FTE)		431			455	
Employee work location: regional (FTE)		7			8	
Employment status: permanent (headcount)		430			429	
Employment status: fixed term (headcount)		65			83	
Employment status: casual (headcount)		0			0	

Source: Human Resources Management Information System (HRMIS) 30 June 2023.

Note: Includes officers on secondment from other Government agencies.



## Disability access and inclusion plan outcomes

The Department's *Disability Access and Inclusion Plan (DAIP) 2022–26* specifies actions and responsibilities for each directorate to improve access to facilities, services and information for people with disability.

During 2022-23, the Department achieved the following:

- Continued to provide specific funding for training and support to students with disability in the TAFE Delivery and Performance Agreements:
  - TAFE colleges and WAAPA reported delivery to 6,472 students with a disability. Of those, 2,870 required additional support services.
- Provided funding to private RTOs under the Participation-Equity Program, supporting 172 students with disability to access training.
- Utilised accessible venues for the Department's key events, including the WA Training Awards 2022, World Skills event, and the TIWA International Student Graduation 2022.
- Completed works at the Muresk Institute to install Universal Access Toilets.
- Established a 12-month partnership with the JobAccess National Disability Recruitment Coordinator which included a comprehensive review of recruitment and selection processes and implementation of changes to improve inclusion and accessibility for people with disability.
- Utilised section 66R of the *Equal Opportunity Act 1984* to explicitly target people with disability when recruiting trainees through our Diversity Traineeship Pathways Program, as well as two Accounts Processing Officer recruitment pools and two Support Officer recruitment pools.
- Offered a variety of training opportunities for staff to develop their disability access and inclusion awareness and knowledge, including Disability Awareness Training provided by JobAccess, the SBS Core Inclusion Program and Disability Understanding Training.

## Compliance with public sector standards

The Department ensures compliance with the Public Sector Standards by:

- providing information about the standards in relevant human resource management policies and resources;
- providing an advisory and consultancy service to staff on standards related matters;
- including information about the Public Sector *Code of Ethics* and the Department's *Code of Conduct* in the staff induction program;
- notifying job applicants of their rights and obligations prescribed by the regulations; and
- requiring all new staff to complete training in accountable and ethical decision making.

During the reporting period, one breach claim was lodged against the employment standard, which was subsequently declined by the Public Sector Commission.

## Industrial relations

The Department's Human Resources branch coordinates workplace and industrial matters across the training sector, including providing industrial relations advocacy, advice and support to the Department and to TAFE colleges on a broad range of matters. The Department's Human Resources branch coordinated the TAFE colleges' negotiations and the implementation of the *Western Australian TAFE Lecturers' General Agreement 2021*.

## Governance disclosures: contracts with senior officers

At the date of reporting, no senior officers, or firms of which senior officers are members, or entities in which senior officers have substantial interests, had any interests in existing or proposed contracts with the Department other than normal contracts of employment.

## Misconduct management

The Department reports potential misconduct to the Corruption and Crime Commission (CCC) and the Public Service Commission (PSC) as required under the relevant legislation. In 2022–23, one notification of potential misconduct was made to the PSC.

## Management of complaints

Complaints are managed in accordance with the Department's *Complaints Management Policy* which conforms to Australian Standard and Public Sector requirements. The Department's Office of the Director General monitors and reports on all enquiries, compliments and complaints received from multiple areas of the Department through emails and website feedback forms. Statistics are maintained on the response times, actioning, triaging and applicable referral of complaints to ensure efficient complaint resolution.

In 2022-23, 32 complaints from members of the public were received and satisfactorily resolved.

Internal grievance issues are managed in accordance with the *Grievance Resolution Policy* consistent with relevant legislation and quarterly updates are provided to Corporate Executive.

## Public Interest Disclosure

The *Public Interest Disclosure Act 2003* facilitates the disclosure of information in the public interest about matters of wrongdoing, corruption or improper conduct within the Western Australian public sector. The Department has four trained Public Interest Disclosure (PID) officers. There were no public interest disclosures during 2022-23. The Department's induction program provides information on the PID legislation.

