In this edition...
Welcome to the new look Training Matters. The new design strengthens the magazine’s identity as part of the Department of Training and Workforce Development’s suite of resources for the Western Australian training sector.

In our first issue for 2016, we celebrate individual and organisation category winners in both the WA and Australian Training Awards in 2015. We also tell you how you can follow in their footsteps as applications open for the WA Training Awards in 2016.

We congratulate more than 250 young Western Australians who were awarded gold, silver and bronze medals in the WorldSkills regional competitions last year. About 70 of these medallists will be chosen to represent WA at the WorldSkills Australia National Competition in Melbourne in October.

We talk to South West Institute of Technology’s Daniel Gibbins about the agricultural industry, and meet Durack Institute arts lecturer and businesswoman Peta Riley.

Find out more about the OuResource web portal, a new online resource for workforce development centres, and read about the Aboriginal Workforce Development Centres in our Branch facts.

All this and more in this edition of Training Matters.

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Cover: Durack Institute Visual Arts and Design Lecturer Peta Riley and Geraldton artist Helen Ansell are the creative talents behind Australian design company, Mulla Mulla Designs. The pair share their knowledge with students, peers and other artists and encourage others to explore potential career paths in art.
Honours for regional skill and trade competitors

More than 250 of the State’s best young apprentices and trainees were rewarded following their success in one of the biggest and most prestigious skill and trade competitions.

Training and Workforce Development Minister Liza Harvey said they tested their skills against peers during regional WorldSkills events, with gold, silver and bronze medals presented to the top achievers at an award ceremony late last year.

Stand outs at the ceremony were engineering apprentices Ben Halsall, Jason Day and Jason Woonings, who all work for Albany Engineering. The trio were awarded gold, silver and bronze medals in the turning and fitting categories. They follow in the footsteps of fellow Albany Engineering employee Joseph Pauley, who won silver on the WorldSkills international stage in Brazil last year.

Congratulating the medal recipients, Mrs Harvey said the ceremony was the culmination of competitions held in regional and metropolitan areas over the past 12 months.

Eligible medallists will now have the chance to represent Western Australia in the national competition to be held in Melbourne in October 2016, as members of Team WA.

“WA is expected to field its biggest team yet for the national competition because of significant interest from competitors in regional areas,” Mrs Harvey said.

More than 500 people under the age of 23 took part in the WA events, competing in almost 40 open and Vocational Education and Training in Schools (VETiS) categories.

Mrs Harvey said there was a large increase in the number of competitions held around the State last year, particularly in VETiS categories, which recorded a 150 per cent jump in competitor numbers.

“WorldSkills competitions showcase skills excellence and promote vocational education and training pathways as a first-choice career option,” Mrs Harvey said.

“The events challenge young people to achieve their best in their respective trade and skill areas, which not only helps to raise the standard of competition across all categories but it also allows young people to fine-tune their skills, which they can then apply in their workplace.”

Several new competitions were also added to the schedule, including VETiS bricklaying, which was introduced as a demonstration event. Its popularity has prompted WorldSkills Australia to also include it in the national competition.
New program for automotive specialists

The Motor Trade Association of WA (MTA WA) Automotive Institute of Technology has introduced a new program which will help streamline training for its apprentices.

MTA WA General Manager for Training Frances Parnell said the program was designed around completing a number of units within a term that related to one particular task, such as servicing an engine.

“The new training model clusters units of knowledge,” she said. “It is a holistic approach, and is good for delivery, the student and assessments.”

MTA WA specialises in delivering Certificate II and III programs for the automotive trades.

These include automotive pre-apprenticeships, light automotive apprenticeships and traineeships (mechanical, tyre servicing and air conditioning) and courses for people who work in the automotive sales industry, including administration, parts interpreting and sales.

The Association runs courses as a registered training organisation and also operates as a group training organisation (GTO). The GTO acts as an employer of apprentices, placing them with host employers and performing all the administration functions of the apprenticeship.

Through this bank of host employers, pre-apprentices also gain work placement, with a view to future apprenticeships.

Frances said there were more than 280 apprentices enrolled with MTA WA.

