



Government of **Western Australia**  
Department of **Training**  
and **Workforce Development**

# Annual Report 2024-25





# 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 Department's distinctive visual identity stems from a bespoke piece of artwork designed by Aboriginal artist Brody Campbell. Brody is a Wardandi/Wudjari Noongar man with connection to Country in Bunbury and Israelite Bay. **Kaartdijin** (Kart-di-jin, meaning Knowledge) seeks to nurture growth and learning within our community by weaving a narrative of life transformation, it embodies the essence of our collective journey of lifelong learning.

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.

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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 2024-25 reporting year.

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

Alternative formats are available on request.

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# Statement of compliance

Responsible Ministers  
For year ended 30 June 2025

**Hon Simone McGurk MLA**

Minister for Training and Workforce Development; Water; Industrial Relations  
(1 July 2024 to 19 March 2025)

**Hon Hannah Beazley MLA**

Minister for Local Government; Youth; Minister Assisting the Minister for Training and Workforce Development  
(1 July 2024 to 19 March 2025)

**Hon David Templeman MLA**

Minister for Culture and the Arts; Sport and Recreation; International Education; Heritage  
(1 July 2024 to 19 March 2025)

**Hon Amber-Jade Sanderson MLA**

Minister for Energy and Decarbonisation; Manufacturing; Skills and TAFE; Pilbara  
(20 March 2025 to 30 June 2025)

**Hon Dr Tony Buti MLA**

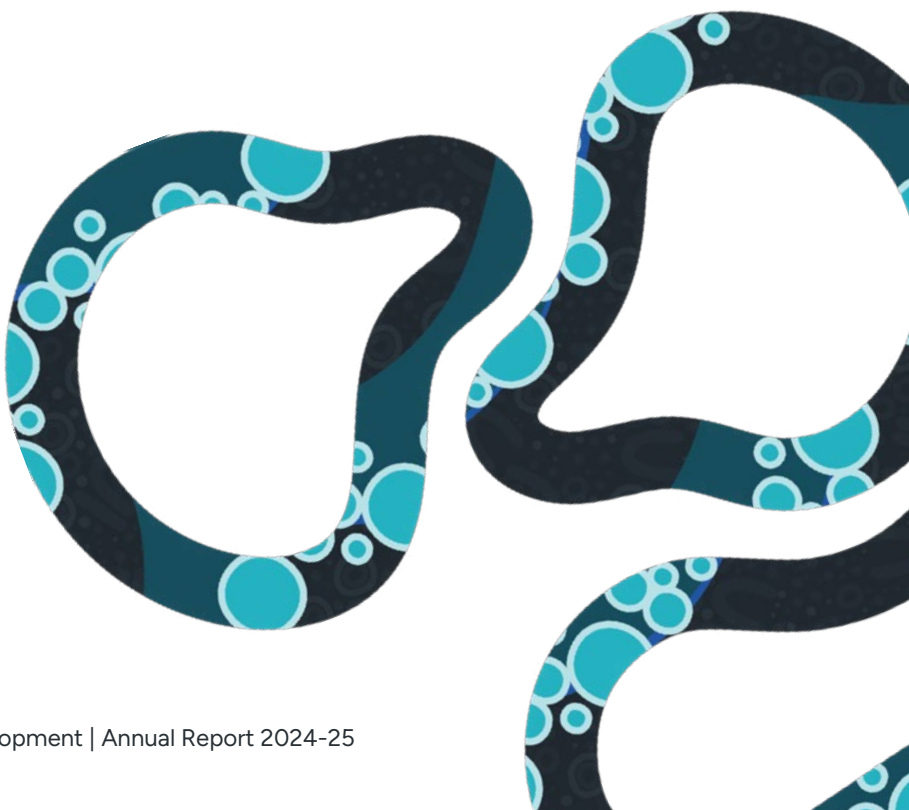
Attorney General; Minister for Commerce; Tertiary and International Education; Multicultural Interests  
(20 March 2025 to 30 June 2025)

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 2025.

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



**Jodie Wallace**  
**Director General**  
(Accountable Authority)  
29 August 2025





# Overview

# Director General Foreword

**Jodie Wallace**  
Director General



Western Australia's strong and diversifying economy continues to highlight the demand for a highly skilled workforce to meet industry demands, and to ensure the Western Australian community has access to the skills they need to work and prosper.

Our two new Centres of Excellence, established by the State and Commonwealth Governments under the National Skills Agreement put WA at the forefront of the global clean energy and defence sectors. They will elevate major opportunities and ensure our WA workforce is ready to take up careers in these rapidly evolving industries.

The Clean Energy Skills National Centre of Excellence (CESNCE) collaborates across WA's network of TAFE colleges and works closely with universities, industry and centres of excellence nationally, to drive skill development. A Cabinet-appointed advisory board – which includes experts from industry, TAFE, higher education, unions and Aboriginal people – has been established to steward the CESNCE, and ensure it is driving innovation in training and supporting Western Australians to take up jobs as the economy transitions to net zero.

On 29 January 2025, the State and Commonwealth Governments announced a joint investment of \$14.6 million over five years to establish a Defence Industry Skills Centre of Excellence. Led by South Metropolitan TAFE, the centre works closely with industry to build a pipeline of specialised workers for this growing industry.

The State and Commonwealth Governments also signed an extension to the Fee Free TAFE Construction Agreement, which saw seven pre-apprenticeship courses added to the fee free course list in 2025. These courses provide accessible training pathways into Western Australia's strong building and construction sector.

Record high training enrolments continued in 2024. Free and low fee courses have continued to enable more Western Australians to access training. Fee free training is helping more people gain skills in industries with critical and workforce needs including aged and disability care, early childhood education, nursing, construction and hospitality.

WA continued its strong post-COVID trend in training apprentices. In 2024, we ended the year with a record number of apprentices in training and the highest number of apprentices completing in a calendar year since 2010.

While the State Government's priority is to work with industry to train Western Australians first, skilled migration continues to be an important strategy to fill jobs that employers cannot fill locally.

The Western Australian Designated Area Migration Agreement (DAMA) commenced on 1 July 2024, providing 10,000 annual migration places to support WA industries including construction and healthcare. In 2024-25, places were equally shared between the DAMA and the State Nominated Migration Program (SNMP). Employers in regional and metropolitan areas are accessing the concessions negotiated under the WA DAMA, including many occupations not available under standard Commonwealth migration pathways.

Western Australia nominated 5,000 skilled migrants under the SNMP, with most nominations in priority industry areas including building and construction, healthcare and social assistance, education and training, and hospitality and tourism.

These migration strategies were complemented by initiatives to attract more building and construction workers to the State through the Construction Visa Subsidy Program and Build a Life in WA. Supported by the Construction Migration Office, these incentives are helping employers to fill jobs and assisting the State to meet its housing needs.

The Department of Training and Workforce Development's participation in the Public Sector Commission's Agency Capability Review (ACR) was finalised this year. The Executive Summary was released in May 2025, and provided our Department with a valuable opportunity to hear stakeholder perspectives and expectations. The review identified three key areas to focus on: delivering a future focused, holistic workforce planning and development strategy for the State; devolving internal decision making to foster trust and responsibility to be future fit; and leading conversations to define roles and responsibilities in the vocational education and training (VET) sector. I thank lead reviewer Liz MacLeod and the Public Sector Commission Review Team for their collegiate approach to the review.

This year, the Department completed the State Government's Rebuilding our TAFEs infrastructure program, which saw a historic investment in Western Australia's TAFE colleges. This program, combined with ongoing investment in modern TAFE equipment, is enabling TAFEs to train more students in modern facilities around the State.

Celebrating training excellence, we marked a very special 30th year of the WA Training Awards, and WA's success at the Australian Training Awards (ATAs). WA's Albert Bevan was recognised as the Aboriginal and Torres Strait Islander Student of the Year at the ATAs, and John Curtin College of the Arts was awarded Gold in the School Pathways to VET Award category. WesTrac was awarded Silver

and MTA WA Training Inc Bronze in their respective categories. Also lighting up the national stage were TeamWA's 74 competitors who brought home 23 medals and 17 Certificates of Excellence from the WorldSkills Australia National Championships in Brisbane. These accolades reinforce our State's reputation for vocational training excellence.

In September 2024, 11 talented young Western Australians represented Australia at the international WorldSkills competition in Lyon, France, with four achieving a Medallion of Excellence.

I acknowledge our former Director General Karen Ho for her leadership and significant contribution to the VET sector. Karen stewarded a strong and thriving VET sector and provided 35 years of dedicated public service marked by significant achievements that benefited thousands of Western Australians.

I thank the staff of the Department of Training and Workforce Development. It is a privilege to lead a team of dedicated and professional staff who serve the Western Australian community. Thank you also to the WA TAFE colleges, Jobs and Skills Centres, private training providers, Aboriginal organisations, industry stakeholders, State Training Board, Industry Training Councils, Training Accreditation Council, State and Commonwealth Government agencies, apprenticeship and employment service providers, and other partners – which collectively are critical to our high-performing VET sector.

It has also been a privilege to work with our Ministers, the Hon Simone McGurk, Hon Hannah Beazley, Hon David Templeman, Hon Amber-Jade Sanderson, Hon Tony Buti and Parliamentary Secretary Jodie Hanns, who are strong advocates for skills and training and the work of the Department of Training and Workforce Development. Thank you for your support.

I look forward to the year ahead as we work to deliver a skilled workforce for Western Australia.



**Jodie Wallace**  
Director General



# About the Department

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

Through strong engagement with industry, unions, community, Aboriginal organisations and training service providers, and in close collaboration with government agencies, the Department:

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

## Our vision and purpose

**Vision:**

Transforming lives and communities, and enabling a thriving economy.

**Purpose:**

To lead agile training and workforce strategies that enable all Western Australians to participate in a highly skilled and diversified economy.

## Our values

- We find solutions, deliver and do things well.
- We have integrity and courage.
- We respect, trust and care for each other.
- We know diversity makes us stronger.



## Our strategic priorities

The Department's *Strategic plan 2023—2028* sets a clear and ambitious vision for WA's VET sector. The plan sets out five strategic priorities. This Annual Report covers key achievements relating to these strategic priorities as follows:

Strategic plan priority	Annual Report section
1. Enable all Western Australians to easily choose and access training that leads to jobs and careers according to their aspirations	Key training outcomes Participation by Aboriginal People
2. Develop the skills and capabilities for a clean energy economy and new and emerging industries	Made in WA
3. Grow the supply of skilled workers to sustain our economy and community wellbeing	Addressing skills shortages Regional engagement and participation
4. Lift the participation of First Nations People and under-represented groups in training and employment	Participation of under-represented groups
5. Partner with TAFE to support their delivery of contemporary learning experiences that meet student and employer needs	TAFE and State Training Sector

## Service delivery

The Department purchases vocational education and training delivered by five TAFE colleges, the Western Australian Academy of Performing Arts and around 180 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.

The Department administers training contracts for around 39,000 apprentices and trainees who are employed by 10,222 employers throughout WA (as at 31 December 2024).

The Department administers financial incentives which promote employment, retention and successful completion of apprentices and trainees; and provide targeted support for building and construction employers and skilled migrants to increase the State's workforce.





# 2025 Election commitments

The State Government's Made in WA plan prioritises training a pipeline of skilled workers. Funding for State Government election commitments was confirmed in the 2025-26 State budget.

The Department has prioritised delivery of election commitment initiatives.

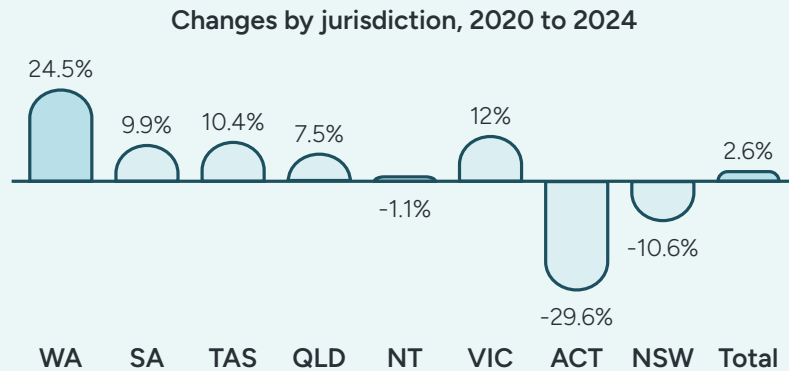
<b>Group Training Organisation (GTO) Wage Subsidy</b> \$27 million investment provides an additional 225 places available to continue the GTO Wage Subsidy program from 1 July 2025.	Commenced on 1 July 2025 <b>See page 37</b>
<b>Adult Apprentice Employer Incentive</b> \$14.6 million provides 400 places over four years to re-commence the Adult Apprentice Incentive scheme to support building and construction employers to employ mature-aged apprentices (21 years or older).	Commenced on 1 July 2025 <b>See page 38</b>
<b>AUKUS Defence Industry Incentive Scheme</b> \$11.5 million investment provides a \$20,000 incentive and training for Defence industry employers to employ 435 apprentices in key defence trades, including electrical, engineering fabrication and engineering mechanical.	Commenced on 1 July 2025 <b>See page 38</b>
<b>TAFE Modern Equipment</b> \$33.8 million to continue the TAFE Modern Equipment program enabling WA's TAFE colleges to deliver training on industry-standard technology and equipment.	In progress <b>See page 60</b>
<b>Fee Free Construction</b> \$21.9 million to expand building and construction courses available under the Fee Free TAFE initiative from 2026.	In progress <b>See page 47</b>
<b>Collie Job Matching App</b> \$0.6 million to develop a job-matching app to assist Collie workers to connect with new industries as the town transitions away from coal.	In progress <b>See page 55</b>
<b>South Metropolitan TAFE – Munster campus expansion</b> \$0.43 million to commence planning for the \$17.1 million expansion of the South Metropolitan TAFE Munster campus which will provide training for WA's clean energy workforce including electrical, construction, engineering and mechanical trades.	In progress <b>See page 60</b>
<b>North Metropolitan TAFE – Neerabup Heavy Vehicle Driver Training</b> \$17.4 million to establish a Heavy Vehicle Driver Training facility in Neerabup to train up to 170 students annually.	In progress <b>See page 60</b>

# Performance highlights

## Strongest growth of any state or territory

Government funded student numbers in WA have **grown 24.5 per cent** since the pandemic, more than any other state or territory.

**Source:** NCVER's Government-funded Students and Courses 2024



## Addressing skills shortages



Since 1 July 2023,

**1,376 skilled migrants**

have arrived in WA and commenced work in the building and construction industry thanks to the Construction Visa Subsidy Program and Build a Life in WA incentive.



**192 businesses were endorsed for 1,326 positions**

through the Western Australian Designated Area Migration Agreement.

## TAFE and training sector



**90.4 per cent**

of WA TAFE graduates are satisfied with their training above the national average of 89.5 per cent.

The new

**Armadale Training Campus and Balga's Construction Skills Innovation Hub**



**opened to students** marking the completion of the \$250 million Rebuilding our TAFEs program.



**WA TAFE students are training with 318 pieces of new machinery and tooling**

delivered since 2021 through the \$25 million TAFE Modern Equipment Program.

## Key training outcomes



In 2024, there were around

**46,000**  
enrolments in  
Fee Free TAFE

across more than 130  
qualifications and skill sets.



A record

**26,149** apprentices  
were in training in 2024,  
with  
**5,445** apprenticeship  
completions recorded  
– the highest number in a calendar year  
since 2010.



Around

**164,700** funded course enrolments were reported in 2024

**a new recordup** from the previous high of 153,800 enrolments recorded in 2023

## Made in WA

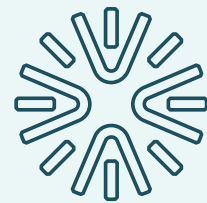


**743**  
apprentices and trainees

employed through the GTO Wage Subsidy since it  
commenced in 2022 to work in WA's building and  
construction industry.



Established the **\$14.6 million**  
**Defence Industry Skills Centre**  
**of Excellence** – led by **South**  
**Metropolitan TAFE**, the Centre  
has commenced delivering programs  
to students.



**Clean Energy Skills**  
**National Centre of**  
**Excellence**

**commenced operations**

Guided by an Industry  
Advisory Board, the centre is  
collaborating across the  
WA TAFE network to drive  
clean energy skills  
development.



# External recognition and awards

## 2024 Australian Training Awards

The Department congratulates Western Australia's category winners recognised for excellence at the 2024 Australian Training Awards.

### Individual winners

- **Albert Bevan** – Winner – Aboriginal and Torres Strait Islander Student of the Year Award
- **Ellie Wotherspoon** – Finalist – Apprentice of the Year Award
- **Almira Dall** – Finalist – Trainee of the Year award
- **Ffion Henderson** – Finalist – Australian School-based Apprentice or Trainee of the Year Award
- **Thanh Thuy (Miley) Nguyen** – Finalist – Vocational Student of the Year Award.
- **Lisa Piller** – Finalist – VET Teacher/Trainer of the Year Award

### Organisational winners

- **John Curtin College of the Arts** – Gold, School Pathways to VET Award
- **Westrac** – Silver, Large Employer of the Year Award
- **MTA WA Training Inc** – Bronze, Large Training Provider of the Year Award



Scan the QR code to watch the WA Training Awards winners stories on YouTube, or visit [bit.ly/wata--video](https://bit.ly/wata--video)

## 2024 International WorldSkills Competition

Western Australia's 'Skilleroos' proudly represented Australia at the international WorldSkills competition in Lyon, France in September 2024.

11 young Western Australians proudly competed in their trade, with four achieving a Medallion of Excellence:

- **Antoinette Jackson** (Competitor, Painting and Decorating) – **Medallion for Excellence**
- **Jacob Dixon** (Competitor, Wall and Floor Tiling) – **Medallion for Excellence**
- **Lewis Italiano** (Competitor, Cabinet Making) – **Medallion for Excellence**
- **Mitchell Rigney** (Competitor, Jewellery) – **Medallion for Excellence**
- **Kai Baharthah-King** (Competitor, Cyber security)
- **Lachlan Gelavis** (Competitor, Cyber security)
- **Liam Cochran** (Expert – Wall and Floor Tiling)
- **Nick Johnston** (Expert – Cabinet Making)
- **Brendan Hibbert** (Expert – Graphic Design Technology)
- **Ryan Goggin** (Expert – 3D Digital Game Art)
- **Todd Bell** (Expert – Electrical Installation)

## IPAA WA Achievement Awards

The Department was recognised in the 2024 Institute of Public Administration Australia (IPAA) WA Achievement Awards with one award and two nominations:

- **Moore Australia (WA) Award** for Best Practice in Collaboration Between Government and Any Other Organisation – **Silver Winner for the Year 9 Career Taster Program**

Department of Training and Workforce Development; WA TAFE colleges; Department of Education; Catholic Education WA; Association of Independent Schools WA; Supporting and Linking Tradeswomen; School of Isolated and Distance Education.

- **Organisational Award Nominee** – Skilled Migrant Employment Register – WA Migration Services
- **Organisational Award Nominee** – Thrive at DTWD Program – DTWD Human Resources

## 2024-25 State Government Information Systems Audit Report

The Department was commended by the Auditor General in the State Government Information Systems Audit Report for consistently meeting the benchmark in at least eight categories, since the introduction of the 10 categories in 2021-22.

# Governance and Organisation



## Responsible ministers

During the period 20 March 2025 to 30 June 2025, the Department was responsible to the Minister for Skills and TAFE the Hon Amber-Jade Sanderson MLA.

During the period 20 March 2025 to 30 June 2025, the Department also reported to the Minister for Tertiary and International Education the Hon Dr Tony Buti MLA Attorney General.

From 1 July 2024 to 19 March 2025, the Department was responsible to the Minister for Training and Workforce Development, the Hon Simone McGurk MLA.

From 1 July 2024 to 19 March 2025 the Department was also responsible to the Minister Assisting the Minister for Training and Workforce Development, the Hon Hannah Beazley MLA on matters relating to Western Australian TAFE colleges, defence industry workforce development and Industry Training Councils.

From 1 July 2024 to 19 March 2025, the Department also reported to the Minister for International Education, the Hon David Templeman MLA, on its activities relating to international education.

## Accountable authority

The Director General, Jodie Wallace, is the Department'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 Skills and TAFE with the assistance of the Department.

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

Please see page 149 for the full list.



# Organisational structure

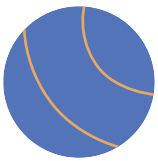
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## Office of the Director General

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

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## Policy, Planning and Innovation

The Policy, Planning and Innovation directorate is responsible for workforce development planning, VET system policy and research to inform the strategic direction and funding of training and workforce development. The directorate is also responsible for Aboriginal reconciliation and policy, intergovernmental relations, supporting the secretariat for the WA State Training Board and the Clean Energy Skills National Centre of Excellence.

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## Service Resource Management

The Service Resource Management directorate purchases and manages contracts for the delivery of vocational education and training delivered by WA TAFE colleges and Registered Training Organisations. The directorate also manages contracts for other training and related services in the pursuit of Department objectives including the Defence Industry Skills Centre of Excellence, develops and maintains WA's training infrastructure, and manages the operations of Muresk Institute as a centre specialising in agricultural education.

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## Service Delivery

The Service Delivery directorate provides services to TAFE colleges, the training sector, industry and all Western Australians through the regulation and administration of apprenticeships and traineeships, management of employer incentives, TAFE International Western Australia, Migration Services, and admissions and systems support to the TAFE and VET sector. The directorate also showcases excellence in the VET sector through the WA Training Awards and the WorldSkills Australia competitions, and provides support to Native Title Responsible Bodies.

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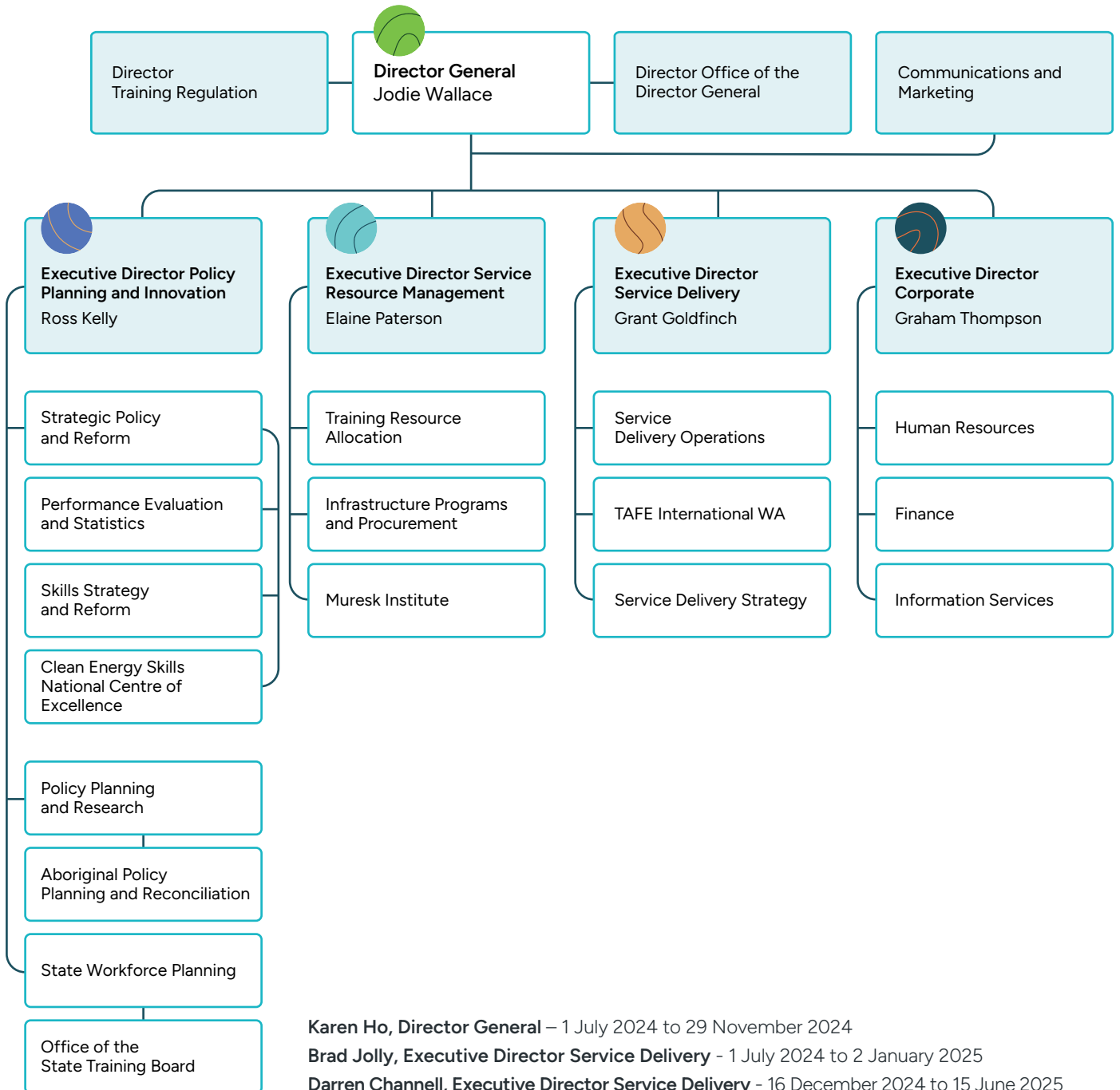


## Corporate

The Corporate directorate is responsible for the establishment, development and maintenance of 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.

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# Organisational chart



# Corporate Executive

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**Jodie Wallace**

Director General

Jodie commenced as Director General on 30 November 2024. Prior to this, Jodie held the Executive Director Policy Planning and Innovation and Executive Director Service Delivery positions and other Senior Executive positions at the Department. Jodie has represented WA and the skills sector on a range of boards and committees. Jodie has over 20 years of public sector experience including system and sector policy, workforce planning, migration, service delivery, program design and delivery, and international education, and her experience extends to the school education sector. Jodie has university qualifications in applied science and education, an MBA from the University of Western Australia, is a Graduate member of the Australian Institute of Company Directors and a Fellow of the Governance Institute of Australia.

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**Dr Ross Kelly**

Executive Director, Policy, Planning and Innovation

Ross was appointed to the role in November 2024 and has over 20 years public sector experience including senior roles in VET policy, intergovernmental relations policy and stakeholder engagement in the skills sector. Ross represents WA on the Skills Senior Officials Network, influencing the national reform agenda. Ross has led training grant reforms, developed apprenticeship policy, training funding models and regulation reform across the Western Australian and Victorian public sectors. Prior to the Department, Ross held roles at the Department of Health and was Managing Director at the Centre for Labour Market Research leading education funding policy, labour market program evaluation and workforce planning.

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**Elaine Paterson**

Executive Director, Service Resource Management

Elaine was appointed to the role in December 2023 and has over 20 years of public sector experience in WA including executive roles in purchasing and commissioning at the Department of Communities, and the Mental Health Commission. Elaine has also held senior roles in the Departments of Finance and Treasury. Elaine has an MBA, a Master of Science in Business Psychology and is a Graduate member of the Australian Institute of Company Directors.

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**Grant Goldfinch**

Executive Director, Service Delivery

Grant was appointed to the role in June 2025. He brings over 20 years experience across State and Commonwealth Governments, with a strong focus on strategic policy development, service delivery and stakeholder engagement. Grant also brings valuable vocational education and training sector expertise to the Department, having worked in Commonwealth ministerial offices on key government reforms and priorities. He is experienced in building trusted partnerships across government, industry, and communities to drive innovation, inclusion and positive outcomes that make a lasting impact.

**Graham Thompson**

Executive Director, Corporate

Graham was appointed to the role in 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 WA public service for more than 20 years, holding a number of senior financial management roles.

**Rachel Trotter**

A/Chief Financial Officer

Rachel was appointed to the role (acting) in January 2025. Rachel has more than 20 years of experience in financial management, having worked across both the private and public sectors. Rachel holds tertiary qualifications in Finance and Marketing and a Master's degree in Accounting and is a Certified Practicing Accountant.

