

Skilling WA progress report

June 2012

Skilling WA – A workforce development plan for Western Australia



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

Minister's message



In December 2010, the State Government launched *Skilling WA – A workforce development plan for Western Australia* (Skilling WA).

Skilling WA is based on five strategic goals that focus on increasing participation in the workforce, skilled migration, attraction and retention, skills development and planning and coordination.

A whole of government initiative, Skilling WA supports activities to attract, recruit, develop and retain a workforce with the appropriate skills to service the economic needs of the State.

The Priority actions listed in Skilling WA focus on the workforce planning and development challenges encountered by a resource rich state, operating in a highly competitive global economy.

In Western Australia, we are blessed with an abundance and diversity of natural resources that have underpinned the nation's economy during the turbulent years following the global financial crisis. As we enter another period of strong economic growth, the demand for skilled workers will only increase.

While this demand is primarily driven by major resource and infrastructure projects, it will impact on the ability of almost every business, in every industry sector in Western Australia to access and retain workers with the appropriate skills.

Skilling WA was designed to be a dynamic instrument which is regularly reviewed and updated. This important whole of government plan has been operational for over a year, and it is now time to consider the progress that has been made against each priority action.

This *Skilling WA progress report June 2012* will be used as a basis for further discussions with stakeholders to set priorities for the next 12 months.

Significant progress has already been made on achieving the Skilling WA objectives with all of the priority actions started, advanced or completed.

Many of these activities were included in the half yearly *Skilling WA Review Report*, which summarised the Plan's implementation up to June 2011 and was published in September 2011.

Unlike the half yearly review, this progress report details the progress of all Skilling WA Priority actions.

I commend all government, industry and community stakeholders on the progress that has been made so far through active partnerships and an integrated approach to workforce planning and development across Western Australia.

I encourage all stakeholders to continue working together to ensure all Western Australians have the opportunity to participate in and benefit from the State's economic success.

“Skilling WA – A workforce development plan for Western Australia (Skilling WA) has been in operation for almost 2 years. It provides a framework for a wide range of stakeholders to work together to develop a skilled workforce in this State.

I would like to acknowledge and thank all of these stakeholders for both their contribution to the development of Skilling WA's policies and strategies and their leadership in implementing the Priority actions.

The work undertaken by State government agencies, industry training councils, industry peak bodies, non-government organisations, and other key stakeholders has resulted in the achievements reported in this Skilling WA progress report (2012).

Your cooperation and collaboration is appreciated and I look forward to continuing this work with you.”

Dr Ruth Shean

Director General

Department of Training and Workforce Development

“When Skilling WA was launched in December 2010, the resource sector was in the midst of a major expansion phase with numerous projects being developed. In 2012, we are witnessing the continued evolution of the sector's workforce as more projects transition into operation and production.

The resource sector needs a highly educated, skilled and diverse workforce in order to develop economically important projects for Western Australia.

The Chamber of Minerals and Energy of Western Australia commends the State Government for continuing to progress the goals of its Skilling WA framework.

As the peak industry body for the resources sector, the Chamber of Minerals and Energy will continue to work with the State Government and other stakeholders in delivering the skilled workforce Western Australia needs.”

Reg Howard-Smith

Chief Executive

Chamber of Minerals and Energy of Western Australia

“As the Western Australian economy continues to grow, increasing demands are being placed on employers and workers and the State's labour market needs to respond.

The Chamber of Commerce and Industry (CCI) is pleased to support the Skilling WA strategy through service delivery, and collaboration with WA employers and the Department of Training and Workforce Development, to facilitate the labour market response.

We've made a good start and much work remains to be done to realise WA's potential. Skilling WA remains an important map for that journey.”

James Pearson

Chief Executive

Chamber of Commerce and Industry of WA

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Introduction

Skilling WA – A workforce development plan for Western Australia (Skilling WA) is the State Government's response to high demand for skills and labour from Western Australian employers. While this demand is primarily driven by the strong growth of the resources sector, Skilling WA is aimed at maximising the supply of skills and labour to all of the State's industries.

Skilling WA was developed following extensive consultation with government, industry and community stakeholders. Written submissions were also considered in response to a series of five discussion papers issued by the Department of Training and Workforce Development. These discussion papers are available from www.dtwd.wa.gov.au

While sustainable partnering relationships with stakeholders and open, transparent and effective two way communication are fundamental principles of Skilling WA, so is evidence based workforce planning, which draws from contemporary practice and reliable data.

To this end the Department of Training and Workforce Development uses data from a wide range of credible sources such as Monash University's Centre for Policy Studies, Deloitte Access Economics, the Australian Bureau of Statistics and the Australian Bureau of Agricultural and Resource Economics and Sciences. Utilising both reliable and up to date data and stakeholder input ensures Skilling WA remains targeted at identified and agreed priorities.

Launched in December 2010, Skilling WA was aimed at five strategic goals:

Strategic goal 1

Increase participation in the workforce particularly among the under-employed and disengaged, mature aged workers, Aboriginal and Torres Strait Islander and other under-represented groups.

Strategic goal 2

Supplement the Western Australian workforce with skilled migrants to fill employment vacancies unable to be filled by the local workforce and address those factors which support a growing population.

Strategic goal 3

Attract workers with the right skills to the Western Australian workforce and retain them by offering access to rewarding employment and a diverse and vibrant community and environment to live in.

Strategic goal 4

Provide flexible, responsive and innovative education and training which enables people to develop and utilise the skills necessary for them to realise their potential and contribute to Western Australia's prosperity.

Strategic goal 5

Plan and coordinate a strategic State Government response to workforce development issues in Western Australia.

The Department of Training and Workforce Development receives updates on Skilling WA's Priority actions each quarter from industry training councils and those stakeholders listed as lead agencies. The Ministerial Taskforce on Approvals, Development and Sustainability, supported by the Director General's working group, oversees Skilling WA's implementation and receives regular briefings on the plan's progress.

A progress report covering the period January to June 2011 was published in September 2011. Reporting for this half year update was by exception and highlighted the key achievements of government and the plan's key stakeholders.

Operational since January 2011, it is time to examine the progress made in implementing each of Skilling WA's 68 Priority actions.

This progress report for Skilling WA provides a status update for every priority action.

An example of achievements that relate to each of the five strategic goals is provided in this summary to give a sense of the work that has been undertaken during the reporting period.

Strategic goal 1

- Action to remove workers' compensation discrimination for older workers was achieved through amendments to *the Workers' Compensation and Injury Management Act*.
- New trade and para-professional pathways for the building and construction sector were developed as VET in Schools (VET'S) programs to simplify pathways and address the drop in apprenticeship commencements in the sector.
- In addition to the Perth (metropolitan) centre, Aboriginal Workforce Development Centres were established in Broome, Bunbury, Geraldton and Kalgoorlie.

Strategic goal 2

- The State Government launched its Western Australian skilled migration strategy in March 2011.
- Staff of 29 non-government organisations (NGOs) that operate in the Pilbara and Kimberly regions will benefit from the provision of 58 affordable housing units in regional towns.
- Perth (metropolitan) was classified as a region for the purposes of the Regional Sponsored Migration Scheme (RSMS) in September 2011. This employer sponsored migration scheme allows Australian employers (in designated regional areas) to fill 'skilled' positions on a permanent basis, with non-Australian citizens if the position can not be filled from the local workforce.

Strategic goal 3

- Industries ability to attract and retain workers in regional centres is supported through the Regional Airports Development Scheme² (RADS).
- "*Opening Doors to Affordable Housing*" a ten year strategy to address housing affordability issues for people on low to moderate income was launched in 2011.
- Regional workforce development plans have substantially commenced across the State to plan for the attraction and retention of skilled workers in the regions.

2 <http://www.transport.wa.gov.au/aviation/1347.asp#22709>

Strategic Goal 4

- The State Training Board has coordinated the establishment of a number of responsive trade training pilots to test an 'advanced pre-apprenticeship' model.
- The Council of Australian Governments (COAG) endorsed a revised National Agreement for Skills and Workforce Development which sets ambitious reform milestones and targets for the next five years.
- The Department of Training and Workforce Development has successfully grown existing workers traineeships established at certificate IV or above.

Strategic Goal 5

- The Public Sector Commission (PSC) published *the 'State of the Sector 2011'*³ report November 2011 which considers workforce planning and diversity as a critical issue for the future for the public sector.
- The State Government announced that six towns in the south west will benefit from greater access to a doctor under the \$565 million Southern Inland Health initiative.
- The Department of Training and Workforce Development continues to analyse and publish regular economic and labour market data on the Department's website.

Economic overview

Western Australia saw a continued economic strengthening over most of the past year, primarily led by the resources sector.

The State's project investment pipeline remains a dominant feature. Deloitte Access Economics' *Investment Monitor* shows the State had around \$263 billion worth of confirmed or potential major investment projects as at June 2012. While this represented a slight fall in value over the year, it still equated to a sizeable 28.6% share of the total value of national projects.

Strengthening labour demand in Western Australia has translated into robust jobs growth. The State added some 42 400 jobs over the year to July 2012, representing an annual growth rate of 3.4%. This meant that Western Australia accounted for almost two thirds of the nation's total employment growth over the past year (of around 66 000 additional jobs, representing growth of just 0.6%).

The State's strong jobs market has also correlated with strong labour market participation, with Western Australia's labour force participation rate over the year to July 2012 averaging 68.5%, compared to only 65.4% nationally. Western Australia continues to have the highest participation rate of all states.

The State's resident population grew by 2.9% over the year to 31 December 2011 (latest data available). While this was lower than the State's previous peak population growth rate of 3.4% in 2008, it was more than twice the rate of growth (of 1.4%) recorded nationally over 2011. Overseas migration continued to be a major driver, accounting for 58.4% of the State's annual growth.

The State's somewhat slower population growth combined with an ageing population means growth in labour demand in Western Australia has been outpacing growth in the supply of labour. As a result, the State's unemployment rate has been fluctuating around a historically low range of 3.5% to 4.0% over the past half year.

3 http://www.publicsector.wa.gov.au/SiteCollectionDocuments/SOTS_in_Summary.pdf

The State’s most recent rate of 3.6% for July 2012 is considerably lower than respective national rate of 5.2%, with a sizable gap now having opened up between Western Australia and Australia over the past two or so years (see chart below).



The last time the State’s unemployment rate was lower than its current rate was in early 2008 – just prior to the onset of the economic downturn associated with the global financial crisis (see chart above).

The State’s tightening labour market was also reflected the June quarter 2012 *Commonwealth Bank – CCI Survey of Business Expectations*, which reported that 42% of those local businesses surveyed reported labour as scarce.

Progress by priority action

Strategic goal 1

Increase participation in the workforce particularly among the under-employed and disengaged, mature aged workers, Aboriginal and Torres Strait Islander and other under-represented groups.

As traditional sources of labour become increasingly difficult to access, increasing workforce participation levels amongst under-represented sections of the population is critical in addressing the State's long term labour needs. The following activities support the achievement of this outcome.

Strategy 1.1 – Provide leadership in increasing participation in the Western Australian workforce

1.1.1 Industry leadership

Industry will take a leadership role in promoting and facilitating an increase in participation of target groups within enterprise workplaces.

[Lead groups/associations: Peak employer groups and industry associations]

CCIWA Workforce Participation Forum – November 2011

The Workforce Participation Forum held in Perth in November 2011 featured a number of Western Australian business leaders who provided practical insights and solutions to assist employers find, attract and retain workers from under-represented sections of the population.

Diversity in the workforce

The 'Employ Outside the Box' initiative is series of business cases outlining the rewards of diversity in the workforce, launched in March 2012 by the Minister for Employment and Workplace Relations, Hon. Bill Shorten MP at Parliament House, Canberra. The series is an initiative of the ACCI with contributions from the CCIWA and other key stakeholders.

The *Employ Outside the Box – The rewards of a diverse workforce* employer guide, makes the case to employers on the benefits businesses can reap from looking at employing people from diversity groups.

This series is supported by CCI's complementary employer guides which provide practical advice to Western Australian employers on hiring people from under represented groups. Guides will be released periodically throughout 2012 and 2013.

- 'Employ Outside the Box – The rewards of a diverse workforce' overarching document was released in February 2012.
- 'Employ Outside the Box – People with Disability – The rewards of a diverse workforce – A quick guide for WA employers' will be launched in August 2012
- 'Employ Outside the Box – Mature Aged Workers – The rewards of a diverse workforce – A quick guide for WA employers' will be launched by the end of 2012.

The Industry Capability Network

The Industry Capability Network (ICN) is a CCIWA operated business network that sources service providers and maintains a capability and capacity database of Australian and New Zealand companies.

ICNWA is a specialist Australian vendor identification service provided as a joint Industry and State Government initiative and contributes to the ongoing creation of employment opportunities in Australian industry.

CMEWA

The Chamber of Minerals and Energy WA (CMEWA) acknowledge building workforce diversity is a critical strategy in overcoming skill shortages in the mining and resources sector. Engaging women and Indigenous Australians and increasing participation for unrepresented groups is an important step to assist the resources sector to meet its increasing demand for skilled labour.

The 2011 CME *Diversity in Resources Survey* asked CMEWA members to identify the workforce participation rates of females and Indigenous Australians. Data collected show that in the 2011, women accounted for 22.2% of the resources sector workforce, an increase from the 19% reported in the *2008 CMEWA Attraction and Retention of Women in the Western Australian Resources Sector* report.

The 2011 CMEWA *Diversity in Resources Survey* showed that that Indigenous Australians make up 4.2% of the resources sector workforce. This figure, when compared with the Western Australian Indigenous population of 3.8% makes the State's resources sector one of the largest employers of Indigenous Western Australians.

CMEWA Scholarships

The CMEWA have provided scholarships to four indigenous employees of resource sector companies to undertake a certificate IV in Frontline Management through the Australian Institute of Management.

The course was tailored to be culturally appropriate and assist the passage of Indigenous employees into leadership roles within the resources sector.

FastTrack initiative

FastTrack is a joint venture between the CMEWA, the Resource Industry Training Council and the Australian Petroleum Production and Exploration Association (APPEA) to increase the representation of Aboriginal women in the resources sector.

As a result of this initiative, eleven Indigenous women have completed a six week pre-employment program and have begun traineeships at two mine sites in the Pilbara as part of a new resources industry training program.

Program participants will undertake a twelve month certificate II in Surface Extraction Operations and be employed on a two week on, one week off FIFO roster.

Aboriginal aged care

The Community Services, Health and Education Training Council are supporting the partnership formed between the Ashburton Aboriginal Corporation and Adept Training Pty Ltd to deliver the certificate III in Aged Care to Aboriginal women in Port Hedland.

The program aims to deliver culturally appropriate training that encourages Aboriginal aged care workers to support senior Aboriginal people in culturally appropriate ways.

A four month training project commenced in March 2012 and is scheduled to complete in July 2012. However if necessary, students may extend this period should they require more time to complete the certificate.

Funding has been provided by the Department of Education, Employment and Workplace Relations through its '*Workforce Participation: Work Readiness Program*'.

1.1.2 Public sector participation

The State Government will implement a range of initiatives to:

- increase the employment of under-represented groups in the public sector; and
- provide best practice examples of workplace flexibility.

[Lead agencies: Public Sector Commission and Department of Commerce]

Public Sector Commission (PSC)

With the objective of further developing strategies which support agencies to increase the employment of under-represented groups and facilitate the sharing of good practice, the PSC has:

- worked with State and Local Government public sector authorities and public Universities to assist them in the development of an equal employment opportunity management plan;
- increased agency consultations;
- delivered diversity workshops;
- provided support to State Government agencies to develop workforce development plans;
- produced and circulated a fact sheet on “Increasing diversity statistics”
- expanded the PSCs workforce planning tool kit;
- implemented the Aboriginal employment strategy; and
- secured funding to expand workforce and diversity initiatives to regional Western Australia.