## Working with children checks

The *Working with Children (Criminal Record Checking) Act 2004* makes it compulsory for people in child related work to apply for a Working with Children Check. The Department currently has 27 positions assessed as requiring a Working with Children Check.

## Criminal convictions screening

The Department's *Criminal Convictions Screening Policy* requires all employees to hold a criminal convictions screening clearance which is valid for five years. In 2022-23, 225 employees were screened for criminal convictions.

## Record keeping

Under the *State Records Act 2000 (the Act)*, each government agency is required to develop a *Record Keeping Plan* (RKP). The efficiency and effectiveness of the Department's RKP is evaluated regularly to ensure compliance to the Act. The Department is working closely with the five TAFE colleges to support their record keeping responsibilities.

The Department uses Content Manager as the mandated Electronic Document and Records Management System to manage physical and electronic records, including the management of the retention and disposal of such records.

New employees are made aware of their record keeping obligations through two online learning modules. These must be undertaken before access to Content Manager is granted. 82 employees completed both the Records Awareness and Introduction to Content Manager Training. One exemption was granted.

In 2022-23, approximately 211,320 documents and 3,156 folders were registered in Content Manager.

## Board and committee remuneration

The following statutory bodies receive remuneration from the Department of Training and Workforce Development. Remuneration details are available in their annual reports:

- State Training Board
- Training Accreditation Council Western Australia

## Government policy requirements

### Language services policy

The Western Australian *Language Services Policy 2023* aims to ensure that all Western Australians have equitable access to information and services. The policy takes account of the Department's business areas that deliver services directly to the public ensuring that translating and interpreting services are provided when required by clients.

### Substantive equality

The Department ensured that substantive equality was integrated into policies, workplaces and the services provided to and by the Department. The State Government's *Substantive Equality Framework* and the Department's *Substantive Equality Policy* continued to be implemented in 2022-23. The *Substantive Equality Policy* is reviewed regularly.

### Multicultural plan actions

The Western Australian *Multicultural Policy Framework* is an outcomes-focused structure for agencies to achieve the government's vision for multiculturalism in Western Australia.

Under the Framework, agencies are required to develop Multicultural Plans and to report on the implementation of the plans via their annual reports.

The Department's *2021-24 Multicultural Plan* contains 33 actions to guide its services, programs, policies and other strategies focused on people from culturally and linguistically diverse (CaLD) backgrounds.

Progress is monitored through biannual reports submitted to Corporate Executive.

In the 12 months to 30 June 2023, highlights included:

- the Department celebrated cultural diversity on its website and social media channels, as well as in advertising for defence industry training, *Lower fees, local skills* and the 'Life experience' campaign;
- 35 articles promoting cultural diversity were published in newsletters and media;
- Jobs and Skills services exceeded the target of 3,000 culturally and linguistically diverse client contacts;
- TAFE International WA (TIWA) provided an interpreter service that was used on 14 occasions to assist students in communication with TIWA and TAFE staff; and
- the Department's Workforce Diversification and Inclusion Strategy includes an action plan to improve employment outcomes for culturally and linguistically diverse people.



## Commitment to work health and safety and injury management

The Department is committed to providing a healthy and safe environment to all employees and those involved in the delivery of its operations, and recognises that health and safety is a shared responsibility between management, employees and other duty holders. To ensure continued compliance with the State Government's new work health and safety legislation, the work health and safety management system was reviewed.

This includes the Director General's Commitment to *Work Health, Safety and Wellbeing in the Workplace*, the Department's *Work Health and Safety Management Plan, Risk Registers, Code of Conduct, Work Health and Safety Policy* and *Workers' Compensation and Injury Management Policy*.

On 24 December 2022, Work Health and Safety Regulations for the control of psychosocial risks came into effect. The Department commenced a risk assessment to manage and address psychosocial risks to workers.