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# 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.

## Summary of workforce profile

Through organisational development strategies and programs, the Department supports staff and celebrates diversity and inclusion. Events and communications promote and celebrate days of significance and highlight staff stories and achievements.

As at 30 June 2025	Women in Senior Executive Services	Aboriginal or Torres Strait Islander	Youth (24 years and under)	People with disability	Culturally and linguistically diverse
DTWD actual	56.3%	2.8%	6.3%	5.4%	22.2%
DTWD target	50.0%	3.7%	5.8%	5.0%	15.5%
Public Sector actual*	51.2%	2.8%	5.8%	1.7%	18.5%
Number of new staff required to meet target	Achieved	5	Achieved	Achieved	Achieved

\*PSC Department of Training and Workforce Development Entity Profile – March 2025

## Public sector census action plan

In response to the 2023 WA Public Sector Census, the Department continued to implement our *Census Action Plan* to address the four priority improvement areas of fostering a positive workplace culture free from bullying, harassment and discrimination; embodying a culture of integrity; promoting and nurturing a healthy reporting culture; and implementing workforce retention strategies to retain high quality staff.

Key achievements during 2024-25 include the implementation of a mandatory Respectful Workplaces training program, update of internal governance policies and processes, and implementation of the Leadership Expectations Framework.

## Mental health and wellbeing

The Department's *Mental Health and Wellbeing Strategy* was launched in 2023. 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 Department's Thrive at Work program nomination was recognised at the 2024 IPAA WA Achievement Awards.

## Aboriginal Employment Strategy

The Department's *Aboriginal Employment Strategy 2025-26*, *Innovate Reconciliation Action Plan* and *Workforce Diversification and Inclusion Strategy* capture the Department's commitment to creating a culturally responsive and safe workplace for Aboriginal and Torres Strait Islander employees and prospective job applicants. The collective strategies seek to:

- encourage non-Aboriginal employees to complete cultural awareness and cultural safety training, and engage in continuous learning;
- focus on increasing supervisor cultural competency to create a culturally safe workplace for Aboriginal and Torres Strait Islander employees;
- support Aboriginal employees through connection and cultural immersion opportunities by engaging in the Aboriginal Employee Yarning Circle network and having access to flexible work practices, including Aboriginal and Torres Strait Islander cultural leave; and
- engage in consultation with Aboriginal employees across our agency to inform and guide the implementation of our Aboriginal Employment Strategy, to ensure the voices of Aboriginal people are heard throughout the Strategy and Action Plan.

## Graduate and youth opportunities

The Department is committed to youth employment and launched its Graduate Program in 2024. In 2024-25 two graduates completed a 12-month placement through our rotational Graduate Program, and a further two graduates commenced their placement. The Department also has specialist graduates in our Finance and Policy Planning and Innovation areas. Four trainees completed a traineeship, and a further four trainees were engaged through our Diversity Traineeship Pathways Program.

## Young Professionals Program

The Young Professionals Program (YPP) was formally launched in January 2022 and is led by a committee of youth and young professional employees (aged 35 years and under). The YPP aims to increase collaborative networking opportunities for young professionals, engages senior leaders in young professional initiatives, and organises targeted career development to grow our future public sector leaders.

## Diverse Sexualities and Genders Network

The Diverse Sexualities and Genders (DSG) Network was launched in May 2025 on International Day Against Homophobia, Biphobia, Interphobia and Transphobia, reinforcing the Department's commitment to a safe and inclusive workplace, free from discrimination. The DSG Network provides a safe space for LGBTIQ+ employees, allies, and champions to connect, celebrate and drive initiatives and events to create safety and inclusion in the workplace for LGBTIQ+ people.

## Professional Development

The Department fosters a culture of learning and offers a comprehensive Professional Development Program. In 2024-25, the Department offered 21 face to face/virtual workshops including digital skills, people management and leadership, personal effectiveness and communication attended by 286 participants. Staff also engaged in Go1 online learning, and role-specific, technical training and leadership development opportunities.

# Key partners

## State Training Board

The Western Australian State Training Board is a statutory body established under the *Vocational Education and Training Act 1996*. It is the peak industry training advisory body to the Minister for Skills and TAFE. The State Training Plan guides the development of a highly skilled and agile local workforce, driving the State's economy. During the reporting period to 30 June 2025, the Department provided secretariat services and supported the Board's functions through the Office of the State Training Board.

## Industry Training Councils

Eight Western Australian Industry Training Councils recognised by the State Training Board provide a link between industry and government skills, training and workforce policy. They consult and collaborate with industry to provide advice and information to the State Training Board, the Department, and other State Government agencies.

New service agreements with Industry Training Councils commenced on 1 July 2024, aligned with industry coverage of the Commonwealth Jobs and Skills Councils. This alignment ensures that Western Australia's industry skills needs are prominently represented in national skills and VET reforms.

The following Industry Training Councils operated during the reporting period:

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

## Training Accreditation Council

The Training Accreditation Council (TAC), established under the *Vocational Education and Training Act 1996*, is WA's VET regulator responsible for the quality assurance and recognition of training for Registered Training Organisations. TAC only accepts registration applications from organisations:

- where the head office is located in WA, or
- where all of the intended delivery and assessment is in WA, or in WA and Victoria only.

The national VET regulator, the Australian Skills Quality Authority (ASQA) also regulates training providers in WA and registers providers that deliver to international students on a student visa or that deliver to students in states other than WA and Victoria including online delivery.

During the period to 30 June 2025, the Department provided TAC with secretariat services and supported the delivery of its functions.

## Western Australian TAFE Colleges

Five TAFE colleges deliver publicly funded training in Western Australia. In 2024, TAFE colleges delivered training to 79,650 publicly funded students. TAFE colleges are the centre of the State's training system. Operational funding is provided to the TAFE colleges through delivery and performance agreements totalling more than \$538 million, which is the single largest expenditure item for the Department each year. Collaborative stewardship of the network of TAFE colleges is achieved through monthly meetings of TAFE Executive, which comprises TAFE Managing Directors and is chaired by the Department's Director General.

# National context

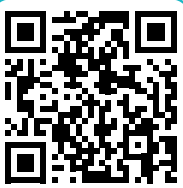
## National funding agreements

Under the five-year National Skills Agreement (NSA) with the Commonwealth Government, up to \$1.34 billion of Commonwealth funding is available for the State's vocational education and training sector to contribute to skills development for critical and emerging industries and on national priorities.

This funding also supports the Department to progress its commitments under the National Agreement on Closing the Gap, improve foundation skills for Western Australians and create TAFE Centres of Excellence that will help deliver skills for critical and emerging industries, including defence and clean energy.



On 30 November 2024, the Department published its first WA Skills and Workforce Development Action Plan (WA Action Plan), a key deliverable under the NSA. The WA Action Plan outlines key issues for WA's skills, training and workforce development needs and the significant investment in initiatives to ensure WA has skilled workers to support a strong and diversified economy.



Scan the QR code to view the WA Action Plan, or visit [bit.ly/dtwd-wa-action-plan](https://bit.ly/dtwd-wa-action-plan).

## National VET reform

During 2024 and 2025, the Department worked with State and Commonwealth Government agencies on key VET reforms relating to the quality, effectiveness, and responsiveness of the national training system, including:

- the *VET Workforce Blueprint*, to ensure the long-term sustainability of the VET sector;
- the *National Foundation Skills Strategy*, to ensure accessible, place-based foundation skills and digital skills training delivery models, supported by accredited and non-accredited delivery;
- *National VET Data Streamlining* to improve Australia's VET data system; and
- tertiary harmonisation, to increase connectivity between the university and VET systems and improve pathways between the two systems for students.

Registered Training Organisations (RTOs) have a critical role in ensuring training delivery is high quality and meets the diverse range of learner and employer needs. The Training Accreditation Council has been working with RTOs to support the transition to the revised *Standards for RTOs 2025*. This support will facilitate the continued delivery of high-quality training and foster a VET sector that is trusted, capable and equipped to provide the skills needed by WA's industries.



# Agency Performance

## Financial performance

Results for 2024-25 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 68.

Description	2024-25 Budget (\$000) (FTE)	2024-25 Actual (\$000) (FTE)	Variation from Budget +/- (\$000) (FTE)
Total cost of services	918 668	1 006 626	87 958
Net cost of services	653 637	715 678	62 041
Total equity	309 381	246 147	(63 234)
Approved full-time equivalent staff level (FTE)	580	529	(51)

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 State 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 following table. Performance against these outcomes is described in detail in the KPI section on page 127

In 2024-25, the Department achieved three of its five effectiveness targets and four 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	72%	70.8%	No
	Proportion of State nominated skilled migrants employed in priority occupations after arrival	82%	69.2%	No
Efficiency	Cost of VET workforce planning and policy development per training place	\$133	\$122	Yes
	Average cost per Jobs and Skills Centre individual and business client contact	\$258	\$202	Yes
	Average cost to administer migration applications and overseas qualification assessments	\$2,746	\$2,498	Yes
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	89%	89.4%	Yes
	Proportion of graduates satisfied with the overall quality of training	90%	90.4%	Yes
	Percentage of registered training organisations compliant with the Standards for Registered Training Organisations (RTOs) 2015	100%	100%	Yes
Efficiency	Average cost per active training contract	\$654	\$655	No
	Cost to administer the employer incentive scheme as a proportion of total incentive payments	5.4%	7.6%	No
	Cost per student curriculum hour	\$19.42	\$19.99	No
	Average cost of recruitment and management per full-time equivalent international student	\$1,637	\$929	Yes
	Average cost to administer training infrastructure and support services per TAFE college	\$8.7m	\$9.3m	No
	Cost of regulatory services per registered training organisation	\$22,089	\$23,190	No



## Agency Capability Review

The Department's Agency Capability Review commenced in July 2024 and concluded with the release of the executive summary report on 16 May 2025.

Conducted by the Public Sector Commission and led by independent lead reviewer Liz MacLeod PSM, the review highlighted the Department's strengths as a public sector agency and provided insights into how we can adapt and build on our capabilities to deliver the State Government's skills, training and workforce development agenda.

The review found that the Department is widely regarded by stakeholders as a capable and collegiate agency, and for effectively delivering initiatives. It highlighted three areas of strength, including:

1. the Department's strong collaboration on the national agenda to benefit Western Australia;
2. a commitment to supporting staff engagement; and
3. a strong focus on diversity and inclusion to ensure the Department's workforce reflects the diversity of the wider community.

The review also identified three lines of inquiry to inform areas of focus to improve performance:

1. delivering a future focused, holistic workforce planning and development strategy for the State;
2. devolving internal decision making to foster trust and responsibility to be future fit; and
3. leading conversations to define roles and responsibilities in the VET sector.

The Department is well positioned to respond to the Agency Capability Review observations and improvement opportunities, and is progressing a range of strategies and actions.



# Key training outcomes

## Our approach to reporting training data

Unless otherwise stated, this annual report provides training data for the 2024 calendar year rather than the 2024-25 financial year. Calendar year data is reported as 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 early 2020, there has been some volatility in the demand for training due to changeable labour market conditions and Western Australian 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 five years covering 2020 to 2024 enabling annual comparisons and comparisons since the start of the pandemic in 2020.

## Success at TAFE puts Jayden on fast-track to university studies

For Jayden Egan, accessing low fee TAFE training through the State Government's Lower Fees, Local Skills (LFLS) initiative, has made the dream of attending university a reality.

Disengaged from school, but passionate about the 'nitty gritty' behind the scenes of how things work, Jayden wasn't sure how he'd be able to pursue university studies in mechanical engineering.

*"For me to build a bridge to go to university I had to come through TAFE and do my diplomas, which to get into a diploma you have to do your certificate III, so that was my entry into TAFE."*

Jayden is an advocate for vocational training pathways, especially for people who may be struggling at school.

*"I love the TAFE training environment – the lecturers and facilities are amazing."*

*"My experience at TAFE has been completely different from my previous schooling – yes TAFE teaches you book knowledge, but they get you hands-on and they get you to implement that knowledge, so it really sets it in concrete."*



For Jayden completing the Advanced Diploma of Engineering (Mechanical) has provided him with a pathway to complete a Bachelor of Engineering (Mechanical) at a Western Australian university.

This gives Jayden credits for specific units and will shorten the duration of Jayden's bachelor degree – enabling him to enter the workforce quicker – and will also reduce his university course fees, providing him with significant savings.

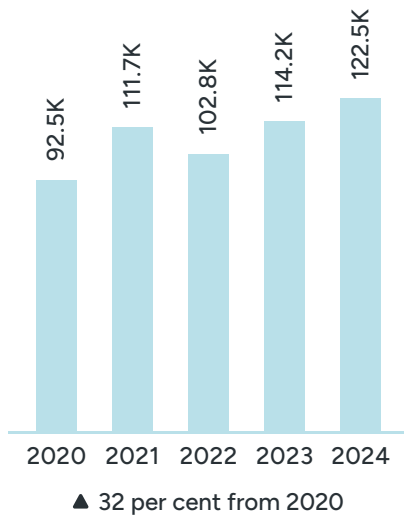
Following his university studies, Jayden wants to work in hydro-electrics and contribute to achieving a sustainable future using renewable energy.

# Training enrolments

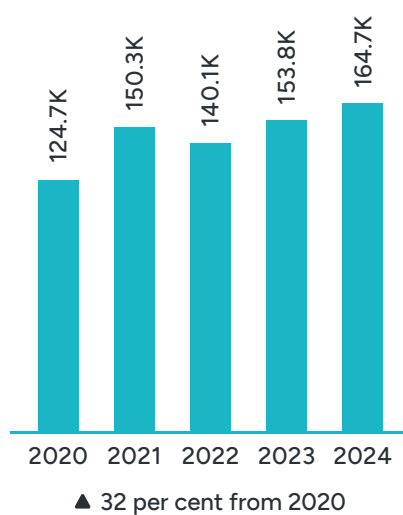
## Overall VET enrolments

The Western Australian training system continued to record high levels of publicly funded course enrolments in 2024, with a **seven per cent increase on 2023** and a **32 per cent increase on pandemic levels**.

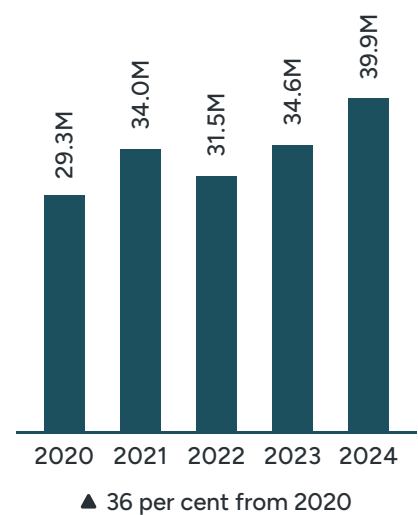
### Students



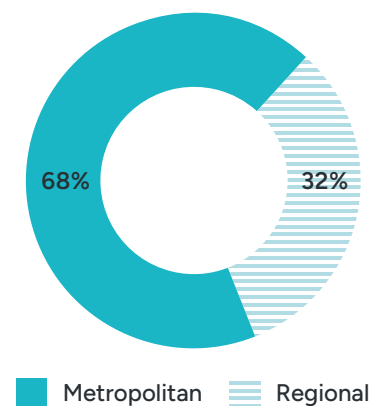
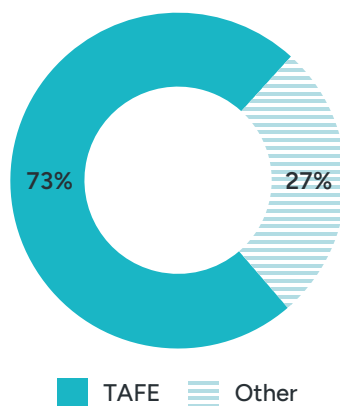
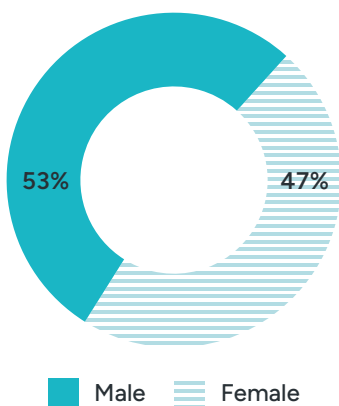
### Enrolments



### Student curriculum hours



## Proportion of 2024 enrolments



- **51%** of enrolments by students aged 24 or under.
- **8%** of enrolments by Aboriginal peoples.
- **9%** of enrolments by students with a disability.

## Fee Free TAFE

The Fee Free TAFE initiative commenced in 2023 under the 12-month Skills Agreement with the Commonwealth Government to help address skill shortages in critical industries and provide more training and employment opportunities for Western Australians.

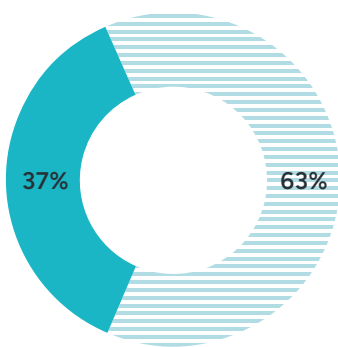
In 2025, seven pre-apprenticeship courses were added under the Fee Free TAFE Construction Agreement with the Commonwealth Government. **Over 140 Fee Free courses in 2025 are available** in industries including the care, technology and digital, construction and defence sectors to support diversification of the economy and sectors experiencing critical demand for skilled workers.

**In 2024 there were 37,752 enrolments in fee free qualifications, up 22 per cent on the same period in 2023.**

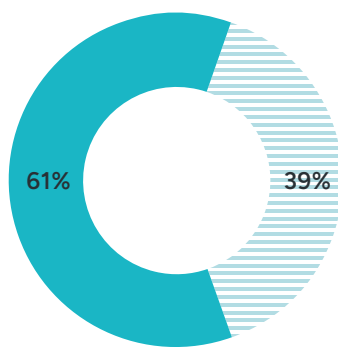
## Top 10 Fee Free in qualifications in 2024:

Program name	Enrolments
Certificate III in Individual Support	5,244
Certificate III in Early Childhood Education and Care	4,756
Diploma of Nursing	2,183
Certificate IV in Training and Assessment	1,781
Certificate IV in School Based Education Support	1,542
Certificate IV in Information Technology	1,462
Certificate IV in Work Health and Safety	1,367
Diploma of Early Childhood Education and Care	1,366
Certificate III in Allied Health Assistance	1,323
Certificate IV in Mental Health	1,256

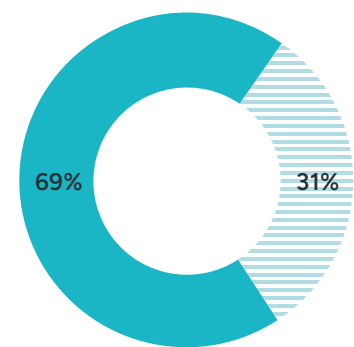
## Proportion of 2024 enrolments



Male Female



TAFE Other



Metropolitan Regional

- 30% of enrolments by students aged 24 or under.
- 5% of enrolments by Aboriginal peoples.
- 8% of enrolments by students with a disability.

## Lower Fees, Local Skills

Through the *Lower fees, local skills* initiative, fees for around 160 courses are reduced by up to 72 per cent including apprenticeships in key trade areas such as Plumbing, Electrical, Carpentry and Tilelaying. These courses provide low fee training in industry sectors with high demand for skilled workers and align with the State Government's Made in WA plan and clean energy transition. Courses also support sectors targeted for economic diversification including aged and disability care, METRONET, civil construction, building and construction, defence, hospitality and tourism and agriculture.

Annual course fees for *Lower fees, local skills* qualifications are capped at \$400 for jobseekers, youth up to 25 years and concession students, and \$1,200 for non-concession students.

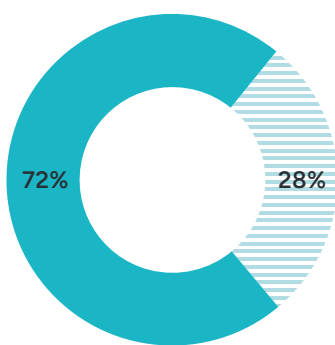
To support existing workers upskilling, selected traineeships in priority industry areas also enjoy the *Lower fees, local skills* fee rate.

There were 57,565 enrolments in *Lower fees, local skills* courses in 2024.

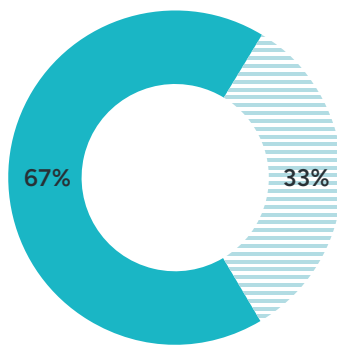
## Top 10 Lower fees, local skills qualifications in 2024:

Program name	Enrolments
Certificate III in Electrotechnology Electrician	6,058
Certificate III in Civil Construction Plant Operations	2,411
Certificate III in Engineering - Fabrication Trade	2,227
Certificate III in Carpentry	2,108
Certificate III in Mobile Plant Technology	2,082
Certificate III in Engineering - Mechanical Trade	1,912
Certificate III in Light Vehicle Mechanical Technology	1,847
Certificate III in Plumbing	1,656
Certificate III in Hospitality	1,554
Certificate III in School Based Education Support	1,383

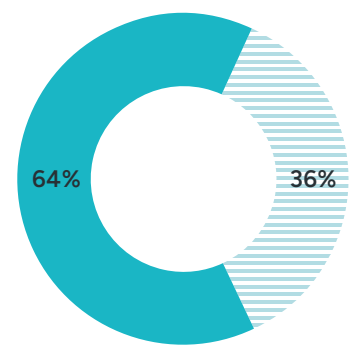
## Proportion of 2024 enrolments



Male Female



TAFE Other



Metropolitan Regional

- 56% of enrolments by students aged 24 or under.
- 10% of enrolments by Aboriginal peoples.
- 7% of enrolments by students with a disability.



## Skill sets

**Skill sets are short courses made up of one or more units of competency, developed in consultation with industry.** They are designed to meet licensing or compliance requirements, and particular industry skill needs.

**In 2024, there were 78 Fee Free skill sets available** to all Western Australians. There were around 7,750 enrolments in fee free skill sets in 2024, down 12 per cent on the same period in 2023.

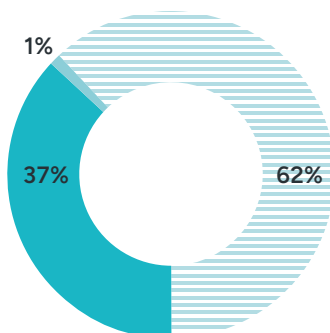
A new State-based skill set, the Construction Industry Preparation Skill Set, was developed to address the industry skill needs for new entrants in the construction sector.

The Department reviewed all existing State-based skill sets to ensure they aligned with changes to training packages.

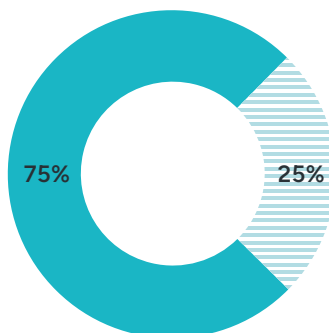
## Top 10 Fee Free skill sets in 2024:

Program name	Enrolments
Integrating Mental Health Practice Skill Set	1,193
Introduction to Cyber Security	868
Provide Individual Support Skill Set	662
Operate a Small Business Skill Set	561
Work in Community Care Skill Set	492
Heavy Vehicle Driving Operations Skill Set	465
Pool Lifeguard	359
Swimming and Water Safety Teacher	354
Introduction to Early Childhood Education and Care Skill Set	329
Business Ready Skill Set	310

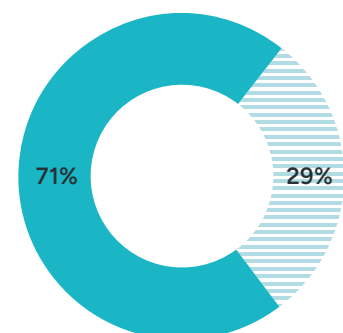
## Proportion of 2024 enrolments



Male Female  
Other/Not stated



TAFE  
Other



Metropolitan  
Regional

- **38%** of enrolments by students aged 24 or under.
- **8%** of enrolments by Aboriginal peoples.
- **13%** of enrolments by students with a disability.



## Foundation skills

Foundation skills are core skills needed to thrive in work and life, including English language, literacy, numeracy, digital skills, and workplace skills such as teamwork and problem solving. Over 20 per cent of Western Australians need to further develop their foundation skills to remain connected with their community and maintain their employment prospects and wellbeing.

Enrolments in foundation skills courses and programs have grown in recent years, demonstrating sustained need for foundation skills support among students. In 2024, there were almost 30,900 publicly funded enrolments in foundation skills courses.

The Department and TAFE colleges are responding to the key findings of the Foundation Skills Policy Review (2023) to ensure the policy settings are well-suited to support the foundation skills of Western Australians and the needs of industry, the community and economy.

TAFE colleges commenced delivery of the new non-accredited *Skills for Study* program from 1 January 2025, which replaces the previous accredited foundation skill courses. *Skills for Study* is a fee-free, student-centric foundation skills program that supports students to complete their vocational qualification to gain skilled employment.

The Department funds a range of fee free foundation skills programs including:

- Skills for Study;
- Read Write Now; and
- over 30 accredited foundation skills and employability courses, including:
  - certificates in General Education for Adults;
  - digital literacy skill sets;
  - leadership; and
  - employability courses.

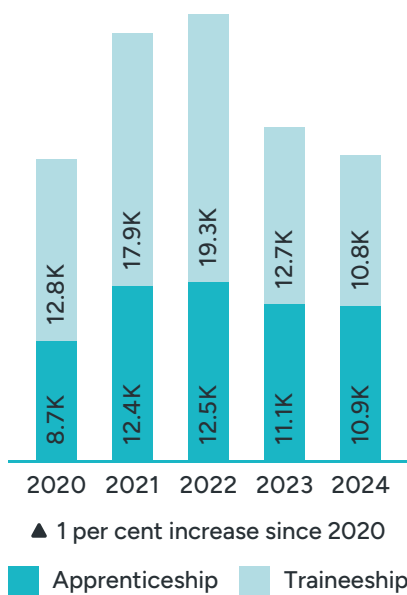
## Apprenticeships and traineeships

Apprenticeships and traineeships continued to play a key role in meeting WA's workforce needs during 2024. The number of apprentices in training reached record-high levels in 2024, ending the year at 26,149, an increase of 43 per cent compared to pandemic (2020) levels.

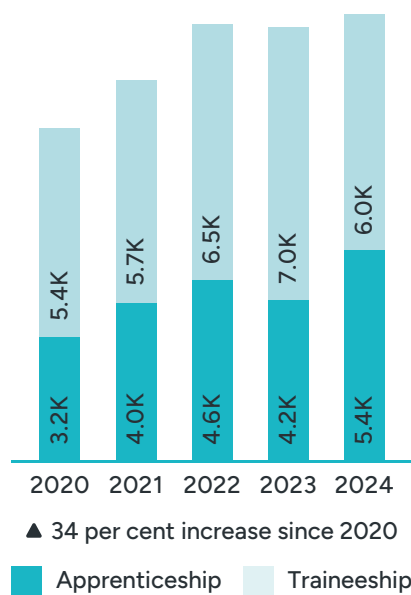
The growth in apprentices in training is also translating into higher completion numbers compared to pandemic levels.

There were 5,445 apprenticeship completions in 2024, an increase of 71.9 per cent since 2020 and the highest number in a calendar year since 2010.