The Aboriginal employment strategy is linked to a COAG National Indigenous Reform Agreement agenda and aims to increase the representation of Aboriginal employees in the public sector from 2.6% (June 2011) to 3.2% by 2015.

While increasing the diversity of the Western Australian public sector is a priority for the PSC, gathering reliable data on diversity is difficult as reporting is by employee self nomination and is typically under-reported.

The PSC is working to increase the representation of workers with disability in the public service. The objectives are consistent with the COAG National Disability Agreement reform agenda.

Equal employment opportunity management plans

To date, 122 State Government agencies have developed equal employment opportunity management plans to inform future workforce planning strategies and include strategies to employ persons from under represented groups.

These plans will provide a framework to assist agencies in guiding future recruitment attraction and retention activities.

1.1.3 State Government contracting

The State Government will include requirements in its contracting of works and services for the employment of Aboriginal workers.

[Lead agency: Department of Indigenous Affairs]

State Government contracting

The Western Australian based Aboriginal Affairs Coordinating Committee⁴ (AACC) has endorsed the proposal that Aboriginal businesses (minimum 50% Aboriginal owned) are exempted from the competitive requirements for the purchase of goods and services up to the value of \$150 000, subject to the procurement representing value for money.

⁴ The AACC is established under section 19 of the *Aboriginal Affairs Planning Authority Act 1972*. Committee membership includes the Directors General of the Departments of Indigenous Affairs (chair); Premier and Cabinet; Health; Finance; Child Protection; Education; Housing; the Commissioner of the Western Australian Police; and the Chair of the Western Australian Aboriginal Advisory Council.

It is anticipated that this amendment to the State Supply Commission's Open and Effective Competition policy will be considered by the Board of the State Supply Commission in the fourth quarter of 2012.

East Kimberley Development Package – Indigenous apprenticeships

Indigenous apprentices are funded through the East Kimberley Development Package (EKDP) and managed through the Department of Finance's, Building Management and Works, Apprentice Training Unit.

Kimberley Group Training has been contracted by the Apprentice Training Unit to recruit, indenture and manage apprentices through the life of the EKDP as part of the Apprentice Training Program.

In addition to formal training, Kimberley Group Training is required to ensure that all apprentices are work-ready and are put through appropriate pre-apprenticeship training program.

There are currently 19 apprentices working on this training initiative. Ten have been placed on Department of Housing projects and nine are working on Department of Health and Department of Education projects.

Mandating Indigenous training and employment through contracting capabilities

The Department of Housing uses its strength as head contractor in residential construction and land development to embed Indigenous employment and training outcomes into project specifications.

In all residential construction projects in the Kimberley that are managed by the Department of Housing, Indigenous training and employment is a mandated requirement.

Strategy 1.2 – Provide incentives and support to encourage greater participation in the workforce

1.2.1 Training funding

The Department of Training and Workforce Development will give priority to the packaging of funding streams and programs (including partnerships) for the engagement and training of those groups under-represented in the workforce.

[Lead agency: Department of Training and Workforce Development]

The Department of Training and Workforce Development is undertaking a review of current programs and funding streams that have an equity impact and potential to increase participation in training and the workforce.

Internal consultations to gather information for each of the funding programs are complete with further review and analysis planned.

Workforce participation policy

The Department of Training and Workforce Development *Workforce participation policy* was endorsed by corporate executive in March 2012. This policy outlines how the Department will foster workforce participation by people from diverse backgrounds, through the targeted funding of programs for the engagement and training of those groups under-represented in the workforce.

The Department continues to fund a range of programs that engage with and train those groups under-represented in the workforce. These include the Equity, development and innovation program, Adult and Community Education grants and the Workforce participation program.

To ensure these programs continue to be aligned with current needs, the Department has commenced a review of all programs and funding streams which have an equity impact and the potential to further increase participation in training and the workforce.

CAT access program

Competitive Allocation of Training (CAT) access program provides vocational training programs to people within the general community who face barriers in their personal circumstances that prevent them from accessing mainstream training programs.

As such, all training programs that are funded under the CAT access program must be customised to meet the specific needs of each client group and must retain a high degree of community involvement and support.

Training Places for Single and Teenage Parents

A National Partnership on *Training Places for Single and Teenage Parents* was endorsed by Western Australia on 26 March 2012. Supported by the State Government, the program is designed to improve the skill sets and job prospects of single or teenage parents.

Workforce Participation Program (Work Readiness and Equity)

The Workforce Participation Program seeks to promote work readiness and facilitate entry level participation in the workforce by groups currently under represented in the workforce.

The program commenced in August 2011 and is designed to deliver the foundation skills necessary for entry into the workforce.

The training focuses on foundation, entry level qualifications, usually at the certificate I or certificate II level.

At Risk School Aged Students (ARSAS) program

The ARSA program provides vocational education and training to school aged students who have been identified through Regional Education Offices as being at risk of disengaging from school or have already disengaged from school. The aim of the program is to provide participating students a pathway into further training or employment or re-engagement with the school system.

Employer subsidies for Certificate II qualifications

The Retail and Personal Services Training Council has responded to stakeholder concerns by lobbying the Australian government for the reinstatement of employer subsidies for certificate II qualifications in the community pharmacy, floristry and beauty industries and the retail sector.

The loss of this subsidy is identified as a significant barrier to employment and is having a serious impact on industries ability to take on trainees.

The Retail and Personal Services Training Council is reporting that small business is experiencing a major drop in turnover compared with previous years, resulting in a lack of confidence and reluctance to commit to training.

Targeted funding for pre-employment and entry-level qualifications would increase the pool of trained workers and assist people from under-represented groups to enter the workforce.

The Food Fibre and Timber Training Council have also confirmed this as an issue for their industry.

1.2.2 Training participation

The Department of Training and Workforce Development will focus a proportion of its group training funding as an incentive to increase participation of target groups in apprenticeships and traineeships.

[Lead agency: Department of Training and Workforce Development]

Increasing training participation in target groups

The Department of Training and Workforce Development has completed an environmental scan of Group Training Organisations (GTOs) operating in Western Australia.

The scan compares outcomes from group training organisations with those of other employers and focuses on key areas such as commencements, withdrawals, cancellations and demographics. Further consultations with stakeholders are planned for later in 2012 to discuss funding issues related to the targeted priority groups.

Aboriginal primary health care

Aboriginal people in Western Australia now have access to more training options with the launch in March 2012 of three new primary health care traineeships.

Three new fully funded traineeships at levels two, three and four can be delivered for Aboriginal primary health care have been established to contribute to a better skilled health workforce for Aboriginal communities

The program can be delivered by four Western Australian registered training organisations: Marr Mooditj Training; Kimberley Aboriginal Medical Services Council; Bega Garribirringu Health Service in Kalgoorlie-Boulder; and the Aboriginal Health Council of WA.

1.2.3 Workplace flexibility

The Department of Commerce will develop and implement the Workplace Flexibility and Participation Program to promote flexible work practices in enterprises, which will assist in reducing the barriers to workforce participation and attracting and retaining workers.

[Lead agency: Department of Commerce]

Flexible workplace resources

The Department of Commerce has developed a range of resources currently available to all enterprises to encourage and assist the implementation of flexible work arrangements. These are accessible through the Department's website⁵.

Enterprise based workforce planning and development package

The Department of Training and Workforce Development has partnered with the Department of Commerce, the SBDC and the CCIWA to develop the enterprise based workforce planning and development package.

The package will include tools and resources aimed at assisting small and medium enterprises to undertake workforce planning and implement workforce development strategies, including flexible work practices. (See Priority action 5.2.5 for more information).

⁵ <http://www.commerce.wa.gov.au/LabourRelations/Content/Work%20Life%20Balance/Resources/index.htm>

1.2.4 Career development

The Department of Training and Workforce Development will develop a proposal for its Career Centre and metropolitan and regional Workforce Development Centres to take on a 'case management' role to support increased workforce participation of under-represented groups.

[Lead agency: Department of Training and Workforce Development]

Career Centre

The Career Centre uses a Differentiated Service Delivery (DSD) model with three tiers to meet the individual needs of a diverse range of clients:

- self help services (web site) for young people and adults who are self motivated, independent learners;
- brief staff assisted services (web chat) for young people and adults who are moderately self motivated, independent learners; and
- substantial assistance of up to four face to face, phone and email career guidance sessions for young people and adults who for various reasons may have low levels of motivation and readiness for decision-making and learning.

For the third tier, an individual action plan describing the use of recommended career tools and resources is developed with the client to assist them to find and interpret information and make learning and career decisions.

Workforce Development Centre formative review

The Department is undertaking a formative review of the State's Workforce Development Centres to evaluate whether they are achieving their objective of working to improve workforce participation, particularly among the under-employed, disengaged and under-represented groups in the community.

1.2.5 Youth mentoring

The Department for Communities will promote the mentoring of Western Australian youth to help their transition into training, higher education and employment.

[Lead agency: Department for Communities]

Research paper on youth mentoring

The Department for Communities commissioned a research paper 'Youth Mentoring as an Intervention with Disengaged Young People⁶ – A Literature Review'.

The paper was completed in October 2011 and provides the basis for the draft WA Youth Mentoring Reform Strategic Framework. The framework will inform the overall youth mentoring reform agenda in Western Australia.

The strategic framework was guided by the Youth Mentoring Reform Group (YMRG), a body co-chaired by the YMCA Perth and the Department for Communities and comprising representatives from a range of community organisations.

The strategic framework was developed to provide guidance to mentoring providers on quality service delivery and includes continuous improvement strategies.

The National Partnership on Youth Attainment and Transitions has provided funding for 2012 for youth mentoring projects (see below). A community awareness campaign to raise the profile of youth mentoring is identified as a key performance indicator for the framework.

⁶ <http://www.communities.wa.gov.au/Youth/youthmentoringreform/Documents/Literature%20Review%20on%20Youth%20Mentoring%20Final%20Report%2025%20October%202011.pdf>

Youth mentoring

The National Partnership on Youth Attainment and Transitions has provided funding over four years (2011-2014) for selected youth mentoring projects in Western Australia.

The Department for Communities is the lead agency with the Department of Training and Workforce Development supporting the program as contract manager with responsibility for auditing and reporting on progress annually.

In the last quarter of 2011, mentoring agencies were asked to design demonstration projects which showcase and share best practice in youth mentoring with the aim of supporting young people in their transition into training, higher education and employment.

Four projects were selected and announced in December 2011.

- The Four Organisation Consortium. Aim: to develop a DVD and booklet as an introductory training tool for mentors and a mechanism to promote best practice.
- Jobs Southwest. Aim: To create communications materials to support mentors and mentees with a particular focus on regional areas.
- Metropolitan Migrant Resource Centre. Aim: To develop a good practice framework for using mentoring with newly arrived young people. Including a DVD as a training resource for mentors and program coordinators.
- School Volunteer Program. Aim: To create and test reliable instruments to capture data to help measure the efficacy of the mentoring programs. This will assist in guiding mentoring agencies in the collection of data for evaluation.

Each of these projects complements the other and will make a significant contribution to building the capacity of the mentoring sector in Western Australia.

1.2.6 Workforce participation of under-represented groups

The Department of Training and Workforce Development will partner with community and government organisations to develop and implement a range of initiatives to attract and retain under-represented groups in the workforce.

Organisations will include, the Western Australian Council of Social Services, Council on the Ageing, People with Disabilities (WA), the Department for Communities, Disabilities Services Commission, Office of Multicultural Interests and Mental Health Commission.

[Lead agency: Department of Training and Workforce Development]

Collaboration

The Department of Training and Workforce Development continues to work with community and government agencies to address issues of participation by under represented groups in the workforce. These groups include:

- Western Australian CaLD Across-Government Network;
- South East Multicultural Reference Group;
- Interagency Settlement Group;
- Adult Learning Australia;
- APPC ACE subgroup;
- State and Territory Equity Managers; and
- Disability Support Officers network.

Maximising opportunities for Indigenous workers

The Department of State Development has negotiated agreements with major project proponents across the State, securing commitments to maximise opportunities for Aboriginal workers.

The agreements provide substantial benefits for traditional owners including education and training, employment and contracting opportunities.

Ord Irrigation Expansion Project (OIEP) plus the East Kimberley Development Package (EKDP)

The agreements for OIEP and EKDP relate to the establishment and operation of hard and social infrastructure in the East Kimberley.

Contract conditions for these projects require proponents (contractors and participating government agencies) to submit an Indigenous Participation Plan (IPP) and report against outcomes of the IPP on a quarterly basis.

It is anticipated that these initiatives will go some way to addressing difficulties in attracting and retaining indigenous trainees and lack of work readiness within remote communities.

Ord-East Kimberley Expansion Plan

The Ord-East Kimberley Expansion Plan is a \$311 million⁷ State commitment to grow the agricultural industry in the east Kimberley region. At the same time the plan seeks to improve the social and economic outcomes of the traditional owners represented by the Miriuwung Gajerrong Corporation (MG Corporation).

The Department of Regional Development and Lands through partnership with MG Corporation and other stakeholders is developing a range of training, employment and business development opportunities for the construction component of the project, the ongoing management operations and broader economic development resulting from the project.

Youth unemployment

A Youth Unemployment Committee has been established by the State Training Board to examine youth unemployment in Western Australia. The committee will consider:

- youth unemployment statistics, to develop a statistical profile of young people's transition to employment and further education;
- activities, programs and training that provide for a successful transition from secondary education to further education, training and employment; and
- examine the role, source and quality of career advice provided to young people and their parents/guardians in schools, tertiary institutions, industry and other community advisory bodies.

A report examining these issues is expected in the second half of 2012.

⁷ <http://www.rdl.wa.gov.au/royalties/r4rkimberley/Pages/Ord-East-Kimberley-Development-Plan.aspx>

Strategy 1.3 – Facilitate removal of barriers to participation in the workforce

1.3.1 Training together – working together

The State Government will implement *Training together – working together* the Aboriginal workforce development strategy which aims to improve the employment and training outcomes of Aboriginal people in Western Australia. This includes initiatives to establish Aboriginal Workforce Development Centres, an Aboriginal workforce development website and a State-wide mentoring program.

[Lead agency: Department of Training and Workforce Development]

Implementing *Training together – working together*

The Department of Training and Workforce Development continues to work with the State Training Board and the Training together – working together Joint Steering Committee to implement the *Training together – working together*: Aboriginal workforce development strategy.

- Established in February 2011, the Joint Steering Committee is chaired by Mr Keith Spence who also chairs the State Training Board and is a member of Skills Australia (Now the Australian Workforce and Productivity Agency). The Committee held six meetings in 2011.
- The Department of Training and Workforce Development has established an internal Training together working together stakeholders' group that meets three times a year and contributes to the implementation of Training together – working together.

Training together – working together is founded on five main strategic themes.

These are:

1. connecting employers and Aboriginal job seekers to meet Western Australia's growing work opportunities;
2. engaging local knowledge and capacity – recognising a 'one size fits all' approach does not work;
3. improving the transitioning of Aboriginal people through quality mentoring and other support;
4. developing a strategic systematic response to individual and institutional barriers to Aboriginal participation in the workforce; and
5. raising awareness of Aboriginal employment opportunities and promoting new Aboriginal role models.

Aboriginal Workforce Development Centres

The Perth Aboriginal Workforce Development Centre commenced operations on 5 March 2010. Located in Murray Street in the Perth CBD, the Centre is the main coordinating point to support Aboriginal people transitioning into employment. The centre also assists employers to meet their workforce needs.

In addition to the Murray Street Centre, the State Government has also established four Aboriginal Workforce Development Centres in selected regional areas of Western Australia – Bunbury, Geraldton, Kalgoorlie and Broome.

