

Our Ref: D19/0131123

Productivity Commission  
4 National Circuit  
Barton ACT 2600

Dear Commissioners

### **State Training Board Input – Western Australian Government response to the review of the National Agreement for Skills and Workforce Development**

Thank you for your correspondence dated 4 December 2019, seeking the State Training Board's input into the review of the National Agreement for Skills and Workforce Development (NASWD). On behalf of the State Training Board, I would like to provide the following feedback:

#### **Activity-based funding**

- The State Training Board does not support the recommendations in the Joyce Review that propose establishing a new activity-based national funding agreement.
- The State Training Board does not support changes that would add input controls to the national agreement as this may erode the State's capacity to plan for and respond to the training needs of Western Australian students, industry and training providers, particularly those in regional and remote Western Australia.

#### **Nationally-determined subsidy levels and training priorities**

- The State Training Board does not support the Joyce Review's proposal that a new national agreement include Commonwealth-determined, nationally consistent subsidy levels and training priorities.
- This would result in significant delegation of power away from Western Australia and may reduce the State's ability to direct training towards local skills priorities, and to intervene in areas where there is evidence of market failure, such as oversupply.
- A nationally standardised, Commonwealth-led pricing model would not reflect the very high training delivery costs in regional and remote Western Australia.
- Western Australia is often at a different stage of the economic cycle to the Eastern seaboard. It is important for the VET system to be highly responsive to the local labour market and economic pressures.
- Under the proposed arrangements, Western Australia's State Priority Occupation List would no longer determine funding priorities. Any national priority list is unlikely to incorporate such comprehensive local evidence, including advice on training priorities currently provided by the State Training Board and Industry Training Councils.

**Role of the State Training Board**

- Western Australia has an established and comprehensive industry advisory process underpinned by legislation.
- The State Training Board is the peak industry training advisory body to the Minister for Education and Training. It is a statutory body established under Part 3 of the *Vocational Education and Training Act 1996*. The Board recognises nine industry training advisory bodies (or Industry Training Councils) covering all industry in Western Australia.
- Industry Training Councils are funded to provide high level strategic advice on the training and workforce development needs and priorities of Western Australian industry, based on extensive industry consultation.
- A key deliverable for the Board is its *State Training Plan*. This is informed by comprehensive advice from Training Councils and sets out the training and skill development needs of Western Australia's industries. The Plan guides State Government funding and policy priorities for VET.
- The above processes ensure that there is a direct and effective link between industry needs and Government economic direction in Western Australia. This aligns with section 25 (i) of the NASWD to '*increase industry's engagement with the VET sector to ensure training outcomes are high quality and relevant to the needs of employers*'.

Thank you for the opportunity to contribute to this review. For your information, I have attached details of the State Training Board's membership (Attachment 1).

Yours sincerely

Jim Walker  
CHAIR, STATE TRAINING BOARD

13 December 2019

## **Attachment 1. State Training Board membership**

### **Mr Jim Walker (Chair)**

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

In addition to his role as Chair, State Training Board, Mr Walker is Chairman of Austin Engineering Ltd, Australian Potash Ltd and Mader Group Pty Ltd, and Deputy Chairman of RAC Holdings (WA) and an RAC Councillor. Mr Walker is also a Director of MG Kailis Group and Chairman of the WA Motor Museum and Chairman of Wesley College Council in addition to being a member of the Australian Institute of Company Directors and the Australian Institute of Management WA, where he held the position of President, AIM WA (2008–2010) and National President AIM, (2010 - 2013).

### **Mr Chris Hall AM**

Mr Hall is the Chief Executive Officer of Juniper, a leading provider of care, accommodation and support services for older Western Australians. Mr Hall has held corporate governance and senior leadership positions for 30 years in the Australian not for profit sector and local government industry at national, state and local levels. He has served on numerous government advisory and consultative bodies and on the boards of various not for profit organisations.

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

### **Professor Cobie Rudd BHSc(N), MPH, PhD, GAICD**

Professor Cobie Rudd is the Deputy Vice-Chancellor (Strategic Partnerships) and Vice-President at Edith Cowan University (ECU) with key responsibilities to enhance external relations and higher education sector partnerships and oversee professional accreditations. She has held senior policy research and advisory roles for both State and Commonwealth governments in the fields of health and education. In 2011, she was appointed by the Australian Government Office for Learning and Teaching as a National Teaching Fellow, to investigate enhancing the uptake of learning through simulation.

Professor Rudd has over 30 years of experience across sectors and has led a diverse range of capacity- building and research projects on a national scale, specifically workforce-related. This includes redressing gender inequalities. She has led ECU to achieving Bronze Institutional Accreditation in the first pilot of the Athena SWAN Charter in Australia; ECU being one of only 11 universities nationally to achieve this internationally-recognised award. As well, in 2019, ECU has been ranked sixth in the world for gender equality in the Times Higher Education University Impact Rankings and has been awarded the Workplace Gender Equality Agency Citation as an Employer of

Choice for Gender Equality for the last three years. She has served on over 15 boards of governance and is a graduate of the Australian Institute of Company Directors. In addition to her membership of the State Training Board, she is on the Board of the Cancer Council of WA.