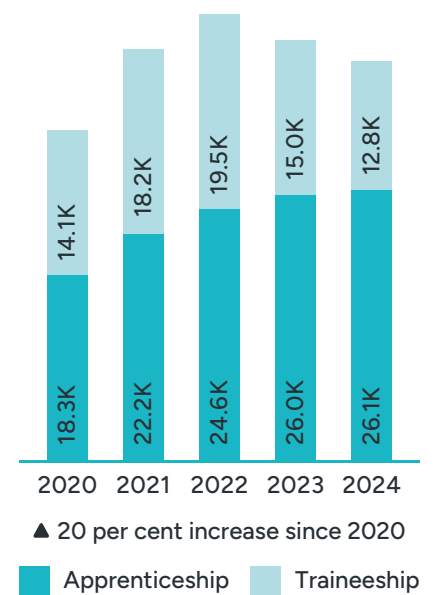
Apprenticeship and traineeship commencements



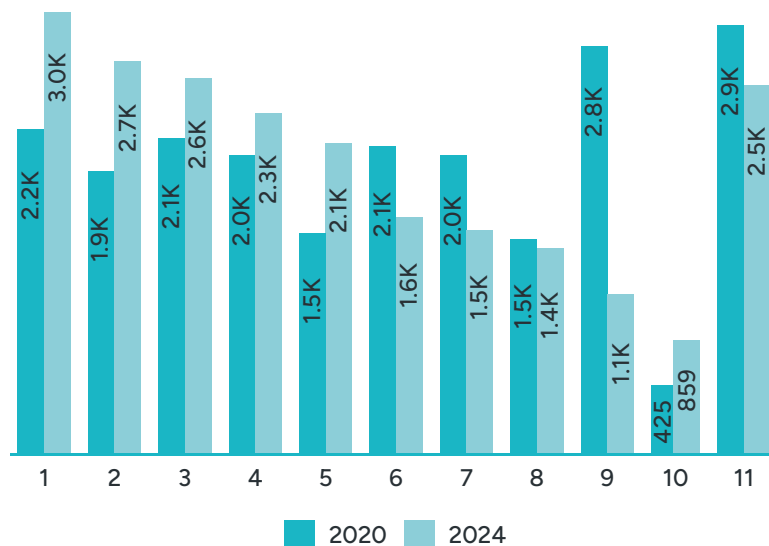
Apprenticeship and traineeship completions



Apprenticeship and traineeship in training



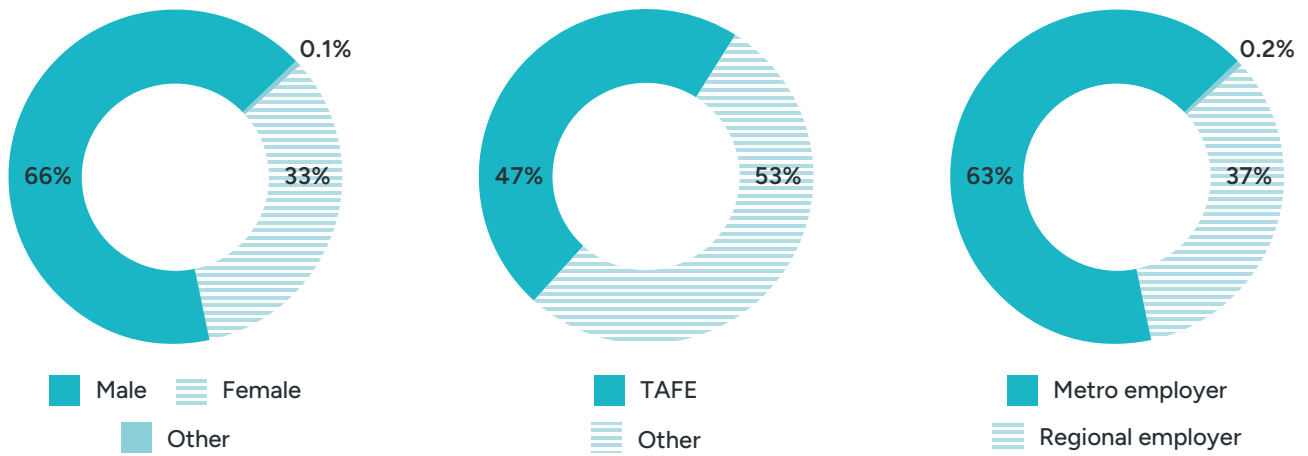
Apprenticeship and traineeship commencements by trade category



Trade category legend

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

## 2024 Apprenticeship and Traineeship commencements



- **64%** of commencements by students aged 24 or under.
- **8%** of commencements by Aboriginal peoples.
- **4%** of commencements by students with a disability.

## Employer Incentive Programs

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

From 1 July 2024 to 30 June 2025, a total of \$41.37 million in State Government Incentives has been paid to 3,403 eligible employers for:

- apprenticeships - \$26.46 million; and
- traineeships - \$14.91 million.

### Jobs and Skills WA Employer Incentive

provides up to \$8,500 (four-year apprenticeship), 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).

### WA Defence Industry Incentive

provides up to \$20,000 for approved WA defence employers who employ an apprentice in one of four key trades. The first tranche of the program was fully subscribed by 30 September 2022; and, eligible employers continued to receive milestone payments until 30 June 2025.

### Defence Industry Existing Worker Incentive

provides up to \$6,375 to approved WA defence employers who sign up existing workers into a traineeship in one of three qualifications that are key to the growth of the defence industry in WA.

### Group Training Organisation Wage Subsidy

provides small to medium businesses working on government projects in the building and construction sector and non-government residential building projects in WA, with access to apprentices and trainees employed through Group Training Organisations (GTOs). GTOs receive up to \$134,625 (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.

The State Government is providing a further \$27 million to provide an additional 225 places in this program. These new places are available from 1 July 2025, bringing the total to 1000 places.

## Growing trades workforce to deliver housing for Western Australians

The GTO Wage Subsidy Program is growing the local supply of skilled tradespeople for WA's building and construction sector.

HIA has employed 61 apprentices through the program since it began in 2022 in crucial trades such as bricklaying, cabinetmaking, carpentry and joinery, plastering, plumbing, and tiling. The apprentices are placed with host employers delivering housing projects in the Perth metropolitan area and the South West.

HIA Executive Director Michael McGowan sees the program as fundamental in skilling the local workforce in residential construction trades, while alleviating the financial barriers businesses face when employing an apprentice.

*"The GTO Wage Subsidy Program is a great way to train the next generation without the cost impact,"* Michael said.

Our host employers find that taking on apprentices through HIA enables them to get on with delivering their projects without worrying about being able to commit for four years in a challenging industry.

Thanks to the GTO Wage Subsidy Program, the HIA expects the first of their apprentices employed through the program, to complete their qualification in February 2026.

The GTO Wage Subsidy Program has been extended to with an additional 225 apprentice and trainee places in 2025-26.



### Adult Apprentice Employer Incentive

provides up to \$26,800 in financial assistance to WA businesses to employ mature aged apprentices (21 years of age or older). The first tranche of this program was fully subscribed by August 2021; eligible employers will continue to receive milestone payments until July 2025.

The Department finalised preparations to commence two new incentives from 1 July 2025 in line with State Government election commitments:

### Adult Apprentice Employer Incentive

\$14.6 million to provide 400 new places over the next four years to remove the wage gap barrier. The incentive provides financial assistance of

up to \$26,800 (four-year apprenticeship) to WA businesses to employ mature aged apprentices (21 years of age or older) in the Building and Construction industry.

### AUKUS Defence Industry Incentive Scheme

\$11.5 million to grow the defence industry workforce to deliver AUKUS commitments in WA. From 1 July 2025, the \$20,000 Defence Industry Incentive will support defence industry employers to take on an additional 435 apprentices across four targeted qualifications that are key to the defence industry supply chain in WA.



## Group Training Organisations (GTOs)

**GTOs employ apprentices and trainees and place them with host employers who provide on the job training. As at 30 June 2025, 38 GTOs were registered to operate in WA.**

As at 31 December 2024, there were 2,997 apprentices and trainees in training with GTOs, including 378 Aboriginal apprentices and trainees.

The WA Group Training Program provided \$2.89 million in financial incentives to GTOs to support apprentices and trainees in priority groups, including Aboriginal people, people with disability, women in non-traditional trades, those in school-based arrangements, and those in regional and remote WA.

## Priority Start Policy

**The Priority Start policy aims to ensure a sustainable construction trade workforce for WA.**

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.

In 2023-2024, a total of 95 contracts valued at around \$7.7 billion were in scope to report their construction trades workforce, including apprentices and trainees under the policy. A total of 69 reports were received from head contractors, representing 72.6 per cent of in-scope contracts. 94.7 per cent of contracts met the training rate for 2023-24.

## VET delivered to secondary school students

**VET delivered to secondary students (VETDSS) enables senior secondary students to develop industry-standard skills and gain a VET qualification.**

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

The *VET Delivered to secondary students funding policy* supports the State Government's commitment to provide additional VET places to students in Years 10, 11 and 12, facilitating greater access to industry supported VET courses at school by enabling:

- school students to undertake school-based apprenticeships and traineeships;
- school students to access up to two classroom delivered VET qualifications, including for Year 10 students to commence a Certificate II 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.

In 2025, a new Certificate II in Sustainable Energy (Career Start) was added to the funded VETDSS qualification list, providing a VET option for senior secondary students to start their clean energy career pathway from Year 10.

There were more than 9,820 enrolments by school students in VETDSS qualifications and skill sets through TAFE colleges and contracted private RTOs in 2024.

The most popular VET qualifications delivered to secondary students in 2024 were:

- Certificate IV in Preparation for Health and Nursing
- Course in Early Career Discovery
- Certificate II in Electrotechnology (Career Start)
- Certificate II in Building and Construction (Pathway - Trades)
- Certificate II in Retail Services
- Certificate II in Hospitality
- Certificate II in Community Services
- Certificate II in Automotive Vocational Preparation
- Certificate II in Engineering
- Certificate II in Automotive Servicing Technology

Including school-based apprenticeships and traineeships, 12,159 course enrolments were funded in 2024 across the three school sectors (Government, Catholic and Independent).

## Year 9 Career Taster Program

**The Year 9 Career Taster Program (CTP) inspires secondary students to explore potential careers and post-school pathways, and includes:**

- practical industry experiences and activities to introduce students to new and different areas of work; and
- career exploration through the Course in Early Career Discovery.

The Career Taster Portal, located at [careertasterportal.jobsandskills.wa.gov.au](https://careertasterportal.jobsandskills.wa.gov.au), connects schools to a range of practical industry experiences to support early career exploration.

In 2024, 243 unique industry experiences were advertised on the Career Taster Portal across diverse industry areas.

A total of 13,839 students from 267 schools participated in CTP activities in 2024. 1,094 industry experiences were delivered by TAFE colleges and 92 by industry, of which:

- 36 per cent of total Year 9 delivery was to students in regional and remote schools; and
- 10 per cent of participating Year 9 students undertook the Course in Early Career Discovery.



Since its launch in 2022, over 43,000 Year 9 students have participated in the program, creating meaningful ways for students to explore their career options.

From cultural career camps on Country, podcasts with industry mentors to VR experiences, the program offers tailored and flexible opportunities to engage and inspire students all across WA.

*“These opportunities are incredibly rare for our students due to the remoteness of our community, and we cannot overstate how valuable and inspiring this experience was. The sessions were not only culturally responsive and age-appropriate, but also hands-on, engaging learning that captured the interest and imagination of every student – and staff members, too! Each presenter brought passion, patience, and creativity to their session, making the activities meaningful and fun.”*

**– Principal, Burringurrah Remote Community School.**

# Participation by Aboriginal people

## Closing the Gap

As a party to the *National Agreement on Closing the Gap*, the WA Government has committed to improving outcomes for Aboriginal people across key reform priorities in which the Department plays a key role in supporting the achievement of the training and job outcomes.

The National Skills Agreement provides for a change in the approach to delivering on Closing the Gap commitments for skills, with dedicated investment under the Closing the Gap Specific Policy Initiative. The Department is progressing its approach to Closing the Gap initiatives, in partnership with Western Australia's Aboriginal peak organisations, Council of Aboriginal Services Western Australia and Aboriginal Health Council of Western Australia, Aboriginal Registered Training Organisations and Group Training Organisations.

## Native Title

The Department supports the *Noongar Economic Participation Framework* under the South West Native Title Settlement. Through the Noongar Economic Participation Steering Group, the Department collaborates with Noongar Regional Corporations to ensure their members are able to access training and workforce development services that enhance Noongar business capacity and support individuals to reach their training and employment goals. The Department also provides advice and support to the *Yamatji Indigenous Land Use Agreement* (ILUA) and the *Tjiwarl, Palyakuwa* ILUA, and has advised Central Desert Native Title Services in relation to potential training programs, to support negotiations with four Central Desert Native Title groups.

## Aboriginal participation in training and employment

### Training Delivery

During 2024 there were over 13,650 publicly funded enrolments by Aboriginal people representing 8 per cent of total training delivery. This is an increase of 31 per cent compared to pandemic levels

- 239 enrolments in classroom-based Aboriginal school-based training;
- 847 Aboriginal people accessed support through the Participation - Equity Program;
- 974 (7 per cent) of students participating in the Year 9 Career Taster Program identified as Aboriginal or Torres Strait Islander people;
- 2,332 Aboriginal apprentices and trainees in training as at 31 December 2024 (6 per cent of all apprentices and trainees in WA); and
- 378 Aboriginal apprentices and trainees in training with group training organisations (16.2 per cent of all apprentices and trainees in training with group training organisations in WA).

### Job Ready Programs

In 2024-25, 35 (9 per cent) of the 409 participants who completed a Job Ready Program were Aboriginal people.

### Apprenticeships and Traineeships

As at 31 December 2024, there were 2,332 Aboriginal apprentices and trainees in training (6 per cent of all apprentices and trainees in Western Australia).

Employers of Aboriginal apprentices and trainees may be eligible for a range of State Government incentives and wage subsidies. In 2024-25, eligible employers received \$2.72 million in incentives for 877 Aboriginal apprentices and trainees.



### Aboriginal RTOs contracted by the Department

In 2024, the Department contracted 8 Aboriginal-owned RTOs, who collectively enrolled 437 Aboriginal students in training.

### Jobs and Skills Centres (JSCs) Aboriginal Services

JSCs provide dedicated services for Aboriginal people across the state with all 19 primary JSCs providing culturally secure Aboriginal specialist career guidance and employer engagement services. JSC staff also have access to centralised support for the development of culturally appropriate career resources to assist in the provision of support.

During 2024-25, JSC Aboriginal Services assisted a total of 3,903 Aboriginal clients with approximately 75 per cent of these clients accessing services in regional locations.

35 Aboriginal employment and engagement officers are employed across the JSC network to offer culturally appropriate, specialist career guidance and employer engagement services.

In addition, JSC Aboriginal Services provided specific Aboriginal employment advice and information to 914 organisations.

The Department also facilitates an Aboriginal Jobs Board specifically focused on employment opportunities for Aboriginal people.



## Mikaylah Smith-Ninyette Jobs and Skills Centres empowering dreams

Mikaylah, an Aboriginal woman, enrolled in the Certificate I in General Education for Adults (CGEA) at South Metropolitan TAFE after connecting with a senior client engagement officer in the Jobs and Skills Centre's enhanced Aboriginal services team at the Rockingham campus open day.

When Mikaylah shared her aspiration to join the Army, Senior Client Engagement Officer Jeannie Jones arranged a meeting with the Australian Defence Force (ADF). This connection empowered Mikaylah to pursue a career in armed forces.

To support her training journey, the team assessed Mikaylah's needs and recommended she complete the Certificate II CGEA before progressing to the Army's Indigenous Development Program in Cairns. Corey, an Aboriginal Student Support Services Officer, facilitated her course transition and arranged a dedicated tutor to support her learning. Despite facing significant barriers, including financial hardship and homelessness, Mikaylah remained committed to her studies. With encouragement from the Aboriginal Services Team, she applied for and was awarded the Newmont Study Scholarship, providing vital financial relief.

Although she didn't pass the Certificate II CGEA, Mikaylah quickly pivoted and enrolled in an external Civil Construction Plant Operations course. Her resilience paid off and she was successfully recruited into the Indigenous Development Program in Cairns.



Throughout the program, Jeannie and Corey stayed in regular contact, offering emotional support from afar. When Mikaylah shared her graduation date, she invited them to attend, saying, *"I want you and Corey there. You were the ones who got me here."*

Jeannie and Corey proudly travelled to Cairns to celebrate her achievement. Shortly after, the Army confirmed Mikaylah's transfer, and she is now scheduled to fly to Darwin to begin the next chapter of her journey.

Mikaylah's story is a powerful testament to the impact of wraparound support and culturally responsive mentoring available at WA's Jobs and Skills Centres. Jeannie, Corey and the Aboriginal Services Team played a pivotal role in helping Mikaylah achieve her dreams.

## The Aboriginal Employment Enabling Program

funds Waalitj Foundation to provide wraparound supports to remove and reduce barriers to employment and training for Aboriginal youth. During 2024-25, 124 Aboriginal youth aged 15-30 years, including youth exiting the justice system were assisted.

Through the AEEP, a grants program was piloted in the Kimberley and Goldfields regions.

Three Aboriginal-led organisations were awarded grants for projects to provide targeted training and employment support to Aboriginal people in regional and remote areas. The grants were awarded to Balanggarra Ventures in partnership with G'Day Group, Wunan Foundation in partnership with Royal Life Saving WA and Judumul Aboriginal Corporation.



# Made in WA

## Clean Energy

**Skilling the transition to a net zero economy by 2050 is a key priority for Western Australia.**

On 10 June 2024, the Western Australian and Commonwealth Governments announced a joint investment of \$70.5 million over five years to establish Australia's first Clean Energy Skills National Centre of Excellence (CESNCE).

Established in late 2024, the CESNCE is working in collaboration with TAFE, industry, unions, universities, and key training stakeholders to lead development of innovative training and workforce initiatives, supporting more Western Australians into well paid and highly skilled jobs in the clean energy sector.

The CESNCE is supported by an Industry Advisory Board consisting of ten members representing a diverse mix of industry, unions, First Nations people, Government, TAFE, and university to advise the Government on future clean energy workforce issues. The Board advises the Minister on training and workforce strategies, training infrastructure needs and contributes to the strategic direction of the CESNCE.

During the reporting period, the Department undertook comprehensive analysis of the workforce and skills needs of the State's clean energy industry.

Initiatives to grow the clean energy workforce include:

- fee free and low-fee courses qualifications in the clean energy sector;
- partnering with the Reliable Affordable Clean Energy (RACE) for 2030 Cooperative Research Centre to develop workforce projections for WA's electricity sector out to 2050;
- facilitating the Careers in Hydrogen Career Taster Program in partnership with MPA Skills; and
- delivering 89 experiences through the Year 9 Career Taster Program that introduce and promote the resources and energy sectors through practical, industry-based activities.

In 2024, there were more than 18,500 publicly funded course enrolments in clean energy related courses, an increase of 37 per cent on pandemic levels.



Scan the QR code to watch on how WA is preparing for a clean energy future, or visit [bit.ly/cesnce-video](https://bit.ly/cesnce-video)



The Clean Energy Skills National Centre of Excellence is a bold initiative designed to connect industry, education, and community to build a workforce ready for a net zero future.

A cornerstone of its work is collaboration across WA's TAFE network to upskill lecturers, provide grants for mobile and virtual reality training tools, prioritise delivery of key qualifications in Electrotechnology and Sustainability and promote clean energy career pathways. Specialised skill sets are being created for high-demand roles in wind energy, battery technology, and power distribution.

It is aligning training with the evolving needs of the clean energy sector and ensuring graduates are job-ready from day one.

Nationally, the Centre is building momentum through partnerships with universities and Jobs and Skills Councils, aligning qualifications and delivery methods with future workforce demands.

These efforts are laying the foundation for a skilled, future-ready workforce that will power WA's clean energy transition.

## Defence Industry Skills Centre of Excellence

The DISCE is being led by South Metropolitan TAFE (SM TAFE), with training delivered across its defence industry-focused campuses.

As a priority, the DISCE is developing AUKUS-specific skills and trades training to equip WA's workforce to undertake nuclear-powered submarine maintenance and sustainment work and defence shipbuilding, sustainment and maintenance activities.

The DISCE is focused on working with industry, schools, WA TAFEs, and TEAM WA universities to exchange expertise and enhance study pathways between TAFE, schools and WA universities into defence industry roles. It will also network with TAFEs in other states and work with universities, Jobs and Skills Councils, employers, and unions to build defence industry skills across Australia.

A key priority is driving workforce diversity and inclusion in the defence industry, through targeted programs and learner supports for women, young people, Aboriginal people, people with disability and Defence veterans.



## Defence and manufacturing

### Defence

**The defence industry is a key pillar of the State Government's strategy for economic diversification and job creation.** On 29 January 2025, the Western Australian and Commonwealth Governments jointly announced a \$14.6 million investment to establish a Defence Industry Skills Centre of Excellence to operate within South Metropolitan TAFE. It will deliver the skills for sustainment of nuclear-powered submarines and naval shipbuilding in Western Australia.

The Department continued to implement the State Government's investment to build a pipeline of trade, para-professional and professional skilled workers for the State's defence industry. These initiatives are highlighted in the *Delivering a Skilled Workforce for Western Australia's Defence Industry* report released on 16 December 2024. [Delivering a Skilled Workforce | DTWD Defence Industry](#)

In partnership with SM TAFE, the defence industry and universities, key workforce initiatives achieved include:

- placing 105 participants under the Defence Industry Internship and Graduate Scholarship Program in defence industry businesses since 1 July 2023;
- supporting 52 women through the Women in Defence Industry Scholarship Program with a further intake commencing in April 2025;
- 33 commencements eligible for the Defence Industry Existing Worker Incentive;
- launching the Veterans Defence Industry Career Explorer on 4 February 2025 on 'the Other Force' website to help defence veterans transition to careers in Western Australia's defence industry;
- awarding \$1.36 million in Defence Industry Reskilling and Upskilling Grant to three applicants to develop new micro-qualifications and skill sets; and
- providing 8,923 free career guidance services by the defence industry team at the Rockingham JSC between 7 October 2020 and 5 May 2025.

In 2024, students at 15 schools participated in Career Taster experiences that introduce and promote skilled workforce opportunities in the defence sector.

On 16 October 2024, the Commonwealth and the State Government entered into a Cooperation Agreement to support the delivery of a Defence Precinct at Henderson and continuous naval shipbuilding in Western Australia. The Department is leading the skills and workforce project stream of the Defence Cooperation Agreement.

Workforce planning is informed through consultation and collaboration with defence industry stakeholders including TAFEs and universities, government agencies, unions, and other relevant parties.

The Department undertook comprehensive analysis of the workforce and skills needs of the State's defence industry to inform the update of the State Government's WA Defence Industry and Workforce Development Plan 2022-2027.



Scan the QR code to learn more about WA's defence industry, or visit [theotherforce.wa.gov.au](https://theotherforce.wa.gov.au)

## Manufacturing

The opportunity to build the sovereign industrial capability for the defence industry will have further flow-on benefits for supply chains linked to a growing advanced manufacturing sector. Under Made in WA, the State's manufacturing industries will be supported by the skills system to deliver the workforce needed for clean energy projects, AUKUS, local manufacturing of Western Power infrastructure, including through expanding TAFE capability.

## Automation and industry 4.0

**The Department continues to work with industry and other agencies to assist the transition to automation and Industry 4.0 across a range of sectors including remote operations and automation in resources and energy, advanced manufacturing, defence, health and medical sciences.**

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

- delivery of the Digital Workplace Job Ready Program, with 76 participants in 2024, of whom 46 have completed the skill set and work placement, and 25 have gone on to further training or employment;
- completion of the construction of North Metropolitan TAFE's \$19.5 million specialist Electric Automotive Vehicle Training Centre in Joondalup, housing specialist training facilities for technological innovations in the horticulture industry;
- completion of South Metropolitan TAFE's refreshed Future Battery and Critical Minerals Skills Gap analysis in 2024 to update the Department on the sector's skills and training needs;
- delivery of two automation qualifications developed by Rio Tinto and South Metropolitan TAFE, with 71 enrolments recorded across the State in Semester Two 2024:
  - delivery of one fee free skill set in Working Effectively in an Automated Workplace Certificate II in Autonomous Workplace Operations
  - Certificate IV in Autonomous Control and Remote Operations; and
- delivering 76 practical automation and industry 4.0 sector experiences through the Year 9 Career Taster Program that introduce and promote the sector through practical, industry-based activities.

In 2024, there were over 600 publicly funded course enrolments in automation and Industry 4.0 courses, an increase of 175 per cent on pandemic levels.

## Building and construction workforce

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

- 28 building and construction qualifications under the *Lower fees, local skills* initiative including six qualifications and three skill sets in the fee free 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) qualification;
- delivering the Infrastructure Ready and Bricklaying Job Ready Programs to grow the pipeline of building and construction workers in WA;
- delivering 157 practical experiences through 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 Group Training Organisation Wage Subsidy in place to create new jobs for apprentices and trainees employed by Group Training Organisations in WA's building and construction sector; and
- a Skills Recognition Apprenticeship Program 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.

In 2024, there were more than 15,100 publicly funded course enrolments in building and construction courses, an increase of 41 per cent on pandemic levels.

There were 11,121 building and construction and electrical apprentices and trainees in training in Western Australia in 2024, a 52.3 per cent increase on pandemic levels.

The number of building and construction and electrical apprenticeship and traineeship completions in 2024 were 49 per cent higher than in 2020.

The State Government has committed \$21.9 million to extend the Fee Free TAFE program for building and construction related courses for four years.

In 2026, seven courses will be added to the Fee Free TAFE initiative, including:

- Certificate III in Plumbing;
- Certificate III in Wall and Ceiling Lining;
- Certificate III in Bricklaying and Blocklaying;
- Certificate III in Solid Plastering;
- Certificate III in Civil Construction;
- Certificate II in Construction; and
- Certificate II in Construction Pathways.

These fee free courses will help to grow a skilled workforce in this critical sector. This expansion builds on around 12 construction related courses and pre-apprenticeships that are already fee free in Western Australia.

### Skilled migration

Skilled migration is helping to grow Western Australia's building and construction workforce.

There are 42 building and construction occupations available for the State Nominated Migration Program (SNMP), and in 2024-25 32 per cent of State nominated migrants had occupations needed for the building and construction sector.

The Western Australian Designated Area Migration Agreement (DAMA) provides employers with access to a broader pool of skilled migrants. There are 48 building and construction occupations available to eligible employers, and eight occupations for employers in regional WA only.

Employers are utilising the WA DAMA to fill building and construction jobs for occupations not available through standard Commonwealth migration pathways, including:

- Truck driver;
- Scaffolder;
- Loader operator;
- Earthmoving plant operator (general);
- Excavator operator; and
- Steel fixer.



### Construction Visa Subsidy Program and Build a Life in WA incentive

The Construction Visa Subsidy Program (CVSP) commenced on 1 July 2023, aimed at addressing critical skill shortages in WA's building and construction industry. The CVSP was expanded in January 2025 to include the Build a Life in WA (BALWA) Incentive due to strong demand and a continuing pipeline of Government led and private sector construction in Western Australia.

#### More skilled workers to boost builds

Brayden Laing, a 25-year-old qualified carpenter from New Zealand is one of 466 skilled workers who's answered the call.

Seeking a lifestyle change and work opportunities with greater earning potential, Brayden found out about the *Build a Life in WA* (BALWA) incentive through his networks on social media.

*"Salary is obviously a big thing – I saw it as an opportunity to come over and just get ahead financially," Brayden said.*

*"I also enjoy the warmer days – working outside during winter is much more pleasant than back in New Zealand, where it is minus five degrees!"*

Brayden secured a job with local WA business Timatanga Modular and has been able to get straight on tools while enjoying WA's lifestyle in his downtime.

*"We live a stone's throw away from the beach – I love getting to go for a swim on the weekends or after work," he said.*

Brendon Scott owns and operates Timatanga. He founded the business in 2021 in pursuit of delivering a cost-effective and eco-friendly alternative to home building without compromising on quality.