Aboriginal Workforce Development Centres work to 'join the dots', linking Aboriginal people with job opportunities and ensuring that employment, career, training and mentoring services provided by government, private and non for profit organisations are fully accessible to Aboriginal people who need extra support to achieve sustainable employment. Among other approaches, centres hold regular employer forums to showcase successful Aboriginal employment strategies, including best practice in Aboriginal workforce development across State Government.

Since opening, a total of 368⁸ individual Aboriginal job seekers have been placed in employment, and 118 were in training (as of 30 June 2012). Aboriginal Workforce Development Centres are working in partnership with over 500 service providers across the State and have assisted over 300 employers to develop their Aboriginal employment strategies.

8 AWDC CRM data

Twelve industry spotlight workshops were held at the Murray Street centre in 2011 with another 11 held prior to 30 June 2012. The workshops link job seekers to specific industry sectors offering pre-employment programs and job opportunities.

Resources including fact sheets, databases of providers of mentoring services and cultural awareness training are published on the AWDC website to support employers, job seekers and service providers.

A statewide mentoring strategy has been developed to support Aboriginal people to gain employment. The Department of Training and Workforce Development has established the Aboriginal Workforce Development Centre website that provides easy access to existing mentor services and resources:

(See <http://www.trainingwa.wa.gov.au/awdc/detcms/portal/>)

A key aspect of the Aboriginal Workforce Development strategy is the promotion of new Aboriginal role models and success stories. This approach seeks to build aspiration and self confidence among Aboriginal people while also fostering awareness among employers about the benefits of employing Aboriginal people. A number of role models have been identified and six video clips appear on the AWDC website:

(See <http://www.trainingwa.wa.gov.au/awdc/detcms/navigation/role-models/?oid=Article-id-10808219>)

Aboriginal Business Directory

A state wide Aboriginal Business Directory has been developed by the Department of Training and Workforce Development in partnership with the Chamber of Commerce and Industry WA's ProjectConnect, the Department of Indigenous Affairs, and the Small Business Development Corporation.

Aboriginal businesses began registering on the site from March 2012. Twenty profiles were registered as of 30 June 2012 with another six profiles under evaluation.

The Ngaanyatjarra Lands Training and Workforce Development Project

The Ngaanyatjarra Lands Training and Workforce Development Project is a 12 month pilot project which is training 66 participants in four communities.

The program commenced in August 2011 with the objective of assisting Aboriginal people gain meaningful employment.

The project includes modules on preparing for work, occupational safety and health, communications skills, kitchen skills, computing, business, purchasing, warehousing and distribution, automotive, machine maintenance, gardening, landscaping, tools, cooking, cabinet making and welding.

Support staff from each of the four participating communities were recruited as mentors for the projects.

Role model strategy

Training together – working together recommends the implementation of a strategy to promote positive Aboriginal role models.

The Department of Training and Workforce Development has established a role model strategy which is implemented through the Aboriginal Workforce Development Centre in Perth. Achievements include:

- eight people appointed as role models;
- six 'role model' video clips have been produced and are now available on the Department of Training and Workforce Development's website;
- video clips are available in DVD format for use in other centres and at expos;
- resources will be made available to other service providers for use with their clients or students; and
- the Perth Aboriginal Workforce Development Centre plans to deliver workshops and other activities that will assist the roles models to further engage with job seekers from within the Aboriginal community.

1.3.2 Childcare services

The State Government will develop and implement initiatives to increase the capability and capacity of providers to deliver appropriate childcare, out of school care and vacation care throughout Western Australia.

[Lead agency: Department for Communities]

Childcare services

The Department for Communities leads the implementation of the *National Quality Agenda (NQA)* for education and care services in Western Australia. The objective is to improve the quality of education and care services across:

- centre based care (previously known as long day care and outside school hours and vacation care); and
- family day care services.

The Department for Communities has worked closely with education and care providers to ensure they are able to meet the requirements of the NQA.

Royalties for Regions has committed funding of \$9.3 million covering the years 2012-2015 and will support the transformation and longer term sustainability of regional community managed education and care services. The focus will be on improving the viability of care services and support staff to access training to meet the NQA.

Kununurra Out of School Hours Child Care facility (Pre-Primary to Year 7)

An Out of School Hours Child Care facility is currently being planned for Kununurra with the objective of providing quality, professional after school and vacation care to local children.

The facility is co-funded by the Commonwealth through the EKDP; the State Government through the Royalties for Regions scheme; and the Catholic Education Office.

The facility was planned in consultation with the State Department for Communities, St Joseph's Catholic Primary School, parents from the Kununurra community, the Commonwealth Department of Education, Employment and Workplace Relations and the Shire of Wyndham East Kimberley.

The facility will be co-located with St Joseph's Catholic Primary School and managed by the St Joseph's school principal.

Waroona Child Care Centre feasibility study

The Peel regional workforce development plan identified lack of child care services as a barrier to employment for residents of the Shire of Waroona. In response to this, the Department of Training and Workforce Development commissioned a feasibility study into establishing child care services in the Shire of Waroona.

The study has been provided to the local authority for consideration.

1.3.3 Regional workforce development alliances

The Department of Training and Workforce Development will establish regional workforce development alliances in the State's non-metropolitan regions to lead workforce development initiatives in regional areas and to address barriers to workforce participation. This will be facilitated through the development and implementation of regional workforce development plans.

[Lead agencies: Department of Training and Workforce Development and Regional Development Commissions]

The Department of Training and Workforce Development has established regional workforce alliances in each of the nine designated regional areas in Western Australia.

Each alliance comprises representatives from local business, industry groups, local governments, relevant government agencies and the local State Training Providers.

Each alliance will provide a local context and guide the development and implementation of regional workforce development plans and implementation of the Priority actions.

1.3.4 Government collaboration

The Western Australian Government will work with the Australian Government to foster collaborative engagement between State agencies and publicly funded employment service providers to maximise employment outcomes.

[Lead agencies: Department of Training and Workforce Development and Department of Premier and Cabinet]

Employment and workforce development services

The Department of Training and Workforce Development is undertaking a project to identify and map the stakeholders involved in providing employment and workforce development services in Western Australia.

The project seeks to provide information to enable the identification opportunities for further collaboration between Commonwealth and State Government agencies and not for profit providers.

Strategic goal 2

Supplement the Western Australian workforce with skilled migrants to fill employment vacancies unable to be filled by the local workforce and address those factors which support a growing population.

Skilled migration strategy

The *Western Australian skilled migration strategy* released in March 2011 outlines the Western Australian Government's approach to maximising the benefits to Western Australia from the National Migration Program and will be implemented concurrently with Skilling WA.

The recommended Priority actions in the *Western Australian skilled migration strategy* are aligned to six key themes:

1. **planning** – delivering a more consistent and integrated planning approach to skilled migration;
2. **information** – providing easily accessible, high quality information on skilled migration;
3. **attraction** – developing attraction and retention strategies to ensure Western Australia has the skilled workforce needed to support sustainable economic growth;
4. **process** – refining migration processes to support a more flexible and responsive migration program;
5. **settlement services** – implementing a range of settlement services to support skilled migrants to integrate into the local workforce; and
6. **advocacy** – maintaining an ongoing dialogue with the Australian Government to positively influence policy direction and ensure the needs of Western Australia are met.

Strategy 2.1 – Implement the initiatives outlined in the Western Australian skilled migration strategy to deliver a responsive migration program for Western Australia.

2.1.1 Western Australian skilled migration occupation list

The Department of Training and Workforce Development will develop and use a *Western Australian skilled migration occupation list* to address the State's skill needs through the State Sponsored General Skilled Migration program.

[Lead agency: Department of Training and Workforce Development]

Western Australian skilled migration occupation list

The Western Australian skilled migration occupation list (WASMOL) is a list of priority occupations used to guide skilled migration into Western Australia under the State Sponsored Visa program.

The WASMOL is based on the State priority occupation list and is developed through an analysis of an extensive range of economic and labour market indicators at an industry and occupational level.

This analysis is supplemented by intelligence provided by Western Australian's ten Industry Training Councils and allows the targeted selection of skilled migrants who have the skills considered as a priority by Western Australian industry.

The WASMOL is updated on an annual basis.

2.1.2 State sponsored skilled migration

The Department of Training and Workforce Development will review the administrative processes for State sponsorship of applicants to the General Skilled Migration program to improve processing times and migration outcomes.

[Lead agency: Department of Training and Workforce Development]

Improvement in processing

In late 2010, the Department implemented a customer relationship management (CRM) system for the processing of applications for sponsorship under the state-sponsored visa program. Since then the CRM has been enhanced, enabling the online application form to be available online via the migration portal and for electronic processing of applications.

Upon the announcement of Perth gaining 'regional' status for the purposes of the Regional Sponsored Migration Scheme (RSMS), the CRM was enhanced to enable receipt of applications for certification under the Regional Sponsored Migration Scheme.

The CRM will continue to be enhanced according to the requirements of the state sponsored and RSMS programs, along with client needs.

To provide applicants with the length of time it will take to process their application, up to date processing times (working days) are displayed on the How to apply for State Sponsorship and the Welcome to Regional Sponsored Migration Scheme pages of the State's migration portal.

Implementation of these strategies has enabled the Department to provide a transparent and customer-focussed service to clients.

2.1.3 Recognition of overseas qualifications

The Department of Training and Workforce Development will investigate alternative models for processing the recognition of skilled migrant qualifications to improve timeliness and outcomes for business and migrants.

[Lead agency: Department of Training and Workforce Development]

Skills assessments

Under a sub-contract arrangement with Trades Recognition Australia (TRA), the Department has a consortium partnership with Victoria University to facilitate a skills assessment service in specific trade occupations for skilled migrants who wish to apply for temporary employer sponsored visas and permanent visas. The assessments are conducted by State Training Providers. Successful applicants are issued with a skills assessment, which is a compulsory component of their visa application.

Additionally, applicants with a successful skills assessment in a non-licensed trade are issued with a relevant qualification, which is often required before a worker can commence at a worksite.

Applicants who have undertaken a skills assessment for a licensed trade are provided with information about the licensing requirements to assist them through the relevant licensing process when they arrive in Western Australia.

Assessment of overseas qualifications

The Overseas Qualifications Unit offers a free service to onshore migrants, which provides a comparison between an overseas qualification and the Australian qualification level based on AEI NOOSR's Country Education Profiles. The number of applications received in 2011 increased significantly.

To maintain timely turnaround of applications in an environment of increased demand, the Department has increased staffing, introduced a simplified application form and process, and improved referral services to other recognition and assessment agencies.

The Community Services, Health and Education Training Council

The Community Services, Health and Education Training Council is developing an improved assessment system that supports skilled migrants with overseas qualifications at certificate III level to have their qualification recognised for employment purposes.

This will help to address skill shortages in the disability, aged care and children's services sectors. The service will be available in early 2013 with appropriate equivalence information included in relevant job and careers websites.

2.1.4 Migrant career development

The Department of Training and Workforce Development will expand the role of the Western Australian Career Centre and Workforce Development Centres to provide support to migrants and employers.

This support will be focused on improving the skills and workforce participation of migrants, particularly in regional areas of Western Australia.

[Lead agency: Department of Training and Workforce Development]

Career development services

The Department of Training and Workforce Development currently funds 14 Workforce Development Centres throughout Western Australia.

Eight regional and four metropolitan centres deliver specialist career development services to training and job seekers. In addition, two specialist centres are funded to provide services to people from culturally and linguistically diverse backgrounds.

Building on these services, the Department of Training and Workforce Development is considering a range of initiatives to support career development and increased workforce participation for under-represented groups including those from culturally and linguistically diverse backgrounds.

2.1.5 Skilled migration strategy review

The Department of Training and Workforce Development will establish an industry reference group to regularly review skilled migration strategies and initiatives.

[Lead agency: Department of Training and Workforce Development]

A Skilled Migration Industry Reference Group was established 2011.

Membership of this group comprises representatives from the State Training Board, the CCIWA, the CME (WA), the Master Builders Association, the Office of Multicultural Affairs, the Regional Development Council, Unions WA, the Australian Hotels Association WA, Industry Training Councils and the Department of Training and Workforce Development.

The reference group has been instrumental in providing the Department with advice on migration issues, including the revision of labour market testing policy for the Regional Sponsored Migration Scheme (RSMS).

2.1.6 Regional workforce development alliances

The Department of Training and Workforce Development will establish regional workforce development alliances to lead workforce development initiatives in regional areas.

[Lead agencies: Department of Training and Workforce Development and Regional Development Commissions]

See Priority action 1.3.3

2.1.7 Integrated planning

The *Western Australian skilled migration strategy* and regional workforce development plans will inform the work of the Western Australian Planning Commission's Infrastructure Coordinating Committee in the planning of physical and social infrastructure in Western Australia.

[Lead agency: Department of Training and Workforce Development]

There is a strong alignment between the work of the Western Australian Planning Commission (WAPC) Infrastructure Coordination Committee and regional workforce development plans.

The Department of Training and Workforce Development continues to provide updates to the Department of Planning and the Western Australian Planning Commission through meetings and presentations.

The Department has also contributed to the development of a number of Regional Planning and Infrastructure frameworks, including the Mid West, Wheatbelt, Kimberley, Gascoyne, Pilbara and the Goldfields-Esperance regions.

2.1.8 Skilled migration information portal

The Department of Training and Workforce Development will establish a Western Australian skilled migration information portal that supports employers and prospective migrants.

[Lead agency: Department of Training and Workforce Development]

[Western Australian skilled migration portal](#)

Designed to provide information to prospective migrants and employers, the Western Australian skilled migration portal⁹ was launched in July 2011.

The portal provides extensive information about living and working in Western Australia.

In addition to supplying employment information for prospective migrants and employers, the portal includes information on climate, lifestyle, regions and cities, the economy, cost of living, accommodation, housing, education and training, and social and support services for migrants.

From launch until 30 June 2012, the portal received 529 519 visits. Of these visits, 53% are new visitors and 47% are returning visitors.

The majority of visitors originate from Australia (45%) the UK 12.7% India (4.6%) Ireland (3%) China (2.3%) Iran, the USA, Pakistan, Singapore and Sri Lanka making up the balance of the top ten countries.

The Western Australian skilled migration portal is the Department's most visited webpage with 278 181 unique visitors up to 30 June 2012.

Tourism WA was instrumental in assisting the Department of Training and Workforce Development to establish the Western Australian skilled migration portal.

⁹ www.migration.wa.gov.au

2.1.9 Marketing Western Australia to the world

The Department of Training and Workforce Development will work with Tourism Western Australia, other State Government agencies and industry to develop a comprehensive marketing program to promote Western Australia as the destination of choice for potential migrants.

[Lead agencies: Department of Training and Workforce Development, Tourism Western Australia, SBDC, Office of Multicultural Interests, Department of Regional Development and Lands and Regional Development Commissions]

The Department of State Development and Department of Training and Workforce Development continue to work cooperatively to assist in the promotion of Western Australia as a destination of choice for potential skilled or business migrants through the network of the Western Australian Government's International Trade and Investment Offices located in the State's key export and investment regions.

Migration expos and seminars

The Department of Training and Workforce Development has a staff member located in the Government of Western Australia European Office in London with a brief to promote and provide information and guidance to potential skilled migrants in the UK and Europe.

The Manager Skilled Migration – UK and Europe attends migration expos and conducts information sessions in Britain, Ireland, Scotland and Europe to provide information to potential skilled migrants about state sponsorship, along with information and guidance on living and working in Western Australia.

Education and Training International also have migration officers who attend a number of migration expos and conduct offshore seminars to promote Western Australia to potential skilled migrants throughout the year.

Destinations include Canada, the United Arab Emirates, South Africa, the UK and Ireland.

Business delegation

A high level delegation, led by the (then) Minister for Training and Workforce Development, visited the UK and Ireland in July 2011.

Members of the delegation included representation from the Chamber of Commerce and Industry (WA), the Chamber of Minerals and Energy (WA), the Australian Hotels Association, the Civil Contractors Association the State's training councils and a number of employers.