The Department's six Work Health and Safety Representatives have completed retraining under the new work health and safety requirements. Quarterly reporting is provided to Corporate Executive to ensure that there is oversight and monitoring of incidents and actions. Regular communication of health and safety topics to employees occurs through the Department's internal e-newsletters, *The Good Oil*, on the Department's intranet and by direct email from the Director General.

## Formal work health and safety and injury management consultative mechanisms

The Department's Work Health and Safety (WHS) Committee consists of representatives from Corporate Executive, management and elected health and safety representatives who meet on a quarterly basis. The WHS Committee is a forum for consultation with employees regarding accidents and incidents, hazard management and workers' compensation statistics across each of the Department's work locations, as well as other topical workplace health and safety matters.

Minutes of WHS Committee meetings are tabled at Corporate Executive, providing an opportunity for senior management response to issues or trends and are published on the Department's intranet for employees to view.

In 2022–23:

- Seven trained health and safety representatives operated across the Department.
- Four site inspections were conducted.
- 92% of managers and supervisors were trained in WHS.
- A total of 4 hazards and 11 incidents were reported and resolved.
- 15 Trained First Aid Officers and 33 trained fire wardens operated across the Department.
- There were 10 mental health First Aid Contact Officers.
- 25 Ergonomic assessments were completed.
- 175 Work Health Safety Assessment Home Based Work were completed.
- All health and wellbeing activities were extensively promoted through internal newsletter articles, Corporate Leadership Group emails and posters displayed in communal areas.
- An online WHS reporting system was used at Muresk Institute.

The Department continues to achieve its target in relation to accidents and incidents, with no critical incidents being recorded in 2022–23.

## Workers' compensation and injury management

The Department's *Workers' Compensation and Injury Management Policy* is published on the intranet and is consistent with the requirements under the *Workers' Compensation and Injury Management Act 1981*. The policy also provides guidance for and management of employees with non-work related injury or illness.

Employees who sustain an injury or illness during the course of their duties, or who have a non-work related injury or illness, are provided with the assistance required to ensure that they can continue to work or achieve early return to work, where practicable.

Return to work programs are developed in consultation with injured employees, their treating medical practitioners, managers and a representative from Human Resources, consistent with the requirements of the *Workers' Compensation and Injury Management Act 1981*.

The Department manages all workers' compensation claims. In the financial year ending 2023, four claims were closed. The Department is managing three active claims.

## Unauthorised use of credit cards

Agencies are required to publish in their annual report details of instances where a Western Australian Government Purchasing Card (a 'credit card') was utilised for personal use. In 2022-23, there were two such instances.

- Number of instances a Western Australian Government Purchasing Card has been used for personal purpose: 2
- Aggregate amount of personal use expenditure for the reporting period: \$165.23
- Aggregate amount of personal use expenditure settled within five days: \$4.50
- Aggregate amount of personal use expenditure settled by 30 June 2023: \$165.23
- Aggregate amount of personal use expenditure outstanding at 30 June 2023: \$0.00
- Number of referrals for disciplinary action: 0

Measure	Actual results			Target	Comment on result
	2020-21	2021-22	2022-23		
Number of fatalities	0	0	0	0	Target achieved
Lost time injury and/or disease incidence rate	1.05	0.29	0.22	0 or 10% improvement on the previous three years	Target achieved
Lost time injury and/or disease severity rate	60	100.0	100.0	0 or 10% improvement on the previous three years	Target not achieved
Percentage of injured workers returned to work				Greater than or equal to 80% return to work within 26 weeks	Target not achieved
• within 13 weeks	a. 100%	a. 100%	a. 0% <sup>1</sup>		
• within 26 weeks	b. 100%	b. 100%	b. 0%		
Percentage of managers trained in work health and safety injury management responsibilities, including refresher training within 3 years	85%	96%	92%	Greater than or equal to 80%	Target achieved

<sup>1</sup> Based on one claim lodged for lost time.



# Appendices

# 05



## Appendix 1: Legislation

### Administered Legislation

The *Vocational Education and Training Act 1996* is administered by the Minister for Training with the assistance of the Department.

