



State
Training
Board



STATE TRAINING BOARD

ANNUAL REPORT

2025–26

Statement of Compliance

Hon Amber-Jade Sanderson MLA
Minister for Skills and TAFE

In accordance with section 24 of the *Vocational Education and Training Act 1996*, I hereby submit for your information and presentation to Parliament, the Annual Report of the State Training Board of Western Australia for the financial year ended 30 June 2026.



Mr Stephen Moir
Chair, State Training Board

2 September 2026

Acknowledgement of Country

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

State Training Board Annual Report 2025-26

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LOOKING FORWARD, THE BOARD WILL FOCUS ON THE DEVELOPMENT OF THE STATE TRAINING PLAN FOR 2027 TO 2029.



CHAIR'S MESSAGE

As Chair, I am pleased to submit the State Training Board's Annual Report for the year ended 30 June 2026.

The 2025–26 reporting year was a period of renewed focus for the Board. It followed my appointment as Chair on 9 March 2026 and provided an opportunity to reaffirm the Board's statutory role in providing independent, evidence-informed advice on Western Australia's vocational education and training system.

I acknowledge the confidence placed in the Board by the Minister for Skills and TAFE and recognise the contribution of my predecessor, Mr Jim Walker, who served with distinction as Chair for 12 years. His leadership strengthened industry engagement and consolidated the Board's role as a trusted adviser to Government.

Western Australia continues to experience strong demand for skilled workers across established and emerging industries. While the scale of this demand is significant, the Board's focus during the reporting year was on how the training system can respond in practical, coordinated and sustainable ways.

Throughout 2025–26, the Board discharged its statutory responsibilities with a focus on system stewardship, industry engagement and the provision of advice informed by labour market data, Industry Training Council intelligence and the experience of training providers, employers, unions and learners.

A central priority was supporting alignment between training effort and the State's workforce, economic and social priorities. The Board considered advice on apprenticeships and traineeships, priority occupations, qualification settings and system participation, and continued to support policy work that improves access to training for people experiencing structural or geographic disadvantage.

The Board also continued to draw on the work of Industry Training Councils, whose employer-led advice provides an important evidence base on current and emerging workforce demand. This intelligence assists the Board to identify skills pressures, test policy settings and provide advice that reflects industry conditions across metropolitan and regional Western Australia.

During the year, the Board supported the objectives of Made in WA by considering the training system's contribution to local capability, economic diversification and the skilled workforce needed to deliver housing, infrastructure, care, clean energy, defence and other priority activity.

Equity remained an important part of the Board's work. The Board considered opportunities to increase First Nations participation, improve pathways for women in non-traditional trades and strengthen access for learners who face barriers to participation, completion or employment. These matters remain central to a training system that supports both economic participation and social inclusion.

The Board maintained its support for the Western Australian Training Awards, recognising excellence across vocational education and training and the contribution of learners, trainers, employers and training providers. The State's continued national recognition demonstrates the strength of Western Australia's training system and the value of sustained investment in quality, participation and industry relevance.

Looking forward, the Board will focus on the development of the State Training Plan for 2027

to 2029. The Plan will translate workforce priorities into direction for training investment and delivery, support clearer alignment between policy and system capacity, and provide guidance for industry and training providers on areas of greatest need and impact.

The Board will also contribute to the Western Australian Workforce Strategy by advising on the training system's role in building a sustainable pipeline of skilled workers. This will include continued attention to apprenticeships and traineeships, regional workforce needs, participation barriers, qualification pathways and the evidence required to inform effective policy decisions.

In undertaking this work, the Board will continue to provide independent advice to the Minister, the Department of Training and Workforce Development and Government. It will maintain its focus on practical system stewardship: identifying workforce priorities, testing advice with industry, recognising the needs of learners and supporting a responsive, inclusive and high-quality training system.

I acknowledge the leadership of the Hon Amber Jade Sanderson MLA, Minister for Skills and TAFE; the Hon Dr Tony Buti MLA, Minister for Tertiary and International Education; and Jodie Hanns MLA, Parliamentary Secretary to the Minister for Skills and TAFE.

I also acknowledge my fellow Board members, the Department, Industry Training Councils, training providers, employers, unions and community stakeholders who contributed their expertise during the year. Their advice and engagement assists the Board to provide informed, balanced and practical advice on Western Australia's training needs.

The foundations established during 2025-26 position Western Australia's training system to respond to future workforce needs and to continue supporting jobs, housing delivery and sustained economic growth.



Mr Stephen Moir
Chair, State Training Board



ABOUT THE STATE TRAINING BOARD

The State Training Board (the Board) operates as an independent statutory authority established under Part 3 of the *Vocational Education and Training Act 1996* (VET Act). The Board functions as the State's principal industry training advisory body to the Minister for Skills and TAFE. In accordance with its legislative mandate, the Board carries out specified administrative responsibilities under the VET Act and provides the Minister with authoritative, evidence-informed advice on VET policy, system performance, and workforce capability matters across Western Australia.

STRATEGIC ADVICE

The Board leads the development of the **State Training Plan**, setting out industry training needs that directly inform the Minister's strategic directions, priorities, and policy decisions for the State's training system.

Through this mechanism, the State Training Plan functions as a central instrument in shaping **Western Australia's skills and workforce agenda** and in guiding public investment in vocational education and training.

Leads **strategic projects** to support the development and refinement of State Government policy and programs across the VET system.

Provides strategic, evidence informed advice to promote alignment between training services, current and emerging industry needs and broader community priorities.

Identifies and advances opportunities to **strengthen connections between industry developments and the VET sector**, thereby contributing to the development of a skilled, adaptable and future ready workforce for Western Australia.

Drives strategic engagement with industry stakeholders to inform the development of vocational education and training policy and to ensure that policy settings respond to current and emerging workforce requirements.

ADMINISTRATIVE RESPONSIBILITIES

The Board provides formal recommendations to the Minister for Skills and TAFE on the endorsement of qualifications for delivery as **apprenticeships and traineeships** in Western Australia.

Through its **Establishment and Variation of Apprenticeships Committee (EVAC)**, the Board assesses proposals to establish or vary apprenticeships and traineeships, drawing on structured advice provided by Industry Training Councils (ITCs) and the Department of Training and Workforce Development (the Department).

In forming this advice, ITCs engage with employers, training providers, unions, peak bodies and other affected stakeholders to ensure proposals reflect current and emerging industry requirements.

Recognises ITCs as sources of specialised, sector-specific advice on vocational education and training and workforce development matters.

Exercises oversight of ITC service quality and performance to ensure alignment with the strategic and operational requirements of the Board and the Department.

Hears and determines appeals against decisions of the **Training Accreditation Council** relating to training provider registration, course accreditation, and the cancellation of VET qualifications.

STATE TRAINING BOARD MEMBERS



Mr Stephen Moir (Chair)

9 March 2026 to present

Mr Moir was appointed Chair of the State Training Board in March 2026, following service as a Board member since 2019. His appointment reflects extensive leadership experience across Western Australia's industry, workforce development and vocational education and training systems and a strong record of constructive engagement with government, employers and the training sector.