*"It has been challenging over the last couple of years to get workers, but it's becoming much easier now, with incentives such as Build a Life in WA, it really allows us to build and grow our business and deliver more housing," Brendon said.*



Brendon said the BALWA incentive is breaking down the financial barriers, skilled tradespeople face when trying to relocate for job opportunities.

*"For workers relocating to WA, they face a lot of costs and hurdles, such as finding and setting up a house, getting a vehicle to get to jobs, and making sure they have all the tools they need to start work," he said.*

*"We've noticed how much easier the transition has been for Brayden and his partner to move to WA, because they've had that financial help."*



### CVSP

The CVSP provides financial assistance of up to \$10,000 to support skilled migration visa pathways. Eligible employers and independent skilled migrants can use CVSP payments to offset costs including engaging a migration agent, visa charges and sponsorship fees.

Since the program commenced on 1 July 2023, 910 skilled migrants have arrived in WA to take up employment.

The BALWA incentive commenced on 1 January 2025 and provides up to \$10,000 to support skilled workers from other Australian States and Territories (including permanent residents), and New Zealand citizens, to move to Western Australia to take up jobs in the building and construction sector.

As at 30 June 2025, 466 skilled building and construction workers from interstate and New Zealand commenced employment in WA.

The top five occupations of BALWA claimants are:

- electricians
- carpenters
- plumbers
- bricklayers; and
- earthmoving plant operators.

### Construction Migration Office

The Construction Migration Office (CMO), established by the Department in 2023, continued to deliver a case management model that provides end-to-end support to building and construction sector employers looking to recruit workers through a skilled visa pathway, and migrants seeking to work in the sector, to:

- address local skills shortages and build workforce capacity; and
- facilitate access, uptake, and advancement through the CVSP.

In 2024, the CMO strengthened stakeholder engagement in WA through targeted information sessions and events, connecting building and construction sector employers with skilled migrants.

### Creative industries

Supporting the growth of Western Australia's creative industries, the Department has taken a lead role in the development of the WA Screen Industry Workforce Strategy 2024–2034. This 10-year strategy, developed in partnership with the Department of Local Government, Sport and Cultural Industries, Screenwest, and key industry stakeholders, aims to build a skilled, diverse, and sustainable workforce to meet the growing demands of the screen sector.

With the upcoming Perth Film Studios set to open in 2026, the strategy is critical to ensuring a pipeline of talent ready to support increased screen production activity across the state.

The Department is co-leading the development of an implementation plan and monitoring framework.

In 2024, there were more than 3,300 publicly funded course enrolments in creative industries courses, an increase of 24 per cent on pandemic levels.

There were 29 practical industry experiences in the Year 9 Career Taster Program delivered to 379 Year 9 students and other year groups that introduce and promote the creative industries.

## Science, Technology, Engineering and Mathematics

The VET sector has an important role in providing science, technology, engineering and mathematics (STEM) training and skill development to prepare Western Australians for jobs of the future. The Department has a commitment to:

- increase participation of underrepresented groups in STEM;
- prioritise STEM qualifications in publicly funded training;

- promote STEM through Jobs and Skills Centres, the Jobs and Skills WA website and social media; and
- encourage TAFE industry partnerships with an emphasis on development of STEM skills.

In 2024, 39 per cent of publicly funded training was delivered in STEM related fields. There were 64,125 publicly funded course enrolments in broad STEM subjects, an increase of 51 per cent on pandemic levels.



# Addressing skill shortages

## WA Labour market and workforce needs

Western Australia's strong economy, coupled with low unemployment, continues to drive ongoing high demand for skilled workers. Despite record levels of participation and strong growth in vocational education and training activity, WA's labour market remains tight.

At June 2025, Western Australia's unemployment rate was 4.1 per cent. Labour market participation was 69.0 per cent, the highest across all States. The number of underutilised people in WA was 163,600 with 9.5 per cent of people in the State's labour force looking for more hours of work than they are currently receiving (inclusive of the unemployed), up from 8.9 per cent in June last year. The share of young people gaining employment has increased over the past year, with an employment to population ratio for young people currently at 66.3 per cent, up from 64.1 per cent last year.

Each year the Department seeks occupational advice through the Western Australian Jobs, Education and Training (WAJET) survey from key stakeholders, including the industry training councils, government agencies, and peak industry bodies. The WAJET informs the development of the State Priority Occupation List which guides the State's annual training and workforce priorities. The WAJET also informs migration planning and industry focused workforce planning projects aligned with the State's economic diversification strategies.

## Care workforce

The Department continues to respond to the State Training Board's Social Assistance and Allied Health Workforce Strategy. The WA Care Sector Working Group continued to meet to advance initiatives outlined in the Strategy, especially in regional, remote and Aboriginal communities.

Early in 2024, the Department led the submission to the Jobs and Skills Australia's Workforce Capacity Study into the Early Childhood Education and Care sector.

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

- 16 qualifications and 15 skill sets under the fee free program, including early childhood education and care, education support, aged care and ageing support, disability services, community care, Aboriginal and/or Torres Strait Islander primary health care practice, mental health and alcohol and other drugs support services;
- low fee existing worker traineeships in early childhood education and care, and aged and disability care to enable existing workers to upskill;
- pre-employment Job Ready programs in ageing and disability care and early childhood education and care, which include pre-employment wrap around support and connection with an employer through a practical work placement;
- delivering 212 practical care sector experiences through the Year 9 Career Taster Program that introduce and promote the sector to school students; and
- 176 enrolments by secondary school students in 2024, in the Certificate II in Community Health and Wellbeing pre-traineeship, providing students with an opportunity to start their careers in Aboriginal health, allied health and the community services sector whilst studying at school.

In 2024, there were 35,760 publicly funded course enrolments across the broader care sector (including in nursing and hospital support worker courses and skill sets), which represents a nine per cent increase compared to 2023 and a 50 per cent increase on pandemic levels.



## Skilled Migration

On 28 June 2024, the State and Commonwealth Governments signed an agreement to establish a Western Australian Designated Area Migration Agreement (WA DAMA), to complement the State Nominated Migration Program (SNMP). Concessions available through the WA DAMA support WA businesses to recruit from a broader pool of skilled migrants.

**The WA DAMA provides 10,000 annual skilled migration places across the State Nominated Migration Program (SNMP) and WA DAMA. In 2024-25, places were shared equally across the two programs.**

### WA DAMA

Since the program commenced on 1 July 2024, 192 employers were endorsed to access WA DAMA Labour Agreements for 1,326 positions. The most utilised occupations include Truck Driver, Aged or Disabled Carer, Diesel Motor Mechanic, and Scaffolder, reflecting sustained demand in transport, healthcare, and construction industries.

### SNMP

In 2024-25, 5,000 skilled migrants were nominated by Western Australia to apply for a State nominated skilled visa. 93 per cent of State nominated migrants had occupations in priority industry sectors including building and construction, healthcare and social assistance, education and training, and tourism and hospitality.

### Regional Certifying Body

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 WA regions, except for the Goldfields-Esperance region. In 2024-25, the Department completed 347 assessments for Regional Certification advice.

### Skilled migrant employment register

The Skilled Migrant Employment Register offers an automated job matching function to help skilled migrants into WA jobs faster. The Register has over 3116 onshore and 5789 offshore skilled migrants registered, and 736 verified employers.

With over 1,324 invitations issued by employers to connect with registered migrants, the Register continues to assist skilled migrants link with WA Jobs. [Skilled Migrant Employment Register | Migration WA](#)

### Skilled migrant job connect program

To support newly arrived skilled migrants make meaningful connections and secure employment in WA, the Skilled Migrant Job Connect program delivers a range of programs and services including:

- removing barriers to employment through a Subsidy Program providing financial reimbursement of up to \$7,500 to onshore migrants to offset the costs associated with obtaining skills assessments, gap training and meet occupational licensing requirements:
  - Since the program commenced in July 2023, over \$1.8 million in claims has been paid to skilled migrants; and
  - of this amount, 23 per cent has supported electricians to complete their GAP training and obtain an electrical licence;
- providing access to a workplace training and mentoring program through Job Connect to migrants:
  - Since August 2023, the Kaleidoscope Initiative partnership between Red Cross and Evolve WA has delivered 13 five-day Workplace Readiness Training Programs, attended by a total of 176 participants; and
  - of these, 68 individuals were successfully matched with dedicated mentors from a range of employment sectors, as part of five structured 12-week Mentor Cycles; and
- providing information and referrals via specialist Settlement Services to assist migrants and their families to establish themselves in metropolitan and regional WA.

# Regional engagement and participation

## Regional Engagement

In 2024-25 the Department continued to facilitate the statewide network of 12 Regional Coordinating Committees (RCCs) to support local solutions that foster economic growth and diversify regional economies.

RCCs comprise key stakeholders from TAFE Colleges, Regional Development Commissions, Regional Chambers of Commerce and Industry, and other local, state and Commonwealth Government and industry stakeholders. The Pilbara, Broome, Mid-West and Gascoyne RCCs also include representatives from Aboriginal organisations and agencies providing services to Aboriginal communities.

The RCCs progress practical actions and leverage training and workforce development initiatives including:

- engaging with industry to identify training needs to support local jobs growth and explore partnerships to ensure local training is available, including building the region's skills and capabilities for a clean energy economy;
- supporting young people through career information, training pathways, and assistance with transition from school to education, training and employment;
- developing education and training initiatives to provide underrepresented groups, with a particular focus on maximising employment opportunities for Aboriginal people; and
- attracting and retaining skilled migrants to the regions.

## Regional participation in training

The State Government remains committed to growing and diversifying the State's economy, including the creation of jobs in regional WA. The Department continues to work collaboratively with stakeholders and regional WA TAFE colleges to deliver responsive training and workforce strategies for local jobs. During 2024:

- there were 53,300 publicly funded course enrolments undertaken by students living in the regions, an increase of 26 per cent on pandemic levels; and
- regional participation in the labour market was 66.2 per cent (149,600 persons) as at June 2025.

## Support for regional students

### Travel and accommodation allowance

The Travel and Accommodation Allowance (TAA) provides support for regional apprentices and trainees who are required to travel long distances to attend off the job training. In 2024-25, the Department provided \$4.89 million in TAA payments to assist regional apprentices and trainees with travel and accommodation costs.

### Support for regional nursing students

The Nurses Stipend and Travel Allowance Program provides a weekly stipend payment and travel allowance for eligible regional students enrolled in a Diploma of Nursing while on work placement if they are unable to complete their placement locally. The program commenced on 1 January 2024. In 2024-25 the stipend provided 159 nursing students with financial assistance towards costs involved with their mandatory placements.



## Regional nursing student supported through practical placement

The State Government's Nurses Stipend and Travel Allowance to Attend Placements Program is helping Wannamal local Shannon Passmore achieve her dream nursing career.

Shannon took a break from studying nursing at university to start a family. When looking to re-apply she discovered the Diploma of Nursing was fee free and thought it would be a cost-effective and family-friendly option to get her career goals back on track.

Hands-on training through practical placements can be particularly difficult for regional students who are often required to travel long distances.

*"Practical training is so important as a student nurse. There are many aspects to nursing that require practice and competence to prevent harm to patients."*

*"I live remotely, over an hour away from any hospital or health care facility, including Central Regional TAFE's Northam campus."*

*"The stipend has helped to cover the cost of travel expenses associated with travelling to and from the clinical placement facility on my previous and upcoming placements."*

*"The program has helped support my long-term goals and professional development to become an Enrolled Nurse, by reducing my financial burden and barriers to going back to study and re-entering the workforce after having children."*

Shannon has always been interested in pursuing a nursing career, particularly after experience as a patient in her adolescent and young adult years.



*"I am attracted to studying nursing as I admire the nurses and midwives who had taken care of me in the past and I want to contribute the best level of care possible to others."*

*"I have a passionate drive to advocate for patients' rights in their most vulnerable times."*

Shannon plans to work as an Enrolled Nurse after graduation and then continue her studies to become a Registered Nurse or Midwife. She credits her lecturers and TAFE college for assisting her to re-enter the workforce.

*"The course at Central Regional TAFE is very unique and has absolutely helped with my confidence, clinical knowledge and experience in making me a highly competent nurse."*

## 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 employment opportunities in the community. In 2024-25, an additional 12 VET Regional Partnerships were established. Several of these partnerships support the work of the Regional Coordinating Committees established across the State.

## Muresk Institute

Muresk Institute continues to develop as a major regional training hub, supporting agricultural education and training services through its multi-tenanted, multi-functional campus. The 900-hectare farm supports a range of training and research opportunities for both industry and tertiary education bodies.

Muresk Institute's significant growth in patronage has continued throughout 2024-25, particularly the Agriculture Mechanical (AgMech) Apprenticeship program. In partnership with Central Regional TAFE and associated industry bodies, Muresk has maximised utilisation of the AgMech training facilities, with apprentice numbers surpassing national benchmarks.

Onsite accommodation has risen to an anticipated 8,200 nights in 2025, from 2,000 nights in 2023, with apprentices accessing industry standard training in the Wheatbelt in a safe and structured environment.

## Collie Just Transition

The State Government is supporting opportunities for workers impacted by the closure of the state-owned coal power stations in Collie through funded training and workforce development related initiatives including:

- offering free career, training and employment advice for individuals and businesses through a dedicated Collie Jobs and Skills Centre (JSC);

- providing practical assistance for employees to make individual, tailored transitions, and support to coordinate and facilitate knowledge, skills assessment and training outcomes with all stakeholders through a TAFE transition team;
- providing free skills assessments to identify skill gaps and fee free training including recognition of prior learning to assist workers to get a formal qualification;
- establishing a training facility in Collie for the delivery of a range of civil, construction and mobile plant related tickets and qualifications, and new equipment for identified training needs; and
- Collie Futures Curriculum Fund, designed to engage curriculum writers to upgrade and develop industry specific training curriculum to meet emerging industry and workforce skill needs.

In addition, the State Government has committed \$600,000 to develop a job-matching app for Collie workers to help transition workers into new jobs and provide opportunities for other local businesses to advertise positions.

- Since July 2022, the TAFE Transition Team has completed 446 Individual Transition Plans for affected workers through to June 2025, and 199 affected workers have enrolled in a total of 276 courses/skill sets across a range of fee free training courses through South Regional TAFE and other training providers.
- In 2024-25, the Collie JSC supported 925 individual clients and 140 organisational clients.

## Kimberley flood recovery

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

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.

Increased training opportunities for local Kimberley residents are now available in the heavy vehicle driving operations program. Training in the program commenced in Broome in May 2025, and in Pundulmurra in June 2025. The program is expected to provide up to 350 places over four years with 150 places in the Kimberley region and 200 places in the Pilbara region.

To support the region, the Department hosted five *Deadly Jobs Expos* in March 2024, September 2024, November 2024, February 2025 and April 2025. The Expos provide an opportunity for local Aboriginal people to engage with local training and employment opportunities in the full range of industry areas represented in the Fitzroy Valley including construction, health, education and tourism.

### Connecting communities to careers in the Kimberley

The Deadly Jobs Expo returned to Fitzroy Crossing in September and expanded to Derby in November 2024, strengthening support for jobseekers, employers, and training providers across the region.

A cornerstone of the State Government's commitment to flood recovery and long-term economic revitalisation, the expos are vital in helping the Fitzroy Valley rebuild after the catastrophic one-in-one-hundred-year flood that devastated the Kimberley region the previous year.

Organised by the Department and funded through the Commonwealth-State Disaster Recovery Funding Arrangements, the expos serve as vital links between remote communities and sustainable employment opportunities, training pathways, and career guidance.

Building on the success of the inaugural Fitzroy Crossing Deadly Jobs Expo in March 2024, the September expo saw greater engagement. Local school students from pre-primary to Year 12 explored educational and career options, reinforcing the expo's impact on shaping futures opportunities for young people.

The second expo featured more than 50 exhibitors over two days, creating a dynamic platform for employment connections and business networking. A dedicated marketplace showcased the talents and resilience of local creatives, showcasing bush medicine, handcrafted art, fashion, and hand-dyed silk.

A highlight of the event was the Remote Op Shop Project, a community-led social enterprise that supports the development of locally owned op shops in Aboriginal communities across remote



Steve Doubell, Emily Matthews and Simon Quall, from the Department, collecting donations for the Remote Op Shop Project.

Australia while generating independent funding for local initiatives.

In support of this initiative, the Department collected donations from staff ahead of the event, helping ensure Kimberley communities had access to essential items.

The community's response has been resoundingly positive with strong attendance and enthusiastic engagement. The Fitzroy Valley Flood Recovery Working Group commended the event's impact stating:

*"It is clear that the Deadly Jobs Expo was an overwhelming success," its spokesperson said. "Not only was there a large number of organisations and community members in attendance, but the collaboration between the organisations was impressive. Since the expo, we have received nothing but positive feedback."*

# Participation of under-represented groups

## 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 for individuals and business. There are 19 JSCs across WA, predominately located on TAFE campuses throughout Perth and regional WA, with additional outreach locations in regional areas. The State-wide network includes specialist centres and staff providing services for Aboriginal people, those exiting the justice system, and people from culturally and linguistically diverse backgrounds.

In 2024-25, 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 2024-25, JSCs assisted 31,065 individual clients and 5,027 organisations. Approximately 132,270 services were provided to individual clients, including:

- **27,688** career guidance services;
- **14,196** apprenticeship and/or traineeship assistance;
- **32,699** training, skills recognition and/or course information;
- **41,881** job search and application assistance; and
- **15,810** mentoring support.

## VET Access and participation programs

### Participation-equity program

The Department funds support programs under the Participation policy for individuals experiencing barriers in accessing mainstream training and employment options. This cohort includes Aboriginal people, culturally and linguistically diverse people, people with disability, and youth at risk aged 15 to 24.

The program provides eligible students with job seeking, resume writing, and work experience support helping students to remain engaged and increasing the likelihood of successful course completions.

The program is delivered by Registered Training Organisations (RTOs) approved to deliver courses suited to each cohort. In 2024-25, the Department funded 23 private RTOs to deliver the Participation-Equity program, with 1,823 enrolments in 2024. Of these, 61 per cent of enrolments were by women which includes a large cohort re-entering training in mid-life, with 31 per cent of enrolments by women aged 30 to 49 years.

A review of the Participation Policy commenced in 2025 to ensure it continues to address the needs of people experiencing barriers to training and employment.



## Job Ready Pre-Employment Programs

Job Ready Programs were initiated in response to the COVID-19 pandemic to deliver short, sharp training coupled with a work placement to provide 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, under-represented or marginalised job seekers.

In 2024-25, 409 students completed the programs, leading to direct employment for almost 160 participants, many in new apprenticeships and traineeships, and supported around 40 candidates into further training.

## Disability access and inclusion

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

- WA TAFE college *Delivery and Performance Agreements* include specific funding for training and support to assist students with disability to participate in training. In 2025, the funding level to support students with a disability was \$4.5 million.
- In the private training market, funding is provided to support people with disability through the Participation-Equity Program.
- In 2024, more than 10,300 students with disability undertook 15,648 publicly funded VET course enrolments, an increase of 54 per cent (or almost 5,500 enrolments) on 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.

## Women in Non-Traditional Occupations

The Women in Non-Traditional Trades and Technical Occupations Scholarship Program commenced in January 2024 to improve women's economic participation and equality in the workforce by increasing female participation in traditionally male dominated roles such as building and construction, and science, technology, engineering and maths.

\$2 million has been made available over four years for WA TAFE colleges to offer up to 400, \$5,000 scholarships to women who enrol in eligible apprenticeship, traineeship or institutional qualifications.

The scholarship covers training costs and associated expenses to support participants from pre enrolment to completion and connection to appropriate job opportunities where possible.

To 30 June 2025, there have been 344 eligible applications received with a total of 127 scholarships awarded across the five TAFE colleges since the commencement of the program.





## Plumbing apprentice breaks barriers

Plumbing apprentice Liz Leov was one of the first WA TAFE students to be awarded the State Government's Women in Non-Traditional Trades Scholarships.

A former paramedic, Liz was looking for a career change where she could problem solve, enjoy plenty of variety and be active, whilst still providing an important service to the community.

After completing a plumbing pre-apprenticeship course, Liz made the career leap and enrolled in a Certificate III in Plumbing apprenticeship through North Metropolitan TAFE.

Aiming to reduce the financial barriers that women often face in training and upskilling, scholarship recipients are awarded a \$5,000 one-off payment.

*"I have used the funds to pay for TAFE fees and new tools which have helped me to become more independent on job sites," Liz said.*

The scholarship is designed to improve women's participation in the workforce in traditionally male-dominated industries, something Liz is very passionate about.

*"The more representation we have, the more women and girls can be exposed to seeing real life women working in male-dominated industries and consider working in those industries themselves!"*

Liz is enjoying the rewarding and challenging nature of her plumbing apprenticeship.

She's looking forward to being qualified and having the opportunity to mentor other women in non-traditional trades.



*"I am working on building a network where I am an active representative and advocate for women, and a source of connection, knowledge and support for others."*

The Women in Non-Traditional Trades Scholarship program will provide 400 scholarships to women enrolling in eligible courses at WA TAFE colleges until 2027; helping them to break into their dream career.

# TAFE and State Training Sector

The Department's infrastructure program focuses on enhancing facilities across WA's five TAFE colleges to boost student capacity and improve training delivered for in-demand sectors. The Department completed all 14 projects as part of the State Government's \$249.4 million *Infrastructure Stimulus Package*. Further details are contained in the Capital Works section of this report.

## Summary of Capital Projects for WA TAFE Colleges

Project	Completed
Balga specialist teaching block	\$51.1 million
Armadale training centre	\$38.6 million
Pundulmurra trade workshop expansion	\$44.3 million
Joondalup light automotive workshop	\$19.5 million
Albany trade workshop	\$21.9 million
Northam workshop upgrade	\$1.5 million
Geraldton refurbishment of visual arts building	\$2 million
Fremantle and Geraldton Maritime training	\$4 million
Mandurah hospitality and tourism training centre	\$17.5 million
Kununurra health and hospitality centre	\$5.9 million
Roebourne (Minurmarghali Mia) new classroom block	\$7.7 million
Broome hospitality and student services centre	\$12.4 million
Muresk Institute agricultural machinery workshop	\$10.4 million
Kalgoorlie heavy plant workshop	\$12.6 million
<b>Total Budget</b>	<b>\$249.4 million</b>

In addition, the Department has commenced initial design and feasibility work on the following new infrastructure commitments:

### SMT Munster Campus expansion

\$17.1 million to expand South Metropolitan TAFE's specialist training facilities at Munster to deliver future workforce skills for renewables industries, such as wind energy, battery technology, electrification, and automation and robotics.

### Heavy vehicle driver training Neerabup

\$17.4 million to establish and deliver a new heavy vehicle driver training program in Neerabup operated by North Metropolitan TAFE.

## TAFE modern equipment program

The State Government is investing \$33.85 million to continue the successful TAFE Modern Equipment Program from 2025 to expand and enhance state-of-the-art equipment across WA TAFE colleges. The initial \$25 million program, which commenced in 2021, has seen \$14 million in modern equipment being procured directly by WA TAFE colleges. This is not reflected in the Department's Asset Investment Program (AIP) and can instead be seen in the individual TAFE College AIPs, which have been progressing well: Stage 1 and 2 at 100 per cent completed, Stage 3 at 86 per cent completed and Stage 4 at 44 per cent completed.

Examples of equipment purchased as part of the TAFE modern equipment program include:

- North Metropolitan TAFE: 3D Printer, robotic surveying equipment, 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: Electric vehicles, battery electric on road truck, 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: Heliocentric new energy training lab, excavator, track loader, wheel loader, drones, welding equipment, Nursing Anne manikins and patient transfer lift system.
- South Regional TAFE: Electric and hybrid vehicles, skid steer loader, dynamometer, and autoclave.

## TAFE workforce

### 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. From 2022 to 2024, 806 lecturers across the five TAFE colleges undertook the program. As at 30 June 2025, a further 110 lecturers had completed or partially completed an industry placement directly contributing to their improved knowledge of contemporary industry standards and practice, bringing the program total to 916 lecturers.

### Regional attraction and retention incentives for TAFE lecturers

A Temporary Regional Incentive was introduced for the 2023 academic year for eligible new and existing regional TAFE lecturers in the Pilbara and Kimberley regions and in 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.**

**The \$3.1 million incentive has been extended for the 2025 academic year.**

## TAFE major ICT projects

In 2024-25, the Department commenced and/or delivered ICT projects that enhance digital capabilities to transform work practices, support innovative training delivery methods and access reliable, timely and consistent data and information.

Through these projects, WA TAFE students will be supported from selecting a course to enrolment with an improved customer experience. Students are also able to access and share a digitally verified copy of their academic records in a new digital credentials system.

TAFE lecturers will be able to access an enhanced learning management system to support delivery of online training and generate and document key curriculum and teaching resources. Employers can access consolidated information about their apprentices across all colleges via a TAFE Employer Portal.

## Training curriculum

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

## International education

### TAFE International WA

TAFE International WA (TIWA) is the business unit within the Department responsible for the recruitment and admission of international students studying at WA TAFE colleges and public schools. TIWA is a Registered Training Organisation regulated by the Australian Skills Quality Authority, delivering nationally accredited courses to international students in partnership with TAFE colleges.





TIWA's international student enrolments in WA TAFE colleges experienced a small increase of two per cent in 2024-25 with 2,297 enrolments compared to 2,248 in 2023-24.

Impacts of the Commonwealth Government's Migration Strategy throughout 2024 curtailed predicted growth. Adjustments to student visa requirements are shaping future enrolment trends leading into 2026. While these changes introduce complexities, they also present opportunities for adaptation and strategic planning to support international students.

### **Regional TAFE International Student Strategy**

The 2022-23 State Budget included a number of initiatives to support WA's international education

sector including the \$2.4 million Regional TAFE International Student Strategy. It provides \$5,000 student bursaries, and student employment and accommodation support, for international students to train in WA regional TAFE colleges in skills shortage occupations.

The initiative commenced on 1 January 2023 as a pilot to attract international students to live, work and study in regional WA and is delivered across six locations: Broome, Geraldton, Northam, Kalgoorlie, Bunbury and Albany, with the Mandurah Campus added to the program at the beginning of 2024. As at 30 June 2025, 91 students received the bursary.

## Celebrating and promoting Skills and Training

### TAFE 'Be More' campaign

The TAFE campaign continued to promote the State's strong and revitalised TAFE sector and the quality, affordable and accessible training they deliver across WA. Aimed at a diverse audience including youth and school leavers, jobseekers, career changers and upskillers, and various diversity groups, the campaign aims to disrupt thinking and change perceptions of TAFE.

The TAFE 'Be More' campaign has been featured on cinema, digital audio, social media, online video and out of home platforms and is supported by a dedicated website that showcases the courses available to study at WA TAFE colleges.



Scan the QR code to watch the TAFE 'Be More' campaign on YouTube, or visit [bit.ly/tafewa-videos](https://bit.ly/tafewa-videos)

### Lower Fees, Local Skills campaign

The *Lower fees, local skills* campaign promotes fee free and low fee courses offered in WA's VET sector and delivered by WA TAFE colleges and private training providers.

*Lower fees, local skills* advertising in 2024-25 showcased diverse students from across priority industries through high reaching platforms such as radio, print, online video, social media, out of home, search engine marketing and sponsored content pieces featured in The West Australian's 'National Careers Week Guide' and PerthNow. The campaign is supported and promoted through the Department's Jobs and Skills WA website and social media.

### Women in Non-Traditional Trades Scholarship campaign

The scholarship campaign aims to encourage more women into roles with low female participation across building and construction, and science, technology, engineering and maths (STEM) careers, through a \$5,000 scholarship to those studying eligible TAFE courses.

The campaign was featured across digital audio, online video, programmatic media, social media, and a content partnership with Mamamia which spotlighted a successful female roof carpenter, builder and business owner.