The purpose of the visit was to promote Western Australia as the destination of choice for targeted skilled migrants and hold discussions with industry and British Government representatives.

The group presented to audiences of potential migrants at expos and seminars in Leeds, London, Aberdeen and Dublin as well as hosting an information event for European migration agents on Western Australia's migration activities.

Promotional DVD

The DVD 'Western Australia – a real opportunity' provides viewers with information on living and working in Western Australia. The DVD and the skilled migration portal (see 2.1.8) were launched to coincide with the delegation's visit to the UK and Ireland.

2.1.10 Regional building programs

The State will support regional building initiatives such as Pilbara Cities that provide for the formation of sustainable regional communities and which deliver the amenities required for skilled workers to both work and live in regional Western Australia.

[Lead agencies: Department of Planning, Department of Regional Development and Lands and Department of Housing]

Pilbara Cities

The State Government launched its vision for the Pilbara in November 2009. The Pilbara Cities initiative is the blueprint which outlines the government's intention to transform both Karratha and Port Hedland into cities with populations of 50 000 people, build the population of Newman to 15 000 people by 2035, and assist other Pilbara towns to grow into more attractive, sustainable local communities.

The announcement was a response to the exponential industry growth of the resource sector in the region which has led to record population growth, higher costs of living and placed extreme pressure on services and infrastructure in the region. Pilbara Cities aims to address the issues associated with this significant growth.

State Government Royalties for Regions funding has committed \$1.2 billion over four years to build modern, vibrant cities and regional centres that can support and deliver a skilled workforce for major economic projects in the Pilbara. The realisation of this vision rests on the promotion of quality regional living with modern services and facilities that will encourage the development of strong local communities.

Regional repopulation plan

Over the past decade, population decline in as many as 30 local government communities in Western Australia has resulted in infrastructure resources such as schools, medical and community centres being impacted by a lack of population.

In Dalwallinu, local government and business stakeholders have collaborated to develop a Regional repopulation plan aimed at attracting new residents to the region to drive population growth and to form an economic base for a sustainable future.

A key component of the plan is to work with multicultural groups to encourage people from culturally and linguistically diverse backgrounds (CaLD) the chance to move to the area and take up opportunities of housing, education and employment in positions that local businesses have found difficult to fill.

2.1.11 Immigration processing

The State Government will work with the Australian Government to influence the streamlining and improvement of immigration processes.

[Lead agencies: Department of Training and Workforce Development and Department of Premier and Cabinet]

Representation of Western Australia's interests in skilled migration

The Department of Training and Workforce Development represents the State Government on the Skilled Migration Consultative Committee and the Commonwealth/State Working Party on Skilled Migration.

Both of these groups provide advice to the Commonwealth Government on proposed changes to skilled migration policy and processing.

The Department also provides advice and feedback to Commonwealth skilled migration processes on an ongoing basis.

Ministerial Advisory Council on Skilled Migration

A Ministerial Advisory Council on Skilled Migration (MACSM) has been established to provide the Australian Government with expert advice on the role of skilled migration in the Australian economy and independent advice to help develop Australia's migration policies and programs.

Mr Michael Easson AM, has been appointed as chair of the 18-member council which includes representation from industry, trade unions, academics, and a state or territory government represented nominated by the Chief Minister or Premier. Mr Simon Walker, Executive Director, Policy Planning and Innovation – Department of Training and Workforce Development represents the interests of Western Australia on this Council.

Skills Select – consultation and advice

The Department of Training and Workforce Development has provided advice to the Department of Immigration and Citizenship (DIAC) on the new Skills Select process due to be implemented in July 2012.

Regional certifying body – Regional Sponsored Migration Scheme¹⁰ (RSMS)

The Western Australian Government, through the Department of Training and Workforce Development and the regional development commissions are authorised regional certifying bodies for the Regional Sponsored Migration Scheme. As regional certifying bodies, these agencies assess employers wishing to sponsor overseas migrants according to the RSMS criteria.

For the year up to March 2012, over 1300 applications have been lodged with Western Australian regional certifying bodies.

2.1.12 Western Australian migration settlement program

The State Government, in conjunction with the Australian Government, will develop a Western Australian migration settlement program to provide a range of support services to facilitate permanent and temporary worker settlement in the community and the workplace.

[Lead agencies: Department of Training and Workforce Development, Department of Premier and Cabinet, Office of Multicultural Interests and Small Business Development Corporation]

Migrant support services project

The Department of Training and Workforce Development is currently considering the findings of research into the need for, and availability of, migrant support services in Western Australia.

The research will provide the basis for the development of a proposal to deliver services where gaps in services have been identified. It is anticipated this work will be completed in 2013.

¹⁰ <http://www.migration.wa.gov.au/rsms/Pages/RegionalSponsoredMigrationScheme.aspx>

2.1.13 Skilled migration program flexibility

The State Government will advocate for policy changes that encourage greater flexibility in the national migration program to meet the needs of Western Australia.

[Lead agencies: Department of Training and Workforce Development, Department of Premier and Cabinet, Office of Multicultural Interests, Small Business Development Corporation and Department of Commerce]

The Department of Training and Workforce Development has provided input into a range of migration policy issues under consideration by the Commonwealth Government, including:

- Visa simplification process;
- Enterprise Migration Agreements guidelines;
- Regional Migration Agreement guidelines;
- SkillSelect;
- The Skilled Occupation List.
- Eligibility requirements for the Working Holiday Maker visa program;
- Certification requirements under the Regional Sponsored Migration Scheme;

Key achievements for Western Australia from this advocacy include

- the reduction of the Enterprise Migration Agreements capital expenditure threshold to \$2 billion and peak workforce threshold reduction to 1500; and
- the gazetting of Perth as a regional centre under the Regional Sponsored Migration Scheme. This provides the opportunity for metropolitan employers to recruit skilled permanent migrants under the same conditions available in Adelaide, Darwin, Canberra and Hobart.

Pacific Seasonal Workers Scheme

The Western Australian Government has worked with the Australian Government to expand the Pacific Seasonal Worker Scheme to include a pilot program for the tourism industry in Broome.

- Workers from East Timor have been invited to travel to Broome for seasonal employment in the tourism sector.
- The success of the seasonal worker scheme in the horticulture industry has led the way to adopting this proven approach for the tourism sector.
- This mutually beneficial program provides workers from East Timor with the opportunity to be paid to train and work in Broome for up to six months.
- The program will build on the existing close ties between Broome and East Timor generated through a successful pearl production cadetship program.

The expansion of the scheme to include a pilot program is a positive step for the tourism industry which is experiencing severe labour and skills shortages.

2.1.14 State sponsored skilled migration allocation

The Department of Training and Workforce Development will advocate for a skilled migration allocation, through the Memorandum of Understanding on the State sponsored General Skilled Migration program, that better meets the specific needs of Western Australian employers.

[Lead agencies: Department of Training and Workforce Development and Department of Premier and Cabinet]

The list of occupations and the number of applicants available for sponsorship by each state and territory are facilitated through a Memorandum of Understanding (MOU) entered into with the Australian Government.

In August 2011 the Australian and Western Australian Governments signed the update to the MOU for 2011–12. This update included:

- an allocation of 3700 nominations which represented 25% of the total nominations available nationally; and
- the 2011–12 Western Australian skilled migration occupation list.

The six monthly review of the MOU in January 2012 resulted in Western Australia being allocated an additional 50 off-list nominations.

As at the end of March 2012, 2609 visas were granted to primary applicants in Western Australia.

2.1.15 Awareness of employment opportunities for migrants

The Department of Training and Workforce Development will promote a greater awareness of the State's employment opportunities, the availability of high quality skilled migrants and visa pathways to prospective migrants and employers to enable improved utilisation of the national migration program and better employment outcomes.

[Lead agency: Department of Training and Workforce Development]

The Skilled migration portal

Prospective migrants are able to access information on employment opportunities and visa pathways by visiting the Western Australian skilled migration portal¹¹.

Managed by the Department of Training and Workforce Development, the site also provides practical information for employers on visa options and pathways for utilising the national migration program. (Also see 2.1.8)

Skilled migration forums

In partnership with the Department of Immigration and Citizenship (DIAC), the Department of Training and Workforce Development presented a series of information forums on the options and opportunities available to employers under the national skilled migration system.

In total three metropolitan and six regional forums were presented to Western Australian employers. More forums are planned for 2012-13.

¹¹ <http://www.migration.wa.gov.au>

Strategic goal 3

Attract workers with the right skills to the Western Australian workforce and retain them by offering access to rewarding employment and a diverse and vibrant community and environment to live.

To meet Western Australia's future workforce needs, initiatives which assist in attracting and retaining people with the right skills is an imperative.

Strategy 3.1 – Promote and facilitate flexible and inclusive work practices and attraction and retention measures.

3.1.1 Industry leadership

Industry, with the support of Government, will take a leadership role in promoting and facilitating flexible working arrangements within enterprises.

[Lead group/association/agency: Peak employer groups, industry associations and Department of Commerce]

Industry leadership – resources sector

The State's resources sector continues to offer flexibility in the workplace as a key strategy in increasing workforce diversity.

CMEWAs Women in Resources Awards showcases those companies working to attract and retain more females in the resources workforces. The awards showcase best practice initiatives and the outstanding women leaders in the sector.

Pilbara Childcare Strategy

The Pilbara Childcare Strategy – is a joint initiative between industry and the not for profit sector to construct and operate childcare centres in Newman and Port Hedland. Implementation of the strategy will provide:

- training and support for new and existing childcare staff;
- business management support for existing centres;
- housing for new and existing childcare staff; and
- small grants for existing childcare centres and workers.

The Strategy has delivered many positive outcomes, including more opportunities for women, easing the region's childcare shortage and the provision of community infrastructure beyond the delivery of childcare services.

School based traineeship, (Certificate III) Children's Services

The Community Services, Health and Education Training Council have established a School based traineeship (Certificate III), Children's Services.

The introduction of this training option will encourage school completion and recruitment of school students into the child care sector in their regional communities.

In addition community members no longer have to move to Perth or other regional centres to study.

FutureNow Hospitality Ambassador Program

FutureNow Creative and Leisure Industries Training Council, in partnership with hospitality and tourism operators and the Department of Training and Workforce Development have developed a new Hospitality Ambassador Program.

The program has brought successful, qualified, energetic young chefs into secondary schools in Western Australia to present entertaining face to face cooking demonstrations, while at the same time, promoting hospitality and tourism as an exciting career path for young people.

The program is the first of its kind in Western Australia and will deliver a dynamic snapshot of the hospitality industry directly into schools.

School visits started in February 2012 with over 200 students attending presentations held in February and March with more visits are planned throughout 2012.

WAITOC – FutureNow Indigenous Ambassador Program

Based on the success of the FutureNow Hospitality Ambassador Program, FutureNow are working with the Western Australian Indigenous Tourism Council (WAITOC) to establish the 'WAITOC – FutureNow Indigenous Tourism Ambassador Program' targeting Aboriginal students studying tourism and/or hospitality and Indigenous Tourism Operators in Western Australia.

Logistics Training Council

The Logistics Training Council has been working with state Transport and Logistics Workforce Advisory Groups (TLWAGs) to identify an effective tool to share information on how each transport and logistics jurisdiction addresses workforce development issues.

The groups have adopted the Western Australian Logistics Training Council's suggestion of using the established 'LinkedIn' network site to create a designated group network and trial its use for six months.

Managed by the Sydney based Transport and Logistics Council, the LinkedIn group site was established in October 2011.

The approach represents a good example of how lateral thinking and using pre-existing resources innovatively can deliver cost effective solutions.

Using the site to share information and participate in real time discussion on issues affecting all states has delivered valuable intelligence to the Logistics Training Council, which in turn provides workforce development and training advice to the Department of Training and Workforce Development.

3.1.2 Enterprise attraction and retention

The Department of Training and Workforce Development will identify, publish and share information through workforce development forums on best practice initiatives aimed at assisting enterprises to attract and retain skilled workers. This will be done in conjunction with the Department of Commerce, industry and other relevant organisations.

[Lead agencies: Department of Training and Workforce Development and Department of Commerce]

The Department of Training and Workforce Development has committed to work with the Chamber of Commerce and Industry (WA), the Small Business Development Corporation, the Department of Commerce, peak employer groups, and training councils to develop a Statewide enterprise based workforce planning and development package, to provide information, tools and advice to small to medium enterprises. (See Priority Action 5.2.5 for more information).

3.1.3 Impact of major projects

The Department of Training and Workforce Development will work with industry, State and Australian Government agencies to undertake and publish research to identify the impact of major resources and infrastructure projects on the Western Australian labour market and implement a range of initiatives to address industry specific labour and skill needs. This will include those industries which become crowded out or lose labour directly to major projects.

[Lead agency: Department of Training and Workforce Development]

National Resources Sector Workforce Strategy

The Department of Training and Workforce Development is the lead State Government agency working with stakeholders in the implementation of the National Resources Sector Workforce Strategy (a partnership between industry, state and territory governments and the Australian Government).

The strategy was developed to ensure a coordinated national approach to meet the skills needs of the substantial number of major resources projects scheduled to commence in Australia over coming years.

All recommended strategies are progressing, with the Department working with other State Government agencies providing input where required.

The crowding out effect of major projects

The State Training Board is developing a discussion paper on the crowding-out issue, and the Department of Training is providing technical support for the project.

The Construction Training Council

The Construction Training Council continues to publish a quarterly industry snapshot which (among other things) provides an overview of employment in the construction industry. The latest Construction Industry Snapshot for March 2012 is available from Building Construction Industry Training Fund website.¹²

Browse LNG Precinct Strategic Assessment Report

A detailed and comprehensive strategic assessment was undertaken by the Department of State Development on the environmental, social, economic and cultural heritage implications of the Browse LNG Precinct.

- The results of the assessment are documented in the Browse LNG Precinct Strategic Assessment Report 2010 (DSD 2010).
- The process included a public comment period which culminated in the preparation of a Strategic Assessment Report Response to Submissions Summary Report (DSD 2011).
- The current focus is preparing management plans and establishing a Governance structure to provide input and recommendations on the development and assessment of the management plans.

12 http://bcitf.org/upload/documents/research_reports/ConstructionIndustrySnapshotWA-March2012v20120323.pdf

Strategy 3.2 – Build diverse and vibrant communities

3.2.1 Planning leadership

The WA Planning Commission in conjunction with the Department of Planning will be the lead Government agency for physical and social infrastructure planning, with coordination to be undertaken by the Infrastructure Coordinating Committee.

[Lead agencies: WA Planning Commission and Department of Planning]

During 2011, the Western Australian Planning Commission assumed the responsibility for coordinating the planning of strategic social infrastructure, in addition to its existing responsibility for physical infrastructure.

3.2.2 Infrastructure planning

Issues of physical and social infrastructure (including the vibrancy of Perth and the regions) will be addressed through the planning processes of the WA Planning Commission (*State Planning Strategy, Directions 2031* and regional planning strategies).

[Lead agency: WA Planning Commission]

The WAPC continues to work on the draft State Planning Strategy.¹³

Regional planning and infrastructure frameworks

With the guidance of the WAPC and regional planning advisory committees, the Department of Planning is developing a range of strategic regional planning documents that:

- provide an overview of regional planning issues and priorities,
- identify Priority actions for ongoing planning and development;
- develop a list of prioritised infrastructure requirements for the region to facilitate economic and population growth; and
- provide the regional context for land-use planning.

The development of each of these plans is ongoing and includes a comprehensive consultation process.

3.2.3 Integrated planning

The WA Planning Commission's Infrastructure Coordinating Committee will be informed by the *Western Australian skilled migration strategy* and regional workforce development plans, when planning physical and social infrastructure in Western Australia.

[Lead agency: WA Planning Commission]

There is a strong alignment between the work of the Western Australian Planning Commission (WAPC) Infrastructure Coordination Committee and regional workforce development plans.