As Chair, Mr Moir provides strategic leadership to the Board's statutory and advisory functions, supporting a training system that remains responsive, future-focused and aligned to current and emerging workforce needs across the State.

Mr Moir served as Group Chief Executive Officer of the Motor Trade Association of Western Australia from February 2010 to September 2025, representing approximately 7,000 businesses and 35,000 workers. He previously served as Managing Director of the Small Business Development Corporation, where he supported Western Australia's small business sector and led the State's skilled and business migration program. Mr Moir represents the Board as an observer on the Food, Fibre and Timber Industries Training Council.



Captain Angela Bond, Royal Australian Navy (RAN)

1 January 2018 to present

Captain Angela Bond RAN is a senior naval officer whose career reflects command experience, defence capability leadership and sustained public service in Western Australia, including experience within complex naval, workforce and industry settings.

A Board member since January 2018, Captain Bond brings practical insight from defence leadership, workforce governance and strategic capability planning, supporting skills pathways aligned to Western Australia's defence and industrial priorities.

Her career includes command of HMAS Stirling and service as Senior Naval Officer Western Australia, overseeing Australia's largest naval base and complex operational, workforce and infrastructure functions. Since transitioning to the Naval Reserve in 2017, she has continued contributing to strategic defence initiatives, including the Australian Defence Force COVID-19 Joint Task Group in Western Australia. In 2021, Captain Bond was appointed Defence Lead for the Defence Industry Pathways Program, expanding access to maritime defence careers and strengthening collaboration between defence, industry and training providers.

Captain Bond holds a Master of Business Administration and a Master of Defence Studies (Management) and represents the Board as an observer on the Electrical Manufacturing and Utilities Industry Training Council.



Fran Kirby

1 January 2018 to present

Ms Fran Kirby is a respected workforce and governance leader in Western Australia's tourism and hospitality sector. Originally from Northern Ireland, she migrated to Western Australia in 1987 after completing a Bachelor of Hospitality and Business at the University of Ulster.

Her career includes senior human resources roles with Observation City Hotel, the Esplanade Hotel in Fremantle and Accor Hotels, where she served as Regional Human Resources Manager for Western Australia and the Northern Territory from 2003, overseeing workforce and industrial relations across 18 hotels. Ms Kirby was inducted into the Australian Hotels Association Hall of Fame in 2008.

Following semi-retirement in 2020, Ms Kirby continued as a consultant to Accor Hotels and in 2022, commenced as Senior Workplace Relations Advisor with the Australian Hotels Association in Western Australia. She is a Board Member of Hospitality Group Training, Deputy Chair of the Tourism and Hospitality Consultative Committee at Edith Cowan University and represents the Board as an observer on the FutureNow Creative and Leisure Industries Training Council.



Professor Juli Coffin

1 January 2019 to present

Professor Juli Coffin is a nationally respected Aboriginal researcher with deep connections to Nyangumarta country in the Pilbara. Renowned for her cultural authority and community-led approach, she brings extensive expertise in cultural security, education and research to the Board, with a focus on Aboriginal youth and families.

Professor Coffin has led culturally secure research across health promotion, chronic disease and social and emotional wellbeing. She created the Yawardani Jan-ga Equine Assisted Learning Program, an Aboriginal-designed Kimberley initiative integrating trauma-informed healing and leadership for young people.

Her contribution has been recognised through induction into the Western Australian Women's Hall of Fame in 2025 and the Australian Mental Health Prize in 2024. She is also a Churchill Fellow and recipient of a WA Mental Health Award for outstanding contribution.

Supported by competitive funding from Healthway and the National Health and Medical Research Council, Professor Coffin continues to embed Aboriginal-designed, evidence-based practice into policy. In February 2026, she commenced as a Professor at Curtin University's School of Population Health, where she leads research programs advancing culturally secure practice.



Debra Zanella

1 January 2023 to present

Ms Debra Zanella is a highly regarded leader in Western Australia's health and community services sector. As Chief Executive Officer of Ruah Community Services, she strategically leads an organisation delivering integrated support across homelessness, mental health, housing, and family and domestic violence.

Her leadership focuses on early intervention, service integration and sustainable outcomes for people experiencing disadvantage. Ms Zanella brings significant governance and policy experience to the Board, informed by senior executive roles across health, community services and hospital management.

She has served on the board of the East Metropolitan Health Service, including as Chair of the Audit and Risk Committee and as President of the Western Australian Council of Social Service. Since the previous reporting period, she has been appointed Chair of the Australian Alliance to End Homelessness and Co-Chair of Reconciliation WA.

She also contributes to Ministerial advisory work on homelessness and housing reform. She is a graduate of the Australian Institute of Company Directors, holds postgraduate qualifications in education and counselling and advocates for lifelong learning and skills development as foundations for more equitable communities.



Lena Constantine

1 January 2023 to present

Ms Lena Constantine is a senior executive at the Chamber of Commerce and Industry of Western Australia (CCIWA), with more than a decade's experience across workforce, training and industry policy.

As Director of Commercial Services, she leads teams delivering workforce, apprenticeship, workplace relations and industry capability services to WA employers. Since 2015, she has overseen Western Australia's largest Apprenticeship Connect Australia Provider, building expertise in training systems and employer and learner support. Under her leadership, Apprenticeship Support Australia in Western Australia has expanded specialist services for women in trades, clean energy pathways and Aboriginal and Torres Strait Islander apprentices.

Ms Constantine previously worked on Commonwealth industry and workforce policy in Canberra and later led CCIWA's policy function, gaining experience in government program implementation and stakeholder engagement. She holds a Bachelor of Commerce from Curtin University, is a graduate of the Australian Institute of Company Directors and represents the Board as an observer on the Construction Training Council.



Shannon O'Rourke

1 January 2024 to present

Mr Shannon O'Rourke is a senior executive in Australia's energy transition and clean technology manufacturing sector, with 30 years' experience across industry, research commercialisation and workforce development.

As Chief Executive Officer and Managing Director of Powering Australia, a federally funded Industry Growth Centre, he supports the expansion of domestic clean technology manufacturing, including regional hubs and programs aligned to Future Made in Australia policy and National Reconstruction Fund priorities. He previously served as Chief Executive Officer of the Future Battery Industries Cooperative Research Centre, contributing to the National Battery Strategy and securing Commonwealth and State Government investment to strengthen Australia's battery and critical minerals supply chains.

Mr O'Rourke also serves on the Industry Advisory Board of the Clean Energy Skills National Centre of Excellence, providing industry insight on workforce capability and skills development for the clean energy transition. He has held senior leadership roles at Woodside and Chevron and research positions with Rio Tinto. His experience spans traditional and renewable energy markets, industrial innovation and commercialisation. Mr O'Rourke represents the Board as an observer on the Mining and Automotive Training Council.



Kari Pnacek

1 February 2024 to present

Ms Kari Pnacek is an industrial relations and union leader with two decades of experience advancing workers' rights, safety and equity in the United States and Australia. As Assistant Secretary of UnionsWA, Western Australia's peak union body, she shapes initiatives supporting fair, safe and inclusive workplaces. Her work spans research, advocacy, education and system reform, focusing on workers in gender-segregated industries.