“We also have more than 60 pre-apprentices in the school program, and another 60 trainees in sales, administration and parts,” she said. “A team of 10 lecturers teach and assess them all.

“Our main campus is located at Joondalup and we also have workshops and classrooms south of the river at St Francis School in Maddington.”

MTA WA started delivering automotive training in the 1980s. In 1993 the training arm split from the association due to regulatory issues. The two areas have since remerged to better meet the needs of industry.

“Our aim is to secure the future of the industry by driving the development of a skilled workforce and building a strong and resilient industry,” Frances said.

“One way to help develop our apprentices’ skills is through our involvement in the Targa West rally. This annual event allows us to offer apprentices real-life experiences with a motor sport team.

“Last year our apprentices played a prominent part in the event. They painted team cars and formed part of the service crew. Six of our apprentices, Bryson Murphy, Blair Bertocchi, Adam Molyneux, Heidi Seeber, Emerald Ngatai and Sam Macadam, did a fantastic job in support of the GTi Girlz race team, which took out top honours in the Modern Challenge category, and the GTi Boyz team, which overcame mechanical challenges to finish second in the Classic Competition.”

Frances said MTA WA would consolidate its new approach to the training program and continue to identify skills gaps in the industry and assist businesses to fill those gaps.

“We will also look at upskilling trades people in the industry through the delivery of post trade training,” she said.

“Finishing an apprenticeship does not mean there is nothing left to be learned – there will always be another skill set required. Automotive technology is becoming more advanced and mechanics will need to develop their skills as technology continues to progress.”

A Apprentices John Edson and Chris Moore with Senior Trainer Mel Greenhow.
Reform safeguards WA’s TAFE sector

Reforms to the State’s public vocational education and training sector will improve training options for students and reduce administrative duplication.

Deputy Premier and Training and Workforce Development Minister Liza Harvey said the Training Sector Reform Project, which started last year, recommended two key changes to the function and structure of the publicly funded training system.

“Currently we have 70 campuses administered by 11 TAFE colleges. Under the changes these 70 campuses will be administered by five TAFE colleges,” Mrs Harvey said.

“New arrangements will also be introduced for greater collaboration among the network of colleges, allowing resources and expertise to be shared across WA. This will give students, particularly those in regional areas, access to more diverse training programs.”

The Minister said there would be no impact on students enrolled in courses this year.

The reforms will also see the reinstatement of the TAFE brand, in recognition of the strong historical association and awareness by local communities.

The five new TAFE colleges will be named North Metropolitan TAFE, South Metropolitan TAFE, North Regional TAFE, Central Regional TAFE and South Regional TAFE.

“Students currently enrolled will still have access to their training as the current campuses and courses offered remain unchanged,” Mrs Harvey said.

“Under the changes there will be greater local community and industry collaboration to ensure students are being trained to meet local industry needs.”

The new structure will start operation on April 11, 2016. Interim managing directors for each college will be appointed and new governing councils will be formed.

“The reform project found that WA had six of the eight smallest colleges in the country. This reform will ensure our training system remains robust, sustainable and one of the best in Australia,” the Minister said.

“TAFE colleges are a significant cornerstone of WA’s vocational education and training system and these changes will ensure that this position continues while also ensuring colleges are sustainable into the future.”

Visit dtwd.wa.gov.au for more information. [TM]
It’s never too late

The age profile of people who start an apprenticeship or traineeship has changed in recent times.

According to the National Centre for Vocational Education Research (NCVER), the average age profile of Australian apprentices has increased, particularly for people over the age of 25.

While the majority of apprenticeships are taken on by people under 20 years of age, data published by NCVER in the Apprentices and Trainees 2015 June quarter report showed that the biggest growth in trade apprentice and trainee commencements in Australia was seen in those aged 25 years and older, up by almost 15 per cent when compared with the same quarter last year.

This was also reflected in figures from the Department of Training and Workforce Development’s Performance Evaluation and Statistics branch, showing there has been a steady rise in the age of people starting an apprenticeship in WA over the past 10 years.