### Other key legislation

In the performance of its functions the Department complies with the following relevant written laws.

- *Auditor General Act 2006*
- *Contaminated Sites Act 2003*
- *Children and Community Services Act 2004*
- *Corruption, Crime and Misconduct Act 2003*
- *Disability Services Act 1993*
- *Education Services for Overseas Students Act 2000*
- *Electoral Act 1907*
- *Equal Opportunity Act 1984*
- *Financial Management Act 2006*
- *Freedom of Information Act 1992*
- *Industrial Relations Act 1979*
- *Minimum Conditions of Employment Act 1993*
- *National Vocational Education and Training Regulator Act 2011*
- *Procurement Act 2020*
- *Public Interest Disclosure Act 2003*
- *Public Sector Management Act 1994*
- *Salaries and Allowances Act 1975*
- *School Education Act 1999*
- *Standards for Registered Training Organisations (RTOs) 2015*
- *State Records Act 2000*
- *Student Identifiers Act 2014*
- *Vocational Education and Training (Colleges) Regulations 1996*
- *Vocational Education and Training (General) Regulations 2009*
- *Work Health and Safety Act 2020*
- *Workers' Compensation and Injury Management Act 1981*
- *Working with Children (Criminal Record Checking) Act 2004*

## Appendix 2: Department contact details

### Department of Training and Workforce Development

Djookanup  
16 Parkland Road Osborne Park,  
WA 6017  
T: 08 6551 5000  
W: dtwd.wa.gov.au

#### Write to us:

For enquiries, feedback or complaints:  
E: Annual.Report@dtwd.wa.gov.au

#### Or by post to:

Locked Bag 16, Osborne Park Delivery Centre Osborne Park,  
WA 6916

#### Call us:

T: 08 6551 5000  
For callers outside of Australia:  
T: +618 6551 5000

### Other Departmental Services

#### Apprenticeship Office

16 Parkland Road Osborne Park,  
WA 6017  
T: 13 19 54  
E: apprenticeshipoffice@dtwd.wa.gov.au

#### Migration Services

1 Prospect Place West Perth,  
WA 6005  
P: Locked Bag 16, Osborne Park DC 6916  
T: +618 9224 6540  
E: migration@dtwd.wa.gov.au

#### Muresk Institute

Muresk Road  
Northam, WA 6401  
T: 1300 994 031  
E: muresk@dtwd.wa.gov.au

#### Office of the State Training Board

16 Parkland Road Osborne Park,  
WA 6017  
T: 08 6551 5593  
E: ostb@dtwd.wa.gov.au

#### TAFE Admissions

P: Locked Bag 16, Osborne Park, DC 6916  
T: 08 6212 9888  
E: tafe.admissions@dtwd.wa.gov.au

#### TAFE International Western Australia

North Metropolitan TAFE East Perth campus Building B, Level 2, 140 Royal Street East Perth, WA 6004  
P: Locked bag 16, Osborne Park WA 6916  
T: +618 9218 2100  
E: admissions.tiwa@dtwd.wa.gov.au

### Training Accreditation Council Secretariat

1 Prospect Place West Perth,  
WA 6005  
P: Locked Bag 16, Osborne Park DC 6916  
T: 08 9224 6510  
E: tac@dtwd.wa.gov.au

### Western Australian Defence Industry Workforce Office (WADIWO)

16 Parkland Road Osborne Park,  
WA 6017  
E: wadiwo@dtwd.wa.gov.au

### Jobs and Skills Centres Metropolitan/Regional and Specialist locations

North Metropolitan TAFE  
Balga Jobs and Skills Centre  
18 Loxwood Road Balga, WA 6061  
T: 13 64 64  
E: balgajsc@nmtafe.wa.edu.au

### Joondalup Jobs and Skills Centre

35 Kendrew Crescent  
Joondalup, WA 6027  
T: 13 64 64  
E: joondalupjsc@nmtafe.wa.edu.au

### Midland Jobs and Skills Centre

Corner Lloyd Street and Eddie Barron Drive Midland, WA 6056  
T: 13 64 64  
E: midlandjsc@nmtafe.wa.edu.au