Ms Pnacek leads UnionsWA's gender equality research project in gender-segregated industries and supports its Women's Committee. She also oversees workplace health and safety training, Unity Training Services Registered Training Organisation (RTO) and education programs strengthening union capability and worker participation. She spent eight years with the Transport Workers Union, holding senior national roles as an educator and campaign coordinator, developing education programs and campaigns on collective bargaining, workplace safety and fair employment standards.

Ms Pnacek serves on the Construction Industry Long Service Leave Payments Board. She holds a Bachelor of Arts in Political Science from Michigan State University, a Certificate IV in Work Health and Safety and a Certificate IV in Training and Assessment. She represents the Board as an observer on the Logistics Skills Council.



Ms Brooke Fowles

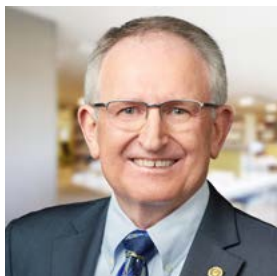
9 March 2026 to present

Ms Brooke Fowles is a strategy and governance leader supporting skills development, workforce planning and capability building across Western Australia's resources and essential services sectors. As Director of Strategy and Governance at the Chamber of Minerals and Energy of Western Australia, she shapes workforce strategy for the State's mining and energy industries. Her responsibilities span strategic planning, governance, performance oversight and government engagement, aligning skills supply and workforce capability to industry needs, major projects and the clean energy transition.

Ms Fowles brings more than 15 years Western Australian public sector experience in policy development, organisational reform and cross-sector coordination. Appointed in March 2026, she contributes workforce planning and governance expertise to support a responsive vocational education and training system, particularly in resources-led and regional economies.

Ms Fowles holds a Bachelor of Arts (Honours), Bachelor of Economics and Master of Business Administration. She is a Graduate of the Australian Institute of Company Directors, a full member of the Chartered Institute of Procurement and Supply and represents the Board as an observer on the Financial, Administrative and Professional Services Training Council.

Chairman's Legacy



Mr Jim Walker

Chair, State Training Board (2014–2025)

Mr Jim Walker concluded 12 years as Chair of the State Training Board on 31 December 2025, marking an exceptional period of steady leadership in Western Australia's training and workforce development system.

Mr Walker began as an apprentice fitter on diesel and heavy earthmoving equipment and built more than 45 years experience across the resources, construction and agricultural sectors. As former Chief Executive Officer of the WesTrac Caterpillar Dealership, he brought operational insight into large-scale industry and workforce capability, strengthening the Board's advice through practical understanding of employer and workforce needs.

Throughout his chairmanship, he guided the Board through changes in government, economic shifts, labour market pressures, system reform and the COVID-19 pandemic, while maintaining focus on industry, learners and the State's long-term economic interests. His leadership of the Establishment and Variation of Apprenticeships Committee expanded access to apprenticeships and training pathways for thousands of Western Australians. Under his leadership, seven State Training Plans were delivered to successive Ministers, guiding public investment and strengthening capability across priority sectors.

Mr Walker's legacy is reflected in the Board's culture and enduring training pathways.

STATE TRAINING BOARD INDUSTRY AND REGIONAL ENGAGEMENT

The State Training Board worked across Western Australia to strengthen its understanding of emerging workforce, skills and training requirements. Input from industry, employers, training providers, government stakeholders and local communities provided contemporary intelligence on workforce challenges, opportunities and future skills needs across regions and sectors.

These activities supported the Board's statutory advisory role by strengthening the evidence base for advice to the Minister and the Department. The insights gathered informed consideration of workforce planning, training priorities and the responsiveness of Western Australia's vocational education and training system to changing industry and regional needs.

Defence and Naval Capability – 17 July 2025 Board Meeting

The Board convened its July 2025 meeting at HMAS Stirling on Garden Island, Australia's largest naval installation. This engagement highlighted the strategic importance of the workforce to the development of sovereign defence industry capability, naval sustainment and driving Western Australia's economic diversification.

The visit provided direct insight into workforce and training requirements supporting naval operations and defence capability.

Guided visits to HMAS Collins, the lead vessel of the Collins class submarine fleet, HMAS Toowoomba, an ANZAC class frigate and the Submarine Training and Systems Centre, demonstrated the technical complexity and specialist skills required to sustain naval systems and infrastructure.

The engagement also highlighted the Defence Industry Skills Centre of Excellence (DISCE), a joint Commonwealth and State initiative supporting workforce development through targeted training delivery. Supported by an investment of \$14.6 million across four campuses, DISCE is strengthening vocational education and training capability and supporting the development of a skilled workforce aligned to defence industry requirements.

Discussions with sector leaders provided insight into how coordinated investment in vocational education and training is strengthening workforce capability in support of defence priorities.





The intelligence gained during the visit strengthened the Board's understanding of defence industry workforce capability, training pathways and system readiness, which supports its ongoing consideration of workforce priorities and system responses.

This enhanced the Board's capacity to contribute to policy development aligned with national and State priorities and reinforced the role of vocational education and training in supporting sovereign capability.



Healthcare and Social Assistance – 21 August 2025 Board Meeting

The Board's August 2025 meeting at Ruah Community Services provided direct insight into workforce capability requirements in community based and frontline care settings.

Site visits to the Ruah Engagement Hub and the Angela Wright Bennett Centre provided insight into the scale and complexity of service delivery for people experiencing housing insecurity, mental health challenges and family and domestic violence. The engagement demonstrated the specialised skills, training pathways and workforce supports required to operate effectively in complex care environments.

The intelligence gained strengthened the Board's understanding of workforce

development, training pathways and service capability in the sector and informed its ongoing consideration of workforce priorities. This supported alignment with Government priorities relating to health, community services and workforce participation.

During the reporting period, Ruah Community Services secured government funding to expand frontline services. This outcome reflects the importance of coordinated investment in service delivery and workforce capability.

The Chair formally recognised this achievement at the Board's meeting of 30 April 2026, acknowledging the organisation's leadership and contribution to the sector.

Clean Energy – 16 October 2025 Board Meeting

In October 2025, the Board visited the Renewables Trade Training Centre at North Metropolitan TAFE as part of its engagement with priority growth sectors supporting the energy transition.

As a critical delivery partner for the Clean Energy Skills National Centre of Excellence (CESNCE), the Renewables Trade Training Centre provides industry-standard infrastructure and training aligned to renewable energy technologies. The visit demonstrated how targeted investment in training capability is supporting workforce development in emerging industries, including clean energy.

The intelligence gained informed the Board's advice on workforce capability and training system responsiveness in the energy sector, supporting the State's transition to a low-emissions economy and aligning with broader economic diversification priorities.

The Board's industry engagement approach

The Board connects industry intelligence to Government decision making by supporting the Department to engage with industry and inform cross sector workforce planning and training investment.