In 2004–2005, 78.5 per cent of apprentices were under the age of 21, with 15.4 per cent between the ages of 21 and 29 years. A decade later, those figures show a 10 percentage point difference, with 66.5 per cent of new apprentices under 21, and almost a quarter (24.4 per cent) now in the 21 to 29 year age group. Although starting an apprenticeship over 30 years of age is unusual, the 30 to 39 bracket also showed a small but steady increase, up by almost two per cent over the past decade.

There are similar figures for those people undertaking a traineeship. In 2004–2005, 40 per cent of people who started a traineeship were aged 20 years and under, and 20.5 per cent were aged between 21 and 29. A decade later, this latter age group leads the way with almost a third (28.9 per cent) of starters, with the under 20s now at just over 22 per cent. The 30 to 39 age bracket also had a steady rise in numbers, up from 15.7 per cent in 2004–2005 per cent to more than 20 per cent in 2014–2015.

There is no age limit to learning, with education and training opportunities available throughout our working lives. Statistics back up the saying ‘it’s never too late to learn something new’, especially when it comes to education and training.

Linda’s story

Linda Abd halim started a hospitality apprenticeship in April 2014. The 42-year-old will soon start the third and final year of her apprenticeship as a chef.

“I have an Executive Secretary Diploma, which I did in Malaysia, but I always had a passion for cooking,” Linda said.

“When I married and migrated to Australia I was not sure what I wanted to do. I saw an advertisement looking for an apprentice chef so I called, applied and got it!”

“In the future I would like to expand my knowledge and do more work outside of the kitchen in hospitality management.

“I would say trust what you want to do. It is never too late to follow your dreams and everything is possible.”

Adam’s story

Adam Williamson completed a pre-apprenticeship in cabinet and furniture making in November 2015, and started an apprenticeship a few weeks later with Diverse Shopfitters at the age of 37.

Adam previously completed a panel beating apprenticeship when he left school, although he has spent the last 12 years working in the resources industry.

“I decided on the career change to cabinet and furniture making when the mining and construction boom slowed down,” he said.

“I needed to look for a more sustainable career which didn’t require me to work away from my family.

“I really enjoy my new apprenticeship. Professionally, it has broadened my skill set and given me a will to take on new challenges. Personally, I find it very rewarding to be able to make something from scratch and stand back to see the finished product come together.

“My advice to others contemplating an apprenticeship is to get some work experience so that you know what is involved before you commit. A pre-apprenticeship can also give you a good chance of securing a full time opportunity.”
Geoff’s story

WA Apprentice of the Year 2014 Geoff Franklin started his apprenticeship at Crown Perth at the age of 49.

Geoff qualified as a horticulturalist in 1981 and had worked at Perth Zoological Gardens for a time.

“To become a chef was a massive career change,” Geoff said. “I was challenged, but not overwhelmingly so, and this was far outweighed by the pure joy that my new direction gave me.

“I could appreciate and recognise the integrity of the chef qualification as a result of my previous apprenticeship experience, and also from our family business in the hair and beauty industry, where we have been actively involved in training several apprentices.

“Things were a lot different when I did my first apprenticeship. Today, there is a much more open relationship between employees, employers and training organisations.”

Balancing work and study as a mature aged apprentice can be demanding, but for Geoff, a passionate and positive attitude towards learning has paid off.

“This training pathway set me on a different road to any I had previously travelled or envisioned,” he said. “It has opened windows of opportunity which I have pursued with the greatest enthusiasm.”

^ Geoff Franklin recently completed a chef apprenticeship. He was an apprentice horticulturalist in the 1980s.

Ronnea’s story

Ronnea Beehag, 41, signed up for a fitting and machining apprenticeship this year.

She has a Bachelor of Education and has always been hands-on in her work.

“I decided to do an apprenticeship as I felt I needed to be challenged and I wanted a fresh start,” she said. “The time was right as my daughter had reached high school.

“When I left school back in the ’90s my father saw potential in me to do a trade, however I went with what most of my female friends were doing at the time, so I studied teaching.”

Ronnea now works for ship building company Austal and loves being part of a big team.

“There are so many things to learn and it is satisfying to know that I can contribute to building highly technical vessels,” she said. “Plus, this type of work keeps you fit.”