The Department of Training and Workforce Development continues to provide updates to the Department of Planning and the Western Australian Planning Commission through meetings, presentations and input into Regional Planning and Infrastructure Frameworks.

¹³ <http://www.planning.wa.gov.au/publications/1185.asp>

3.2.4 Office of Land and Housing Supply

The coordination of the planning for land and housing supply in Western Australia will be undertaken by the Department of Planning's new Office of Land and Housing Supply.

[Lead agency: Department of Planning]

The role of the Office of Land and Housing Supply includes:

- facilitating, monitoring and assisting in approvals for major land, housing, and infrastructure projects, across state and local government;
- guiding policy improvements through recommendations that improve certainty and consistency in the planning and related land and housing approvals processes;
- providing consistent data to the State government and other agencies on land and housing supply and demand, infrastructure costs, housing affordability and external factors (such as taxation and access to finance) impacting demand and supply; and
- working with the Department of Housing on progressing policy, and innovative and affordable development projects on sites identified as surplus and/or underutilised crown land, as part of a wider State government land, housing and affordability agenda.

Projects to March 2012

- Ongoing liaison with the Department of Housing to progress the planning elements of the State Affordable Housing Strategy with a focus on variety and affordable housing in Perth.
- Provision of ancillary accommodation – Model Subdivision Conditions review and Institute of Public Works Engineering Australia (IPWEA) subdivisional engineering guidelines to streamline subdivision processes (scheduled for delivery mid 2012).
- Coordinating the quarterly Land and Housing Supply snapshot report to ensure accurate and regular reporting on the land and housing situation and forecasts.
- Undertaking the review of surplus crown (especially WAPC) land, including progressing caravan park proposals on crown land as an outcome of the Economics and Industry Standing Committee recommendations to encourage affordable and diverse housing options;
- Facilitating the delivery of major land, housing and infrastructure projects including Department of Housing land at Keralup, Brownlie and Stratton; and the East Rockingham infrastructure corridor to service urban deferred land in Baldivis.

3.2.5 State affordable housing strategy

The Department of Housing will develop a State affordable housing strategy which will focus on strengthening social housing, improving the supply of affordable housing to the wider market, including service/key workers, non-government organisation workers and students, and supporting the transition of people through the housing system.

[Lead agency: Department of Housing]

State Government's Affordable Housing Strategy

The *Affordable Housing Strategy 2010-2020 – Opening Doors to Affordable Housing* was launched in May 2011. The Strategy sets out a whole of government approach to increasing the supply of affordable housing in Western Australia, particularly for those on low to moderate incomes by delivering 20 000 affordable homes by 2020.

The Strategy is repositioning Government's role from focusing largely on the delivery of social housing to facilitating and enabling the increased supply of affordable housing through the broader housing market.

This is seeing Government work in partnership with the non-government and private sectors to provide affordable housing opportunities to low to moderate income earners.

3.2.6 Leveraged funding

The State Government will leverage funding for housing and other social and physical infrastructure through the Australian Government's Australian Infrastructure Fund and other avenues of funding.

[Lead agency: Department of State Development]

The Department of State Development supports regional workforce initiatives such as Pilbara Cities through its role as the State Government's coordinator for Infrastructure Australia.

The Pilbara Cities initiative has progressed well at the State level due to State funding of \$1.2 Billion over four years through the Royalties for Regions initiative.

Further Commonwealth funding is required through Infrastructure Australia to supplement the existing project funding.

The Department of State Development also administers some of the funding for the East Kimberley Development Package.

East Kimberley Development Package

The National Partnership Agreement – East Kimberley Development Package (EKDP) is an agreement between the Australian and Western Australian governments. The EKDP funds direct investment in social and common use infrastructure designed to promote healthy, strong and resilient communities and provide meaningful and sustainable jobs for local Indigenous people in the East Kimberley region.

The Department of State Development has responsibility for coordinating the implementation of 21 infrastructure projects. These projects were identified and assessed collaboratively by the Australian Government and the Western Australian Government, with assistance from the Office of Northern Australia.

The EKDP is closely aligned with Australian Government policy goals and frameworks. Skilling WA priority action 3.2.6 is directly linked to this initiative.

3.2.7 Worker accommodation

The Department of Housing will pilot alternative models of 'appropriate' housing for workers in regional areas, including consideration of community based lifestyle accommodation.

[Lead agency: Department of Housing]

In March 2012, Cabinet approved an allocation of \$355.5 million Royalties for Regions funding over five years to deliver affordable housing to key workers in regional Western Australia (Housing for Workers program).

Land release in Broome

Eleven medium density and grouped housing sites and 39 single residential lots were released in Broome in September 2011.

The lots are competitively priced and (subject to conditions and availability) purchasers may be eligible for up to \$24 845 in rebates from the Commonwealth Affordable Housing Fund and rebates from LandCorp.

Land release in Halls Creek

In Halls Creek, the civil works for a 2.46ha¹⁴ site is on track for completion by December 2012. It is anticipated this site will accommodate 45 homes.

14 A hectare (symbol ha) is a unit of area equal to 10 000 square metres.

Land release in Kununurra

Construction has begun on seven houses in the Lakeside Estate Kununurra to accommodate health staff.

Four of the houses will accommodate staff for the new renal unit currently under construction at the Ord Valley Aboriginal Health Service.

The remaining three houses will accommodate Kununurra Health Service staff.

Transitional and social housing

Funding provided through the National Partnership Agreement for the East Kimberley Development Package has been used to construct 60 social housing units and 40 transitional housing units for Indigenous workers in the Kimberley.

Tenants have settled into six transitional houses already completed. Construction of the remaining 34 transitional houses and 60 social housing units are under construction with the project on schedule for completion in July 2012.

3.2.8 Service worker accommodation

The Department of Housing will increase the availability of affordable accommodation for service/key workers in areas of high demand where market rental rates prevent access to market properties and transitional housing for those who are moving into employment and would normally lose housing benefits.

[Lead agency: Department of Housing]

Affordable housing for NGOs essential service staff in the Pilbara and Kimberley

In November 2011, the State Government¹⁵ announced \$35million in Royalties for Regions funding had delivered 58 affordable housing properties to 29 NGOs in the North West to sustain the delivery of key State Government funded services.

Under this program, the State Government leases properties to NGOs at a discounted rate.

Properties are located in Karratha (nine), Newman (1), South Hedland (14), Kununurra (six), Derby (six), Roebourne (eight), Halls Creek and Broome. The majority of NGO staff moved into the properties in December 2011, with the remainder in early 2012.

Demand for this accommodation has been strong, so subject to approval and funding, more dwellings will be considered later in 2012.

Service worker accommodation

The Department of Housing's \$8.2 million project to purchase and refurbish the former Broome Motel to provide affordable housing for key workers is complete.

The units are managed by Foundation Housing Ltd, a not for profit community housing provider, and offer 29 self contained studio apartments and 26 lodging rooms with ensuite bathrooms for low income workers in the town.

The accommodation targets essential service workers and 30% of the accommodation will be made available to social housing tenants.

The Department of Housing will also provide 125 service worker homes in the latter half of 2012 in South Hedland as part of an affordable housing intervention.

This is part of an initiative designed to ease the shortage of affordable housing in the town. Property will be offered via an expression of interest process in the second half of 2012.

¹⁵ <http://www.housing.wa.gov.au/News/Pages/Affordable-housing-for-North-West-NGOs.aspx>

Seasonal staff accommodation in Coral Bay

The Department of Regional Development and Lands has entered into a lease agreement with the Bundiyarra Aboriginal Community to use part of their land to develop seasonal staff accommodation for the Coral Bay area. This will provide a significant attractor for encouraging workers to the region.

The development and subsequent management of the site will be undertaken by National Lifestyle Villages (NLV).

Agreements between the State and NLV require the organisation to train and employ Bundiyarra Aboriginal Community members in the construction and management of the site. The State government has provided funding of \$575 000 to assist in training and to support ongoing employment.

3.2.9 Student accommodation

The Department of Housing in conjunction with other agencies will undertake a feasibility study on the provision and management of vocational education and training student accommodation in regional Western Australia.

[Lead agency: Department of Housing]

Student accommodation

The Department of Training and Workforce Development continues to support Department of Housing projects to establish short and affordable accommodation for Aboriginal workers (including apprentices and trainees) at Derby, Fitzroy Crossing, Broome and Geraldton.

The Department is also working with the Department of Housing and BHP Billiton on a proposal to implement this model in Newman and South Hedland.

The South Hedland Housing Authority is entering into a lease arrangement for access to 1.2 hectares of land on the Pundulmurra Campus site that will be used to construct student accommodation.

3.2.10 Attraction and retention in regional Western Australia

The Department of Training and Workforce Development will work with industry stakeholders and regional alliances to improve attraction and retention strategies in regional areas. This will be facilitated through the development and implementation of regional workforce development plans.

[Lead agency: Department of Training and Workforce Development]

Regional workforce development plans

Regional workforce development plans are an integrated whole of government, industry and community sector approach to workforce planning and cover each of the nine regions in Western Australia.

Regional workforce development plans include:

- an examination of labour market characteristics within the region;
- an assessment of the factors affecting the supply of labour to the region;
- the development of regional strengths, weaknesses, opportunities and threats (SWOT) analysis in relation to workforce development and skill needs;
- an assessment of regional economic and demographic dynamics, and the associated implications for labour force demand; and
- the preparation of a workforce development action plan for the region.

Planning is well progressed in the Mid West, Gascoyne, Wheatbelt and Goldfields-Esperance regions, and has commenced in the Pilbara, South West, Great Southern and Kimberley regions.

Regional workforce alliances

Regional workforce alliances have been established in each of the nine regions of Western Australia.

The role of each alliance is to steer the development and implementation of regional workforce development plans and provide regular feedback on progress.

The Department of Training and Workforce Development provides assistance in the form of advice, support and funding for a consultancy to develop the regional workforce development plan.

Representation on alliances from local business and industry groups, local government, relevant government agencies, and local registered training providers provides a high level of ownership and local engagement is achieved and that the views of the region are reflected. (also see 1.3.3)

3.2.11 Regional building initiatives

The State will support regional building initiatives such as Pilbara Cities that provide for the formation of sustainable regional communities which deliver the amenities required for skilled workers to both work and live in regional Western Australia. This will require the development of policy and frameworks which support the attraction and retention of skilled workers to regional Western Australia through the availability of social infrastructure and services.

[Lead agencies: Department of Regional Development and Land, Department of Planning and Landcorp]

Pilbara Cities

Pilbara Cities is the State Government vision that aims to address the issues associated with the significant growth seen in the Pilbara region over the past decade.

The objective is to build the populations of Karratha and Port Hedland into cities of 50 000 people, and Newman to 15 000 people, with other Pilbara towns growing into more attractive, sustainable local communities.

Over \$1.2 Billion over 4 years in Royalties for Regions funding has been committed and is being invested to help build modern, vibrant cities and regional centres that can support and deliver a skilled workforce for major economic projects in the Pilbara.

The key focus areas to achieve the Pilbara Cities vision are:

- Infrastructure coordination – energy, water, waste water, roads, ports and marinas;
- Land availability and development – land preparation, planning, developer attraction and retention, and housing;
- Community projects and engagement – education, health, community facilities, and Indigenous participation;
- Economic diversification – industry development, supply chain development, business attraction and development and transformational projects.

With over one hundred projects underway, the Pilbara Cities office is collaborating with a range of government, industry and community stakeholders to transform the region in a sustainable way and offer housing affordability, infrastructure upgrades, new health and education facilities and local business development.

Royalties for Regions funding for SuperTowns

In September 2011, the State Government announced \$5.5million in Royalties for Regions funding for local governments and regional development commissions, to assist them with planning activities related to establishing nine SuperTowns in the southern half of the State.

The funding is in addition to the \$85.5million previously allocated to the SuperTowns project.

The nine selected towns (Boddington, Collie, Esperance, Jurien Bay, Katanning, Manjimup, Margaret River, Morawa and Northam) will embark on an intensive planning process to map their vision for growth to 2050.

The comprehensive growth plan will identify the economic drivers, services, amenities and infrastructure needed to reach and support the town's growth potential.

With Western Australia's population predicted to double over the next 30-40 years the planned SuperTowns will deliver well connected communities with access to services, affordable housing, and a diverse range of lifestyle and employment opportunities.

Significant and major resource projects

The Department of State Development is the lead agency for managing the State's interests in major resource, industry and infrastructure projects (including expansion of existing projects) where the proposed investment is significant or of strategic importance to the State.

As a part of this role, the Department of State Development has negotiated agreements with major project proponents and secured commitments to undertake community development through providing social infrastructure, transport infrastructure upgrades and improving amenity for local communities in close proximity to the projects. These agreements include:

- **Wheatstone**

The Wheatstone State Development Agreement includes significant social infrastructure contribution for Onslow including power generation, desalination plant, hospital upgrades, airport upgrades, schools upgrades, roads, land development, recreation facilities.

- **East Kimberley Development Package**

The Department of State Development is facilitating the delivery of \$177.9 million of infrastructure projects with the intention of providing services to the communities of Kununurra, Wyndham, Warmun and other remote Indigenous communities ensuring all communities from these regions benefit from the major projects.

- **Community Development Plans**

The Government has recently negotiated amendments to a number of State Agreements to incorporate provisions requiring companies to provide Community Development Plans which cover contributions to community development projects and town services and facilities.

The Southern Inland Health Initiative

In December 2011, the State Government announced that six towns in the States South West will benefit from having greater access to a doctor thanks to the \$565 million Southern Inland Health Initiative. The Southern Inland region stretches from Kalbarri and Meekatharra in the north, to Laverton in the east, down to Esperance in the south-east.

- The doctors, all of which are new to rural Western Australia, have been placed in Merredin, Lake Grace, Corrigin, Quairading, Kalbarri and Esperance. They have agreed to work under the Southern Inland network model to provide emergency and primary care services to people in those towns.
- The Southern Inland Health Initiative is funded under the State Government's Royalties for Regions program, and includes a \$240 million investment in the regional health workforce as well as \$325 million for capital works over the next five years.
- The project will result in more doctors working in rural communities with greater support and less time spent on call. Since the recruitment campaign to attract doctors began, many have shown interest in working in the Southern Inland area.
- By December 2011, 17 applications from doctors had been assessed, ten of which were attracted from the joint international recruitment drive where Western Australia participated in the British Medical Journal Expo in the United Kingdom.

It is planned to continue the recruitment campaign for medical practitioners nationally as well as overseas in countries including Canada, the United Kingdom and New Zealand.

Department of Regional Development and Lands

There are 108 Community Resource Centres (CRCs) operating in regional and remote Western Australia. The centres have expanded their services to provide comprehensive education and training which supports pathways to employment for regional people. This includes:

- An accredited CRC traineeship program, with participants receiving nationally recognised qualifications.
- Over 120 people have taken part in the traineeship program since December 2009.
- CRCs also continue to provide vital services that include access to computers, high-speed Internet and government information and services.

Regional Airport Development Scheme

In November 2011, the State Government announced grants of \$10 million from the Royalties for Regions program and \$3.8 million from Regional Airports Development Scheme (RADS) to ensure regional airports are developed and maintained to support communities, businesses and tourism.

- RADS is a State Government initiative which aims to ensure regional aviation infrastructure and airport services are developed and maintained to facilitate air access and enhance economic growth in Western Australia.
- Improvements to regional aviation facilities across Western Australia will continue with funding from the Commonwealth Regional Airport Development Scheme (RADS) and the State's Royalties for Regions program.

3.2.12 Regional allowances

The State Government will investigate further allowances, incentives and benefits to attract and retain labour and skills in regional areas, and where appropriate advocate with the Australian Government.

[Lead agency: Department of Commerce]

District allowance

The Regional Price Index (RPI) survey was undertaken in 2011. Based on the results of the survey, almost 9000 regional public sector employees are eligible to benefit from an increase in District allowance for some districts.