During the reporting period, the Board conducted bi-monthly meetings across key industry sectors. These sector focused engagements provided direct insight into workforce pressures, emerging and projected skills requirements and the operational factors shaping vocational education and training delivery. This approach enabled the Board to maintain a contemporary, evidence-based understanding of industry conditions.

THE BOARD'S WORKING RELATIONSHIPS

Whole of Sector Engagement

The Board draws together industry expertise and workforce intelligence to inform workforce planning and training priorities across Western Australia. Through the collective expertise of its members, the Board maintains ongoing engagement with employers, unions, training providers, government agencies, recognised ITCs, students and other key stakeholders, ensuring that its advice reflects current conditions and emerging skills needs.

This engagement model is underpinned by strong and enduring relationships across the training and workforce ecosystem. During the reporting period, the Board worked closely with ITC Chairs and Chief Executive Officers to support the State Government's development of the Western Australian Workforce Strategy, ensuring a broad cross-section of the State's industry skills experts informed the strategy.

Minister for Skills and TAFE

As Western Australia's peak industry training advisory body, the Board provides strategic, industry informed advice to the State Government on workforce development and vocational education and training priorities.

In support of this role, the Chair engages with the Minister for Skills and TAFE and the Parliamentary Secretary on emerging workforce challenges, policy opportunities, and matters of strategic importance to the training system.

Following Stephen Moir's appointment as Chair, the Minister met with him to discuss strategic priorities for the skills sector and opportunities for the Board to support the State's economic and workforce development objectives through its statutory advisory role.

Department of Training and Workforce Development

The Board works in close partnership with the Department, in its role as the State Training Authority, to support workforce capability and the effective performance of the vocational education and training system in alignment with the State's economic and strategic priorities.

Regular engagement between the Chair and the Director General supports alignment on workforce priorities, policy direction and system performance. Ongoing engagement with the Deputy Director General Skills Strategy and Policy further supports coordinated workforce planning, policy development and delivery of the Board's work program in a manner that complements and informs departmental objectives.

Operational alignment is reinforced through the Department's Deputy Director General Skills Strategy and Policy attending Board meetings as an observer.

The relationship between the Board and the Department is formalised through a Memorandum of Understanding, which provides a clear framework to support coordinated oversight, informed decision making and alignment with Government policy objectives.



The Memorandum of Understanding is being revised to reflect contemporary governance arrangements and maintain alignment with current Government priorities, including economic diversification and system modernisation. Subject to the timing of Board approval, it is anticipated that the updated agreement will become operational in the first half of the 2026-27 financial year.

Office of the State Training Board

The Office of the State Training Board (OSTB) is embedded within the Department and provides policy, secretariat and project support to enable the Board to discharge its statutory functions.



Industry Training Advisory Bodies

The Board functions under Section 21 of the VET Act which includes recognising industry training advisory bodies to obtain advice to inform the State Training Plan and making recommendations on the classification of apprenticeship qualifications under Part 7 of the VET Act.

The Board recognises eight ITCs, which form a core component of Western Australia's vocational education and training governance framework, including interaction with national Jobs and Skills Councils in the development of nationally recognised training products for formal endorsement by the Skills and Workforce Ministerial Council.

Through sustained engagement with employers, industry representatives, peak bodies, RTOs, national Jobs and Skills Councils and unions, ITCs generate detailed insight into skills demand, workforce pressures and emerging trends. This intelligence informs development of the State Training Plan and underpins the Board's statutory advice to the Minister, including advice in relation to apprenticeships and traineeships.

Board Representation on Industry Training Councils

Alignment between industry intelligence and policy development is strengthened through structured engagement between the Board, the Department, and ITCs.

Each Council includes a board member and a senior departmental officer as observers, providing visibility of government priorities and policy direction.

These arrangements strengthen the connection between sector specific intelligence and system level oversight and support informed, two-way engagement on workforce challenges and opportunities.

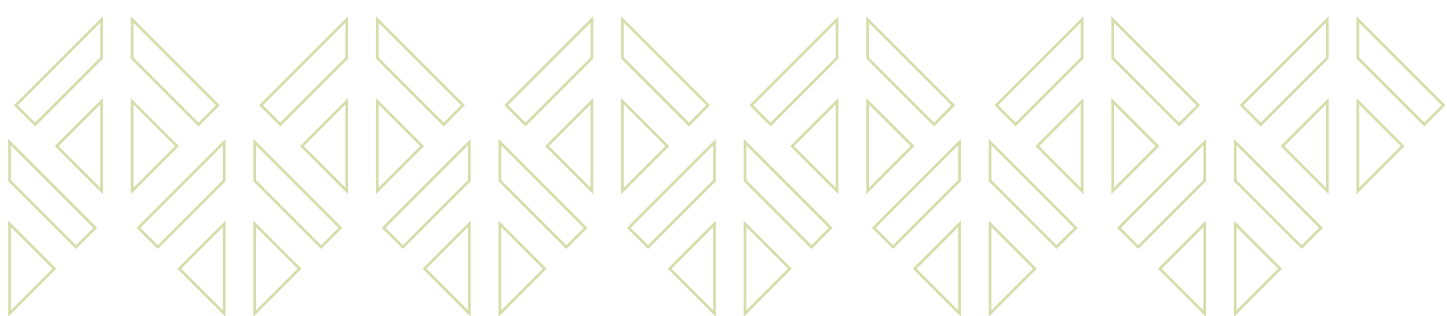
Industry Training Councils Overview

Seven ITCs operated under Service Agreements funded by the Department during the reporting period, with oversight administered by OSTB in support of the Board's advisory role.

The Construction Training Council operates under a separate Memorandum of Understanding between the Construction Training Fund and the Department, reflecting its distinct governance arrangements.

The ITCs operating during the reporting period were:

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





CommunitySkills WA



**Electrical
Manufacturing
and Utilities
Industry Training Council**



**FINANCIAL ADMINISTRATIVE &
PROFESSIONAL SERVICES TRAINING
COUNCIL INCORPORATED**

FutureNow.





OUR WORK

GOVERNMENT LED WORKFORCE PLANNING AND INDUSTRY CONSULTATION

Policy Context and Strategic Direction

On 1 March 2026, the Minister announced progression of the Western Australian Workforce Strategy, including development of a comprehensive approach to ensure Western Australia has the skills required to support a strong and diversifying economy. The Strategy is being informed through structured engagement with industry and will identify workforce requirements across key sectors that underpin economic growth and essential services.

This work forms part of the Government's broader economic agenda and supports its priorities of jobs, health and housing, informing workforce and training policy settings that respond to industry needs, support major project delivery and contribute to a skilled and adaptable workforce.

Industry Consultation and Evidence Base

Consistent with this approach, the Department led a structured program of consultation, including industry roundtables and an online process to capture input from employers, unions, training providers and government stakeholders on workforce challenges, emerging skills needs and potential responses.

The Board worked with the Department and Industry Training Councils to consider and refine findings arising from industry engagement undertaken to inform the development of the State's workforce strategy. This process strengthened the evidence base supporting consideration of current and emerging workforce and skills priorities.