Ronnea’s advice to those who want to pursue an apprenticeship or traineeship is to enjoy what you choose to do, be persistent and persevere with job knock-backs.

“Don’t ever think it’s too late to start something new or that you are too old,” she said. “Be motivated, disciplined and most of all, believe in yourself.”

^ Ronnea Beehag has signed up for a fitting and machining apprenticeship.

Jonathon’s story

Jonathon Stoney, 42, who is a qualified lab technician, started an apprenticeship earlier this year as a fitter and machinist.

“I did a pre-apprenticeship in fitting and machining first, and decided I wanted to do an apprenticeship,” Jonathon said.

“I am thoroughly enjoying it. I like learning new stuff, adding to what I already know.

“I would recommend to any mature aged person wanting to pursue a trade career to start with a pre-apprenticeship as it provides a good stepping stone towards an apprenticeship.”

^ Jonathon Stoney, a qualified lab technician, started an apprenticeship as a fitter and machinist.

^ Geoff Franklin has recently completed a chef apprenticeship. He was an apprentice horticulturalist in the 1980s.
Durack Visual Arts and Design Lecturer Peta Riley is one of the driving forces behind this success. She is also working on an online version of the course, the only one offered in Australia, which she hopes to have ready for mid-year enrolments.

“The Diploma is a 12 month course, which prepares students for a professional and sustainable arts practice,” Peta said. “Students are encouraged to build their own practice and earn a living at a professional level. The Diploma gives them the skills and knowledge to be able to take their art further, think outside the box and find new opportunities.”

Peta has taken this thinking to join fellow Geraldton artist Helen Ansell as the creative talents behind Australian design company, Mulla Mulla Designs. Their first collection of fabrics and homewares debuted in 2014, showcasing Australian wildflowers.

Peta translates Helen’s artwork into patterns suitable for fabric production, which is then used on custom upholstery pieces, tea towels, scarves, gift cards and cushions.

A range of designs for street furniture and public art is also in development. “My job as a lecturer and our arts business complement each other,” Peta said.

“There is so much more to art. People don’t understand its potential. Artists can apply for grants, teach, work as a jeweller or graphic designer. There are many career paths available.”

Age is also no barrier when it comes to art. The Diploma course caters for all ages, and Peta’s current students range in age from 16 to 65.

“We cover a whole range of skills to give our students a good grounding,” Peta said. “They learn to give verbal and website presentations, and see the big picture of possibilities behind their art.

“Eight students graduated last year and they have moved on to a range of arts practices. Two went to Canberra to study and one to Perth to complete an arts degree at Edith Cowan University (ECU). We have an articulation agreement with ECU – completion of the Diploma means our students can go straight into the second year of the Visual Arts Degree.”

Peta finds it rewarding to network and share her knowledge with students, peers and other artists.

“The job is creatively flexible, no two lessons are the same and I often get to travel to remote locations,” she said. “I have travelled 720km to teach ceramics at the Wiluna campus and have also taught ceramics, sculpture and jewellery at Mt Magnet.

“Through Mulla Mulla, we also did two remote workshops last year, in Arnhem Land and Port Hedland.

“We show other artists how to translate their work in ways that it can make an income.

“Not all artists can transform their art into a saleable product. We have found that if we show our students an end product, then they are keen to learn how to do it for themselves – having a good outcome is good incentive.”
ADVANCE YOUR CAREER

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Creating memorable experiences

FutureNow is the Western Australian Industry Training Council for the Creative and Leisure industries.

Training Matters spoke to FutureNow Chief Executive Officer Julie Hobbs and her team for an update on activity in the industry sectors of arts and culture, tourism, hospitality and events, information communication technology, media, print, sport, recreation, racing and telecommunications.

**TM: What are your current priorities?**

**FutureNow:**

Our industry sectors are linked through their ability to create memorable experiences for people. As the economy becomes more service led, the quality and capacity of the workforce to support these experiences will be critical.

We view the development of a sophisticated, creative, well-informed and skilled workforce in our industries as essential. Our work on education and training, recruitment, retention, remuneration and ongoing professional development are all an important part of this process. We also work with industry to ensure that areas of current and projected workforce demand are recognised on the State Priority Occupation List.