### **Ms Meredith Hammat**

Ms Hammat is Secretary of UnionsWA; the governing peak body of the trade union movement in Western Australia, representing around 30 affiliated unions who in turn represent about 140,000 working Western Australians. Ms Hammat has over 20 years' experience in the trade union movement, having worked for the Australian Services Union in local government, energy and community services industries before being elected as UnionsWA Secretary in 2012. Ms Hammat is a graduate of the Australian Institute of Company Directors and holds a Masters degree in Industrial Relations. She is a Board member for the My Leave Board and Triathlon WA.

### **Mr Ray Sputore**

Mr Ray Sputore has over 43 years professional, corporate and business experience through a range of executive management and non-executive management appointments. Mr Sputore's extensive boardroom and board committee experience includes ASX listed, proprietary, not for profit and government organisations covering the building, civil, industrial, state government, resource and oil and gas sectors. Previous board roles include Master Builders WA, Master Builders Australia, Leighton Contractors, Ngarda Mining and Civil, Decmil Australia and the WA Construction Industry Portable long service leave and the Mark Allen Memorial Trust.

Mr Sputore graduated in Civil Engineering from the West Australian Institute of Technology in 1974. Mr Sputore is a Graduate of the Australian Institute of Company Directors, a Fellow of the Institute of Engineers Australia, and a registered builder, contractor and practitioner. Mr Sputore is the President of the Chamber of Commerce and Industry (CCIWA), the Chair of the CCIWA Board, Deputy President, non-executive director of the Australian Chamber of Commerce and Industry and non-executive director of CBus (United Super).

### **Captain Angela Bond, RNR**

Captain Bond was appointed to the State Training Board on 1 January 2018. Captain Bond was the Commanding Officer at HMAS Stirling and the Senior Naval Officer of Western Australia prior to transferring to the Naval Reserve in March 2017. Captain Bond has extensive experience in executive positions and human resource management. Captain Bond is a non-Executive Director of the Leeuwin Ocean Adventure Foundation, a Member of the Veterans Advisory Council of WA, a Fellow with the Australian Institute of Management WA and a Member of the Australian Institute of Company Directors. Captain Bond is also the Chair of the HMAS Perth (I) Memorial Foundation and has achieved a Master of Business Administration degree and a Master of Defence Studies (Management) degree from the University of Canberra.

### **Fran Kirby**

Ms Fran Kirby was born in Northern Ireland. She immigrated to Western Australia in 1987 having completed a Bachelor of Hospitality and Business from the University of Ulster.

Having gained significant Hotel operational experience in Ireland and Australia Ms Kirby was appointed Human Resources Manager at Observation City Hotel in 1992 until 1999. Thereafter Ms Kirby spent 3 years as Human Resources Manager at the Esplanade Hotel in Fremantle. In 2003 Fran joined Accor Hotels as the Regional Human Resources Manager for Western Australia. Fran is responsible for 13 hotels across the state. Fran was admitted to the Australian Hotels Association "Hall Of Fame" in 2008 for services to the Hospitality Industry in Western Australia. Fran is a Board Member of Hospitality Group Training and a member of the Tourism and Hospitality Consultative Committee for Edith Cowan University.

### **Professor Juli Coffin**

Professor Juli Coffin was appointed to the State Training Board on 1 January 2019. She is an Aboriginal woman, with traditional ties to her grandparents Nyangumarta country in the Pilbara region. She is recognised as a prominent Aboriginal researcher, with expertise in cultural security, education and research across a diverse range of settings including chronic diseases, community development and promotion. She was also a Chief Investigator on the NHMRC funded Centre for Research Excellence in Aboriginal Health and Wellbeing (CREAHW) at the Telethon Kids Institute and holds the position of Ellison Professor of Aboriginal Health - Telethon Kids. Currently, she is exploring innovative social and emotional well-being delivery for Aboriginal youth in the Kimberley region with the use of equine assisted learning and psychotherapy.

### **Stephen Moir**

Stephen Moir is the Group Chief Executive Officer of the Motor Trade Association of Western Australia (MTA WA), a position he has held since February 2010. The MTA WA is the peak representative body for the automotive retail and services sector. The automotive sector in Western Australia consists of approximately 7,000 businesses which employ 35,000 people.

Prior to joining the MTA WA, Stephen was the Managing Director of the Small Business Development Corporation where he had responsibility for the development and sustainability of the State's small business sector. He was also responsible for the management of the State's skilled and business migration program and established one of the most respected, innovative and successful programs in Australia. Stephen was a member of the Federal Minister for Immigration's Consultative Panel which determined the future shape of the skilled migration program for Australia. In addition Stephen has held senior management positions in the retail sector, industrial relations, marketing and human resource professions.