Contribution of the State Training Board and Industry Training Councils

Within this Government led and Department coordinated process, the Board and ITCs contributed advice informed by stakeholder engagement and industry intelligence. This is consistent with their advisory functions to the Department, the Minister for Skills and TAFE and Government.

Through this contribution, they provided sector informed perspectives on workforce pressures, skills demand and system capability this strengthens the overall evidence base and complement the Department's lead role in developing a coordinated understanding of workforce demand and training system performance.

Registered Training Organisations

RTOs are a critical component of the vocational education and training system, delivering nationally recognised training and supporting the development of a skilled workforce. They contribute to meeting industry needs by translating workforce demand into structured training delivery across regions and sectors.

The Chair of the Board maintains ongoing engagement with the public training provider network and key stakeholders, including TAFE executive forums and direct engagement with TAFE colleges, industry peak bodies and employers.

This engagement provides insight into workforce demand, regional needs and system capability, and maintains awareness of operational conditions across the sector.

The incoming Chair attended the TAFE Managing Directors Forum in April 2026 and outlined the Board's strategic priorities for 2026-27. This included discussion of the development of the State Training Plan for 2027 to 2029. The discussion also considered workforce responsiveness, the role of apprenticeships and traineeships and alignment with government objectives.

A program of engagement with public training providers was established, including meetings with each of the five TAFE Managing Directors in the first half of 2026-27. These discussions will focus on regional training needs, industry demand and system capability and support the provision of informed advice to Government, through the Department.



STATE TRAINING PLAN

State Training Plan 2023-24

Under section 21(1)(a) of the VET Act, the Board provides a State Training Plan (the Plan) to the Minister for Skills and TAFE. The Plan is the principal mechanism through which the Board provides advice to Government, through the Department, on training priorities that guide public investment in vocational education and training. It is developed within national and state policy settings and informed by consultation with ITCs, supported by departmental data and labour market analysis.

During the reporting period, the Board continued to progress the priorities of the State Training Plan 2023- 2024. These included supporting Western Australia's skills needs within national reform processes, sustaining apprenticeships and traineeships and strengthening regional workforce capability. This work supported broader Government priorities, including those reflected in the Made in WA Plan and provides a foundation for future workforce development priorities.



State Training Plan 2027-2029

The Board will commence development of the State Training Plan for 2027 to 2029 in the 2026-27 financial year. The Plan will continue to serve as the primary mechanism through which the Board provides advice to the Minister for Skills and TAFE on training priorities.

In developing the State Training Plan, the Board will align its approach with the Government's policy direction and take into account the Department's workforce and training priorities. This will include consideration of apprenticeships and traineeships, workforce participation and the alignment of training delivery with industry need.

BOARD STEERING COMMITTEES

During the reporting period, the Board established two steering committees focused on workforce attraction and retention, recognising their importance to workforce capability and broader Government priorities. These committees support a coordinated approach to considering workforce challenges and contribute to the Board's advisory function.

Cooks and Chefs Workforce Steering Committee

The Cooks and Chefs Workforce Steering Committee (Cooks and Chefs Committee) was established in response to identified workforce pressures within the hospitality sector. Following preliminary research, the Department requested that the Board convene the committee to support the development of industry informed responses to workforce and skills gaps.

The Cooks and Chefs Committee considers workforce and training needs across key roles, including training pathways, employment patterns and measures to support attraction and retention. Industry representation is provided through FutureNow Creative and Leisure Industries Training Council, ensuring that its work is informed by sector expertise.

The Cooks and Chefs Committee met twice during the reporting period, on 13 October 2025 and 20 November 2025. Its work has drawn on departmental analysis and insights from relevant industry engagement activities. The Cooks and Chefs Committee will continue its work in 2026-27 to inform advice to Government.

Full membership details are provided in **Appendix 2**.









Care Sector Steering Committee

The Care Sector Steering Committee (Care Sector Committee) was established in recognition of the sector's importance to workforce participation, service delivery and community outcomes. In October 2025, the Department's Care Sector Working Group was formalised as a steering committee operating under the auspices of the Board, providing a structured mechanism to consider workforce and training matters.

The Care Sector Committee considers workforce and skills needs across the sector, with a focus on training pathways, employment patterns and approaches to support workforce attraction, participation and retention. The Care Sector Committee is supported by departmental research and informed by industry engagement and analysis.

It is co-chaired by Ms Debra Zanella, member of the Board and Chief Executive Officer of Ruah Community Services and a senior representative of the Department, supporting alignment across the system. Community Skills WA participates in the Care Sector Committee and provides industry-based insight.

The Care Sector Committee's work informs advice to Government, through the Department, and supports a coordinated approach to workforce and training considerations across the care sector. Full membership details are provided in **Appendix 2.**



WA TRAINING AWARDS

The Board is the official Awards Partner for the WA Training Awards. Administered by the Department, the WA Training Awards recognise excellence in vocational education and training and celebrate the achievements of Western Australia's VET students, apprentices and trainees, practitioners, training providers, organisations and employers. The 2025 WA Training Awards presentation ceremony was held on 5 September 2025.

Board members support the awards process through participation on judging panels across a range of categories.

In 2025, the Board sponsored the Trainee of the Year category. Board member participation in judging panels included:

WA Apprentice of the Year –
Jim Walker, (former) Chair

WA Vocational Student of the Year –
Lena Constantine

WA Large and Small Training Provider of
the Year – Capt. Angela Bond

WA Industry Collaboration Award –
Shannon O'Rourke

Australian Large Employer of the Year –
Lena Constantine

The Board congratulates all winners for their outstanding achievements.

ESTABLISHMENT AND VARIATION OF APPRENTICESHIPS

The Board provides advice and recommendations to the Minister for Skills and TAFE on the classification of prescribed vocational education and training qualifications and associated conditions, as required under section 60C of the VET Act.

To support this function, the Board delegates the assessment of establishment and variation proposals to the EVAC. A list of committee members is provided in **Appendix 2**.

In accordance with the *Vocational Education and Training (General) Regulations 2009*, the Board consults with ITCs and relevant employer and employee groups on proposals affecting industry.

Prescribed qualifications are classified as Class A, Class B or Class C. This classification determines whether a qualification may be undertaken through employment-based training only (Class A), institution-based training only (Class C), or through either pathway (Class B).

The Board also advises the Minister on matters set out in regulation 37, including:

- » the designation of the trainee under a training contract (for example, apprentice, trainee, intern or cadet);
- » the nominal duration of training contracts;
- » whether training may be undertaken part time;
- » whether school-based pathways are appropriate; and
- » any additional conditions applying to the qualification.

All proposals and Ministerial decisions are published on the Board's website and in the Government Gazette. Updates arising from training package changes are also recorded in the Department's qualification register.



The following section outlines the proposals considered by the Board during the reporting period.

Proposals considered by the State Training Board

During the reporting period, five Class B traineeships were established. These decisions reflect EVAC's consideration of

industry demand, workforce needs training pathways and support continued access to employment-based and flexible training options aligned with contemporary industry requirements.