**TM: What issues make an impact on your industries?**

**FutureNow:**

Consumer activity in the cultural sector is affected by the economic environment, and government and corporate support have an impact on the sector’s output. However, there is a great appetite for cultural and artistic engagement in WA as shown by the success of events such as the Fringe World Festival (now the third biggest in the world) and the long standing Perth International Arts Festival.

There is a shortage of skilled workers in the hospitality and tourism sectors, which affects WA’s capacity to participate in the highly competitive global tourism market. This skills shortage is especially pronounced in regional areas such as the South West, an important tourism destination.

Additionally, the viability of many sporting codes in WA depends on a large volunteer base of about 100,000 people. While these volunteers often have great experience they may have little formal training, which can present increased risk around issues of governance, health and safety. Affordable and accessible training is required to support these volunteers.

**TM: Do you have any new or upcoming projects or programs?**

**FutureNow:**

In partnership with the Department of Culture and the Arts, FutureNow is developing “Backstage Pass,” a series of online instructional videos for WA’s theatre technician workforce. This resource is supported by Royalties for Regions funding and should enable greater access to live performances for audiences across WA.

**TM: are there any achievements you would like to share?**

**FutureNow:**

We measure achievement not only in terms of the quality of advice we provide to Government but also in the way we engage and support our industry sectors and stakeholders.

Examples of this are our current industry workforce development plans, recent work on the development of training packages and the identification of appropriate and realistic pathways to industry through VET in Schools programs.

Our industry knowledge has evolved over many years through the contribution of successive boards and valued industry partners. All our achievements in the workforce development space are a collaborative effort.
Why apply for the WA Training Awards?

The WA Training Awards give organisations and individuals the chance to be recognised for their contribution and dedication to the State’s vocational education and training sector, together with their outstanding achievements.

For individuals, winning a WA Training Award has many benefits. It’s a chance to kick start your career or further your training with $5,000 in prize money from your category sponsor. Be recognised as the best in the State and have the opportunity to represent WA at the Australian Training Awards in Darwin in November (eligible categories only).

Whether you’re a finalist or a winner, you will have the chance to network with other high achievers and industry leaders at a state and national level, and your employer will value your dedication and achievement. You will also have the chance to become an ambassador, with opportunities to share your story and encourage others into training.

For organisations, you have the chance to boost your business with $5,000 in cash or prizes from your category sponsor, and be recognised by your peers as the State’s top achiever. You will also have the opportunity to represent WA at the Australian Training Awards, where you could be recognised as the best in the country. As a winner or finalist you may benefit from publicity and promotional opportunities for your organisation, and an increased profile among potential students, apprentices, trainees, employees, clients and partner organisations.

Applications for the WA Training Awards 2016 are now open. Get your application in before 13 May and you could be in the running to win $5,000 and the chance to represent WA at the Australian Training Awards in Darwin this November.
Being named the Apprentice of the Year 2015 at both the WA and Australian Training Awards has led to new connections, new experiences and new opportunities for Western Power electrical tradesperson Jared Stone.

“I have the chance to apply for an Australian Overseas Foundation scholarship, and have connected with people just as passionate and enthusiastic as I am about what they do,” he said.

“Winning has also opened the door to being able to reach out to schools and institutions as an ambassador, allowing me to spread the message about the benefits of the vocational education and training sector.”

Jared plans to spend his prize money from the WA Training Awards on a laptop and accessories to help further his study with an Advanced Diploma in Electrical Engineering.

For someone thinking about entering the awards, Jared said not to think twice, just do it and see what happens.

“I had never addressed selection criteria before, so it made me really think about my own attributes and experiences,” he said.

“Get it all on paper, your achievements, your strengths, and what would make you the next ambassador for the sector.

“Sometimes being great isn’t the best… sometimes being different is even better.”

Clinipath Pathology

Clinipath Pathology entered the Australian Training Awards by direct national entry and won the Australian Apprenticeships – Employer Award for 2015.

Patient Services Manager Ann Poole said it was great to be part of the WA contingent heading to Hobart for the final announcements.

“The staff are still celebrating,” she said. “We are incredibly proud of their achievement and contribution, especially in regards to the staff who developed, implemented, monitored and engaged the trainees we employ.