### The other force – Start something campaign

The other force campaign continued to promote WA's defence industry as an exciting and rewarding industry to pursue a career in. Focused on a diverse audience of workers with transferrable skills to the defence industry-based jobs, along with school leavers to raise awareness of the job opportunities in the sector, the campaign was in market across radio, online video and social media. The campaign is supported by a dedicated website offering support, training and employment information for students and career changers, defence industry employers and Australian Defence Force veterans.

### Build a Life in WA campaign

The *Build a Life in WA* (BALWA) campaign supports WA's building and construction industry's need for a skilled workforce. The campaign features on radio, digital audio, online video, search engine marketing, social media, a content partnership with LadBible and press advertisements in leading interstate newspapers.

The campaign raises awareness of the *Construction Visa Subsidy Program* with WA businesses and onshore skilled migrants. The campaign also promotes the BALWA incentive which supports skilled building and construction professionals to move to WA from other Australian states and territories and New Zealand.

# Significant Issues

### Economic and workforce demands

Western Australia's strong and diversifying economy, transition to net zero, ageing population and regional economic development will continue to drive demand for skilled workers. Growing the State's skilled workforce and getting more Western Australians into jobs requires an increased focus on participation, workforce diversity, senior secondary pathways, place-based responses, and upskilling and reskilling of workers.

### Commonwealth Fee Free TAFE legislation

The *Free TAFE Bill 2024*, passed in March 2025, embeds Free TAFE as an ongoing part of the VET system to support the development of skills in key industry sectors, with funding available to support at least 100,000 places per year nationally from 1 January 2027.

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# Disclosures and Compliance

# Financial Statements

## Certification of financial statements

For the reporting period ended 30 June 2025

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 financial year ended 30 June 2025 and the financial position as at 30 June 2025.

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.



**Rachel Trotter**  
Chief Finance Officer

25 August 2025



**Jodie Wallace**  
Director General

25 August 2025





## Auditor General

### INDEPENDENT AUDITOR'S REPORT

2025

#### 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 (Department) which comprise:

- the statement of financial position as at 30 June 2025, 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 as at 30 June 2025 and administered income and expenses by service for the year then ended
- notes comprising a summary of material 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 for the year ended 30 June 2025 and the financial position as 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 they determine 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. The controls exercised by the Department 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 are sufficiently adequate to provide reasonable assurance that the controls within the system were suitably designed to achieve the overall control objectives identified as at 30 June 2025, and the controls were implemented as designed as at 30 June 2025.

### 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 Engagements 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 for the year ended 30 June 2025 reported in accordance with the *Financial Management Act 2006* and the Treasurer's Instructions (legislative requirements). 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 report of the Department for the year ended 30 June 2025 is in accordance with the legislative requirements, and the key performance indicators are relevant and appropriate to assist users to assess the Department's performance and fairly represent indicated performance for the year ended 30 June 2025.

### 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 Instruction 3 Financial Sustainability – Requirement 5: 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 3 Financial Sustainability - Requirement 5 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 2025, 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**

This 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 2025 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.



Kellie Tonich  
Senior Director Financial Audit  
Delegate of the Auditor General for Western Australia  
Perth, Western Australia  
26 August 2025

**STATEMENT OF COMPREHENSIVE INCOME**  
For the year ended 30 June 2025

	Notes	2025 \$000	2024 \$000
<b>COST OF SERVICES</b>			
<b>Expenses</b>			
Employee benefits expenses	3.1(a)	70 360	61 764
Supplies and services	3.3	41 121	39 807
Depreciation and amortisation expenses	5.1.1, 5.2, 5.3	2 026	5 423
Finance costs	7.2	12	13
Accommodation expenses	3.3	4 578	4 267
Grants and subsidies	3.2	884 260	733 155
Other expenses	3.3	4 268	5 251
<b>Total cost of services</b>		<b>1 006 626</b>	<b>849 681</b>
<b>Income</b>			
User charges and fees	4.2	25 453	24 315
Commonwealth grants	4.3	258 540	241 725
Interest income		4 859	3 853
Other income	4.4	2 096	1 462
<b>Total income</b>		<b>290 948</b>	<b>271 355</b>
<b>NET COST OF SERVICES</b>		<b>715 678</b>	<b>578 326</b>
<b>Income from State Government</b>			
Service appropriation	4.1	596 021	520 842
Income from other public sector entities	4.1	9 506	6 905
Resources received	4.1	492	496
Royalties for Regions Fund	4.1	46 579	46 633
<b>Total income from State Government</b>		<b>652 598</b>	<b>574 876</b>
<b>DEFICIT FOR THE PERIOD</b>		<b>(63 080)</b>	<b>(3 450)</b>
<b>Other comprehensive income</b>			
<b>Items not reclassified subsequently to profit and loss</b>			
Changes in asset revaluation surplus	9.8	6 358	943
<b>Total other comprehensive income</b>		<b>6 358</b>	<b>943</b>
<b>TOTAL COMPREHENSIVE DEFICIT FOR THE PERIOD</b>		<b>(56 722)</b>	<b>(2 507)</b>

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

**STATEMENT OF FINANCIAL POSITION**  
As at 30 June 2025

	Notes	2025 \$000	2024 \$000
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	7.3	99 107	173 139
Restricted cash and cash equivalents	7.3	49 494	37 458
Inventories		222	101
Receivables	6.1	4 364	5 681
Other current assets	6.3	7 291	7 246
<b>Total current assets</b>		<b>160 478</b>	<b>223 625</b>
<b>Non-current assets</b>			
Receivables	6.1	1 671	1 409
Biological assets		113	183
Amounts receivable for services	6.2	70 236	68 430
Infrastructure, property, plant and equipment	5.1	66 528	86 958
Intangible assets	5.2	-	930
Right-of-use assets	5.3	259	341
<b>Total non-current assets</b>		<b>138 807</b>	<b>158 251</b>
<b>TOTAL ASSETS</b>		<b>299 285</b>	<b>381 876</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Payables	6.4	17 849	13 275
Contract liabilities	6.5	15 277	11 419
Lease liabilities	7.1	117	116
Employee related provisions	3.1(b)	10 057	9 286
Other provisions	6.6	2 906	2 825
Other current liabilities	6.7	1 252	2 155
<b>Total current liabilities</b>		<b>47 459</b>	<b>39 076</b>
<b>Non-current liabilities</b>			
Lease liabilities	7.1	119	200
Employee related provisions	3.1(b)	5 560	4 785
<b>Total non-current liabilities</b>		<b>5 679</b>	<b>4 985</b>
<b>TOTAL LIABILITIES</b>		<b>53 138</b>	<b>44 061</b>
<b>NET ASSETS</b>		<b>246 147</b>	<b>337 815</b>
<b>EQUITY</b>			
Contributed equity	9.8	-	-
Asset revaluation reserve	9.8	10 900	4 543
Accumulated surplus	9.8	235 247	333 272
<b>TOTAL EQUITY</b>		<b>246 147</b>	<b>337 815</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 2025

		Contributed equity	Reserves	Accumulated surplus	Total equity
	Notes	\$000	\$000	\$000	\$000
<b>Balance at 1 July 2023</b>		<b>4 642</b>	<b>3 600</b>	<b>366 028</b>	<b>374 269</b>
Deficit		-	-	(3 450)	(3 450)
Other comprehensive income		-	943	-	943
<b>Total comprehensive income for the period</b>		<b>-</b>	<b>943</b>	<b>(3 450)</b>	<b>(2 507)</b>
<b>Transactions with owners in their capacity as owners:</b>					
Capital appropriation	9.8	107 749	-	-	107 749
Other contributions by owners	9.8	3 024	-	-	3 024
Distributions to owners	9.8	(144 720)	-	-	(144 720)
Transfer of debit balance in contributed equity to accumulated surplus	9.8	29 305	-	(29 305)	-
<b>Total</b>		<b>(4 642)</b>	<b>-</b>	<b>(29 305)</b>	<b>(33 947)</b>
<b>BALANCE AT 30 JUNE 2024</b>		<b>-</b>	<b>4 543</b>	<b>333 272</b>	<b>337 815</b>
<b>Balance at 1 July 2024</b>		<b>-</b>	<b>4 543</b>	<b>333 272</b>	<b>337 815</b>
Deficit		-	-	(63 080)	(63 080)
Other comprehensive income		-	6 358	-	6 358
<b>Total comprehensive income for the period</b>		<b>-</b>	<b>6 358</b>	<b>(63 080)</b>	<b>(56 722)</b>
<b>Transactions with owners in their capacity as owners:</b>					
Capital appropriation	9.8	35 200	-	-	35 200
Other contributions by owners	9.8	-	-	-	-
Distributions to owners	9.8	(70 146)	-	-	(70 146)
Transfer of debit balance in contributed equity to accumulated surplus	9.8	34 946	-	(34 946)	-
<b>Total</b>		<b>-</b>	<b>-</b>	<b>(34 946)</b>	<b>(34 946)</b>
<b>BALANCE AT 30 JUNE 2025</b>		<b>-</b>	<b>10 901</b>	<b>235 246</b>	<b>246 147</b>

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 2025

	2025 \$000	2024 \$000
<b>CASH FLOWS FROM STATE GOVERNMENT</b>		
Service appropriation	594 215	514 581
Capital appropriation	35 200	107 749
Funds from other public sector entities	9 457	5 864
Royalties for Regions Fund	46 576	46 633
<b>Net cash provided by the State Government</b>	<b>685 448</b>	<b>674 827</b>
<b>Utilised as follows:</b>		
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
<b>Payments</b>		
Employee benefits	(68 024)	(60 785)
Supplies and services	(48 673)	(44 502)
Finance costs	(13)	(13)
Grants and subsidies	(880 538)	(735 484)
GST payments on purchases	(10 696)	(17 995)
<b>Receipts</b>		
User charges and fees	23 144	26 082
Commonwealth grants	258 540	241 881
Interest received	4 891	3 280
GST receipts on sales	1 502	877
GST receipts from taxation authority	9 194	17 118
Other receipts	7 743	647
<b>Net cash used in operating activities</b>	<b>7.3.2 (702 930)</b>	<b>(568 895)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
<b>Payments</b>		
Purchase of non-current assets	(41 748)	(115 838)
<b>Receipts</b>		
Proceeds from sale of non-current assets	4	-
<b>Net cash used in investing activities</b>	<b>(41 744)</b>	<b>(115 838)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
<b>Payments</b>		
Principal elements of lease payments	(120)	(118)
Equity transfer to TAFEs for capital purchases	(2 388)	(9 366)
Payment to accrued salaries account	(262)	(179)
<b>Net cash used in financing activities</b>	<b>(2 770)</b>	<b>(9 663)</b>
Net decrease in cash and cash equivalents	(61 996)	(19 569)
Cash and cash equivalents at the beginning of the period	210 597	230 166
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD</b>	<b>7.3 148 601</b>	<b>210 597</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	
	2025	2024	2025	2024	2025	2024
	\$000	\$000	\$000	\$000	\$000	\$000
<b>INCOME FROM ADMINISTERED ITEMS</b>						
<b>Income</b>						
For transfer:						
Temporary Worker (Skilled) Visa Holder (Subclass 457) and Temporary Skill Shortage Visa (Subclass 482)	-	-	-	-	-	-
<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	
	2025	2024	2025	2024	2025	2024
	\$000	\$000	\$000	\$000	\$000	\$000
<b>INCOME FROM ADMINISTERED ITEMS</b>						
<b>Income</b>						
For transfer:						
Temporary Worker (Skilled) Visa Holder (Subclass 457) and Temporary Skill Shortage Visa (Subclass 482)	-	-	-	-	38	109
<b>TOTAL ADMINISTERED INCOME</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>38</b>	<b>109</b>
<b>Expense</b>						
Payment to the consolidated account	-	-	-	-	38	109
<b>TOTAL ADMINISTERED EXPENSE</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>38</b>	<b>109</b>

## ADMINISTERED INCOME AND EXPENSES BY SERVICE (continued)

	Services to TAFE Colleges		Regulatory services to RTOs		Total	Total
	2025	2024	2025	2024	2025	2024
	\$000	\$000	\$000	\$000	\$000	\$000
<b>INCOME FROM ADMINISTERED ITEMS</b>						
<b>Income</b>						
For transfer:						
Temporary Worker (Skilled) Visa Holder (Subclass 457) and Temporary Skill Shortage Visa (Subclass 482)	-	-	-	-	38	109
<b>TOTAL ADMINISTERED INCOME</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>38</b>	<b>109</b>
<b>Expense</b>						
Payment to the consolidated account	-	-	-	-	38	109
<b>TOTAL ADMINISTERED EXPENSE</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>38</b>	<b>109</b>

## ADMINISTERED ASSETS AND LIABILITIES

	2025	2024
	\$000	\$000
<b>Current assets</b>		
Cash and cash equivalents	59	228
<b>Total administered current assets</b>	<b>59</b>	<b>228</b>
<b>TOTAL ADMINISTERED ASSETS</b>	<b>59</b>	<b>228</b>
<b>Current liabilities</b>		
Payables	59	228
<b>Total administered current liabilities</b>	<b>59</b>	<b>228</b>
<b>TOTAL ADMINISTERED LIABILITIES</b>	<b>59</b>	<b>228</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 1. BASIS OF PREPARATION

The Department of Training and Workforce Development is a Government not-for-profit entity, controlled by the State of Western Australia, which is the ultimate parent.

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

These annual financial statements were authorised for issue by the Director General of the Department on 25 August 2025.

#### Statement of compliance

The financial statements constitute general purpose financial statements that have been prepared in accordance with Australian Accounting Standards, the Framework, Statement of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board as applied by Treasurer's instructions. Several of these are modified by Treasurer's instructions to vary application, disclosure, format and wording.

The Financial Management Act 2006 and Treasurer's instructions are legislative provisions governing the preparation of financial statements and take precedence over Australian Accounting Standards, the Framework, Statement of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board. Where modification is required and has had 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 8 – Requirement 8.1(i) 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 Australian Accounting Standards has been adopted.

**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:

	Notes
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**

**Purpose**

The Department of Training and Workforce Development's purpose is to lead agile training and workforce strategies that enable all Western Australians to participate in a highly skilled and diversified economy.

The Department is predominantly funded by State parliamentary appropriations, supplemented by funding received from the Australian Federal 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 2025

	VET Workforce Planning and Policy Development		Jobs and Skills Centre Services		Skilled Migration, including Overseas Qualification Assessment	
	2025	2024	2025	2024	2025	2024
	\$000	\$000	\$000	\$000	\$000	\$000
<b>COST OF SERVICES</b>						
<b>Expenses</b>						
Employee benefits expenses	14 538	10 472	1 952	1 671	5 881	4 812
Supplies and services	3 777	3 629	777	715	3 135	1 872
Depreciation and amortisation expenses	139	369	21	59	68	190
Finance costs	2	1	-	1	1	1
Accommodation expenses	1 085	840	148	134	485	432
Grants and subsidies	3 561	3 581	14 748	14 640	13 295	3 414
Other expenses	500	196	93	31	245	98
<b>Total cost of services</b>	<b>23 602</b>	<b>19 088</b>	<b>17 739</b>	<b>17 251</b>	<b>23 110</b>	<b>10 819</b>
<b>Income</b>						
User charges and fees	-	-	-	-	76	94
Commonwealth grants	7 062	-	-	-	-	-
Interest income	-	-	-	-	-	-
Other income	33	39	5	6	17	20
<b>Total income</b>	<b>7 095</b>	<b>39</b>	<b>5</b>	<b>6</b>	<b>93</b>	<b>114</b>
<b>NET COST OF SERVICES</b>	<b>16 507</b>	<b>19 049</b>	<b>17 734</b>	<b>17 245</b>	<b>23 017</b>	<b>10 705</b>
<b>Income from State Government</b>						
Service appropriation	13 747	17 156	14 769	15 530	19 169	9 641
Income from other public sector entities	-	-	-	-	-	-
Resources received	11	16	12	15	16	9
Royalties for Regions Fund	-	-	-	-	-	-
<b>Total income from State Government</b>	<b>13 758</b>	<b>17 172</b>	<b>14 781</b>	<b>15 545</b>	<b>19 185</b>	<b>9 650</b>
<b>DEFICIT FOR THE PERIOD</b>	<b>(2 749)</b>	<b>(1 877)</b>	<b>(2 953)</b>	<b>(1 700)</b>	<b>(3 832)</b>	<b>(1 055)</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 2025

	Apprenticeship and Traineeship Administration and Regulation		Procurement of Training		Recruitment and Management of International Students	
	2025 \$000	2024 \$000	2025 \$000	2024 \$000	2025 \$000	2024 \$000
<b>COST OF SERVICES</b>						
<b>Expenses</b>						
Employee benefits expenses	6 468	5 942	11 133	9 914	6 678	6 307
Supplies and services	2 287	1 839	5 321	5 093	3 836	4 676
Depreciation and amortisation expenses	77	238	849	1 086	70	226
Finance costs	1	1	4	6	1	1
Accommodation expenses	546	541	871	785	549	565
Grants and subsidies	46 049	42 164	785 507	650 111	19 361	18 448
Other expenses	307	124	1 463	831	439	456
<b>Total cost of services</b>	<b>55 735</b>	<b>50 849</b>	<b>805 148</b>	<b>667 826</b>	<b>30 934</b>	<b>30 679</b>
<b>Income</b>						
User charges and fees	-	-	1	42	24 736	23 559
Commonwealth grants	-	-	251 478	241 725	-	-
Interest income	-	-	847	648	4 012	3 205
Other income	22	26	1 880	1 173	72	99
<b>Total income</b>	<b>22</b>	<b>26</b>	<b>254 206</b>	<b>243 588</b>	<b>28 820</b>	<b>26 863</b>
<b>NET COST OF SERVICES</b>	<b>55 713</b>	<b>50 823</b>	<b>550 942</b>	<b>424 238</b>	<b>2 114</b>	<b>3 816</b>
<b>Income from State Government</b>						
Service appropriation	46 398	45 771	458 827	382 070	1 761	3 438
Income from other public sector entities	8 133	5 133	346	748	839	656
Resources received	38	43	380	364	1	3
Royalties for Regions Fund	-	-	46 579	46 633	-	-
<b>Total income from State Government</b>	<b>54 569</b>	<b>50 947</b>	<b>506 132</b>	<b>429 815</b>	<b>2 601</b>	<b>4 097</b>
<b>(DEFICIT) / SURPLUS FOR THE PERIOD</b>	<b>(1 144)</b>	<b>124</b>	<b>(44 810)</b>	<b>5 577</b>	<b>487</b>	<b>281</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 2025

	Services to TAFE Colleges		Regulatory	Services to RTOs	Total	Total
	2025	2024	2025	2024	2025	2024
	\$000	\$000	\$000	\$000	\$000	\$000
<b>COST OF SERVICES</b>						
<b>Expenses</b>						
Employee benefits expenses	21 265	20 533	2 445	2 113	70 360	61 764
Supplies and services	20 828	20 752	1 161	1 232	41 122	39 808
Depreciation and amortisation expenses	777	3 181	25	74	2 026	5 423
Finance costs	3	3	-	-	12	14
Accommodation expenses	882	959	12	11	4 578	4 267
Grants and subsidies	1 726	797	13	-	884 260	733 155
Other expenses	1 121	3 466	100	47	4 268	5 249
<b>Total cost of services</b>	<b>46 602</b>	<b>49 691</b>	<b>3 756</b>	<b>3 477</b>	<b>1 006 626</b>	<b>849 680</b>
<b>Income</b>						
User charges and fees	-	-	640	620	25 453	24 315
Commonwealth grants	-	-	-	-	258 540	241 725
Interest income	-	-	-	-	4 859	3 853
Other income	61	91	6	8	2 096	1 462
<b>Total income</b>	<b>61</b>	<b>91</b>	<b>646</b>	<b>628</b>	<b>290 948</b>	<b>271 355</b>
<b>NET COST OF SERVICES</b>	<b>46 541</b>	<b>49 600</b>	<b>3 110</b>	<b>2 849</b>	<b>715 678</b>	<b>578 325</b>
<b>Income from State Government</b>						
Service appropriation	38 760	44 670	2 590	2 566	596 021	520 842
Income from other public sector entities	-	-	188	368	9 506	6 905
Resources received	32	44	2	2	492	495
Royalties for Regions Fund	-	-	-	-	46 579	46 633
<b>Total income from State Government</b>	<b>38 792</b>	<b>44 714</b>	<b>2 780</b>	<b>2 936</b>	<b>652 598</b>	<b>574 875</b>
<b>(DEFICIT) / SURPLUS FOR THE PERIOD</b>	<b>(7 749)</b>	<b>(4 886)</b>	<b>(330)</b>	<b>87</b>	<b>(63 080)</b>	<b>(3 450)</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 2025

	VET Workforce Planning and Policy Development		Jobs and Skills Centre Services		Skilled Migration, including Overseas Qualification Assessment	
	2025 \$000	2024 \$000	2025 \$000	2024 \$000	2025 \$000	2024 \$000
<b>Assets</b>						
Current assets	3 763	5 024	2 828	4 540	3 684	2 847
Non-current assets	3 255	3 555	2 446	3 213	3 187	2 015
<b>Total Assets</b>	<b>7 018</b>	<b>8 579</b>	<b>5 274</b>	<b>7 753</b>	<b>6 871</b>	<b>4 862</b>
<b>Liabilities</b>						
Current liabilities	1 113	878	836	793	1 090	498
Non-current liabilities	133	112	100	101	130	63
<b>Total Liabilities</b>	<b>1 246</b>	<b>990</b>	<b>936</b>	<b>894</b>	<b>1 220</b>	<b>561</b>
<b>NET ASSETS</b>	<b>5 772</b>	<b>7 589</b>	<b>4 338</b>	<b>6 859</b>	<b>5 651</b>	<b>4 301</b>

	Apprenticeship and Traineeship Administration and Regulation		Procurement of Training		Recruitment and Management of International Students	
	2025 \$000	2024 \$000	2025 \$000	2024 \$000	2025 \$000	2024 \$000
<b>Assets</b>						
Current assets	8 885	13 383	128 358	175 763	4 932	8 075
Non-current assets	7 685	9 471	111 024	124 381	4 266	5 714
<b>Total Assets</b>	<b>16 570</b>	<b>22 854</b>	<b>239 382</b>	<b>300 144</b>	<b>9 198</b>	<b>13 789</b>
<b>Liabilities</b>						
Current liabilities	2 628	2 338	37 960	30 712	1 458	1 411
Non-current liabilities	314	298	4 543	3 920	175	180
<b>Total Liabilities</b>	<b>2 942</b>	<b>2 636</b>	<b>42 503</b>	<b>34 632</b>	<b>1 633</b>	<b>1 591</b>
<b>NET ASSETS</b>	<b>13 628</b>	<b>20 218</b>	<b>196 879</b>	<b>265 512</b>	<b>7 565</b>	<b>12 198</b>

**2.3 SCHEDULE OF ASSETS AND LIABILITIES BY SERVICE** (continued)

As at 30 June 2025

	Services to TAFE Colleges		Regulatory Services to RTOs		Total	Total
	2025 \$000	2024 \$000	2025 \$000	2024 \$000	2025 \$000	2024 \$000
<b>Assets</b>						
Current assets	7 429	13 078	599	915	160 478	223 625
Non-current assets	6 426	9 254	518	648	138 807	158 251
<b>Total Assets</b>	<b>13 855</b>	<b>22 332</b>	<b>1 117</b>	<b>1 563</b>	<b>299 285</b>	<b>381 876</b>
<b>Liabilities</b>						
Current liabilities	2 197	2 285	177	160	47 459	39 075
Non-current liabilities	263	292	21	20	5 679	4 986
<b>Total Liabilities</b>	<b>2 460</b>	<b>2 577</b>	<b>198</b>	<b>180</b>	<b>53 138</b>	<b>44 061</b>
<b>NET ASSETS</b>	<b>11 395</b>	<b>19 755</b>	<b>919</b>	<b>1 383</b>	<b>246 147</b>	<b>337 815</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:

	Notes
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

	2025 \$000	2024 \$000
Employee Benefits	62 805	55 438
Termination benefits	369	192
Superannuation – defined contribution plans	7 187	6 134
<b>Total employee benefits expenses</b>	<b>70 360</b>	<b>61 764</b>
Add: AASB 16 Non-monetary benefits	92	92
Less: Employee contributions	(44)	(43)
<b>Net employee benefits</b>	<b>70 409</b>	<b>61 813</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**

	2025 \$000	2024 \$000
<b>Current</b>		
<b>Employee benefits provision</b>		
Annual leave	5 275	4 917
Long service leave	3 555	3 231
Deferred salary scheme	49	27
Purchased leave	24	61
<b>Other provisions</b>		
Employment on-costs	1 154	1 050
<b>Total current employee related provisions</b>	<b>10 057</b>	<b>9 286</b>
<b>Non-Current</b>		
<b>Employee benefits provision</b>		
Long service leave	4 713	4 055
<b>Other provisions</b>		
Employment on-costs	847	730
<b>Total non-current employee related provisions</b>	<b>5 560</b>	<b>4 785</b>
<b>Total employee related provisions</b>	<b>15 617</b>	<b>14 071</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 right at the end of the reporting period to defer settlement for at least 12 months after the reporting period. Assessments indicate that actual settlement of the liabilities are expected to occur as follows:

	2025 \$000	2024 \$000
Within 12 months of the end of the reporting period	4 130	3 842
More than 12 months after the end of the reporting period	1 700	1 584
	<b>5 830</b>	<b>5 426</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.

This financial statement is prepared with the expectation that it is unlikely for annual leave to be settled wholly within 12 months after the end of the reporting period.

Therefore, the financial statements characterise annual leave as “other long-term employee benefits”, recognising and measuring the liability for employee benefits at present value.

Where annual leave is expected to be settled wholly within 12 months after the end of the reporting period, the liability may be recognised and measured at nominal amounts.

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

Pre-conditional and conditional long service leave provisions are classified as non-current liabilities because the Department has the 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:

	2025 \$000	2024 \$000
Within 12 months of the end of the reporting period	2 700	2 412
More than 12 months after the end of the reporting period	7 014	6 145
	<b>9 714</b>	<b>8 557</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 lumpsum payment of salary forgone by giving four weeks written notice advising of withdrawal. Settlement of liabilities is expected to occur as follows:

	2025 \$000	2024 \$000
Within 12 months of the end of the reporting period	-	-
More than 12 months after the end of the reporting period	49	27
	<b>49</b>	<b>27</b>

**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

	2025 \$000	2024 \$000
Carrying amount at start of period	1 780	1 656
Additions of provisions recognised	357	203
Payments/other sacrifices of economic benefits	(136)	(79)
<b>Carrying amount at end of period</b>	<b>2 001</b>	<b>1 780</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

	2025 \$000	2024 \$000
<b>Recurrent</b>		
Contracts and agreements for the delivery of training and employment services by:		
TAFE colleges	608 264	488 412
Private training providers	179 186	158 036
Other training providers	34 653	35 386
Employer Incentive payments <sup>(a)</sup>	52 580	45 182
Other grants	9 577	6 139
<b>Total grants and subsidies</b>	<b>884 260</b>	<b>733 155</b>

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

- Jobs and Skills WA Employer Incentive, commenced on 1 July 2019, provides financial assistance to employers to take on apprentices and trainees;
- Jobs and Skills WA Defence Industry, commenced on 1 October 2020, provides financial assistance to approved WA defence employers who take on apprentices in one of four key trades;
- Jobs and Skills WA Adult Apprentice Employer Incentive commenced on 1 July 2021, provides financial assistance to employers who take on mature aged apprentices (aged 21 or over), to meet the wage gap between junior and adult apprentices;
- Group Training Organisation (GTO) Wage Subsidy commenced on 1 January 2022, assists small to medium enterprises (SMEs) working on government projects in the building and construction sector and/or non-government residential construction projects in Western Australia, by providing access to apprentices and trainees employed through Group Training Organisations;
- Defence Industry Existing Worker Incentive – commenced on 1 July 2022, provides financial assistance to approved WA defence employers who sign their existing workers into one of three approved traineeships; and
- Construction Visa Subsidy Program (CVSP) – commenced on 1 July 2023, provides eligible employers who sponsor skilled migrants and independent skilled migrants, with up to \$10,000 to offset costs associated with coming to WA to take up employment, such as migration agent fees, visa application fees and relocation expenses.
- The Build a Life in WA Incentive (BALWA) commenced on 1 January 2025 and provides up to \$10,000 for skilled workers from interstate and New Zealand who relocate to WA to take up work in the building and construction sector.

