

DEPARTMENT OF TRAINING AND WORKFORCE DEVELOPMENT



STRATEGIC PLAN 2014-2018





OUR VISION

All Western Australians can be part of a skilled workforce to meet the economic and community needs of Western Australia.

OUR MISSION

We work to build the Western Australian workforce to meet the State's economic and community needs.

OUR VALUES

In all our decisions, operations and relationships we value:

INNOVATION

In responding to the needs of clients and stakeholders.

INTEGRITY

In designing, directing, delivering and evaluating workforce development and training.

COLLABORATION

Through fostering strong relationships with stakeholders to balance diverse needs and achieve common goals.

QUALITY

In planning and service delivery to achieve client centred outcomes.

INCLUSIVENESS

In funding and providing services that meet the needs of all Western Australians.





GOAL 1: PLANNING AND COORDINATING

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

KEY OUTCOMES

- Training and workforce development planning processes are strategic, dynamic, timely, integrated and transparent, and reflect industry and regional needs.
- Western Australia's strategic framework for workforce development is developed through coordinated cross-agency planning.
- Policy development is informed by evidence-based research, data analysis and modelling.
- Strategic planning guides investment in capital development, technology systems, human resources and training delivery.
- Training and workforce development needs of the State are met through leadership across industry, the community and government.
- Strategic partnerships and consultative relationships with key stakeholders including industry, the community and government, are strengthened.
- Strengthened alliances with key school sectors provide students with industry standard qualifications and varied pathways into training and the workforce.
- Investment of public resources in the State's VET system is effectively coordinated in collaboration with training partners.
- Effective data analysis, contemporary information and communication frameworks and internal processes underpin training and workforce development strategies and programs.



GOAL 2: GROWING

Western Australia's workforce needs are met through attraction, retention, participation and skilled migration strategies.

KEY OUTCOMES

- Aboriginal participation in the workforce is increased.
- Participation and integration of under-represented and under-utilised groups in the workforce is increased.
- The transition of school students into the workforce is facilitated through VET in Schools strategies and improved career advice.
- Opportunities for training and workforce participation of regional Western Australians are increased.
- Workforce participation is increased through coordinated career support and development strategies for employers and the community.
- Effective strategies attract and retain migrants with priority industry skills.
- Leadership is provided in the development of effective strategies across industry, community and government to manage skilled migration to Western Australia.



GOAL 3: DELIVERING

Investment and reform delivers an innovative, flexible and responsive training system.

KEY OUTCOMES

- An inclusive, competitive and diverse training system provides flexibility and specialisation.
- The vocational education and training workforce has improved capacity to respond to industry, community and government demands.
- Clients are guaranteed a State Government subsidy for a training place in a state priority qualification and are supported to achieve higher level qualifications.
- A flexible, streamlined and resilient apprenticeship system responds to client needs and economic cycles.
- Language, literacy and numeracy and employability skills training helps individuals achieve vocational qualifications, participate in the workforce and improve opportunities.
- A sustainable system of public and private training providers ensures community access and choice of quality training.
- International partnerships and education and training markets are strengthened and expanded.
- Improved technology systems and capabilities support training and workforce development priorities.





GOAL 4: GOVERNING

The Department's services, systems and performance are client centred, of the highest quality and managed in an open, transparent and accountable manner.

KEY OUTCOMES

- Accountable and ethical processes are centred on the welfare of staff, clients and other stakeholders.
- Plans, policies, procedures, purchasing and service provision are transparent, timely and have integrity.
- Robust procurement frameworks for purchasing training goods and services are adaptable to client needs and reflect the Department's values and priorities.
- Monitoring, evaluation and auditing of internal and external services are transparent and objective.
- Support and services to apprentices, trainees, employers, community and staff are high quality, client centred and responsive to feedback.
- Services in key areas of national and state training reform are supported and enhanced through improved information technology systems and capabilities.

For further information:

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This material is available on request in appropriate alternative formats.