The District allowance rates were increased in December 2011 following lengthy consultation with a number of government departments and public sector unions and based on 2011 RPI data.

The increase to the District allowance is funded by the State Government's Royalties for Regions program for \$65.7 million over three years and will see increases in the Pilbara by more than \$6000 and the commencement of allowances in parts of the Mid-West of the State.

The District allowance payment is calculated using the RPI as well as climatic and isolation factors and is paid to assist employees with the higher cost of living that is generally associated with working in parts of regional Western Australia.

Appropriate district allowances are a mechanism to attract and retain quality public sector staff in the regions. The State Government reviews district allowances on an annual basis based on agreed indicators.

Strategic goal 4

Provide flexible, responsive and innovative education and training which enables people to develop and utilise the skills necessary for them to realise their potential and contribute to Western Australia's prosperity

Since coming into office, the State government has made a significant additional investment in training. This has resulted in record levels of Western Australians enrolled in government funded training with over 144 000 enrolments in 2011, an increase of 10% since 2008.

In the 2012/13 budget, the State Government committed almost \$475 million to training services for Western Australia.

Strategy 4.1 – Increase participation in education and training

4.1.1 A flexible, responsive and resilient apprenticeship and traineeship system

The Department of Training and Workforce Development will investigate and pilot models for a more flexible, responsive and resilient apprenticeship and traineeship system to respond to changing economic cycles.

[Lead agency: Department of Training and Workforce Development]

Apprenticeships and traineeships

As at June 2012, Western Australia had 45 075 apprentices and trainees in training. This is an increase of 19% from 37 891 in September 2008.

Satisfaction of employers of apprentices and trainees has increased from 70% in 2007 to 86% in 2011.

The Government guarantees to fund all apprenticeships and all eligible traineeships and continues to promote training through marketing and awareness campaigns.

The State Government has recently invested over \$600 000 in a high quality, statewide advertising campaign to promote to potential apprentices the variety of training opportunities available and, just as importantly, the significant benefits and assistance available to employers in taking on apprentices.

In the 12 months to the end of June 2012 there were 33 708 apprenticeship and traineeship commencements, an increase of 15.9% compared to the 12 months to the end of June 2011 (29 082).

Responsive trade training

In line with this commitment and to continually improve training flexibility in Western Australia, the State Training Board has coordinated the establishment of a number of Responsive trade training pilots to test an 'advanced pre-apprenticeship' model.

The procurement process was concluded in late February 2012 with the following registered training organisations being awarded the contracts to deliver pilot programs in:

- Commercial cookery – West Coast Institute of Technology in partnership with Hospitality Group Training;
- Carpentry and joinery – Polytechnic West in partnerships with HIA and Dale Alcock Group;
- Data and voice communications – Polytechnic West in partnership with Electrical Group Training; and
- Electrotechnology electrician – College of Electrical Training (NB: not awarded under the RTTWG contract but through negotiations between CET and the Department of Training and Workforce Development in their existing contract).

Logistics Training Council

In response to recruitment difficulties reported by the sector, the Logistics Training Council successfully negotiated the establishment of a school based traineeship for the removalist industry. The traineeship is believed to be the first of its type established in Australia for the removalist industry.

The Department of Training and Workforce Development has agreed to fund new entrants for this traineeship and to support the traineeship, a Certificate II in Furniture Removal was approved in February 2012. It is an entry level qualification which provides an identified pathway for people wishing to enter the industry.

Financial Administration and Professional Services Training Council

In response to calls from industry, the Financial Administration and Professional Services Training Council developed the traineeship Certificate IV in Financial Services (Mortgage Broking). Released in February 2012, the program serves to up-skill new or existing workers in the industry and prepares the industry for mandatory national standards that will be introduced in 2013 under the Future of Financial Advice reform.

The National Future of Financial Advice reform agenda focuses on improving the quality of financial advice, particularly product recommendations, and expanding the availability of more affordable forms of advice and will ultimately improve investor protection and instil confidence in the financial advice industry.

Resource Industry Training Council

In November 2011 the Resource Industry Training Council Advisory Board agreed to undertake two research projects.

The first was to examine various apprenticeship models that operate across the resources sector with a focus on identifying barriers that inhibit the take up of apprentices across the sector. The consultants have completed a literature review and are scheduled to submit a progress report in the second quarter 2012.

The second project was to examine the incidence of automation across the sector and barriers to further take up. They will consider skills and productivity impacts or issues arising from automation. The consultants have completed a literature review and are in the consultation phase of the project with an expected completion in the second half of 2012.

4.1.2 Education and training pathways

The Department of Training and Workforce Development will publish and promote education and training pathways for targeted priority occupations and provide career advice on these occupations. This will be done in conjunction with industry, employer and registered training organisations.

[Lead agency: Department of Training and Workforce Development]

The Department of Training and Workforce Development is working with industry Training Councils to ensure education and training pathways are promoted.

Career Pathways – Logistics

The Logistics Training Council recognises that a lack of knowledge and information on the sector is a significant barrier to promoting and attracting workers logistics sector.

The training council is working with stakeholders to map jobs and link them to qualifications thereby developing authentic career pathways for both the warehousing and logistics sector.

An information booklet outlining career pathways in the warehousing and logistics sector is planned for the second half of 2012.

Training Needs Review and Analysis for the collections sector

FutureNow is a member of an industry reference group looking into the suitability of VET qualifications in the collections sector. The decision by two universities to withdraw courses in Museum Studies has driven the demand for this program.

At present mapping of a pre-existing university course into a diploma course is underway. It is anticipated that this work will transition into a library information and cultural services training package.

The course will provide an alternative to professional development within this industry.

The Construction Training Council

In response to industry stakeholder concerns about the number and type of Vocational Education and Training in School (VETiS) programs, and the drop in building and construction apprenticeship commencements in 2010-2011, the Construction Training Council consulted with the Housing Industry Association and key stakeholders seeking solutions.

- Consultations led to the development of new, industry supported, VETiS trade and para-professional pathways for the building and construction sector.
- The Department of Training and Workforce Development, the Construction Training Fund and the Central Institute of Technology each contributed \$20 000 (total \$60 000) to develop course materials for the para-professional pathways.
- The simplified VETiS program replaces a number of former school based programs. The Construction Training Council agreed to ensure new materials meet industry standards.
- The proposed pathways provide secondary school students with fully articulated competencies for occupations within the sector, preparing them for entry into the building and construction workforce.
- The new model was accredited by the Training Accreditation Council and endorsed by the Curriculum Council in January 2012.
- Resources are scheduled for completion by the end of July 2012 for introduction at beginning of the 2013 school year.

The Community Services, Health and Education Training Council

Six new school based traineeships leading to certificate III level qualifications have been established and link to the following occupations:

- Disability work
- Hospital work client services
- Hospital work support services
- Child care work
- Dental assisting
- Allied health assisting

These school based traineeships provide students in years 11 and 12 the opportunity to work in the community services and health industries while still at school and provide pathways to a career in these growing industries.

A pathways mapping chart to assist parents, students and school staff to identify pathways for VET training has been developed by the Community Services, Health and Education Training Council. Covering the three sectors represented by the training council, the chart will be included with promotional material distributed at the 'Skills West Expo' scheduled for August 2012.

The Retail and Personal Services Training Council

The Retail and Personal Services Training Council coordinates and facilitates the WorldSkills competition for the hairdressing, beauty and floristry industries.

Training is underway to prepare apprentices for state and national competitions that feed into the international WorldSkills event in 2012.

Through the provision of additional training and support the training council is hoping to build on the success of previous years where apprentices have achieved gold and silver medals at the state level, gold medals at the national level in 2009 and 2011 and a bronze medal for hairdressing in the 2011 WorldSkills International competition.

Defence industry scholarships

As part of the Department of Education's Schools Pathway Program in 2011, fifty students were awarded Defence Industry, Science, Technology, Engineering and Mathematics Scholarships. (see 4.2.1)

4.1.3 Funding for high priority training

The Department of Training and Workforce Development will focus funding towards high priority occupations (based on the *State priority occupation list*) and particularly those impacted by major resource and infrastructure projects.

[Lead agency: Department of Training and Workforce Development]

State priorities

The State Government has specifically focused on skills shortage training priorities to support our growing economy, including a focus on apprenticeships and traineeships.

These priorities are identified in the State training plan annually, based on the work of the Department and advice from industry.

A key input into the State training plan is the State priority occupation list (SPOL), which is an annually produced list of skilled occupations in high demand or considered industry-critical in Western Australia.

The Department of Training and Workforce Development produces the SPOL in consultation with key stakeholders, including the State's ten industry training councils.

The training priorities from the State training plan are reflected in the purchasing processes of the Department and are incorporated into the agreements and contracts with State Training Providers and private training providers.

4.1.4 Investment in education and training

The State Government will work with the Australian Government to determine the appropriate level and type of investment in education and training required to develop the State's future skilled workforce.

[Lead agencies: Department of Premier and Cabinet, Department of Training and Workforce Development, Department of Education, Department of Education Services and Department of Treasury and Finance]

The level and type of investment in skills reform and training funding are in part determined by National Agreement for Skills and Workforce Development and related national partnerships.

The majority of the funding however is provided by the State Government. As a guide, the State Government's overall contribution makes up approximately 70% of the total recurrent funding for training, with the Commonwealth's funding constituting the balance.

In April 2012 the Council of Australian Governments (COAG) endorsed a revised National Agreement for Skills and Workforce Development, and a new National Partnership on Skills Reform.

The National Partnership on Skills Reform replaces the National Partnership on Productivity Places Program (which finished on 30/06/12) and sets ambitious reform milestones and training delivery targets over the next five years.

A new National Partnership on Training Places for Single and Teenage Parents was endorsed by the State on 26 March 2012 and is scheduled to operate till December 2015.

In addition, the following National Partnerships were in operation during the reporting period:

- National Partnership on Pre-Apprenticeship Training (from 20/04/10 to 30/06/12);
- National Partnership on TAFE Fee Waivers for Childcare Qualifications (from 01/01/10 to 31/12/14);
- National Partnership on Youth Attainment and Transitions (from 02/07/09 to 31/12/13).
- Project Agreement for the Commonwealth/State and Territory Joint Group Training Program (30/04/12 to 15/11/12); and
- Project Agreement for the Industry and Indigenous Skill Centres Program (20/06/12 to 30/06/13).

The Department of Training and Workforce Development engages with all jurisdictions, including the Commonwealth, through the Standing Council on Tertiary Education, Skills and Employment (SCOTESE) and its related principal committees.

This work contributes to negotiations on the type and level of investment in the skills and workforce development sector.

4.1.5 Training WA

The Department of Training and Workforce Development will continue to implement *Training WA: Planning for the future 2009–2018* strategies to improve participation in training in Western Australia and the skills of graduates.

[Lead agency: Department of Training and Workforce Development]

Training WA: Planning for the future 2009–2018

The Department of Training and Workforce Development has continued to implement *Training WA* to continually improve the responsiveness of the State's training sector. Since its release, *Training WA* has resulted in:

- An allocation of \$17.6 million to help unemployed people into training through the course fee exemptions initiative. In the three months ending 31 March 2012, 2613 job seekers were assisted through this initiative (compared to 2074 in the corresponding period in 2011).
- An allocation of \$10.6 million to provide rebates on workers' compensation premiums for employers of apprentices. As at 10 April 2012, 12 622 claims had been approved for 5083 employers since June 2009.
- An allocation of \$755 000 to provide a fee concession for students to have their skills formally recognised through Recognition of Prior Learning. In the year 2011, 9547 students were provided with a Recognition of Prior Learning fee concession. This is an increase of 23.0% from 7763 in the year 2010.
- An allocation of \$4.1 million for running marketing and awareness campaigns to inform individuals and employers about training options. In the 2011-12 financial year, \$1 665 189 has been either spent or committed to marketing and awareness campaigns to inform individuals and employers about training options. In 2009/10 and 2010/11, a total of \$2 434 811 was spent.

Training WA also includes a strategy to achieve a vibrant and diverse training market by increasing the proportion of training delivery allocated through competitive processes from 27% to 50% by 2012. As at March 2012, this target has been exceeded with 60% of training funding now allocated through a competitive tender process.

The State government has made significant progress in transforming the training system for the future. Statistics include the following improvements:

- training participation rate of the working aged population increased from 8.6% in 2008 to 9.1% in 2011;
- the proportion of workplace and/or flexible training delivery increased from 27% in 2008 to 29% in 2011;
- 44% increase in enrolments in publicly funded higher level qualifications (Certificate IV and above) from 31 376 in 2008 to 45 058 in 2011;
- 219% increase in recognition of prior learning outcomes, from 30 087 module enrolments in 2008 to 95 912 in 2011;
- satisfaction of employers of apprentices and trainees increased from 70% in 2007 to 86% in 2011;
- 26% increase in enrolments by Aboriginal people in employment related training (from 7156 in 2008 to 9030 in 2011);
- VET in Schools in priority industry areas has increased from 24% in 2008 to 28% in 2011;
- 19% increase in Government funded courses at Certificate III level and above available to regional Western Australians between 2008 and 2011;
- student satisfaction levels increased from 85% in 2008 to 88% in 2011; and
- employer satisfaction with training has increased from 72% in 2007 to 85% in 2011.

4.1.6 Public sector training

The State Government will investigate the targeted expansion of apprenticeships, traineeships, cadetships and graduate programs within the State public sector to increase the availability of skilled labour in Western Australia.

[Lead agency: Public Sector Commission]

Employment based training

The Public Sector Commission conducted a review of employment based training in the public sector to identify:

- current use of employment based training in the public sector;
- agency barriers to participation;
- initiatives to support the implementation of employment based training; and
- the role of the Public Sector Commission in supporting employment based training in the public sector.

The review included apprenticeships, traineeships, cadetships and graduate programs and provided the Public Sector Commission with an understanding of the extent of employment based training in the Western Australian public sector.

Employment based training in the public sector

The review highlighted that the Public Sector Commission currently provides and continues to progress a range of initiatives that support the expansion of employment based training in the Western Australian Public Sector.

Additionally, a number of initiatives are currently under development to encourage uptake of employment based training. One such initiative the 'Graduate Program: a guide for agencies' is underdevelopment to assist public sector agencies implement graduate programs in the future.

The Public Sector Commission has undertaken research into the barriers to, and expansion of, apprenticeships, traineeships, cadetships and graduate programs within the Western Australian Public Sector.

A report detailing the review findings and an employment based strategy are currently being finalised and will be submitted to the Public Sector Commissioner when completed.

4.1.7 Deferred payment scheme

The State Government will work with the Australian Government to investigate the establishment of a deferred payment scheme for vocational education and training (VET) fees, to encourage greater participation in training.

[Lead agency: Department of Training and Workforce Development]

The Deferred Payment Scheme refers to the availability of Income Contingent Loans (ICLs). This scheme will be implemented under the National Partnership Agreement on Skills Reform which was endorsed in April 2012.

Western Australia supports the introduction of ICLs and has signed up to this proposal as part of the National Partnership on Skills Reform. Further details on the implementation of the ICLs will be available after the finalisation of the Implementation Plan for the Skills Reform National Partnership.

Strategy 4.2 – Increase skills development and utilisation in the workplace

4.2.1 Industry leadership in training

Industry, with the support of Government, will take a leadership role in promoting the value of skills development, skills utilisation in the workplace, education and training, and foster the take up of workforce planning and development in enterprises.

[Lead group/association: Employer peak groups and industry associations]

Construction Training Council

The advanced pre-apprenticeship model developed by the Construction Training Council will be used as a mechanism to attract and retain pre-apprentices during periods of low demand.

The purpose of the scheme is to reduce lag time for industry by having a supply of 'work ready' trainees available when industry demand increases. A pilot program in carpentry and joinery will be delivered in 2012.