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

	2025 \$000	2024 \$000
<b>Supplies and services</b>		
Commissions	1 295	2 262
Communications	5 585	7 409
Consultants and contractors	25 734	21 727
Electricity and water expenses	633	658
Minor equipment purchases	3 919	3 698
Operating leases	293	323
Other staffing costs	448	399
Resources received	492	496
Travel	425	627
Other	2 297	2 207
<b>Total supplies and services expenses</b>	<b>41 122</b>	<b>39 807</b>
<b>Accommodation expenses</b>		
Rental expenses	4 575	4 263
Leasing consultancy services	3	5
<b>Total accommodation expenses</b>	<b>4 578</b>	<b>4 267</b>
<b>Other expenses</b>		
Repairs, maintenance and minor works	1 232	3 681
Employment on-costs	933	420
Expected credit losses expense	4	70
VET FEE HELP Assistance scheme	570	656
Disposal costs <sup>(a)</sup>	155	130
VET Agreements TAFEs – Employee Severance	1 000	-
Other	374	294
<b>Total other expenses</b>	<b>4 268</b>	<b>5 252</b>
<b>Total other expenditure</b>	<b>49 967</b>	<b>49 325</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** include 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 expense** is 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:

	Notes
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

	2025 \$000	2024 \$000
<b>Appropriation received during the period</b>		
Service appropriation	596 021	520 842
<b>Total Service Appropriation Received</b>	<b>596 021</b>	<b>520 842</b>
<b>Income received from other public sector entities during the period</b>		
TAFE services income	5 123	5 123
Other income	4 383	1 782
<b>Total Income from other public sector entities</b>	<b>9 506</b>	<b>6 905</b>
<b>Resources received from other public sector entities during the period</b>		
Services received free of charge	492	496
<b>Total resources received</b>	<b>492</b>	<b>496</b>
<b>Royalties for Regions Fund</b>		
Regional Community Services Fund	46 579	46 633
<b>Total Royalties for Regions Fund</b>	<b>46 579</b>	<b>46 633</b>
<b>Total Income from State Government</b>	<b>652 598</b>	<b>574 876</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** is 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 2025

	2025 Budget \$000	2025 Supplementary Funding \$000	2025 Revised Budget \$000	2025 Actual \$000	2025 Variance \$000
<b>Delivery of Services</b>					
Item 65 Net amount appropriated to deliver services	536 739	57 140	593 879	593 879	57 140
Amount authorised by Other Statutes <i>Salaries and Allowances Act 1975</i>	1 946	196	2 142	2 142	196
<b>Total appropriations provided to deliver services</b>	<b>538 685</b>	<b>57 336</b>	<b>596 021</b>	<b>596 021</b>	<b>57 336</b>
<b>Capital</b>					
Item 142 Capital appropriation	39 852	(4 652)	35 200	35 200	(4 652)
<b>GRAND TOTAL</b>	<b>578 537</b>	<b>52 684</b>	<b>631 221</b>	<b>631 221</b>	<b>52 684</b>

No supplementary income was received by the Department in 2024-25.

**4.2 USER CHARGES AND FEES**

	2025 \$000	2024 \$000
Overseas student course fees	24 634	23 471
Regulatory and compliance fees	640	620
Other fees and charges	178	224
<b>Total User Charges and Fees</b>	<b>25 453</b>	<b>24 315</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**

	Notes	2025 \$000	2024 \$000
<b>Recurrent grants</b>			
National Agreement for Skills and Workforce Development		-	89 650
12-Month 2024 Interim National Skills Agreement		8 306	36 657
2024-2028 National Skills Agreement		242 089	114 983
Commonwealth Specific Policy Initiatives		7 712	-
Other grants		434	435
<b>Total Commonwealth grants</b>		<b>258 540</b>	<b>241 725</b>

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

**4.4 OTHER INCOME**

		2025 \$000	2024 \$000
Employee contributions	3.1(a)	44	43
Recoveries and refunds		155	163
Rental premises		534	240
Sale of goods and service		1 049	862
Other miscellaneous income		64	27
Commissions		51	72
		<b>1 897</b>	<b>1 407</b>
Gain/(Loss) arising from changes in fair value – livestock		74	(14)
Gain arising from changes in net realisable value – inventories		121	70
Gain arising from disposal of non-current assets		4	-
<b>Total gain</b>		<b>199</b>	<b>55</b>
<b>Total other income</b>		<b>2 096</b>	<b>1 462</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
Infrastructure, property, plant and equipment	5.1
Intangible assets	5.2
Right-of-use assets	5.3

**5.1 INFRASTRUCTURE, PROPERTY, PLANT AND EQUIPMENT**

Year ended 30 June 2025

	Land \$000	Buildings \$000	Plant & Machinery \$000	Motor Vehicles \$000	Computer Equipment \$000
<b>1 July 2024</b>					
Gross carrying amount	9 806	25 630	1 784	159	2 178
Accumulated depreciation	-	-	(995)	(159)	(2 155)
<b>Carrying amount at start of period</b>	<b>9 806</b>	<b>25 630</b>	<b>789</b>	<b>-</b>	<b>23</b>
Additions	434	-	23	-	16
Disposals gross	-	-	-	(6)	-
Disposals accumulated depreciation	-	-	-	6	-
Transfers to / from work in progress <sup>(a)</sup>	-	-	-	-	-
Written-off gross	-	-	-	-	(1 740)
Written-off gross accumulated depreciation	-	-	-	-	1 740
Revaluation increments	693	5 664	-	-	-
Depreciation	-	(797)	(140)	-	(10)
<b>Carrying amount at 30 June 2025</b>	<b>10 933</b>	<b>30 497</b>	<b>672</b>	<b>-</b>	<b>29</b>
Gross carrying amount	10 933	31 294	1 807	153	454
Accumulated depreciation	-	(797)	(1 135)	(153)	(425)

**5.1 INFRASTRUCTURE, PROPERTY, PLANT AND EQUIPMENT (continued)**

Year ended 30 June 2025

	Office Equipment	Artwork	Furniture & Fittings	Capital Work in Progress	Total
	\$000	\$000	\$000	\$000	\$000
<b>1 July 2024</b>					
Gross carrying amount	307	126	-	50 443	90 433
Accumulated depreciation	(166)	-	-	-	(3 475)
<b>Carrying amount at start of period</b>	<b>141</b>	<b>126</b>	<b>-</b>	<b>50 443</b>	<b>86 958</b>
Additions	95	-	-	41 378	41 946
Disposals gross	-	-	-	-	(6)
Disposals accumulated depreciation	-	-	-	-	6
Transfers to / from work in progress <sup>(a)</sup>	-	-	-	(67 758)	(67 758)
Written-off gross	(17)	-	-	-	(1 757)
Written-off gross accumulated depreciation	17	-	-	-	1 757
Revaluation increments	-	-	-	-	6 357
Depreciation	(28)	-	-	-	(975)
<b>Carrying amount at 30 June 2025</b>	<b>208</b>	<b>126</b>	<b>-</b>	<b>24 063</b>	<b>66 528</b>
Gross carrying amount	385	126	-	24 063	69 215
Accumulated depreciation	(177)	-	-	-	(2 687)

<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 INFRASTRUCTURE, PROPERTY, PLANT AND EQUIPMENT (continued)**

Year ended 30 June 2024

	Land	Buildings	Plant & Machinery	Motor Vehicles	Computer Equipment
	\$000	\$000	\$000	\$000	\$000
<b>1 July 2023</b>					
Gross carrying amount	9 806	25 479	1 590	159	2 161
Accumulated depreciation	-	-	(846)	(159)	(2 152)
<b>Carrying amount at start of period</b>	<b>9 806</b>	<b>25 479</b>	<b>744</b>	<b>-</b>	<b>9</b>
Additions	-	-	194	-	17
Disposals gross	-	-	-	-	-
Disposals accumulated depreciation	-	-	-	-	-
Transfers to / from work in progress <sup>(a)</sup>	-	-	-	-	-
Revaluation increments	-	943	-	-	-
Depreciation	-	(792)	(149)	-	(3)
<b>Carrying amount at 30 June 2024</b>	<b>9 806</b>	<b>25 630</b>	<b>789</b>	<b>-</b>	<b>23</b>
Gross carrying amount	9 806	25 630	1 784	159	2 178
Accumulated depreciation	-	-	(995)	(159)	(2 155)

**5.1 INFRASTRUCTURE, PROPERTY, PLANT AND EQUIPMENT** (continued)

Year ended 30 June 2024

	Office Equipment \$000	Artwork \$000	Furniture & Fittings \$000	Capital works in progress \$000	Total \$000
<b>1 July 2023</b>					
Gross carrying amount	191	126	6	67 317	106 835
Accumulated depreciation	(173)	-	(6)	-	(3 336)
<b>Carrying amount at start of period</b>	<b>18</b>	<b>126</b>	<b>-</b>	<b>67 317</b>	<b>103 499</b>
Additions	133	-	-	115 456	115 800
Disposals gross	(17)	-	(6)	-	(23)
Disposals accumulated depreciation	17	-	6	-	23
Transfers to / from work in progress <sup>(a)</sup>	-	-	-	(132 330)	(132 330)
Revaluation increments	-	-	-	-	943
Depreciation	(10)	-	-	-	(954)
<b>Carrying amount at 30 June 2024</b>	<b>141</b>	<b>126</b>	<b>-</b>	<b>50 443</b>	<b>86 958</b>
Gross carrying amount	307	126	-	50 443	90 433
Accumulated depreciation	(166)	-	-	-	(3 475)

<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 infrastructure, 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 infrastructure, property, plant and equipment (except artworks) 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).

Artworks irrespective of the value are initially measured at cost including the transaction cost.

**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 infrastructure, 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). The effective date was 1 July 2024, with valuations performed during the year ended 30 June 2025 and recognised at 30 June 2025.

In addition, for buildings under the current replacement cost basis, estimated professional and project management fees are included in the valuation of current use assets as required by AASB 2022-10 *Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities*.

These valuations are undertaken annually to ensure that the carrying amount of the assets does not differ materially from their fair value at the end of the reporting period.



All the Department's works of art collection is subject to a full independent valuation every five years. As the collection is specialised and no market-based evidence of value is readily available, the revaluation methodology used is based upon certain criteria that enable the collection to be valued at a reasonable estimate of its fair value. The revaluation of the Department's artworks was undertaken in June 2023 by independent valuer – Japingka Indigenous Fine Art Gallery. During the intervening periods a desktop valuation is completed by Management.

**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	2025 \$000	2024 \$000
<b>Depreciation</b>			
Buildings	5.1	797	792
Plant and machinery	5.1	140	149
Computer equipment	5.1	10	3
Office equipment	5.1	28	10
<b>Total depreciation for the period</b>		<b>975</b>	<b>954</b>

As at 30 June 2025, there were no indications of impairment to infrastructure, property, plant and equipment.

All surplus assets at 30 June 2025 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.

### 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

Year ended 30 June 2025	Internally developed software \$000
<b>1 July 2024</b>	
Gross carrying amount	21 084
Accumulated amortisation	(20 154)
<b>Carrying amount at start of period</b>	<b>930</b>
Amortisation expense	(930)
<b>Carrying amount at 30 June 2025</b>	<b>-</b>
Year ended 30 June 2024	Internally developed software \$000
<b>1 July 2023</b>	
Gross carrying amount	21 084
Accumulated amortisation	(15 807)
<b>Carrying amount at start of period</b>	<b>5 277</b>
Amortisation expense	(4 347)
<b>Carrying amount at 30 June 2024</b>	<b>930</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

	2025 \$000	2024 \$000
Internally developed software	930	4 347
<b>Total amortisation for the period</b>	<b>930</b>	<b>4 347</b>

As at 30 June 2025 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.

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

Asset	Useful life: years
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**

Year ended 30 June 2025	Plant and equipment \$000	Motor Vehicles \$000	Total \$000
<b>1 July 2024</b>			
Gross carrying amount	185	445	630
Accumulated depreciation	(80)	(209)	(289)
<b>Carrying amount at start of period</b>	<b>105</b>	<b>236</b>	<b>341</b>
Additions	-	39	39
Disposals gross	-	(79)	(79)
Disposals accumulated depreciation	-	79	79
Depreciation	(38)	(83)	(121)
<b>Carrying amount at 30 June 2025</b>	<b>67</b>	<b>192</b>	<b>259</b>
Gross carrying amount	185	405	590
Accumulated depreciation	(118)	(213)	(331)
<b>Year ended 30 June 2024</b>	<b>Plant and equipment \$000</b>	<b>Motor Vehicles \$000</b>	<b>Total \$000</b>
<b>1 July 2023</b>			
Gross carrying amount	268	428	696
Accumulated depreciation	(125)	(208)	(333)
<b>Carrying amount at start of period</b>	<b>143</b>	<b>220</b>	<b>363</b>
Additions	-	100	100
Disposals gross	(83)	(83)	(166)
Disposals accumulated depreciation	83	83	166
Depreciation	(38)	(84)	(122)
<b>Carrying amount at 30 June 2024</b>	<b>105</b>	<b>236</b>	<b>341</b>
Gross carrying amount	185	445	630
Accumulated depreciation	(80)	(209)	(289)

**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 leases for vehicles, machinery and office accommodation.

The Department has entered into Memorandum of Understanding Agreements with the Department of Finance for leasing of office accommodation. These are not recognised under AASB 16 *Leases* because of substitution rights held by the Department of Finance and are accounted for as an expense as incurred.

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:

	2025 \$000	2024 \$000
Depreciation expenses of right-of-use assets	121	122
Lease interest expense	12	13
Short term leases	6	3

The total cash outflow for leases in 2025 was \$4,718,085 (2024: \$4,378,098). As at 30 June 2025 there were no indications of impairment to right-of-use assets.

**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:

	Notes
Receivables	6.1
Amounts receivable for services	6.2
Other current assets	6.3
Payables	6.4
Contract liabilities	6.5
Other provisions	6.6
Other current liabilities	6.7

**6.1 RECEIVABLES**

	2025 \$000	2024 \$000
<b>Current</b>		
Trade receivables	2 324	3 135
Allowance for impairment of trade receivables	(42)	(368)
Accrued revenue	1 134	1 166
GST receivable	948	1 748
<b>Total current</b>	<b>4 364</b>	<b>5 681</b>
<b>Non-current</b>		
Accrued salaries expense account <sup>(a)</sup>	1 671	1 409
<b>Total non-current</b>	<b>1 671</b>	<b>1 409</b>
<b>Total receivables</b>	<b>6 035</b>	<b>7 090</b>

<sup>(a)</sup> Funds transferred to Treasury for the purpose of meeting the 27<sup>th</sup> pay in a reporting period that occurs every 11<sup>th</sup> year. This account is classified as non-current except for the year before the 27<sup>th</sup> pay year.



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 reporting period.

Accrued salaries account contains amounts paid annually into the Treasurer's special purpose account. It is restricted for meeting 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.

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

	2025 \$000	2024 \$000
<b>Reconciliation of changes in the allowance for impairment of trade receivables:</b>		
Opening balance	368	468
Expected credit losses expense	4	70
Amounts written off during the period	(307)	(62)
Impairment losses reversed during the period	(23)	(108)
<b>Allowance for impairment at end of period</b>	<b>42</b>	<b>368</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)

	2025 \$000	2024 \$000
Non-current	70 236	68 430
<b>Total amounts receivable for services at end of period</b>	<b>70 236</b>	<b>68 430</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 impaired (i.e. there is no expected credit loss of the holding accounts).

#### 6.3 OTHER CURRENT ASSETS

	2025 \$000	2024 \$000
Prepayments	7 291	7 246
<b>Total other current assets at end of period</b>	<b>7 291</b>	<b>7 246</b>

**6.4 PAYABLES**

	2025 \$000	2024 \$000
<b>Current</b>		
Trade payables	286	552
Accrued expenses	15 877	11 484
Accrued salaries	1 686	1 239
<b>Total payables at end of period</b>	<b>17 848</b>	<b>13 275</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**

	2025 \$000	2024 \$000
<b>Reconciliation of changes in contract liabilities</b>		
Opening balance	11 419	10 617
Additions	30 939	27 258
Revenue recognised in the reporting period	(27 081)	(26 456)
<b>Total contract liabilities at end of period</b>	<b>15 278</b>	<b>11 419</b>
Current	15 278	11 419
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 PROVISIONS**

	2025 \$000	2024 \$000
Remediation provision	2 906	2 825
<b>Total other current liabilities at end of period</b>	<b>2 906</b>	<b>2 825</b>

**Remediation of cladding provision**

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.

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

A provision to remove the cladding was made in the 2023/24 financial year and was increased by the building CPI in the current financial year. The tender for project to replace the cladding has been advertised and work on the project will commence early in the 2025/26 financial year.

## 6.7 OTHER CURRENT LIABILITIES

	2025 \$000	2024 \$000
Tuition fees for overseas students not disbursed	1 198	2 037
Overseas student health cover paid in advance	1	55
Other	53	63
<b>Total other current liabilities at end of period</b>	<b>1 252</b>	<b>2 155</b>

## 7. FINANCING

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

	Notes
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

	2025 \$000	2024 \$000
Current	117	116
Non-current	119	200
<b>Total Lease Liabilities</b>	<b>236</b>	<b>316</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

	2025 \$000	2024 \$000
<b>Finance costs</b>		
Lease interest expense	12	13
<b>Total finance costs expensed</b>	<b>12</b>	<b>13</b>

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

## 7.3 CASH AND CASH EQUIVALENTS

### 7.3.1 RECONCILIATION OF CASH

	2025 \$000	2024 \$000
Cash and cash equivalents	99 107	173 139
Restricted cash and cash equivalents	49 494	37 458
<b>Total cash and cash equivalents at end of period</b>	<b>148 601</b>	<b>210 597</b>
<b>Restricted cash and cash equivalents</b>	<b>2025 \$000</b>	<b>2024 \$000</b>
<b>Current</b>		
TAFE International WA interest bearing account <sup>(a)</sup>	18 753	20 212
Muresk interest bearing account	19 923	17 246
Unexpended Commonwealth Grants	3 584	-
Royalties for Regions	7 234	-

<sup>(a)</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*.

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.

### 7.3.2 RECONCILIATION OF NET COST OF SERVICES TO NET CASH FLOWS USED IN OPERATING ACTIVITIES

	Notes	2025 \$000	2024 \$000
Net cost of services		(715 678)	(578 326)
<b>Non-cash items</b>			
Depreciation and amortisation expenses	5.1, 5.2	2 026	5 423
Expected credit losses expense	3.3	4	70
Resources received	4.1	492	496
(Gain)/loss arising from changes in fair value - livestock	4.4	(74)	14
Holding account appropriation		1 806	-
Adjustments for other non-cash items		(71)	(30)
<b>Decrease / (increase) in assets</b>			
Current receivables <sup>(a)</sup>		424	371
Inventories		(121)	(70)
Prepayments		(44)	(3 128)
<b>Increase / (decrease) in liabilities</b>			
Current payables <sup>(a)</sup>		8 276	4 691
Other current liabilities		(768)	913
Current provisions		771	799
Non-current provisions		775	333
Net GST receipts/(payments) <sup>(b)</sup>		(748)	(451)
<b>Net cash used in operating activities</b>		<b>(702 930)</b>	<b>(568 895)</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.

## 7.4 COMMITMENTS

### 7.4.1 CONTRACTUAL COMMITMENTS

	2025 \$000	2024 \$000
<b>Commitments are payable as follows:</b>		
Within 1 year	4 189	3 878
Later than 1 year and not later than 5 years	18 190	16 914
Later than 5 years	9 699	14 303
	<b>32 078</b>	<b>35 095</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.

The Department has entered into a property lease agreement with A.C.N. 130 466 894 Pty Ltd for Part Level 1 of 40 The Esplanade, Perth, WA, 6000. The lease has a five-year term, with rent payable annually in advance. The agreement includes an option to renew the lease for an additional two-year term at the end of the initial five years, followed by a further option to extend the lease for another two years at the end of the seven-year period.

#### 7.4.2 CAPITAL COMMITMENTS

	2025 \$000	2024 \$000
Capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements, are payable as follows:		
Within 1 year	18 202	33 511
Later than 1 year and not later than 5 years	18 837	21 377
Later than 5 years	-	-
	<b>37 039</b>	<b>54 888</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.

	Notes
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:

	2025 \$000	2024 \$000
<b>Financial Assets</b>		
Cash and cash equivalents	148 602	210 597
Financial assets at amortised cost <sup>(a)</sup>	75 322	72 430
<b>Total financial assets</b>	<b>223 924</b>	<b>283 027</b>
<b>Financial liabilities</b>		
Financial liabilities at amortised cost <sup>(b)</sup>	18 084	13 590
<b>Total financial liabilities</b>	<b>18 084</b>	<b>13 590</b>

<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.

30 June 2025	Days past due				
	Total \$000	Current \$000	31-60 days \$000	61-90 days \$000	> 91 days \$000
<b>Government debtors</b>					
Expected credit loss rate		0%	0%	0%	0%
Estimated total gross carrying amount at default	1 647	1 619	26	2	-
Expected credit losses	-	-	-	-	-
<b>Payroll debtors</b>					
Expected credit loss rate		0%	0%	0%	14.3%
Estimated total gross carrying amount at default	19	5	-	-	14
Expected credit losses	(2)	-	-	-	(2)
<b>Private training providers</b>					
Expected credit loss rate		0%	0%	0%	0%
Estimated total gross carrying amount at default	50	40	10	-	-
Expected credit losses	-	-	-	-	-

<b>Companies and individuals</b>					
Expected credit loss rate		0%	1%	2.5%	0%
Estimated total gross carrying amount at default	547	363	102	80	2
Expected credit losses	(3)	-	(1)	(2)	-
<b>Overseas students</b>					
Expected credit loss rate		0%	0%	0%	33.1%
Estimated total gross carrying amount at default	112	-	-	-	112
Expected credit losses	(37)	-	-	-	(37)

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

	Days past due				
30 June 2024	Total	Current	31-60 days	61-90 days	> 91 days
	\$000	\$000	\$000	\$000	\$000
<b>Government debtors</b>					
Expected credit loss rate		0%	0%	0%	0%
Estimated total gross carrying amount at default	2,236	2,110	111	15	-
Expected credit losses	-	-	-	-	-
<b>Payroll debtors</b>					
Expected credit loss rate		0%	0%	0%	27.3 %
Estimated total gross carrying amount at default	11	-	-	-	11
Expected credit losses	(3)	-	-	-	(3)
<b>Private training providers</b>					
Expected credit loss rate		0%	0%	0%	97.3%
Estimated total gross carrying amount at default	400	40	9	21	330
Expected credit losses	(321)	-	-	-	(321)
<b>Companies and individuals</b>					
Expected credit loss rate		0%	0%	5.3%	0%
Estimated total gross carrying amount at default	372	289	64	19	-
Expected credit losses	(1)	-	-	(1)	-
<b>Overseas students</b>					
Expected credit loss rate		0%	0%	0%	39.4%
Estimated total gross carrying amount at default	116	7	-	-	109
Expected credit losses	(43)	-	-	-	(43)

**(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						
	Weighted average effective interest rate %	Carrying amount \$000	Fixed interest rate \$000	Variable interest rate \$000	Non- interest bearing \$000	Nominal amount \$000
<b>2025</b>						
<b>Financial assets</b>						
Cash and cash equivalents	0.00	99 107	-	-	99 107	99 107
Restricted cash and cash equivalents	4.54	49 494	-	38 676	10 818	49 494
Receivables <sup>(a)</sup>		5 087	-	-	5 087	5 087
Amounts receivable for services		70 236	-	-	70 236	70 236
		<b>223 924</b>	<b>-</b>	<b>38 676</b>	<b>185 248</b>	<b>223 924</b>
<b>Financial liabilities</b>						
Payables		17 848	-	-	17 848	17 848
Lease liabilities <sup>(b)</sup>	2.99	236	236	-	-	236
		<b>18 084</b>	<b>236</b>	<b>-</b>	<b>17 848</b>	<b>18 084</b>

Maturity Dates					
	Up to 1 month \$000	1-3 months \$000	3 months to 1 year \$000	1-5 years \$000	More than 5 years \$000
<b>2025</b>					
<b>Financial assets (continued)</b>					
Cash and cash equivalents	99 107	-	-	-	-
Restricted cash and cash equivalents	49 494	-	-	-	-
Receivables <sup>(a)</sup>	5 087	-	-	-	-
Amounts receivable for services	-	-	-	70 236	-
	<b>153 688</b>	<b>-</b>	<b>-</b>	<b>70 236</b>	<b>-</b>
<b>Financial liabilities</b>					
Payables	17 848	-	-	-	-
Lease liabilities <sup>(b)</sup>	7	13	97	119	-
	<b>17 855</b>	<b>13</b>	<b>97</b>	<b>119</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 \$196,199 from leased vehicles and \$39,577 from leased plant and equipment.

## (d) Liquidity risk and interest rate exposure (continued)

## Interest rate exposure

	Weighted average effective interest rate %	Carrying amount \$000	Fixed interest rate \$000	Variable interest rate \$000	Non- interest bearing \$000	Nominal amount \$000
<b>2024</b>						
<b>Financial assets</b>						
Cash and cash equivalents	0.00	173 139	-	-	173 139	173 139
Restricted cash and cash equivalents	3.99	37 458	-	37 458	-	37 458
Receivables <sup>(a)</sup>		5 342	-	-	5 342	5 342
Amounts receivable for services		68 430	-	-	68 430	68 430
		<b>284 369</b>	<b>-</b>	<b>37 458</b>	<b>246 911</b>	<b>284 369</b>
<b>Financial liabilities</b>						
Payables		13 208	-	-	13 208	13 208
Lease liabilities <sup>(b)</sup>	2.90	316	316	-	-	316
		<b>13 524</b>	<b>316</b>	<b>-</b>	<b>13 208</b>	<b>13 524</b>

## Maturity Dates

	Up to 1 month \$000	1-3 months \$000	3 months to 1 year \$000	1-5 years \$000	More than 5 years \$000
<b>2024</b>					
<b>Financial assets (continued)</b>					
Cash and cash equivalents	173 139	-	-	-	-
Restricted cash and cash equivalents	37 458	-	-	-	-
Receivables <sup>(a)</sup>	5 342	-	-	-	-
Amounts receivable for services	-	-	-	68 430	-
	<b>215 939</b>	<b>-</b>	<b>-</b>	<b>68 430</b>	<b>-</b>
<b>Financial liabilities</b>					
Payables	13 208	-	-	-	-
Lease liabilities <sup>(b)</sup>	7	14	94	194	7
	<b>13 215</b>	<b>14</b>	<b>94</b>	<b>194</b>	<b>7</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 \$237,975 from leased vehicles and \$77,596 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.

		-100 basis points		+100 basis points	
	Carrying amount \$000	Surplus \$000	Equity \$000	Surplus \$000	Equity \$000
<b>2025</b>					
<b>Financial assets</b>					
Restricted cash and cash equivalents <sup>(a)</sup>	49 494	(495)	(495)	495	495
<b>Total increase / (decrease)</b>	<b>49 494</b>	<b>(495)</b>	<b>(495)</b>	<b>495</b>	<b>495</b>
<b>2024</b>					
<b>Financial assets</b>					
Restricted cash and cash equivalents <sup>(a)</sup>	37 458	(375)	(375)	375	375
<b>Total increase / (decrease)</b>	<b>37 458</b>	<b>(375)</b>	<b>(375)</b>	<b>375</b>	<b>375</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 2024-25 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 and is active 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 CRTAFE Northam Campus which is 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'; being the Muresk Institute Northam site, and the NMTAFE East Perth Campus. 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.