“We have been recognised at a national level for our quality, innovative training program, and it has given us the impetus and motivation to further expand and develop it. Ours is the only pathology company in WA which provides this program.”

Anne said winning the award had given Clinipath Pathology a competitive edge.

“The award acknowledges and reinforces our reputation for quality service, excellence and continuous improvement in the health care industry,” she said.

“I would highly recommend applying for the Awards as a positive journey for any organisation.

“The application process provided an opportunity to look at the trainee program holistically. It allowed us to reconnect with staff at a grass roots level and substantiate all successes in a critical and measured way.

“My advice would be to keep the application real and tell the stories of your staff. They are the champions of your organisation.”
Winning Stories

Sandra Van Der Gaag

Sandra Van Der Gaag appreciates the recognition WA Training Awards gave her for the work she put into achieving her career goals.

As the WA and Australian Trainee of the Year 2015, Sandra said the Awards had motivated her to keep working on professional development, and become the best she could be.

“A traineeship can be daunting when you are new to an industry, but winning reminded me that you can become good at anything when you put your mind to it.”

The Awards also gave Sandra a confidence boost in her current job with Woodside.

“I am now the health and safety representative on my shift, in addition to my core role as a process plant operator,” she said.

“Interviews with various newspapers and corporate magazines to highlight my success have also been a great networking tool, and an effective way to promote the benefits of skills training to the wider community.”

Sandra said being involved in the Awards was professionally and personally rewarding.

“I met many interesting people and made good friends along the way,” she said.

“My tip for entering the Awards would be to encourage people to talk about why they chose their traineeship and how it has helped them achieve their goals. Don’t be afraid to give examples. That way the judges can relate to what you are saying.”

Crown Perth

Crown Perth prides itself on offering more than just jobs to its employees, but long term careers supported by ongoing learning and education.

Winning both the WA and Australian title of Employer of the Year 2015 was a testament to this, and to the success of the company’s strategies and work in attracting, training and retaining talented employees.

Group Manager Learning and Development Shane Thomas said it gave Crown a big advantage in the globally competitive tourism industry.

“We are very proud and pleased to have won these awards,” he said. “They have recognised the efforts of our staff across the business and raised the profile of the training team.

“They have also allowed us to promote our success, both within WA through local media channels and nationally through social media and national newspapers.”

The $5,000 in prizemoney Crown Perth received was reinvested back into their training program, with the purchase of 16 new iPads to support classroom training.

“My advice about entering your organisation in the Awards, is to go for it,” Shane said. “Be prepared, think about what you want to say and have the data to back it up.

“Take your time when you write your submission and give it structure. Tell a great story. Every part of the application process should build and complement what you have written.”
Award winning applications

The WA Training Awards team is looking for exceptional ambassadors for the training sector – the best of the best. Your written application will be assessed by a judging panel, so it is imperative your application is in your own words, with real world examples from your personal/organisation’s experience. Below are a few important points which will help you put together an award winning application.

Before getting started

Visit dtwd.wa.gov.au/trainingawards to download an application guide and read through the eligibility criteria for your chosen category. Ensure you meet the conditions of entry and are aware of what is expected of you as a training ambassador before starting your application.

Addressing selection criteria

In your written application you will need to address selection criteria relevant to your category, and demonstrate to our judging panels why you are the best in the State at what you do. It is your responses to these criteria that will get you to the next stage – interviews/site visits.

If you have never addressed selection criteria before, this prospect may be a little daunting, but don't worry – we have made it as easy as possible for you.

There are two main techniques when addressing selection criteria: the SAO technique and the STAR technique (see table this page).

In the online application system, the selection criteria have been broken up into boxes so you can easily address each one.

Each criterion has a number of considerations to help form your response, so read these carefully, and most importantly, use examples. Make your responses as clear as possible for the judging panel to assess.

Tools for applicants

You may also like to use the following tools to help put your application together:

- examples of award winning applications;
- evidence guides;
- checklists; and
- WA Training Awards blog.

Visit the ‘Tools for applicants’ section of the WA Training Awards website for more information.