Food Fibre and Timber Industries Training Council

The Food, Fibre and Timber Industries Training Council was successful in obtaining \$150 000 in funding from the Agrifood Skills Council and the Department of Education to enable five schools to deliver a VETiS program in Horticulture.

The schools, (three metropolitan and two regional) have been awarded \$28 000 each. Enrolments commenced in February 2012 with the program scheduled for launch at Garden Week in April 2012.

The program is supported by the Nursery Industry Association, the Landscape Association and Australian Horticulture Association which have joined the project as career partners. It is hoped that this alliance will result in employment opportunities for the students at the completion of the program.

Schools Pathways Program

An introduction made by Future Now resulted in a partnership between the Department of Education (Schools Pathways Program) and the Integracom Group (a registered training provider) to jointly deliver school based training in 22 selected secondary schools.

The program has been funded through a National Partnership with the Defence Materiel Association – an alliance that provides funding to support the teaching of science, engineering, technology and mathematics via a number of VETiS programs with the purpose of increasing student skills and establishing career pathways into the defence services sector.

Food Fibre and Timber Industries Training Council

The Food, Fibre and Timber Industries Training Council have successfully funded a range of initiatives through a workforce development fund including:

- National Meat Industry Training Advisory Council was awarded funds to provide workforce development professional development for human resource personnel of the food processing sector. This project sought to support enterprises to undertake workforce development planning within the context of strategic business planning and provide them with the tools to construct workforce development plans.
- The Tree Guild of WA has secured funding to develop an accreditation standard for the arboriculture industry. The focus will be updating the industry Code of Practice, developing a code of conduct and an industry wide accreditation scheme with minimum training qualifications.

These projects are scheduled for release in the second half of 2012.

Retail and Personal Services Training Council

The Retail and Personal Services Training Council has appointed an industry consultant whose aim is to:

- promote participation in training for new and existing staff;
- identify the skills required to improve staff attraction and retention;
- promote employment opportunities for groups under represented in the workplace;
- identify the skills and training programs required to support staff achieve a higher level qualification (especially urgent as the industry transitions to longer trading hours); and
- promote the services offered by the Retail and Personal Services Training Council.

Up to March 2012 the consultant has engaged with 159 small and medium enterprises. A product of this initiative is a working database that captures relevant industry information that can be shared with working groups and supports evidence based decision making.

Industry Strategy Program

The CCIWA employs an Education and Training Adviser (ETA) funded through the Federal Government's Industry Strategies Program.

The ETA has been working to provide a range of services to business to increase member's understanding of, and confidence in engaging with the national training system. In particular the ETA provides assistance to business to understand Australian apprenticeships and training packages.

Resources sector investing in workforce development

The CMEWA reports the State's resources industry is making a significant investment in training and developing its current and future workforce. It is also making a significant investment in supporting the workforce development and training needs of complementary and other sectors of the Western Australian economy.

This includes providing its service providers and suppliers with access to its training programs and operational facilities for training purposes, as well as significant investments in regional and metropolitan primary and secondary schools, state training providers and universities.

4.2.2 State workplace language, literacy and numeracy strategy

The Department of Training and Workforce Development will work with industry to develop initiatives and targeted programs to improve the level of adult literacy and skills development in the workplace. This will be implemented through the development of a State workplace language, literacy and numeracy strategy.

[Lead agency: Department of Training and Workforce Development]

Western Australia is contributing to the development of a National Foundation Skills Strategy which will consider workplace literacy initiatives. Strategic policy initiatives to support Aboriginal literacy are also progressing, including a professional development program with supporting resources.

The Department is working on priority lists for Foundation Skills and Pathways qualifications in readiness for the implementation of an Entitlement strategy for Western Australia.

The key strategic policy initiative focussing on professional development to support Aboriginal literacy has been completed and is awaiting its official launch.

Work is also progressing on a new qualification to support literacy and language development of Aboriginal language and Kriol speakers.

The Department of Training and Workforce Development is developing a policy for delivering Adult English language, literacy and numeracy skills.

4.2.3 Existing worker training

The Department of Training and Workforce Development will work with industry to develop programs to increase the take up of skills development of existing workers in Western Australian enterprises, building on the success of the existing worker traineeship program.

[Lead agency: Department of Training and Workforce Development]

Training existing workers

The Department of Training and Workforce Development continues to fund existing worker traineeships for workers identified by their employer as requiring higher level qualifications through up-skilling or re-skilling under traineeship arrangements.

Funding is available for approved Australian Qualifications Framework level certificate IV and above qualifications in an established traineeship.

Data gathered by the Department of Training and Workforce Development indicate training commencements by existing workers have increased by 28.9% from the year 2010 to 2011.

Existing Worker program

In addition to facilitating the uptake of approximately 18 000 traineeships and apprenticeships since the launch of Skilling WA, CCI Apprenticeship Solutions has also assisted employers to obtain funded training under the State Government's Existing Worker program.

This enables companies to increase or develop the skills of workers in the form of a structured training program and nationally recognised qualifications. Promotion of the higher level traineeships for existing workers has been effective to encourage the uptake of qualifications certificate IV to diploma level and also the training of young people through the Youth Skills initiative.

Strategy 4.3 – Enhance the flexibility, responsiveness, capability and capacity of the education and training system

4.3.1 Training funding

The Department of Training and Workforce Development will revise its funding models to better deliver on the State's training priorities and provide greater flexibility and packaging of programs to meet the needs of industry, enterprises and the community.

[Lead agency: Department of Training and Workforce Development]

The funding models of the Department of Training and Workforce Development have been aligned with the purchasing priorities recommended in the State Training Board's *State Training Plan* which is endorsed by the Minister for Training and Workforce Development on an annual basis.

Contributing to this improved alignment is an ongoing review of State Training Provider funding arrangements. The purpose of the review is to improve the transparency and equity of Delivery and Performance Agreement funding allocation processes and contractual arrangements and thereby increase the capacity of State Training Providers to meet state training priorities.

Changes introduced to date include the adjustment of some funding settings, consolidating reporting and acquittal processes and improving the capacity of State Training Providers to manage profile shifts in line with local training demand pressures.

The Department is also in the process of reviewing contracting and funding arrangements for private training providers. The focus of this work is the development of an improved procurement management framework including the identification of revised eligibility criteria, contract management arrangements and audit processes.

As a result of this work the Department will be better placed to manage the size and shape of the training market, improve quality and achieve greater alignment with state training priorities.

A review of the Department's policies is ongoing. These policies support the purchasing priorities within the State Training Plan and provide appropriate flexibilities to meet the training needs of industry.

The funding models will again be reviewed as part of the State's commitment to an entitlement model under the new national Partnerships on Skills Reform with the Commonwealth Government.

4.3.2 Training infrastructure and resources

The Department of Training and Workforce Development will work with its partners to build the capacity and capability of the training system through a review of its infrastructure and resource allocation planning.

[Lead agency: Department of Training and Workforce Development]

Strategic training asset management plan

The Department has worked with State Training Providers to complete individual strategic infrastructure plans that examine the infrastructure needs and priorities of providers so that they can meet state and local training delivery needs and workforce development priorities.

The strategic infrastructure plans propose a coherent infrastructure approach for each of the State Training Providers and are essential when applying for funding from:

- Royalties for Regions;
- Commonwealth Education Investment Fund; and
- other programs as they become available.

Regional and industry workforce development plans may be used as evidence when applying for funding for future infrastructure needs.

The Department is also revising its State training asset management plan which will examine the existing and future infrastructure needs of the state training system and develop infrastructure strategies that will support state training priorities for metropolitan and regional areas.

Selected strategic infrastructure plans were used as inputs for a ten year Strategic training asset management plan 2011-2021 which will be updated annually.

4.3.3 Vocational education and training staff

The Department of Training and Workforce Development will identify targeted initiatives to attract and retain skilled vocational education and training staff, in particular those to be engaged in the training of the occupational groups identified in the State priority occupations list (SPOL). These initiatives will be implemented through a vocational education and training workforce development plan.

[Lead agency: Department of Training and Workforce Development]

Department workforce development plan

The Department of Training and Workforce Development has been developing a draft workforce plan that contains relevant, achievable and measurable initiatives to help the Department to attract and retain the workforce now and for the future.

The plan is scheduled for completion and release in the second half of 2012.

4.3.4 Training working groups – under-represented groups

The Department of Training and Workforce Development will establish targeted working groups to provide advice on the training priorities for those sections of the community which are under-represented in the workforce.

[Lead agency: Department of Training and Workforce Development]

Workforce participation policy

The Department of Training and Workforce Development's 'Workforce participation policy' was endorsed by corporate executive in March 2012.

This policy states that the Department will:

- explicitly recognise and respond to the needs of diverse groups of learners by ensuring that strategic advice from community stakeholders and priority group representatives is sought and considered; and
- embed and support substantive equality in training by working collaboratively, both internally and with external organisations, to facilitate holistic services that address multiple layers of disadvantage experienced by particular client groups.

The Department continues to utilise a number of existing networks to seek advice in relation to training priorities and resources for those sections of the community under-represented in the workforce.

For example:

- Western Australian CaLD Across-Government Network;
- South East Multicultural Reference Group;
- Interagency Settlement Group;
- Adult Learning Australia;
- APPC ACE subgroup;
- State and Territory Equity Managers;
- Disability Support Officers network; and
- Industry Training Councils.

4.3.5 Higher education in regional Western Australia

The State Government will explore the use of collaborative approaches between Western Australian universities and State Training Providers for the strategic use of training infrastructure to provide higher education in regional and remote Western Australia.

[Lead agencies: Department of Training and Workforce Development and Department of Educational Services]

As part of the Department of Training and Workforce Development's planning for new regional training infrastructure the Department works with State Training Providers to identify opportunities to assist in the provision of higher education in regional and remote Western Australia.

The proposed development of a new Busselton-Vasse campus will include consultations with higher education stakeholders to investigate opportunities for collaboration between South West Institute of Technology and higher education providers.

4.3.6 The need for green skills

Department of Training and Workforce Development, in association with the State Training Board, will monitor the need for green skills to be embedded in existing training packages and the development of new green skills qualifications.

[Lead agencies: Department of Training and Workforce Development and State Training Board]

The State's ten industry training councils are responsible for providing advice to the Department of Training and Workforce Development and the State Training Board on the training needs of Western Australian industry.

As part of this process, the need for green skills is monitored in accordance with the recommendations of *Skilling for a Sustainable Future in Western Australia: A report for the Western Australian Department of Training and Workforce Development*.¹⁶

The report included broad national and international research on green skills initiatives and details of extensive consultations with Training Councils, industry associations, registered training organisations and individual companies in Western Australia.

The general consensus emerging from the consultations was that there is no need for any major adjustments to be made to the formal VET system to satisfy industry demand for green skills in Western Australia to 2015. The current training arrangements are flexible enough to incorporate change in the delivery of green skills in response to changing circumstances and the work currently underway to ensure appropriate sustainability content in national training packages will comfortably satisfy demand during the next five years.

¹⁶ Published in May 2010

Strategic goal 5

Plan and coordinate a strategic State Government response to workforce development issues in Western Australia

Strategy 5.1 – Develop an information framework to enable accurate and timely market analysis and labour supply and demand forecasting

5.1.1 Workforce development information and data

Overseen by the Ministerial Taskforce on Approvals, Development and Sustainability, the Department of Training and Workforce Development will work with other agencies to enhance and streamline the collection, sharing and use of workforce development data across State Government.

[Lead agency: Department of Training and Workforce Development]

The Department of Training and Workforce Development represents Western Australia on The National Resources Sector Employment Strategy Steering Committee (NRSESSC). The NRSESSC is responsible for overseeing the implementation of the National Resources Sector Employment Taskforce Report, released in 2011.

A key task of the NRSESSC is to develop a model for the capture of workforce planning data for major resources projects to enable the Commonwealth and State/Territory jurisdictions to better understand the workforce needs of these projects and the impact they have on the wider labour market.

The NRSESSC has established a cross-jurisdictional group representing all States and Territories and the Commonwealth to address this issue. This group is due to report to the NRSESSC in late 2012.

The Department of Training and Workforce Development is also managing the Implementation Plan of the Workforce Development Supply and Demand Principal Committee (WSDPC), which is chaired by the Minister for Training and Workforce Development, Hon Murray Cowper MLA, and reports to the Standing Council on Tertiary Education Skills and Employment (SCOTESE).

A key deliverable of the Principal Committee is the development of a regional workforce development planning framework and the development of a set of regional workforce development planning principles, which includes an analysis of the workforce planning data used by regional Australian workforce planning authorities. The Department of Training and Workforce Development is leading the WSDPC Principal Committee's work on this deliverable.

Concurrently, the Department of Training and Workforce Development is also supporting the Principal Committee's input into SCOTESE's management of the establishment of a national workforce development information repository.

As part of the projects outlined above, the Department of Training and Workforce Development is working with State Government stakeholders to identify the components of workforce planning and development data and information, to develop a consistent framework and process to enable the sharing of this information.

5.1.2 Workforce forecasting

The Department of Training and Workforce Development will take the lead role in the State Government in forecasting and publishing information on labour market trends, skills shortages and workforce development issues.

[Lead agency: Department of Training and Workforce Development]

The Department of Training and Workforce Development publishes regular economic and labour market data on the Department's website¹⁷ including the following key reports:

- **The Labour and Economic Snapshot**

Published quarterly, the Labour and Economic Snapshot provides an overview of the current labour market and economic conditions in Western Australia. The report also provides a forecast of the conditions expected over the medium term.

- **The Western Australian Labour Market Review**

The Western Australian Labour Market Review is an annual publication which presents a broad overview of labour market outcomes in Western Australia over the financial year, both within the context of labour market trends in the State over the past decade or so, and by way of comparison with the labour market performance of other Australian states.

- **Employment trends and prospects**

The Western Australia employment trends and prospects report examines and compares changes in historical and forecast employment levels on an industry, occupation, and qualification basis.

The analysis is based on current Australian Bureau of Statistics (ABS) data and projections from Monash University's Centre of Policy Studies and is presented at the most meaningful level of disaggregation possible.

The report helps inform an understanding of the State's likely future employment profile and is a key input for the State Government's workforce development planning.

- **Where the jobs are**

Where the jobs are identifies historical and future employment growth in occupations in Western Australia. This is based on current Australian Bureau of Statistics data and employment projections for the State provided by Monash University's Centre of Policy Studies.

In order to contextualise where jobs are projected to grow in the future, the report highlights recent trends in employment growth for occupations in Western Australia over a four year period.

Information is presented on recent full time and part time job growth and also displayed by gender.

These publications are available on the Department's website (dtwd.wa.gov.au)

17 www.dtwd.wa.gov.au

5.1.3 Workforce development portal

A State Government workforce development portal will be developed to provide comprehensive information on a range of labour market and workforce development issues. This will involve input from a range of State Government agencies and industry organisations.

[Lead agency: Department of Training and Workforce Development]

The planned portal will provide information and tools to assist enterprises to undertake workforce planning. It will also have an information guide for employers to assist them to determine the structure of their current workforce, their future needs and to identify gaps. (See Priority action 5.2.5 for more information).

5.1.4 Industry workforce planning data

The Department of Training and Workforce Development will work with industry organisations, enterprises and other partner organisations to share data and intelligence on workforce development. [Lead agency: Department of Training and Workforce Development]

See Priority actions: 5.1.1 – 5.1.2 and 5.2.5

In addition to the above, the Department also shares data and intelligence with the Chamber of Commerce and Industry Western Australia, the Chamber of Minerals and Energy Western Australia, the ten industry training councils and other peak bodies on an ongoing basis.

Industry itself is also establishing its own information sharing networks. For example, FutureNow has created a closed LinkedIn online discussion group for industry members to discuss VET and workforce development issues and develop best practice case studies. Members include Skills Australia, FutureNow and other Industry Training Councils across Australia and New Zealand.