#### Legal matter

A plaintiff has made a claim in relation to alleged discrimination at a Tribunal (SAT) that has a jurisdictional limit of \$40,000. The SAT proceeding has been dismissed. The plaintiff has now taken his claim to the Federal Court.

### 8.3 FAIR VALUE MEASUREMENTS

Assets measured at fair value:	Level 1	Level 2	Level 3	Fair value at end of period
2025	\$000	\$000	\$000	\$000
Biological assets	-	-	113	113
Artwork (note 5.1)	-	-	126	126
Land (note 5.1)	-	-	10 933	10 933
Buildings (note 5.1)	-	-	30 497	30 497
	-	-	41 669	41 669

Assets measured at fair value:	Level 1	Level 2	Level 3	Fair value at end of period
2024	\$000	\$000	\$000	\$000
Biological assets	-	-	183	183
Artwork (note 5.1)	-	-	126	126
Land (note 5.1)	-	-	9 806	9 806
Buildings (note 5.1)	-	-	25 630	25 630
	-	-	35 745	35 745

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

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

	Land	Buildings
2025	\$000	\$000
Fair value at start of period	9 806	25 630
Additions	434	-
Transfers from work in progress	-	-
Revaluation increments recognised in Profit or Loss	-	-
Revaluation increments recognised in Other comprehensive income	693	5 664
Depreciation expense	-	(797)
<b>Fair value at end of period</b>	<b>10 933</b>	<b>30 497</b>
<b>Total gains for the period included in profit or loss</b>	<b>-</b>	<b>-</b>
	Land	Buildings



	Land	Buildings
<b>2025</b>	<b>\$000</b>	<b>\$000</b>
<b>2024</b>	<b>\$000</b>	<b>\$000</b>
Fair value at start of period	9 806	25 479
Transfers from work in progress	-	-
Revaluation increments recognised in Profit or Loss	-	-
Revaluation increments recognised in Other comprehensive income	-	943
Depreciation expense	-	(792)
<b>Fair value at end of period</b>	<b>9 806</b>	<b>25 630</b>
<b>Total gains for the period included in profit or loss</b>	<b>-</b>	<b>-</b>

#### Valuation processes

There were no changes in valuation techniques during the period.

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 technique. The fair value measurement is sensitive to 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 of obsolescence estimated by Landgate. The fair value measurement is sensitive to the estimate of obsolescence, with higher values of the estimate correlating with lower estimated fair values of buildings.

In addition, professional and project management fees estimated and added to the current replacement costs provided by Landgate for current use buildings represent significant Level 3 inputs used in the valuation process. The fair value of these assets will increase with a higher level of professional and project management fees.

#### Biological assets (Level 3 fair values)

Biological assets are valued at fair value less estimated point of sale costs and costs necessary to get them to market. A gain or loss on valuation is recognised in the Statement of Comprehensive Income.

#### Artwork (Level 3 fair values)

The Department's artwork was independently valued in 2023. Management performed a desktop assessment after ensuring that the artwork was still in good condition and considers the 2023 independent valuation to still represent fair value.

#### 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 current use basis (presumed to be the highest and best use), which 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.

	Notes
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 first applied for the reporting period ended on 30 June 2025:

- AASB 2020-1 - Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current;
- AASB 2022-5 - Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback;
- AASB 2022-6 - Amendments to Australian Accounting Standards – Non-current Liabilities with Covenants;
- AASB 2022-10 - Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities;
- AASB 2023-1 - Amendments to Australian Accounting Standards – Supplier Finance Arrangements.

The Department considers the above standards not to have a 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 9 – Requirement 4 Application of Australian Accounting Standards and Other Pronouncements or by an exemption from TI 9. Where applicable, the Agency 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 2025**

<i>AASB 2023-5</i>	<i>Amendments to Australia Accounting Standards – Lack of Exchangeability</i>	<b>1 Jan 2025</b>
	<p>This Standard amends AASB 121 and AASB 1 to require entities to apply a consistent approach to determining whether a currency is exchangeable into another currency and the spot exchange rate to use when it is not exchangeable.</p> <p>The Standard also amends AASB 121 to extend the exemption from complying with the disclosure requirements for entities that apply AASB 1060 to ensure Tier 2 entities are not required to comply with the new disclosure requirements in AASB 121 when preparing their Tier 2 financial statements.</p> <p>There is no financial impact.</p>	

**Operative for reporting periods beginning on/after 1 Jan 2026**

<i>AASB 2024-2</i>	<i>Amendments to Australian Accounting Standards – Classification and Measurement of Financial Instruments</i>	<b>1 Jan 2026</b>
	<p>This Standard amends AASB 7 and AASB 9 as a consequence of the issuance of <i>Amendments to the Classification and Measurement of Financial Instruments</i> (Amendments to IFRS 9 and IFRS 7) by the International Accounting Standards Board in May 2024.</p> <p>The Department has not assessed the impact of the Standard.</p>	
<i>AASB 2024-3</i>	<i>Amendments to Australian Accounting Standards – Annual Improvements Volume 11</i>	<b>1 Jan 2026</b>
	<p>This Standard amends AASB 1, AASB 7, AASB 9, AASB 10 and AASB 107 as a consequence of the issuance of <i>Annual Improvements to IFRS Standards – Volume 11</i> by the International Accounting Standards Board in July 2024.</p> <p>The Department has not assessed the impact of the Standard.</p>	

**Operative for reporting periods beginning on/after 1 Jan 2028**

<i>AASB 2014-10</i>	<i>Amendments to Australian Accounting Standards – Sale or Contribution of Assets between an Investor and its Associate or Joint Venture</i>	<b>1 Jan 2028</b>
	<p>This Standard amends AASB 10 and AASB 128 to address an inconsistency between the requirements in AASB 10 and those in AASB 128 (August 2011), in dealing with the sale or contribution of assets between an investor and its associate or joint venture.</p> <p>There is no financial impact.</p>	
<i>AASB 2024-4b</i>	<i>Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128 [deferred AASB 10 and AASB 128 amendments in AASB 2014-10 apply]</i>	<b>1 Jan 2028</b>
	<p>This Standard defers (to 1 January 2028) 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.</p>	

The Standard also includes editorial corrections.

There is no financial impact

**AASB 18 (NFP /super)** *Presentation and Disclosure in Financial Statements (Appendix D) [for not-for-profit and superannuation entities]* **1 Jan 2028**

This Standard replaces AASB 101 with respect to the presentation and disclosure requirements in financial statements applicable to not-for-profit and superannuation entities. This Standard is a consequence of the issuance of *IFRS 18 Presentation and Disclosure* in financial Statements by the International Accounting Standards Board in April 2024.

This Standard also makes amendments to other Australian Accounting Standards set out in Appendix D of this Standard.

The Department has not assessed the impact of the Standard.

#### 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 (\$)	2025	2024
350 001 – 400 000	1	1
300 001 – 350 000	-	-
250 001 – 300 000	-	-
200 001 – 250 000	3	4
150 001 – 200 000	1	-
100 001 – 150 000	2	-
	2025	2024
	\$000	\$000
Short-term employee benefits	1 168	1 043
Post-employment benefits	168	141
Other long-term benefits	127	130
Termination benefits	-	-
<b>Total compensation of senior officers</b>	<b>1 463</b>	<b>1 314</b>

Total compensation includes the superannuation expense incurred by the Department in respect of senior officers.

## 9.5 RELATED PARTY

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.

	2025 \$000	2024 \$000
Community Services, Health and Education Training Council	435	506
Financial, Administrative and Professional Services Training Council	541	541
Food, Fibre & Timber Industries Training Council	509	505
Futurenow - Creative and Leisure Industries Training Council	505	505
Logistics Skills Council <sup>(a)</sup>	486	599
Mining Automotive Training Council <sup>(a)</sup>	473	385
Electrical, Manufacturing and Utilities Industry Training Council <sup>(a)</sup>	541	541
<b>Total</b>	<b>3 490</b>	<b>3 582</b>

<sup>(a)</sup> The names have recently changed but there has been no change in the entity's legal structure, ownership, or operations as a result of this name change.

## 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:

	2025 \$000	2024 \$000
Auditing the accounts, financial statements, controls and key performance indicators	288	265
	<b>288</b>	<b>265</b>

**9.8 EQUITY**

	2025 \$000	2024 \$000
<b>Contributed equity</b>		
Balance at start of period	-	4 642
<b>Contributions by owners</b>		
Capital appropriation	35 200	107 749
<b>Other contributions by owners</b>		
Land asset transfer	-	-
<b>Transfer of net assets from other agencies</b>		
Transfer of assets from TAFE colleges	-	3 024
Transfer of assets from other public sector agencies	-	-
<b>Total contributions by owners</b>	<b>35 200</b>	<b>110 773</b>
<b>Distributions to owners</b>		
<b>Transfer of net assets to other agencies:</b>		
Transfer of completed capital works projects to TAFE colleges	(67 758)	(132 330)
Transfers of funding related to capital works projects to TAFE colleges	(2 388)	(9 366)
Transfers to other public sector agencies	-	(3 024)
<b>Total distributions to owners</b>	<b>(70 146)</b>	<b>(144 720)</b>
Transfer of debit balance in contributed equity to accumulated surplus	34 946	29 305
<b>Total contributed equity at end of period</b>	<b>-</b>	<b>-</b>
<b>Asset revaluation surplus</b>		
Balance at start of period	4 543	3 600
<b>Changes in asset revaluation surplus</b>		
Land	694	-
Buildings	5 664	943
<b>Total asset revaluation surplus at end of period</b>	<b>10 900</b>	<b>4 543</b>
<b>Accumulated surplus</b>		
Balance at start of period	333 272	366 028
Result for the period	(63 080)	(3 450)
Transfer of debit balance in contributed equity to accumulated surplus	(34 946)	(29 305)
<b>Balance at end of period</b>	<b>235 247</b>	<b>333 272</b>

**9.9 SUPPLEMENTARY FINANCIAL INFORMATION****(a) Write-offs**

During the financial year, \$306,868 (2024: \$61,434) of debts due to the Department were written off under the authority of:

	2025 \$000	2024 \$000
The accountable authority	307	61
	<b>307</b>	<b>61</b>
<b>(b) Losses through theft, defaults and other causes</b>		
	2025 \$000	2024 \$000
Losses of public money and public and other property through theft or default	2	4
Amounts recovered	(1)	-
<b>Net losses</b>	<b>1</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

	2025 \$000	2024 \$000
North Metropolitan TAFE	10 225	9 215
South Metropolitan TAFE	8 881	8 040
North Regional TAFE	2 724	2 336
Central Regional TAFE	3 192	2 755
South Regional TAFE	3 603	3 766
WA Academy of Performing Arts (Edith Cowan University)	22	22
	<b>28 647</b>	<b>26 134</b>

**9.11 INDIAN OCEAN TERRITORIES**

Reconciliation of Commonwealth funds received and expended for the Indian Ocean Territories

	2025 \$000	2024 \$000
Opening balance	(29)	(31)
Receipts	269	246
Payments	(211)	(244)
<b>Closing balance</b>	<b>29</b>	<b>(29)</b>

**10. EXPLANATORY STATEMENTS**

This section explains variations in the financial performance of the Department.

	Notes
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 2025, and between the actual results for 2025 and 2024 are shown below. Narratives are provided for major variances which are more than 10% of the comparative and which are also more than 1% of the following as appropriate):

## 1) Estimate and actual results for the current year:

- Total Cost of Services of the annual estimates for the Statement of comprehensive income and Statement of cashflows (i.e. 1% of \$918,668,000), and
- Total Assets of the annual estimates for the Statement of financial position (i.e. 1% of \$347,130,000).

## 2) Actual results between the current year and the previous year:

- Total Cost of Services of the previous year for the Statements of comprehensive income and Statement of cash flows (i.e. 1% of \$849,681,000), and
- Total Assets of the previous year for the Statement of financial position (i.e. 1% of \$381,876,000).

**10.1.1 STATEMENT OF COMPREHENSIVE INCOME VARIANCES**

	Variance Note	Estimate 2025	Actual 2025	Actual 2024	Variance between actual and estimate	Variance between actual results for 2025 and 2024
		\$000	\$000	\$000	\$000	\$000
<b>Expenses</b>						
Employee benefits expenses	a	69 086	70 360	61 764	1 274	8 596
Supplies and services		37 501	41 122	39 807	3 621	1 315
Depreciation and amortisation expenses		1 851	2 026	5 423	175	(3 397)
Finance costs		12	12	13	-	(1)
Accommodation expenses		4 611	4 578	4 267	(33)	311
Grants and subsidies	1, b	800 831	884 260	733 155	83 429	151 105
Other expenses		4 776	4 268	5 252	(508)	(984)
<b>Total cost of services</b>		<b>918 668</b>	<b>1 006 626</b>	<b>849 681</b>	<b>87 958</b>	<b>156 945</b>
<b>Income</b>						
User charges and fees		25 568	25 453	24 315	(115)	1 138
Commonwealth grants		235 960	258 540	241 725	22 580	16 815
Interest income		1 200	4 859	3 853	3 659	1 006
Other income		2 303	2 096	1 462	(207)	634
<b>Total income other than income from State Government</b>		<b>265 031</b>	<b>290 948</b>	<b>271 355</b>	<b>25 917</b>	<b>19 593</b>
<b>NET COST OF SERVICES</b>		<b>653 637</b>	<b>715 678</b>	<b>578 326</b>	<b>62 041</b>	<b>137 352</b>
<b>Income from State Government</b>						
Service appropriation	2, c	538 685	596 021	520 842	57 336	75 179
Income from other public sector entities		9 602	9 506	6 905	(96)	2 601
Resources received		294	492	496	198	(4)
Royalties for Regions Fund		46 787	46 579	46 633	(208)	(54)
<b>Total income from State Government</b>		<b>595 368</b>	<b>652 598</b>	<b>574 876</b>	<b>57 230</b>	<b>77 722</b>
<b>SURPLUS / (DEFICIT) FOR THE PERIOD</b>		<b>(58 269)</b>	<b>(63 080)</b>	<b>(3 450)</b>	<b>(4 811)</b>	<b>(59 631)</b>
<b>Other comprehensive income</b>						
Changes in asset revaluation surplus		-	6 358	943	6 358	5 415
<b>Total other comprehensive income</b>		<b>-</b>	<b>6 358</b>	<b>943</b>	<b>6 358</b>	<b>5 415</b>
<b>TOTAL COMPREHENSIVE INCOME/(LOSS) FOR THE PERIOD</b>		<b>(58 269)</b>	<b>(56 722)</b>	<b>(2 507)</b>	<b>1 547</b>	<b>(54 215)</b>

**Major estimate and actual (2025) variance narratives:**

- Grants and subsidies was higher than estimates by \$83.4 million (10.4%) largely due to increased demand for training, and the Public Sector Wages Policy.
- Service appropriation was higher than estimates by \$57.3 million (10.6%) largely due to an increased demand for training and Public Sector Wages Policy.

**Major actual (2025) and comparative (2024) variance narratives:**

- Employee benefit expenses increased by \$8.6 million (13.9%) largely due to, the Public Sector Wages Policy' initiatives under the National Skills Agreement and State Government initiatives.
- Grants and subsidies increased by \$151.1 million (20.6%) largely due to increased training demand, the Public Sector Wages Policy, the Group Training Organisation Wage Subsidy and the Construction Visa Subsidy Programs.
- Service appropriation increased by \$75.2 million (14.4 %) to meet increased training demand, Public Sector Wages Policy and the Group Training Organisation Wage Subsidy Program.

**10.1.2 STATEMENT OF FINANCIAL POSITION VARIANCES**

	Variance Note	Estimate 2025	Actual 2025	Actual 2024	Variance between actual and estimate	Variance between actual results for 2025 and 2024
		\$000	\$000	\$000	\$000	\$000
<b>ASSETS</b>						
<b>Current assets</b>						
Cash and cash equivalents	1, a	81 779	99 107	173 139	17 328	(74 032)
Restricted cash and cash equivalents	2, b	33 455	49 494	37 458	16 039	12 036
Inventories		31	222	101	191	121
Receivables		4 581	4 364	5 681	(217)	(1 317)
Other current assets		4 118	7 291	7 246	3 173	45
<b>Total current assets</b>		<b>123 964</b>	<b>160 478</b>	<b>223 625</b>	<b>36 514</b>	<b>(63 147)</b>
<b>Non-current assets</b>						
Receivables		1 230	1 671	1 409	441	262
Biological assets		338	113	183	(225)	(70)
Amounts receivable for services		70 254	70 236	68 430	(18)	1 806
Infrastructure, property, plant and equipment	3, c	151 135	66 528	86 958	(84 607)	(20 430)
Intangible assets		-	-	930	-	(930)
Right-of-use assets		209	259	341	50	(82)
<b>Total non-current assets</b>		<b>223 166</b>	<b>138 807</b>	<b>158 251</b>	<b>(84 359)</b>	<b>(19 444)</b>
<b>TOTAL ASSETS</b>		<b>347 130</b>	<b>299 285</b>	<b>381 876</b>	<b>(47 845)</b>	<b>(82 591)</b>
<b>LIABILITIES</b>						
<b>Current liabilities</b>						
Payables		13 837	17 848	13 275	4 011	4 573
Contract liabilities	4, d	10 617	15 278	11 419	4 661	3 859
Lease liabilities		113	117	116	4	1
Employee related provisions		8 617	10 057	9 286	1 440	771
Other provisions		-	2 906	2 825	2 906	81
Other current liabilities		-	1 253	2 155	1 253	(902)
<b>Total current liabilities</b>		<b>33 184</b>	<b>47 459</b>	<b>39 076</b>	<b>14 275</b>	<b>8 383</b>
<b>Non-current liabilities</b>						
Lease liabilities		113	119	200	6	(81)
Employee related provisions		4 452	5 560	4 785	1 108	775
<b>Total non-current liabilities</b>		<b>4 565</b>	<b>5 679</b>	<b>4 985</b>	<b>1 114</b>	<b>694</b>
<b>TOTAL LIABILITIES</b>		<b>37 749</b>	<b>53 138</b>	<b>44 061</b>	<b>15 389</b>	<b>9 077</b>
<b>NET ASSETS</b>		<b>309 381</b>	<b>246 147</b>	<b>337 815</b>	<b>(63 234)</b>	<b>(91 668)</b>
<b>EQUITY</b>						
Contributed equity		13 156	-	-	(13 156)	-
Asset revaluation reserve		-	10 900	4 543	10 900	6 357
Accumulated surplus		296 225	235 247	333 272	(60 978)	(98 025)
<b>TOTAL EQUITY</b>		<b>309 381</b>	<b>246 147</b>	<b>337 815</b>	<b>(63 234)</b>	<b>(91 668)</b>

**Major estimate and actual (2025) variance narratives:**

1. Cash and cash equivalents was higher than estimates by \$17.3 million (21.2%) largely due to the timing of receipts and payments under Commonwealth agreements.

2. Restricted cash and cash equivalents was higher than estimates by \$16.0 million (47.9 %) due to timing of receipts and payments under Commonwealth agreements.
3. Property, plant and equipment was lower than estimates by \$84.6 million (56.0%) largely due to faster than anticipated completion of capital works projects transferred to the TAFE Colleges.
4. Contract liabilities was higher than estimates by \$4.7 million (43.9%) largely due to industry community grant for additional training places under the Group Organisations Wage Subsidy Program.

**Major actual (2025) and comparative (2024) variance narratives:**

- a. Cash and cash equivalents decreased by \$74.0 million (42.8%) largely due to timing of receipts and payments for capital works, and timing of receipts and payments under Commonwealth agreements.
- b. Restricted cash and cash equivalents increased by \$12.0 million ( 32.1%) largely due to timing of Commonwealth agreements.
- c. Property, plant and equipment decreased by \$20.4 million (23.5%) largely due to a faster than anticipated completion of capital works projects transferred to the TAFE Colleges.
- d. Contract liabilities increased by \$3.9 million (33.8%) largely due to industry community grant for additional training places under the Group Organisations Wage Subsidy Program.

**10.1.3 STATEMENT OF CASH FLOWS VARIANCES**

	Variance Note	Estimate 2025	Actual 2025	Actual 2024	Variance between actual and estimate	Variance between actual and results for 2025 and 2024
		\$000	\$000	\$000	\$000	\$000
<b>CASH FLOWS FROM STATE GOVERNMENT</b>						
Service appropriation		536 879	594 215	514 581	57 336	79 634
Capital appropriation	1, a	45 587	35 200	107 749	(10 387)	(72 549)
Funds from other public sector entities		6 128	9 457	5 864	3 329	3 593
Royalties for Regions Fund		46 787	46 579	46 633	(208)	(54)
<b>Net cash provided by State Government</b>		<b>635 381</b>	<b>685 451</b>	<b>674 827</b>	<b>50 070</b>	<b>10 624</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>						
<b>Payments</b>						
Employee benefits		(68 797)	(68 024)	(60 785)	773	(7 239)
Supplies and services		(47 479)	(48 673)	(44 502)	(1 194)	(4 171)
Finance costs		(12)	(13)	(13)	(1)	-
Grants and subsidies		(800 091)	(880 538)	(735 484)	(80 447)	(145 054)
GST payments on purchases		(13 821)	(10 696)	(17 995)	3 125	7 299
<b>Receipts</b>						
User charges and fees		25 331	23 144	26 082	(2 187)	(2 938)
Commonwealth grants		235 960	258 540	241 882	22 580	16 658
Interest received		1 200	4 891	3 280	3 691	1 611
GST receipts on sales		840	1 502	877	662	625
GST receipts from taxation authority		12 981	9 194	17 118	(3 787)	(7 924)
Other receipts		6 014	7 743	647	1 729	7 096
<b>Net cash provided by / (used in) operating activities</b>		<b>(647 874)</b>	<b>(702 930)</b>	<b>(568 893)</b>	<b>(55 056)</b>	<b>(134 037)</b>

	Variance Note	Estimate 2025	Actual 2025	Actual 2024	Variance between actual and estimate	Variance between actual results for 2025 and 2024
		\$000	\$000	\$000	\$000	\$000
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>						
<b>Payments</b>						
Purchase of non-current assets	2, b	(64 668)	(41 748)	(115 838)	22 920	74 090
<b>Receipts</b>						
Proceeds from sale of non-current assets		-	4	-	4	4
<b>Net cash provided by / (used in) investing activities</b>		<b>(64 668)</b>	<b>(41 744)</b>	<b>(115 838)</b>	<b>22 924</b>	<b>74 094</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>						
<b>Payments</b>						
Principal elements of lease payments		(146)	(120)	(118)	26	(2)
Equity transfer to TAFEs for capital purchases		(1 000)	(2 388)	(9 366)	(1 388)	6 978
Payment to accrued salaries account		-	(262)	(179)	(262)	(83)
<b>Net cash provided by / (used in) financing activities</b>		<b>(1 146)</b>	<b>(2 770)</b>	<b>(9 663)</b>	<b>(1 624)</b>	<b>6 893</b>
Net increase / (decrease) in cash and cash equivalents		(78 307)	(61 996)	(19 569)	16 311	(42 427)
Cash and cash equivalents at the beginning of the period		194 771	210 597	230 166	15 826	(19 569)
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD</b>		<b>116 464</b>	<b>148 601</b>	<b>210 597</b>	<b>32 137</b>	<b>(61 996)</b>

**Major estimate and actual (2025) variance narratives:**

1. Capital appropriation was lower than estimates by \$10.4 million (22.8%) due to timing of receipts for capital works projects.
2. Purchase of non-current assets was lower than estimates by \$22.9 million (35.4%) largely due to the timing of capital works projects.

**Major actual (2025) and comparative (2024) variance narratives:**

- a. Capital appropriation decreased by \$72.5 million (67.3%) due to the progressive completion of TAFE capital works projects under the Rebuilding our TAFEs program.
- b. Purchase of non-current assets decreased by \$74.1 million (64%) due to the progressive completion of TAFE capital works projects under the Rebuilding our TAFEs program.

## 10.2 EXPLANATORY STATEMENT FOR ADMINISTERED ITEMS

This explanatory section explains variations in the financial performance of the Department undertaking transactions that it does not control but has responsibility to the government for, as detailed in the administered schedules.

All variances between annual estimates and actual results for 2025, and between the actual results for 2025 and 2024 are shown below.

Narratives are provided for key major variances which vary by more than 10% of the comparative and which are more than 1% of the Total Administered Income in the comparative (i.e. 1% of \$38,000 and 1% of \$109,000 for the previous year in the table below).

	Variance Note	Estimate 2025 \$000	Actual 2025 \$000	Actual 2024 \$000	Variance between actual and estimate \$000	Variance between actual results for 2025 and 2024 \$000
<b>INCOME FROM ADMINISTERED ITEMS</b>						
<b>Income</b>						
For transfer:						
Temporary Worker (Skilled) Visa Holder (Subclass 457) and Temporary Skill Shortage Visa (Subclass 482)	1, a	-	38	109	38	(71)
<b>TOTAL ADMINISTERED INCOME</b>		-	<b>38</b>	<b>109</b>	<b>38</b>	<b>(71)</b>
<b>Expense</b>						
Payment to the consolidated account						
		-	38	109	38	(71)
<b>TOTAL ADMINISTERED EXPENSE</b>		-	<b>38</b>	<b>109</b>	<b>38</b>	<b>(71)</b>

### Major estimate and actual (2025) variance narratives:

1. Temporary Worker (Skilled) Visa Holder (Subclass 457) and Temporary Skill Shortage Visa (Subclass 482) Child School Fees have been waived since January 2023. Actual fees collected were higher than estimate by \$38,000 as they represent collections of prior year debts.

### Major actual (2025) and comparative (2024) variance narratives:

- a. Temporary Worker (Skilled) Visa Holder (Subclass 457) and Temporary Skill Shortage Visa (Subclass 482) Child School Fees have been waived since January 2023. Fees collected reduced by \$71,000 (65.1%) as current year income only represents collection of prior year debts.



# Audited key performance indicators

## Certification of key performance indicators

For the reporting period ended 30 June 2025

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 2025.



Jodie Wallace  
Director General

25 August 2025

# 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 2023–24 target and the 2023–24 actual as well as any variance between the 2022–23 actual and the 2023–24 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 Standards for Registered Training Organisations (RTOs) 2015
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)

## 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 2024-25 the survey was sent to 15,656 clients and there were 3,509 responses (a response rate of 22.4%). Of these, a weighted total of 2,483 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  $\pm 1.32\%$ .

**Table 1: Extent to which Jobs and Skills Centre services provided to individuals and businesses result in career, employment or training outcomes**

2024-25 Target	2024-25 Actual	2023-24 Actual
72.0%	70.8%	72.0%

Source: DTWD survey.

The quarterly survey was conducted from 13 September to 7 October 2024 for quarter 1, from 18 November to 16 December 2024 for quarter 2, from 21 March to 13 April 2025 for quarter 3 and from 11 June to 7 July 2025 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 560 skilled migrants who had registered with the Department since 1 July 2024, of which 365 responded (a response rate of 65.2%). In 2024-25 there were 357 respondents who were living in WA. Of these, 247 clients were employed in a priority occupation. The survey confidence interval at the 95% confidence level was  $\pm 2.8\%$ .

**Table 2: Proportion of State nominated skilled migrants employed in priority occupations after arrival**

2024-25 Target	2024-25 Actual	2023-24 Actual	Note
82.0%	69.2%	69.4%	1

Source: DTWD survey. The survey was conducted from 11 June to 2 July 2025.

- The variance from the 2024-25 target and the 2024-25 actual is due in part to a change in survey methodology that allowed migrants to select from a more comprehensive list of occupations, and the temporary relaxation of Western Australia's State Nominated Migration Program settings, that meant not all migrants needed a job offer or contract of employment to be nominated by WA.