Details of these establishments, including the relevant qualifications, their title and classifications, are set out in **Table 1**.

Table 1. Apprenticeship and Traineeship Establishments

Class	Qualification	Title of Qualification	Type
B	MAR50120 Diploma of Marine Engineering	Marine Engineer (Class 3)	Traineeship
B	52913WA Certificate II in Engineering Foundations	Engineering Foundations	Traineeship
B	AHC31522 Certificate III in On Country Management	Aboriginal and/or Torres Strait Islander On Country Management	Traineeship
B	LGA50120 Diploma of Local Government	Local Government (Level 5)	Traineeship
B	LGA50120 Diploma of Local Government	Local Government (Planning) (Level 5)	Traineeship

During the reporting period, two Class B traineeships were varied. Details of these variations, including the affected qualifications and classifications, are set out in Table 2 below.

Table 2. Apprenticeship and Traineeship Variations

Class	Qualification	Title of Traineeships	Variation(s)
B	LGA30120 Certificate III in Local Government	Local Government (Level 3)	Add school-based delivery
B	AHC32424 Certificate III in Irrigation Technology	Irrigation Technician	Change from Class B traineeship to apprenticeship, change to apprenticeship name and increase in nominal term.

During the reporting period, the Board also considered an application to establish a traineeship in qualification CPC40820 Certificate IV in Swimming Pool and Spa Building.

As of 30 June 2026, one variation and three establishment proposals were under assessment and are scheduled to be presented to the Minister for Skills and TAFE during the 2026–27 reporting period.

A fast-track process was applied to classify replacement qualifications arising from training package updates, while ensuring compliance with the legislative requirements of the VET Act. During the reporting period,

this process affected 46 traineeships and 13 apprenticeships.

- » 45 traineeships were transferred to 33 replacement qualifications.
- » 13 apprenticeships were transferred to nine replacement qualifications.
- » One traineeship was removed following the deletion of the relevant qualification.

As of 30 June 2026, 12 apprenticeship and traineeship variation proposals against 10 replacement qualifications progressed through this expedited process were under assessment and are scheduled to be presented to the Minister during the 2026–27 reporting period.

INDUSTRY TRAINING COUNCILS

Performance and Governance Oversight of Industry Training Councils

The Board, supported by OSTB, undertakes an oversight role in relation to ITCs to support sound governance, appropriate industry representation and alignment with State Government priorities, including initiatives associated with *Made in WA* and the broader economic diversification agenda.

This function is exercised as part of the Board's advisory role to the Department, the Minister for Skills and TAFE.

Oversight is supported by formal Service Agreements administered on behalf of the Department, which establish clear expectations for performance, accountability and service delivery across the ITCs network. These arrangements promote a consistent and coordinated approach to workforce development while informing advice provided to Government.

Annual performance reviews undertaken during the reporting period confirm that ITCs met their governance and contractual obligations.

Feedback indicates that relationships between ITCs, the Board and the Department have continued to strengthen, supported by enhanced collaboration, improved information sharing and a shared focus on responding to workforce demand across priority sectors.

Ongoing Governance Monitoring and Engagement

Formal assurance is complemented by ongoing engagement and performance monitoring undertaken by OSTB in support of the Board's advisory functions.

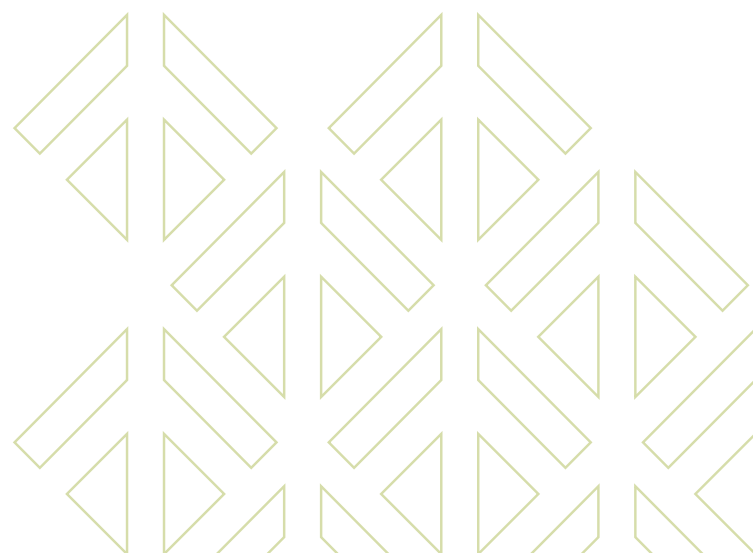
Quarterly governance and performance meetings with ITC Chairs and Chief Executive Officers provide a structured forum to review progress, address emerging risks and maintain alignment with Government priorities.

This approach enables the timely identification of workforce and system matters requiring attention and supports coordinated responses across the network. In doing so, it strengthens accountability and contributes to the effective operation of ITCs, while informing advice to the Department and Government.

Quarterly Reporting and Issue Visibility

Quarterly reporting further strengthens system visibility and responsiveness. Reports provided by ITCs outline workforce conditions, sector risks and emerging issues across their respective industries.

These insights enable the Board and the Department to maintain an informed understanding of labour market dynamics and support early identification of workforce pressures that may affect the delivery of key economic priorities, including housing, infrastructure and industry development.







Workforce Intelligence and Strategic Planning Contribution

Industry Training Councils play a central role in strengthening the evidence base for workforce planning and training investment. During the reporting period, ITCs contributed to the *Western Australian Jobs, Education and Training Survey*, providing industry advice on workforce issues relating to more than 350 occupations. The findings of the survey will inform development of the State Training Plan.

Strategic Industry Engagement and Reform Participation

Strategic engagement with industry remains central to strengthening workforce intelligence and translating it into effective policy and training outcomes.

During the reporting period, the Board convened bi-monthly meetings within industry settings. A complementary model was adopted by ITCs through the introduction of bi-annual industry-based forums, combining site visits with structured governance and policy discussions. These forums enable participants to observe current industry practice and apply those insights to strategic deliberations.

Industry Training Council Forum – Offshore Marine Simulation Centre

The first ITC forum for the reporting period was held on 24 November 2025 at the Offshore Marine Simulation Centre (OMSC) in Bibra Lake.

OMSC delivers advanced simulation-based training to support workforce capability in complex and high-risk environments.

The forum combined a site visit with structured discussion on workforce priorities, skills development and training system responsiveness.

APPEALS AGAINST DECISIONS OF THE TRAINING ACCREDITATION COUNCIL

The Training Accreditation Council (TAC) is responsible within Western Australia for assuring the quality and recognition of vocational education and training services,

including the registration of training providers, accreditation of courses and recognition of skills and qualifications.

In addition to this advisory role, the Board performs a statutory function in hearing appeals against decisions of TAC concerning registration, course accreditation, or the cancellation of vocational education and training qualifications under section 58G of the VET Act.

One appeal was lodged with the Board during the reporting period, which is still under review.

DISCLOSURES AND LEGAL COMPLIANCE

This Annual Report fulfils the requirements of section 24 of the VET Act by reporting on the operations of the Board for the 12 months to 30 June 2026.