Strategy 5.2 – Develop a workforce development planning and accountability framework for Western Australia

5.2.1 Cross government planning and coordination

Cross government planning and coordination of workforce issues in Western Australia will be overseen by the Ministerial Taskforce on Approvals, Development and Sustainability.

[Lead agency: Department of Training and Workforce Development]

The Ministerial Taskforce on Approvals, Development and Sustainability oversees the implementation of Skilling WA. The Department of Training and Workforce Development provides regular updates to the Directors General Working Group (Approvals) which in turn, forwards progress reports to the Ministerial Taskforce. This ensures that they key Western Australian Government planning agencies are informed of strategic workforce development issues.

5.2.2 Workforce development planning and accountability framework

A workforce development planning and accountability framework, which complements other State Government planning, will be developed to guide and govern the State's response to workforce development issues within Western Australia. This will be overseen by the Ministerial Taskforce on Approvals, Development and Sustainability.

[Lead agency: Department of Training and Workforce Development]

Workforce development planning framework

Workforce development planning is an important part of the State Government's planning process.

A Skilling WA Planning Framework has been developed, which has a number of supporting plans and strategies. These include:

- Training WA: Planning for the future 2009-2018;
- Training together – working together: Aboriginal workforce development strategy;
- Western Australian Skilled Migration Strategy;
- Industry workforce development plans; and
- Regional workforce development plans.

The Skilling WA Planning Framework aligns with, and contributes to the planning processes of the State, including the work of the Ministerial Taskforce on Approvals, Development and Sustainability, the Western Australian Planning Commission, the Public Sector Commission, the Department of Regional Development and Lands and a number of other agencies.

Workforce development planning and accountability in Western Australia will be informed by two separate but related pieces of work:

- An independent evaluation of Skilling WA which will consider the current planning processes and responsibilities and consider where improvements can be made to respond to current and forecast economic and labour market conditions.
- The development of a national workforce development planning framework being undertaken by the Standing Council on Tertiary Education Skills and Employment's Workforce Development Supply and Demand Principal Committee.

The Department of Training and Workforce Development is leading the Principal Committee's work on this project.

The analysis and conclusions from both pieces of work will inform a review of Skilling WA which is planned to commence in the second half of 2012.

Workforce planning in the public sector

The Public Sector Commission (PSC) has taken a leadership role in enterprise workforce planning and development by developing agency based workforce plans which now cover 99% of public sector workers.

The PSC published *the 'State of the Sector 2011'*¹⁸ report in November 2011. The report identifies workforce planning and diversity as a critical issue for the future. The public sector faces challenges such as adapting to new policy, service and regulatory changes and a rapidly changing demographic composition.

In planning for the future, the sector must understand the changing demands on public services to devise strategies and programs to ensure it has the right balance of technical and cultural competencies to meet these demands.

18 http://www.publicsector.wa.gov.au/SiteCollectionDocuments/SOTS_in_Summary.pdf

The ageing workforce remains a key strategic challenge with 65.5% of the sectors workforce concentrated in the 35-59 age groups and the age distribution of officers in the senior executive category has continued to trend increasing towards the over 55 age category.

These factors underscore the need to integrate workforce planning and development into operational and strategic planning, as well as succession planning and the identification of emerging leaders.

Through integrating workforce planning and diversity objectives into their strategies, agencies across the public sector could attract underutilised sections of the workforce, develop their capacity to provide services to an increasingly diverse population and retain them by offering flexible work opportunities.

5.2.3 Australian Government engagement

The State Government will continue to maintain strong links with the Australian Government's workforce development planning framework and initiatives, including the Ministerial Council for Tertiary Education and Employment's Workforce Development Committee, Skills Australia and the National Resources Sector Employment Taskforce.

[Lead agency: Department of Training and Workforce Development]

National harmonisation

The Department is a member of the Australian Apprenticeships Support Services (AASS) Working Group which reports to National Senior Officials Committee (NSOC) and Standing Council on Tertiary Education, Skills and Employment (SCOTESE) regarding progress on national harmonisation principles that aim to develop a nationally harmonised approach to the regulation of apprenticeships.

This apprenticeship reform agenda forms part of the National Partnership Agreement on skills reform, which was signed by the Commonwealth, states and territories in April 2012.

Workforce Development, Supply and Demand Principal Committee

As outlined in Priority action 5.1.1., Western Australia's Minister for Training and Workforce Development chairs the Workforce Development, Supply and Demand Principal Committee (WSDPC), which reports to the Commonwealth's Standing Council on Tertiary Education, Skills and Employment (which assumed the role of the Ministerial Council for Tertiary Education and Employment in September 2011).

The Director General of the Department of Training and Workforce Development is a member of the WSDPC and the Department provides the Secretariat function for this national committee.

Membership consists of representatives from State and Territory governments, the Commonwealth Government, the Australian Workforce and Productivity Agency (formerly Skills Australia) and expert members from industry.

The current focus for the Principal Committee is to develop a coordinated approach between the Commonwealth, State and Territory agencies on workforce development initiatives, information and regional planning.

The National Resources Sector Workforce Strategy

The Director General is also a member of the National Resources Sector Workforce Strategy (NRSWS), formerly the National Resources Sector Employment Taskforce (NRSET). The NRSWS is a partnership between industry, state and territory governments and the Australian Government for a coordinated approach on meeting the skills needs of the substantial number of major resources projects scheduled to commence in Australia over coming years. (Also see 5.2.4)

The NRSWS Steering Committee has been established to oversee implementation of the Strategy, and comprises senior officials from government agencies, industry and training sector organisations.

The steering committee was initially established for three years with a review of the Committee's Terms of Reference after two years.

5.2.4 Best practice in workforce development

The Department of Training and Workforce Development will engage with the Australian Government and other state and territory governments to discuss and share approaches, initiatives and lessons learned in relation to workforce planning and development.

[Lead agency: Department of Training and Workforce Development]

The Department of Training and Workforce Development is actively involved in the following work of the Workforce Development, Supply and Demand Principal Committee (WSDPC):

- A workforce planning forum was held in May 2012 for members of the WSDPC and practitioners of workforce development for the purpose of information sharing and identification of best practice.
- A regional workforce planning stocktake will be undertaken during 2012 which reviews regional workforce development planning processes and strategies delivered across the Commonwealth, states and territories.

Findings from the forum and the regional planning stocktake articulating 'Best Practice Principles' and a 'Best Practice Framework' will form part of a national report. The report will identify barriers to the harmonisation of regional workforce development planning processes across jurisdictions with recommendations for overcoming these barriers.

5.2.5 Enterprise level workforce development

The Department of Training and Workforce Development will work with the Department of Commerce, Small Business Development Corporation, peak employer groups and training councils to provide workforce planning and workforce development information, tools and advice to small to medium enterprises.

[Lead agencies: Department of Commerce, Small Business Development Corporation and Department of Training and Workforce Development]

Enterprise based workforce planning and development package

The Department of Training and Workforce Development, in collaboration with the Department of Commerce (Labour Relations), Small Business Development Corporation and the Chamber of Commerce and Industry Western Australia are working to develop tools and resources aimed at assisting small and medium enterprises to undertake workforce planning and implement workforce development strategies.

- The Enterprise based workforce planning and development package aims to provide easy access to information, resources and tools to support employers in the development their workforce.
- The Department of Training and Workforce Development commissioned research to determine the type of workforce planning and development information, tools and resources desired by small to medium enterprises and the current availability of these products.
- The findings of this research is currently under consideration by the project steering committee to determine if any information, tools or resources gaps exist.
- Pending the outcome of the steering committee's consideration, a workforce planning and development portal is planned to provide easy access to workforce planning and development information.
- Workforce planning and development forums targeting small to medium enterprises wishing to learn more about workforce planning are also being considered.
- A key component of the attraction and retention aspect of this project will be information regarding flexible work practices.
- The package will aim to promote workforce planning and development to enterprises.
- Delivery of the Enterprise based workforce planning and development package is scheduled for the second half of 2012.

5.2.6 Promotion of workforce planning and development

A promotional campaign will be developed to market and promote workforce planning and development to all enterprises.

[Lead agencies: Department of Commerce, Department of Training and Workforce Development and the Small Business Development Corporation]

Included in Priority action 5.2.5 above

5.2.7 Workforce development in State Government planning

Consideration of workforce development issues will be embedded in all State Government planning processes and linked to budget cycles.

[Lead agencies: Department of Treasury and Finance and all Western Australian Government agencies]

Planning and coordination of workforce development efforts across government is coordinated by the Department of Training and Workforce Development and occurs through the implementation of Skilling WA.

- Government agencies that have a lead role are identified under each of the priority actions contained in Skilling WA.
- As the lead agency the Department of Training and Workforce Development is required to liaise with other agencies and stakeholders on the implementation of the priority action and provide an update on progress once a quarter.
- The Directors General Working Group (Approvals) receives regular reports on progress and issues related to workforce development and the implementation of Skilling WA.
- The Directors General Working Group (Approvals) is the conduit to the State's Ministerial Taskforce on Approvals, Development and Sustainability.
- Twice a year a progress report is prepared and submitted via the Directors General Working Group (Approvals) to the Ministerial Taskforce on Approvals, Development and Sustainability. The progress reports are published on the Department's website.
- Proposals for additional funding under Skilling WA are linked to the State Government's budget process.

Conclusion

Implementation

Skilling WA's first year of operation has been successful, with agencies and stakeholders all reporting significant progress. All of the 68 Priority actions listed in Skilling WA have been started, advanced or completed.

In addition, a number of complementary initiatives that were not identified as specific priority actions have been put into place. Linked to Skilling WA's five strategic goals, these initiatives have been incorporated into the framework seamlessly.

This is encouraging as it demonstrates that other agencies are using Skilling WA as it was intended – an integrated, whole of government approach to workforce planning and development in Western Australia.

Reporting

The Directors' General Working Group (Approvals) receives quarterly updates on Skilling WA's progress. A half year report has been produced and published on the Department of Training and Workforce Development's website in September 2011.

The Ministerial Taskforce Approvals, Development and Sustainability receive regular reports via the Director's General Working Group (Approvals).

This report covers the first fifteen months of operation and has reported on each of the priority actions.

State Government initiatives

While this report documents that significant progress has been made in addressing the issues outlined in Skilling WA, the continued growth of the Western Australian economy and resulting growth in skill and labour demand will necessitate a continued focus on developing the State's workforce.

The State Government is continuing to implement the priority actions of Skilling WA, with a focus on training, infrastructure, assisting enterprises in maximising their own attraction and retention strategies and ensuring the national migration program best suits the needs of Western Australian employers.

Commitments and initiatives planned over the medium term include:

- **Training places**

The Western Australian Government's first workforce development priority is to train and prepare Western Australians for the workforce.

The State Government is funding record number of training places, with the budget being almost \$475 million in 2012/13. This training is especially targeted at priority occupations and to assist groups with low workforce participation rates enter or return to the workforce, including women with young children, older workers, Aboriginal people, rural and remote residents and migrants from culturally and linguistically diverse backgrounds.

- **Royalties for Regions – Skills Training Initiative**

A total of \$33 million will be spent over two years from 2011-12 to develop skills and training initiatives in regional Western Australia. This includes an allocation for the future development of Muresk and student accommodation in Kalgoorlie.

- **Skilled migration**

The State Government will continue to advocate on behalf of Western Australian industry to ensure that the national skilled migration program meets the needs of the State's employers.

The Department of Training and Workforce Development is continuing to have input into the plans for the implementation of the new Regional Migration Agreements to ensure that the framework of the agreements will deliver real benefits to regional Western Australia.

The State Government, through the Office of Multicultural Affairs, the Department of Training and Workforce Development and the Department of Premier and Cabinet will continue to work together to develop services to better assist newly arrived skilled and humanitarian migrants to settle into Western Australia and contribute to the State's workforce.

- **Attraction and retention**

To attract and retain a skilled workforce especially in regional Western Australia, it is important to provide workers with an environment that includes affordable housing, suitable built and social infrastructure and vibrant communities to live in.

The State Government's vision for Pilbara Cities will assist in increasing the critical mass of residents in Karratha and Port Hedland, improving the pool of skilled workers and offering residents improved conditions, access to services, lifestyle and work-life balance.

The Royalties for Regions funding has made a significant contribution to improving amenity and infrastructure across many regional areas of Western Australia.

At the enterprise level, the Department of Training and Workforce Development will continue to work with the Department of Commerce, the Small Business Development Corporation and the Chamber of Commerce and Industry Western Australia to develop the Enterprise based workforce planning and development package.

This package will deliver a range of information, resources and tools to enable small to medium enterprises improve workforce planning and implement workforce development strategies.

Next steps

Skilling WA a dynamic document that has the capacity to respond to changes in circumstances quickly and efficiently.

The Department of Training and Workforce Development will analyse this report, workforce development data, feedback from stakeholders and the independent evaluation of the framework, and use the information as a basis to develop a discussion paper for consideration by stakeholders.

The paper will be distributed with this report prior to a planned series of forums, where groups of stakeholders will be invited to share information, ideas or solutions for progressing workforce planning and development in Western Australia.

Information gathered from this process will inform an update of Skilling WA and guide its future focus and direction. The update process will consider possible additions or amendments to strategic goals and set w to adapt the framework to meet the current needs of the Western Australian economy.

This process will commence in late 2012.

Glossary of names and abbreviations

Aboriginal Affairs Coordinating Committee	AACC
Access and Participation Principal Committee	APPC
Adult and Community Education	ACE
Australian Bureau of Statistics	ABS
Apprenticeship Australia	AA
At Risk School Aged Students (ARSAS) Program	ARSAS
Australian Chamber of Commerce and Industry	ACCI
Australian Petroleum and Exploration Association	APPEA
Australian Qualification Framework	AQF
Chamber of Commerce and Industry WA	CCIWA
Chamber of Mines and Energy WA (Inc)	CMEWA
Community Resource Centres	CRC
Council of Australian Governments	COAG
Culturally and Linguistically Diverse	CaLD
Department of Immigration and Citizenship	DIAC
Department of Treasury and Finance ¹	DTF
East Kimberley Development Package	EKDP
Education and Training Advisor	ETA
Establishment and Variation of Apprenticeships Committee	EVAC
Fly-in Fly-out	FIFO
Group Training Organisation	GTO
Income contingent loans	ICL
Indigenous Participation Plan	IPP
Industry Capability Network	ICN
Liquefied Natural Gas	LNG
Memorandum of Understanding	MOU
Non-government organisation	NGO
National Lifestyle Villages	NLV
National Senior Officials Committee	NSOC
National Resources Sector Employment Taskforce	NRSET

¹ Skilling WA refers to the Department of Treasury and Finance. On 1 July 2011, the Department of Treasury and Finance was renamed to the Department of Treasury. At the same time, the State Revenue, Government Procurement, Building Management and Works and Shared Services functions of the Department of Treasury and Finance were transferred to the newly created Department of Finance.

National Resources Sector Workforce Strategy	NRSWS
National Quality Reform Agenda	NQRA
Ord – East Kimberley Expansion Project	OEKEP
Ord Irrigation Expansion Plan	OIEP
Recognition of Prior Learning	RPL
Reconciliation Action Plan	RAP
Regional Airport Development Scheme	RADS
Regional Price Index	RPI
Registered Training Organisation	RTO
Standing Council on Tertiary Education, Skills and Employment	SCOTESE
Small Business Development Corporation	SBDC
Small and Medium Enterprise	SME
Standing Council on Tertiary Education, Skills and Employment	SCOTESE
Strategic Training Asset Management Plan	STAMP
Strength Weakness Opportunities and Threats	SWAT
Transport and Logistics Workforce Advisory Group	TLWAG
Vocational Education and Training	VET
Vocational Education and Training in Schools	VETiS
Workforce Development Supply and Demand Principle Committee	WSDSDPC
Youth Mentoring Reform Group	YMRG