### 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 2024 calendar year. In 2024 there was a total of 39,939,343 publicly funded delivery hours. Of these, 35,707,924 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**

2024-25 Target	2024-25 Actual	2023-24 Actual
89.0%	89.4%	88.1%
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 29,998 Western Australian graduates in scope in the sample and 9,572 responses (a response rate of 31.9%). The survey confidence level interval at the 95% confidence level was  $\pm 0.6\%$ .

**Table 4: Proportion of graduates satisfied with the overall quality of training**

2024-25 Target	2024-25 Actual	2023-24 Actual
90.0%	90.4%	90.0%
Source: National Centre for Vocational Education Research, <i>Student Outcomes Survey 2024</i> . The survey was conducted from 3 June to 11 August 2024.		

### 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 2024-25, TAC commenced 105 audits with 82 RTOs. As at 30 June 2025, TAC had finalised 97 main audit outcomes with 78 RTOs, with the remaining 8 audits to be finalised after 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***

2024-25 Target	2024-25 Actual	2023-24 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 2024-25 were \$20,113,487.

In 2024 there were 164,687 training places or publicly funded course enrolments.

**Table 6: Cost of VET workforce planning and policy development per training place**

2024-25 Target	2024-25 Actual	2023-24 Actual	Note
\$133	\$122	\$101	2

Source: DTWD finance and VET Enrolment Collection

2. The increase between the 2023-24 actual and the 2024-25 target is largely due to vacancies in 2023-24, enhanced workforce planning capability and the National Skills Agreement. The variance from the 2024-25 target is due largely to a combination of reduced fees and increased demand, driven by the strong uptake in the Fee-Free TAFE and reduced-fee *Lower fees, local skills* initiatives.

## 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 87,975.

Total expenditure on Jobs and Skills Centres in 2024-25 was \$17,737,985.

**Table 7: Average cost per Jobs and Skills Centre individual and business client contact**

2024-25 Target	2024-25 Actual	2023-24 Actual	Note
\$258	\$202	\$214	3

Source: DTWD finance and administrative data

3. The variance from the 2024-25 target is due primarily to higher than anticipated client contacts associated with increased demand, as well as additional support offered in response to several large resource sector operational closures including the Alcoa Kwinana Refinery.

## 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 2024-25 there were 9,252 migration applications and qualification assessments. Total expenditure was \$23,110,026.

**Table 8: Average cost to administer migration applications and overseas qualification assessments**

2024-25 Target	2024-25 Actual	2023-24 Actual	Note
\$2,746	\$2,498	\$2,152	4
Source: DTWD finance and administrative data			
4. The variance from 2023-24 actual is largely due to commencement of skilled migration initiatives and the timing of incentive payments under the Construction Visa Subsidy Program. The variance from the 2024-25 target largely due to higher than anticipated number of migration applications.			

#### 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 2024-25 there were 40,378 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) was \$26,452,829.

**Table 9: Average cost per active training contract**

2024-25 Target	2024-25 Actual	2023-24 Actual	Note
\$654	\$655	\$399	5
Source: DTWD finance data and WA Apprenticeship Management System			
5. The variance from the 2023-24 actual is largely due to higher costs associated with administration of the Employer Incentive for adult apprentices and Group Training Organisation Wage Subsidy.			

#### SEI 4.2: Cost to administer the employer incentive scheme as a proportion of total incentive payments

A key 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 2024-25 the cost to administer the employer incentive scheme was \$2,073,671. Total incentive payments were \$27,208,085.

**Table 10: Cost to administer the employer incentive scheme as a proportion of total incentive payments**

2024-25 Target	2024-25 Actual	2023-24 Actual	Note
5.4%	7.6%	6.3%	6
Source: DTWD finance data			
6. The variance from the 2023-24 actual and 2024-25 target is largely due to reduced incentive payments.			



**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 2024 was 39,939,343. Total expenditure on procurement of training in 2024-25 was \$ 798,370,193.

**Table 11: Cost per student curriculum hour**

	2024-25 Target	2024-25 Actual	2023-24 Actual
Employment based training	\$19.76	\$20.78	\$19.47
Institutional based training	\$19.29	\$19.71	\$18.97
Total	\$19.42	\$19.99	\$19.11

Source: DTWD finance data and VET Enrolment Collection

**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 2024-25 was 10,901. (Note, full-time equivalent numbers include students on short enrolments. If length of enrolment was taken into account, this would reduce to 8,973 over two 20-week semesters.) Total expenditure, excluding grants to training providers and schools, was \$10,124,161.

**Table 12: Average cost of recruitment and management per full-time equivalent international student**

2024-25 Target	2024-25 Actual	2023-24 Actual	Note
\$1,637	\$929	\$1,125	7

Source: DTWD finance and TAFE WA International enrolment data

7. The variance from the 2023-24 actual and 2024-25 target is largely due to higher than anticipated student numbers.

**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 2024-25 (excluding grants and capital program costs, lease costs, infrastructure administration, ICT and other costs borne by the colleges) were \$46,602,197.

Table 13: Average cost to administer training infrastructure and support services per TAFE college

2024-25 Target	2024-25 Actual	2023-24 Actual	Note
\$8,697,894	\$9,320,439	\$9,938,084	8

Source: DTWD finance data

8. The variance from the 2023-24 actual and 2024-25 target is largely due to timing of ICT projects.

#### 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 2024-25 were \$3,756,702 which includes all regulatory activity, including assessments of RTO compliance. A weighted total of 162 RTOs had an active registration during the financial year.

Table 14: Cost of regulatory services per Registered Training Organisation

2024-25 Target	2024-25 Actual	2023-24 Actual	Note
\$22,089	\$23,190	\$20,219	9

Source: Training Accreditation Council Secretariat administrative data

9. The variance from the 2023-24 actual is largely due to higher employee benefit cost and lower number of RTOs. The variance from the 2024-25 target is largely due to higher employee benefit cost.

# 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; and
- 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, four Executive Directors and the Chief Finance Officer, the Department's Corporate Executive leads the agency to drive and deliver the State's training, skills and workforce development agenda. Corporate Executive has oversight of the Department and its operations and the execution of strategic direction. Corporate Executive also sets and has oversight of the Department's governance frameworks and ensures that governance arrangements remain relevant and current.

Corporate Executive uses a range of measures to provide transparency of decision making, build the capability of senior and emerging leaders, and enable a greater focus on strategic matters, including:

- fortnightly virtual all staff briefings and Corporate Executive Live sessions for staff to hear about key initiatives and recent Corporate Executive decisions; and
- monthly strategic review meetings that involve relevant senior leaders from across the agency 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 2024-25, the Internal Audit team enhanced and improved the Department's processes and controls by:

- completing nine internal audits, focused on new programs and initiatives, such as the Nursing Stipend and the Skilled Migrant Job Connect Subsidy Program, new and enhanced business system solutions, procurement, contract management and Department transactions; and
- making a total of 25 recommendations and identifying two opportunities for improvement to address internal audit findings.

All Internal Audit findings and recommendations were accepted by management and 16 recommendations were fully implemented for audits completed during 2024-25.

Information for the Department's strategic risks is maintained in a Strategic Risk Register, and regular

risk updates are provided to Corporate Executive and the Audit and Risk Committee.

Building on a review of the Risk Management Framework by Risk West the Department has progressed the development of a Risk Appetite Statement and revised Risk Assessment Criteria providing key enablers to effectively manage the Departments risks.

In addition, the Department has revised the Strategic Risk Register in the context of the Department's Strategic Plan 2023-2028 and consideration of the recently completed Department capability review by the Public Sector Commission.

The Department's Audit and Risk Committee comprises a Chair and three members 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 2024-25, committee meetings were held on 6 September and 18 December 2024, 11 April 2025 and 20 June 2025.

# 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 2024-25, the Department conducted:

- 65 General Program contractual audits (desktop);
- 29 General Program contractual audits (on-site); and

- six Invalid Enrolment 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 WA TAFE colleges to complete strategic asset planning for the State training sector's capital works 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 significant capital projects were completed in 2024-25 to provide new and expanded contemporary TAFE training facilities and industry relevant training environments for students.

In addition to capital projects, the Department funds and delivers in partnership with TAFE colleges the annual Remedial Works Program, which in 2024-25 comprised 88 projects in planning, design or delivery phase with estimated values from \$50,000 to \$4.3 million.

## 2024-25 Completed Projects

TAFE	Project	Budget (\$'000)	Completion
South Metropolitan TAFE	Armadale Training Campus <sup>1</sup>	38,599	September 2024
	Bentley TAFE Technology Fund Production Kitchen <sup>3</sup>	2,000	March 2025
	Bentley Production Kitchen Services Upgrade <sup>2</sup>	1,100	March 2025
	Rockingham D Block Roof Upgrades <sup>2</sup>	1,000	February 2025
North Metropolitan TAFE	Balga Specialist Teaching Block <sup>1</sup>	51,115	August 2024
	Balga U Block Roof Upgrades, Stage 1 <sup>2</sup>	1,600	February 2025
	30 Aberdeen St Northbridge Chiller Upgrades <sup>2</sup>	1,300	February 2025

1. Infrastructure Stimulus Package Capital Project

2. Remedial Works Program Project

3. TAFE Technology Fund Project

## 2024-25 Works in Progress

TAFE	Project	Budget (\$'000)	Estimated Completion
South Metropolitan TAFE	Armadale Electrical Training Facility	1,548	July 2025
	Bentley Block B Electrical Upgrades, Stage 1 <sup>2</sup>	1,300	February 2026
	Carlisle F Block Roof Upgrades <sup>2</sup>	1,200	February 2026
North Metropolitan TAFE	30 Aberdeen St Northbridge ACP Cladding Replacement	9,593	March 2027
	Midland TAFE Technology Fund Renewables <sup>3</sup>	3,200	July 2025
	East Perth Roof Upgrades, Stage 2 <sup>2</sup>	1,200	February 2026
	Balga U Block Façade Upgrades <sup>2</sup>	1,000	February 2026
North Regional TAFE	Karratha Cafeteria and Student Hub Upgrades, Stage 2 <sup>2</sup>	2,500	December 2025
	Pundulmurra TAFE Health and Renal Simulation Ward Upgrades <sup>3</sup>	1,100	December 2025
Central Regional TAFE	Geraldton Blocks B and H ACP Cladding Replacement	4,832	early 2027
	Kalgoorlie Blocks F & H Air-conditioning Upgrades <sup>2</sup>	1,600	January 2026
South Regional TAFE	Collie Transitions Onsite Training Facility	9,067	June 2026
	Albany Block N Workshop Repurposing <sup>2</sup>	4,300	December 2025

1. Infrastructure Stimulus Package Capital Project

2. Remedial Works Program Project

3. TAFE Technology Fund Project



# Legal requirements

## Expenditure on advertising

In accordance with Section 175ZE of the Electoral Act 1907, the Department incurred the following expenditure in advertising, market research, polling, direct mail and media. Total expenditure for 2024-25 was \$3,088,675.10 and was incurred in the following areas.

Expenditure	Agency	Amount	Total
Advertising agencies	Marketforce	\$113,967.44	\$180,562.00
	Rare	\$66,594.56	
Market research organisations	Painted Dog	\$65,400	\$111,101.00
	Marketforce	\$45,701	
Polling organisations	Nil	Nil	Nil
Direct mail organisations	Nil	Nil	Nil
Media advertising organisations	CARAT	\$2,797,012.10	\$2,797,012.10
Total			\$3,088,675.10

# Human resources

The Department employs public service officers who are primarily located in the metropolitan area. In 2024-25 there were 529 Full Time Equivalent 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.

Description	2023-24		2024-25	
	Male	Female	Male	Female
Employee by gender (headcount)	202	346	211	382
Employee median age	48	46	47	46
Employment arrangement: part time (headcount)	13	84	16	94
Employment arrangement: full time (headcount)	189	262	195	288
	2023-24		2024-25	
Employee work location: metropolitan (FTE)	485		517	
Employee work location: regional (FTE)	12		12	
Employment status: permanent (headcount)	430		464	
Employment status: fixed term (headcount)	116		130	
Employment status: casual (headcount)	3		0	

**Source:** Human Resources Management Information System (HRMIS) 30 June 2025.

**Note:** Includes officers on secondment from other Government agencies.

Some data has been withheld due to small sample sizes. This approach aligns with privacy and confidentiality obligations.

## Workforce Diversity and Inclusion

### Workforce Diversification and Inclusion Action Plan 2023-25

The Department is committed to fostering an inclusive culture where all people experience a sense of belonging and inclusion and ensuring our workforce reflects the diversity of the community we serve. The Department regularly collects data on employee views of workplace inclusivity through employee perception surveys and exit surveys.

The Department's results from the 2023 WA Public Sector Census indicate that the majority of employees are willing to share their diversity information with the Department. Data from employee exit surveys shows 80 per cent of departing employees feel the Department has a culture of inclusion, and 86 per cent feel their manager genuinely supports a culture of inclusion within the team.

The 2024-25 Agency Capability Review identified the Department's focus on diversity and inclusion as a demonstrated area of strength. The review found staff and stakeholders recognise the agency for its commitment to diversity and inclusion which are championed by the leadership team and reinforced through the agency's values and strategic plan.

In 2024-25, the Department implemented several actions to further our diversity and inclusion goals, including:

- implementation of a Respectful Workplaces Program aimed at preventing and responding to bullying, harassment and discrimination;
- development of an *Aboriginal Employment Strategy*;
- completion of the *Australian Disability Network's* Disability Confident Recruiter Program; and
- implementation of a Diverse Sexualities and Genders Committee and employee network.

Over the next year, the Department will focus on improving employment outcomes for Aboriginal and Torres Strait Islander peoples through the implementation of our *Aboriginal Employment Strategy 2025-26* and will continue to work towards improving the equity index for diverse groups.

### Reconciliation Action Plan – (internal workforce strategies)

The Department continued its commitment to reconciliation through its *Innovate Reconciliation Action Plan* (Innovate RAP). The Innovate RAP strengthens the voice of the Department's Aboriginal employees in shaping strategies which influence their work and continues the Department's focus on maximising Aboriginal people's participation in training and sustainable employment.

Key actions this year include:

- increasing the visibility of Aboriginal and Torres Strait Islander cultures within the workplace by updating Acknowledgement of Country protocols and installation of plaques at all Department worksites;
- hosting the 2024 Bilya RAP Reconciliation Industry Network Groups for Innovate tier members in partnership with Reconciliation WA. As host agency, the Department facilitated the sharing of insights and learnings from various government and private organisations RAP journeys; and
- increasing the offering of Gnalla Kaartdijin (Our Knowledge) workshops, developed and delivered by Department Aboriginal staff, to increase staff cultural competency.

### Aboriginal Employment Strategy 2025-26

The Department is committed to employing and retaining Aboriginal people to continue building an organisation that reflects the diversity of the communities that we serve, and to foster a culturally safe and inclusive work environment for Aboriginal people. To elevate our commitment and increase Aboriginal workforce representation, a new *Aboriginal Employment Strategy* has been launched focusing on the key areas of employment and retention.

The *Aboriginal Employment Strategy 2025-26* is our roadmap to guide recruitment decisions, expand opportunities and entry pathways for Aboriginal people; and renew our focus on retaining and developing our existing Aboriginal workforce, and embedding cultural safety and inclusion across the organisation.

The Department will implement the *Aboriginal Employment Strategy 2025-26* over the next two years, including the following initiatives:

- establishing an Aboriginal Career Opportunities Register;
- exploring vacation programs and targeted graduate opportunities for Aboriginal university students;
- establishing a program that offers Aboriginal employees cultural and professional mentorship with existing senior Aboriginal employees;
- developing an Aboriginal employee 'stay' interview to identify what is working well and where improvements can be proactively explored; and
- exploring the co-design of recruitment processes with Aboriginal staff to enhance cultural safety in recruitment.

The *Aboriginal Employment Strategy 2025-26*, together with the *Department's Workforce Diversification and Inclusion Strategy* and

*Action Plan 2023-25*, will strengthen our ability to improve employment and retention outcomes for current and prospective Aboriginal employees.

### 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 2024-25, 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 Western Australian Academy of Performing Arts reported delivery to 7,860 students with a disability. Of those, 3,891 required additional support services.
- Private training providers reported training delivery to 2810 publicly funded students with disabilities. Of those, 1763 enrolled in 2024.
- Completed the Disability Confident Recruiter Program with the Australian Disability Network and achieved Disability Confident Recruiter status.
- The Disability Inclusion Committee continues to create meaningful change by organising events and communications which raise awareness of disability, including for International Day of People with Disability, Neurodiversity Celebration Week, World Autism Month and Neurofibromatosis (NF) Awareness Month.
- Workforce representation of people with disability increased from 4.3 per cent to 5.4 per cent during the reporting period.

### 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; and
- notifying job applicants of their rights and obligations prescribed by the regulations.

During the reporting period, one breach claim against the *Grievance Resolution Standard* was referred to the Public Sector Commission. The claim was dismissed by the 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 2023*.

### 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 and the Public Service Commission (PSC) as required under the relevant legislation. In 2024-25, three notifications of potential misconduct were 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, feedback 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 2024-25, 47 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 seven trained Public Interest Disclosure (PID) officers. There were no public interest disclosures during 2024-25. 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 36 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 2024-25, 194 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 WA 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. 115 employees completed both the Records Awareness and Introduction to Content Manager training. No exemption was granted.

In 2024-25, approximately 221,678 documents and 2808 folders were registered in Content Manager.

### Board and committee remuneration

The following statutory bodies receive remuneration from the Department. Remuneration details are available in their annual reports:

- WA State Training Board
- Training Accreditation Council Western Australia
- Clean Energy Skills National Centre of Excellence Industry Advisory Board established November 2024

Position title	Member name	Eligible for remuneration	Type of remuneration	Period of membership	Term of appointment /tenure	Base salary/ sitting fees	Gross/actual remuneration for financial year	Amount eligible to be remunerated
Chair	Matt Cheney	No	Not applicable	Six months	Three years	Not applicable	Not applicable	Not applicable
Member	Jodie Wallace	No	Not applicable	Six months	Three years	Not applicable	Not applicable	Not applicable
Member	Jai Thomas	No	Not applicable	Six months	Three years	Not applicable	Not applicable	Not applicable
Member	Jasmine Kadic	Yes	Fixed	Six months	Three years	680 per full day for meetings over four hours, and \$442 per half day for meetings of four hours or less	\$1326.00	\$1326.00
Member	Terry Hill	Yes	Fixed	Six months	Three years		\$884.00	\$884.00
Member	Shannon O'Rourke	Yes	Fixed	Six months	Three years		\$1326.00	\$1326.00
Member	Rebecca Tomkinson	Yes (until July 2025)	Fixed	Six months	Three years		-	\$884.00
Member	Gregory Warren	Yes	Fixed	Six months	Three years		\$1326.00	\$1326.00
Member	Dr Mara West	Yes	Fixed	Six months	Three years		-	\$1326.00
Member	Michael Wright	Yes	Fixed	Six months	Three years		-	\$1326.00





# Government policy requirements

## Aboriginal Procurement Policy

The *Aboriginal Procurement Policy* mandates progressive targets for the award of State Government contracts to Aboriginal businesses and, effective 1 December 2023, Aboriginal Community Controlled Organisations and applies to all goods, services, community services and works contracts valued at \$50,000 and above (including GST and all extension options) purchased under the *Procurement Act*. Additionally, from 1 January 2022, Aboriginal participation requirements also apply to suppliers on certain government contracts, which are required to meet an Aboriginal employment target or an Aboriginal business subcontracting target.

## Language Services Policy

The Department's *Language services policy 2023* aligns with the principles of the *Western Australian language services policy 2020* and provides for equitable access to information and services. It takes into account, its business areas delivering services directly to the public, ensuring that translating and interpreting services are available 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, in accordance with the *State Government's Substantive Equality Framework* and the Department's *Substantive Equality Policy*.

## Multicultural Plan actions

On 1 October 2024, the Department released its *2024–2028 Multicultural Plan* to meet the requirements under the Western Australian *Multicultural Policy Framework*, building on the actions and outcomes achieved in its 2021–2024 Plan.

The *Plan* contains 26 actions against the Framework's three policy areas. Progress reports are submitted to Corporate Executive biannually.

In the 12 months to 30 June 2025, highlights included:

- celebrating cultural diversity on its website and social media channels, as well as targeted advertising campaigns, including *Build a Life in WA*; defence *The Other Force – Start something*; *Lower fees, local skills*; *Life experience*; and TAFE 'Be More';
- 16 promoting cultural diversity articles published in newsletters and media;
- providing specialist services through Jobs and Skills Centres to more than 3,100 culturally and linguistically diverse client contacts;
- providing an interpreter service through TAFE International WA (TIWA) used on 11 occasions to assist students in communication with TIWA and TAFE staff; and
- releasing 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 Director General and Corporate Executive are committed to the ongoing provision of a safe and healthy workplace for our workers, stakeholders and others involved with our service provision.

The Department recognises that health and safety is a shared responsibility between management, workers and other duty holders. Through its *Safety management system framework*, it aims to build a positive value-based safety culture where all workers are actively encouraged to identify and report hazards and work consultatively in resolving issues, to proactively minimise risks in our workplaces.

The Department is strongly committed to the psychosocial safety of its workers. The Department's *Mental Health and Wellbeing Strategy 2023 – 2025* reflects the Department's dedication to building a mentally healthy workplace where trust, collaboration, respect and inclusion are central to the way we work, and all workers are encouraged and supported to thrive at work. It is our aim that all employees can thrive in a psychologically safe working environment that prioritises mental health and wellbeing.

During 2024–25 a range of physical and psychological initiatives were offered through our Thrive at DTWD Program, which were well attended.

## Formal work health and safety and injury management consultative mechanisms

The Department's online Hazard and Incident Reporting system enables workers, health and safety representatives (HSRs), and management to consult on work health and safety (WHS) issues and implement relevant corrective actions to mitigate identified risks.

The Health and Safety Committee meet quarterly to give WHS the focus, profile and governance required. Corporate Executive are provided a copy of the minutes which are also published on the Department's Intranet.

The Director General and Corporate Executive reiterate their WHS commitment through Corpex Live and Director General emails. Articles on emerging WHS matters are regularly published in our Thrive at DTWD newsletter.

## Workers' compensation and injury management

The Department manages all workers' compensation claims in accordance with the *Workers Compensation and Injury Management Act 2023*.

Injury management assistance and support is provided to those with a work-related or non-work-related injury or illness. Injury Management

programs are developed in consultation with injured employees, their treating medical practitioners, managers, coordinated through the WHS Team.

In 2024-25, five new claims were lodged, and five claims were closed. As at 30 June 2025, the Department was managing four active claims, including a claim that was lodged in 2023-24. 18 non-work-related injury/illness cases were managed.

TABLE – Measures	Results - Base year 2022-23*	Results - Prior year 2023-24	Results - Current reporting year 2024-25	Targets	Comments about targets
Number of fatalities	0	0	0	0	Target achieved
Lost time injury (LTI) and disease incidence rate	0.22	0.33	0.36	0 or 10% reduction in incidence rate	2 LTI Claims
Lost time injury and severity rate	100.0	33.3	0	0 or 10% reduction in severity rate	There were no LTI Claims with >60 days off work
Percentage of injured workers returned to work (i) within 13 weeks	0%*	83%	100%	Greater than or equal to 80%	The 2 LTI claim that returned to work within 13 weeks.
Percentage of injured workers returned to work (ii) within 26 weeks	N/A	N/A	NA	Greater than or equal to 80%	
Percentage of managers trained in work health and safety injury management responsibilities, including refresher training within 3 years	92%	85.71%	88.02%	Greater than or equal to 80%	

\*The performance reporting examines a three-year trend and, as such, the comparison base year is to be two years prior to the current reporting year. \*\* Comment on agency performance over the three-year period.

## Unauthorised use of credit cards

Agencies are required to publish in their annual report details of instances where a State Government Purchasing Card (a 'credit card') was utilised for personal use. In 2024-25, there were 12 such instances.

- Number of instances a State Government Purchasing Card has been used for personal purpose: **12**
- Aggregate amount of personal use expenditure for the reporting period: **\$455.76**
- Aggregate amount of personal use expenditure settled within 5 days: **\$455.76**
- Aggregate amount of personal use expenditure settled by 30 June 2025: **\$455.76**
- Aggregate amount of personal use expenditure outstanding at 30 June 2025: **\$0.00**
- Number of referrals for disciplinary action: **0**

# Appendices



# Appendix 1: Legislation

## Administered Legislation

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

## Other key legislation

In the performance of its functions the Department complies with the following relevant written laws.

- *A New Tax System (Goods and Services Tax) Act 1999 (Cth)*
- *Auditor General Act 2006 (WA)*
- *Australian Border Force Act 2015 (Cth)*
- *Contaminated Sites Act 2003 (WA)*
- *Children and Community Services Act 2004 (WA)*
- *Corruption, Crime and Misconduct Act 2003 (WA)*
- *Disability Services Act 1993 (WA)*
- *Education Services for Overseas Students Act 2000 (Cth)*
- *Electoral Act 1907 (WA)*
- *Equal Opportunity Act 1984 (WA)*
- *Financial Management Act 2006 (WA)*
- *Financial Management Regulations 2024 (WA)*
- *Firearms Act 2024 (WA)*
- *Freedom of Information Act 1992 (WA)*
- *Industrial Relations Act 1979 (WA)*
- *Land Administration Act 1997 (WA)*
- *Migration Act 1958 (Cth)*
- *Minimum Conditions of Employment Act 1993 (WA)*
- *National Vocational Education and Training Regulator Act 2011 (Cth)*
- *Privacy Act 1988 (Cth)*
- *Privacy and Responsible Information Sharing Act 2025 (WA)*
- *Procurement Act 2020 (WA)*
- *Public Interest Disclosure Act 2003 (WA)*
- *Public Sector Management Act 1994 (WA)*
- *Residential Tenancies Act 1987 (WA)*
- *Salaries and Allowances Act 1975 (WA)*
- *School Education Act 1999 (WA)*
- *School Curriculum and Standards Authority Act 1997 (WA)*
- *School Curriculum and Standards Authority Regulations 2005 (WA)*
- *Standards for Registered Training Organisations (RTOs) 2015 (Cth)*
- *State Records Act 2000 (WA)*
- *Student Identifiers Act 2014 (Cth)*
- *Vocational Education and Training (Colleges) Regulations 1996 (WA)*
- *Vocational Education and Training (General) Regulations 2009 (WA)*
- *Western Australian Jobs Act 2017 (WA)*
- *Work Health and Safety Act 2020 (WA)*
- *Workers Compensation and Injury Management Act 2023 (WA)*
- *Working with Children (Criminal Record Checking) Act 2004 (WA)*

# Appendix 2: Department contact details

E: [Annual.Report@dtwd.wa.gov.au](mailto:Annual.Report@dtwd.wa.gov.au)

## Other Departmental Services

### Apprenticeship Office

16 Parkland Road Osborne Park, WA 6017

T: 13 19 54

E: [apprenticeshipoffice@dtwd.wa.gov.au](mailto: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](mailto:migration@dtwd.wa.gov.au)

### Muresk Institute

Muresk Road

Northam WA 6401

T: 1300 994 031

E: [muresk@dtwd.wa.gov.au](mailto: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](mailto: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](mailto:tafe.admissions@dtwd.wa.gov.au)

### TAFE international Western Australia

1 Prospect Place West Perth WA 6005

P: Locked Bag 16, Osborne Park DC 6916

T: +618 9218 2100

E: [admissions.tiwa@dtwd.wa.gov.au](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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):

- 20 Cobbler 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 9328 2699  
E: jsc@mscwa.com.au

**Outcare**

(Ex-offenders)  
27 Moore Street  
East Perth WA 6004  
T: 08 6263 8622  
E: reception@outcare.com.au

Djookanup  
16 Parkland Road  
Osborne Park, WA 6017

Phone: (08) 6551 5000  
Email: [info@dtwd.wa.gov.au](mailto:info@dtwd.wa.gov.au)  
Web: [dtwd.wa.gov.au](http://dtwd.wa.gov.au)