Financial statements

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

Section 175ZE of the Electoral Act 1907

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

Ministerial directions

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

Compliance with public sector standards and ethical codes

The Board's Code of Conduct provides guidance about ethical conduct, public duties and legal responsibilities. It is in line with section 5, "Codes of ethics and conduct", in the Public Sector Commission's *Governance Manual for WA Government Boards and Committees*. All members are provided with a copy of the Code of Conduct as part of their induction to the Board. A Charter and Code of Conduct has been signed by all members.

There were no issues in relation to the Code of Conduct, Code of Ethics, or Public Sector Standards during the reporting period. The Board's reporting obligations were fulfilled through its submission to the Public Sector Commission's Government Boards and Committees Annual Collection 2025 submitted in April 2026.

Statement of Intent

In accordance with the Public Sector Commission's governance requirements, the former Minister for Training and Workforce Development issued the Board with a Ministerial Statement of Expectations on 28 August 2023. In November 2023, the Board responded to the Minister with a Statement of Intent which demonstrates the Board's understanding and commitment to the Minister's expectations and articulates how it intends to meet those expectations.

Administrative processes

OSTB was established within the Department and provides secretariat and operational support to the State Training Board. This relationship is formalised through a Memorandum of Understanding.

The Department provides corporate and administrative support to enable the effective functioning of the Board, including human resources, records management, information and communications technology, and related services.

Consistent with these arrangements, the Board reports on a number of statutory and whole of government requirements through the Department's 2025-26 Annual Report. These include record keeping, the Disability Access and Inclusion Plan, occupational safety and health, the Multicultural Plan, and substantive equality.

BOARD MEMBERSHIP

In accordance with section 19 of the VET Act, the Minister appoints members to the Board based on demonstrated expertise and experience in education and training, industry or community affairs. Appointments are made to ensure that the Board possesses the collective capability required to provide strategic leadership and informed advice and to shape the long-term direction of the State's training system.

In accordance with section 19(1) of the VET Act, the Minister appoints seven members to the Board, including the appointment of one member as Chair. Of these members, statutory provision is made for the representation of key stakeholder interests, with one member appointed to represent employers' interests under section 19(4A)(a) and one member appointed to represent workers' interests under section 19(4A)(b). During the 2025-26 reporting period, Ms Kari Pnacek served as the representative of workers' interests, while Ms Lena Constantine served as the representative of employers' interests.

Under section 19(2) of the VET Act, the Minister may appoint up to two additional members to the Board. During the reporting period, Ms Debra Zanella and Ms Brooke Fowles were appointed in accordance with this provision. Board members may be appointed for terms of up to three years, while the Chair may be appointed for a term of up to five years. Members and the Chair are eligible for reappointment in accordance with the VET Act.

Remuneration of State Training Board members

In accordance with section 63 of the VET Act, the Minister determines the remuneration and allowances payable to members of the Board, following a recommendation from the Public Sector Commissioner. Remuneration is paid in the form of sitting fees for attendance at Board and committee meetings, consistent with applicable public sector remuneration policies.

Table 1: State Training Board remuneration 2025-26

Position	Name	Type of remuneration	Period of membership in 2025-26	Gross remuneration 2025-26
Chair	Mr Stephen Moir	Sitting fees	9 March 2026 – 30 June 2026	\$14,351.24
Member			1 July 2025 – 8 March 2026	\$17,052.93
Chair	Mr Jim Walker	Sitting fees	1 July 2025 – 31 December 2025	\$22,678.00
Member	Capt. Angela Bond	Sitting fees	1 July 2025 – 30 June 2026	\$24,946.00
Member	Prof. Juli Coffin	Sitting fees	1 July 2025 – 30 June 2026	\$24,946.00
Member	Ms Lena Constantine	Sitting fees	1 July 2025 – 30 June 2026	\$24,946.00
Member	Ms Fran Kirby	Sitting fees	1 July 2025 – 30 June 2026	\$24,946.00
Member	Mr Shannon O'Rourke	Sitting fees	1 July 2025 – 30 June 2026	\$24,946.00
Member	Ms Kari Pnacek	Sitting fees	1 July 2025 – 30 June 2026	\$24,946.00
Member	Ms Debra Zanella	Sitting fees	1 July 2025 – 30 June 2026	\$24,946.00
Member	Ms Brooke Fowles	Sitting fees	9 March 2026 – 30 June 2026	\$7,893.07
TOTAL 2025-26				\$236,597.77

¹Members who are: on the public payroll, including all current full time State, Commonwealth and Local Government employees; Members of Parliament within the last 12 months; current and retired judicial officers (except magistrates); and current non-academic employees of public academic institutions, may not be eligible to receive sitting fees (**Premier's Circular 2025/15**). Sitting fees are paid on a quarterly basis.

BOARD MEETINGS

In the 2025-26 reporting period, the Board convened five meetings, held at the Department or at locations aligned with its industry engagement and training priorities. The meeting scheduled for February 2026 did not proceed due to the timing of the

transition to a new Chair following the conclusion of Mr Jim Walker's term. Table 2 sets out the Board's meeting dates for the reporting period and records individual member attendance.

Table 2: State Training Board meetings and attendance

Board member	Meetings				
	17/07/25*	21/08/25	16/10/25	04/12/25	30/04/26
Mr Stephen Moir (Chair) 9 March 2026 onwards	✓	✓	✗	✓	✓
Mr Jim Walker (Chair) 1 July 2025 – 31 December 2025	✓	✓	✓	✓	
Captain Angela Bond	✓	✓	✓	✓	✓
Professor Juli Coffin	✗	✓	✓	✗	✓
Ms Lena Constantine	✓	✓	✓	✓	✓
Ms Fran Kirby	✓	✓	✓	✓	✓
Mr Shannon O'Rourke	✓	✓	✓	✓	✓
Ms Kari Pnacek	✓	✗	✓	✓	✗
Ms Debra Zanella	✗	✓	✓	✓	✗
Ms Brooke Fowles 9 March 2026 onwards					✗

*The Board meeting scheduled for 19 June 2025, in the previous reporting period, was postponed to July 2025.



APPENDIX 1: INDUSTRY TRAINING COUNCIL MEMBERSHIP

The Board recognised eight industry training advisory bodies (ITCs) under section 21(1)(b) of the VET Act during the 2025-26 reporting period.

Industry sector coverage of each ITC is published on the State Training Board website at wa.gov.au/stb. Board composition for each ITC in the reporting period is detailed below.