### Perth Jobs and Skills Centre

30 Aberdeen Street  
Northbridge, WA 6003  
T: 13 64 64  
E: perthjsc@nmtafe.wa.edu.au

**South Metropolitan TAFE**

Armadale Jobs and Skills Centre  
145 Jull Street Armadale, WA 6112  
T: 13 64 64  
E: armadalejsc@smtafe.wa.edu.au

**Fremantle Jobs and Skills Centre**

1 Fleet Street  
Fremantle, WA 6160  
T: 13 64 64  
E: Fremantle.jsc@smtafe.wa.edu.au

**Peel Jobs and Skills Centre**

2 Education Drive  
Greenfields, WA 6210  
T: 13 64 64  
E: peeljsc@smtafe.wa.edu.au

**Rockingham Jobs and Skills Centre**

Simpson Avenue  
Rockingham, WA 6168  
T: 13 64 64  
E: rockinghamjsc@smtafe.wa.edu.au

**Thornlie Jobs and Skills Centre**

Burslem Drive  
Thornlie, WA 6108  
T: 08 9599 8655  
E: thornliejsc@smtafe.wa.edu.au

**North Regional TAFE**

Broome Jobs and Skills Centre  
68 Cable Beach Road  
Broome, WA 6725  
T: 13 64 64  
E: kimberleyjsc@nrtafe.wa.edu.au

**Karratha Jobs and Skills Centre**

Lot 2598 Dampier Hwy  
Karratha, WA 6714  
T: 13 64 64  
E: pilbarajsc@nrtafe.wa.edu.au

**Kununurra Jobs and Skills Centre**

79 Coolibah Drive  
Kununurra, WA 6743  
T: 13 64 64 or 08 9168 9477  
E: kununurrajsc@nrtafe.wa.edu.au

**South Hedland Jobs and Skills Centre**

18 Parker St South Hedland,  
WA 6722  
T: 13 64 64 or 08 9168 9467  
E: hedlandjsc@nrtafe.wa.edu.au

**Central Regional TAFE**

Geraldton Jobs and Skills Centre  
Fitzgerald Street Geraldton,  
WA 6530  
T: 13 64 64  
E: midwestjsc@crtafe.wa.edu.au

**Kalgoorlie Jobs and Skills Centre**

34 Cheetham Street Kalgoorlie,  
WA 6430  
T: 13 64 64  
E: goldfieldsjsc@crtafe.wa.edu.au

**Northam Jobs and Skills Centre**

Lot 1, Hutt Street Northam, WA 6401  
T: 13 64 64  
E: wheatbeltjsc@crtafe.wa.edu.au

**South Regional TAFE**

Bunbury Jobs and Skills Centre  
Robertson Drive Bunbury, WA 6230  
T: 13 64 64  
E: bunburyjsc@srtafe.wa.edu.au

**Albany Jobs and Skills Centre**

5 Anson Road Albany, WA 6330  
T: 13 64 64  
E: albanysc@srtafe.wa.edu.au

**Collie Jobs and Skills Centre**

Collie Central  
56 Forrest Street Collie, WA 6225  
T: 08 6371 3929  
E: colliejsc@srtafe.wa.edu.au

**Specialist Jobs and Skills Centre services**

Multicultural Services Centre  
WA (People from culturally and linguistically diverse backgrounds):

- 14 Brewer Place Mirrabooka, WA 6061
- 20 View Street North Perth, WA 6006
- 7 Mallard Way Cannington, WA 6107
- 5 Bookham Street Morley, WA 6062

T: 08 9254 9992  
E: jsc@mscwa.com.au

**Outcare**

(Ex-offenders)  
27 Moore Street  
East Perth, WA 6004  
T: 08 6263 8622  
E: reception@outcare.com.au



Government of Western Australia  
Department of Training  
and Workforce Development

**Department of Training and  
Workforce Development**

Djookanup

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