Community Skills WA

Executive Director: Caroline Thompson

Title	Name	Organisation
Chair	Neil Guard	Consultant, Mental Health Sector
Deputy Chair	Dr Sheralee Tamaliunas	Department of Health WA
Executive member	Julia McIntyre	Kimberley Aboriginal Medical Services
Executive member	Liz Behjat	Ageing Australia
Board member	Adrian Barrett	Health Services Union of WA
Board member	Amy Cottingham	Department of Communities
Board member	Caron Booth	WA Country Health Service
Board member	Claire McManus	One Tree Community Services
Board member	Jennifer Blair	Department of Education WA
Board member	Laura Little	National Disability Services
Board member	Louise Giolitto	WA Council of Social Services
Board member	Rikki Hendon	Community and Public Sector Union / Civil Service Association
Board member	Travis Doye	Aquatic Safety & Workforce, Royal Life Saving Society WA
Executive Member	Caroline Thompson	Community Skills WA
Observer	Debra Zanella	State Training Board
Observer	Gordon Duffy	Department of Training and Workforce Development

Construction Training Council

Director Skills Development: Kylie Armstrong

Title	Name	Organisation
Chair	Henrietta Farrell	Construction Training Fund
Board member	Alicia Kelly	JWH Group
Board member	Ann Brinkamp	Monadelphous
Board member	Andrew Owens	Icon Construction
Board member	Andy Graham	Civil Contractors Federation (WA Branch)
Board member	David Crothers	Crothers Construction
Board member	Dwayne Rowland	Kardan Construction
Board member	Jessica Berry	Fox Modular
Board member	Kristyn Roberts	Georgiou Group
Board member	Mark Gale	Master Painters & Decorators Australia
Board member	Matthew Moran	Master Builders Association
Board member	Michael McGowan	Housing Industry Association WA
Board member	Stephan Gracie	Construction, Forestry, Mining and Energy Union
Board member	Troy Smart	State Secretary of the Plumbing and Pipe Trades Employees Union
Executive member	Kylie Armstrong	Construction Training Council
Observer	Lena Constantine	State Training Board
Observer	Morena Stanley	Department of Training and Workforce Development

Electrical, Manufacturing and Utilities Industry Training Council

Chief Executive Officer: Jason Cullen

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

Financial, Administrative and Professional Services Training Council

Chief Executive Officer: Tracey Farrow

Title	Name	Organisation
Chair	Steve Halbert	Insurance Industry Expert
Deputy Chair	Sally Hackett	Institute of Public Accountants (IPA WA)
Member	Carly Shillam	Chamber of Commerce and Industry WA / Australian Support Network
Member	Drew Mayhills	Australian Institute of Management WA (AIMWA)
Member	Graeme Hicks	WA Police Licensing
Observer	Kim Stewart	Electrical Trades Union
Member	Nathan Bentley	Real Estate institute of WA (REIWA)
Member	Rebecca Smith	Swimming Pool and Spa Association WA (SPASA)
Member	Zoe Davies (Observer)	Public Sector Commission
Executive Member	Tracey Farrow	Financial, Administrative and Professional Services Training Council Chief Executive Officer
Observer	Brooke Fowles	State Training Board
Observer	Peta Odgers	Department of Training and Workforce Development

Food, Fibre and Timber Industries Training Council

Chief Executive Officer: Tony Palladino

Title	Name	Organisation
Chair	Darren Culverwell	LV Dohnt & Co Pty Ltd
Deputy Chair	Tania Longman	Cabinet Makers Association WA
Board member	Ann Maree O'Callaghan	Value Creators
Board member	Cheryl Stinson	Cheryl Stinson – Self Employer
Board member	Debra Kaye	Action Glass
Board member	Dr Alex-Kate Langfield	Hatch House Australia Pty Ltd
Board member	Geoff Richards	Richgro Garden Products
Board member	Glenice Batchelor	Merredin & Districts Farm Improvement Group (MadFig).
Board member	Kumar Peiris	Textile Clothing and Footwear Resource Centre of WA
Board member	Larry Kickett	Karda Safety
Board member	Matt Journeaux	Australasian Meat Industry Employees Union
Board member	Ric Newman	EE & JM Newman
Board member	Suliman Ali	Australian Workers' Union
Board member	Troy Van Heemst	Thoroughbred Breeders WA
Executive Member	Tony Palladino	Food, Fibre and Timber Industries Training Council
Observer	Stephen Moir	State Training Board
Observer	Michael Eckermann	Department of Training and Workforce Development

FutureNow Creative and Leisure Industries Training Council

Chief Executive Officer: Adam Denniss

Title	Name	Organisation
Chair	Andrew Hill	Hospitality / Sirrom Corp, Tourism WA
Board member	Iain McDougall	Hospitality Group Training representing Australian Hotels Association
Board member	Liz Maher	TaylorWeir Hairdresser and Barber Training
Board member	Natalie Jenkins	Yirra Yaakin Theatre Company
Board member	Rikki-Lea Bestall	Screenwest
Board member	Ross Anile	Retail Expert NGA
Board member	Tamara Cook	Known Associates Australia
Executive member	Adam Denniss	FutureNow: Creative and Leisure Industries Training Council
Observer	Fran Kirby	State Training Board
Observer	Mark Bloomfield	Department of Training and Workforce Development

Logistics Skills Council

Chief Executive Officer: Michael Taremba

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

Mining and Automotive Training Council

Manager: Ms Claudia Carsten

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

APPENDIX 2: STATE TRAINING BOARD COMMITTEES

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

Establishment and Variation of Apprenticeships Committee

The Board's Establishment and Variation of Apprenticeships Committee (EVAC) provides advice to the Minister regarding the classification of prescribed VET qualifications and any other conditions applied to them, as required under section 60C of the VET Act.

The EVAC meets as necessary to discuss contentious issues but otherwise conducts its work out of session. In 2025–26, EVAC had the following members:

Mr Stephen Moir

Professor Juli Coffin

Ms Kari Pnacek

Ms Lena Constantine

Ms Brooke Fowles (from May 2026)

Mr Jim Walker (until 31 December 2025)

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

Chef and Cook Workforce Steering Committee

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

The Committee has the following members:

Jim Walker, State Training Board (Chair)

Fran Kirby, Member, State Training Board

Adam Denniss, Chief Executive Officer, FutureNow Training Council

Bradley Woods, Chief Executive Officer, Australian Hotels Association

Mark Sainsbury, General Manager, Hospitality Group Training

Ian McDougall, former General Manager, Hospitality Group Training

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

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



Kari Pnacek, Assistant Secretary,
UnionsWA (as required)

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

Saj Abdoolakhan, Executive Director,
Small Business Development
Corporation and

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

Care Sector Steering Committee

In August 2025, the Board agreed to
establish a Care Sector Steering Committee,
comprising relevant industry and government
stakeholders ensuring a clear mandate to
drive workforce planning and development.

The Committee will comprise senior
representatives from key government
agencies and industry organisations
including:

Department of Training and Workforce
Development (Joint Chair)

A member of the State Training Board
(Joint Chair)

Department of the Premier and Cabinet

Department of Health

Department of Communities
(Office of Disability)

Department of Education

WA Country Health Service

Mental Health Commission

Aboriginal Health Council of
Western Australia

Kimberley Aboriginal Medical Services

Council of Aboriginal Services
Western Australia

Disability sector representative
(NDS WA or equivalent)

Aged care sector representative
(LASA or equivalent)

Early childhood education and care
representative (ECA WA Branch
or equivalent)

UnionsWA (or nominated union)

Western Australian Council of
Social Service

Community Skills WA