Templates

Templates have been developed for the attachments you need to submit with your application. These are available to download from the ‘How to enter’ section of the WA Training Awards website.

The WA Training Awards team is looking for exceptional ambassadors for the training sector – the best of the best.
**Awards process**

1. **Write and submit a polished application**
2. **Application assessed by a panel**
3. **Semi-finalists chosen (individuals)**
4. **Finalists selected (individuals and organisations)**
5. **Winners of the WA and Australian Training Awards become ambassadors for the State’s training sector for the next 12 months**
6. **Australian winners announced in Darwin in November**
7. **Winners in eligible categories go through to the Australian Training Awards**
8. **Winners announced at the WA Training Awards Presentation Dinner**

For a detailed outline of the Awards process from application through to judging and the presentation dinner, visit the ‘About the awards’ section of the WA Training Awards website.
### Key dates

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<th>Individual applicants</th>
<th>Organisation applicants</th>
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<tr>
<td><strong>22 February</strong></td>
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<td>Applications open.</td>
<td>Applications open.</td>
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<td><strong>13 May (5.00pm)</strong></td>
<td><strong>13 May (5.00pm)</strong></td>
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<td>Applications close (no late applications will be accepted).</td>
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<td><strong>20 May</strong></td>
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<td>Applicants receive written confirmation that their application has been received.</td>
<td>Applicants receive written confirmation that their application has been received.</td>
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<td><strong>25 May–16 June</strong></td>
<td><strong>25 May–24 June</strong></td>
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<td>Applications are shortlisted by training councils and selection panels.</td>
<td>Applications are shortlisted by selection panels.</td>
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<td><strong>22 June</strong></td>
<td><strong>8 July</strong></td>
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<tr>
<td>All applicants are notified in writing as to whether they have been selected as a semi-finalist.</td>
<td>All applicants are notified in writing as to whether they have been selected as a finalist.</td>
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<td><strong>15 July</strong></td>
<td><strong>25 July–5 August</strong></td>
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<td>Semi-finalists are interviewed at Central Institute of Technology, Northbridge by selection panels, from which up to four finalists will be selected in each category.</td>
<td>Selection panels conduct finalist site visits.</td>
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<td><strong>2 August</strong></td>
<td><strong>23 September</strong></td>
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<td>All semi-finalists are notified as to whether they have been selected as a finalist.</td>
<td>Finalists attend the WA Training Awards Presentation Dinner and winners are announced.</td>
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<td><strong>23 September</strong></td>
<td><strong>23 September</strong></td>
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<td>Finalists attend the WA Training Awards Presentation Dinner and winners are announced.</td>
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<td><strong>14–18 November</strong></td>
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<td>Individual winners attend Australian Training Awards Finalist Week in Darwin (does not include Cultural Diversity or International Student category winners).</td>
<td>The Australian Training Awards are presented in Darwin and winners are announced.</td>
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The WA Training Awards are proudly sponsored by the following organisations:
Quality nurses in demand

A new partnership will deliver a full time veterinary nursing course at Muresk Institute near Northam.

Muresk Institute Business Development Manager John Smoker said the facility had partnered with Durack Institute to offer the course to students keen to work in rural vet clinics with a range of animals.

“A demand for veterinary nurses in the Wheatbelt had been identified through discussions with the Muresk Industry Advisory Committee, which is made up of representatives from training councils and local industry,” he said.

“We then set out to find a reliable partner with industry credibility to deliver the course.

“Durack Institute had been delivering a Certificate IV in Veterinary Nursing to students in the Mid-West since 2009 so we invited them to inspect the facilities at Northam.

“They were keen to expand their course into the Wheatbelt and our upgraded classroom and laboratory facilities were identified as most suitable.”

The result is a new partnership with a memorandum of understanding now in place. Enrolments are almost full for study in the first semester, which started on 9 February.

During the 12 month course, students can expect to take part in farm activities, spend time in rural vet clinics, go on field excursions and visit other animal related industries.

Muresk Institute General Manager Prue Jenkins said the Institute was excited to be working with Durack on the project.

“Durack leads the way in developing veterinary nurses suited to working with large animals in rural settings,” she said.

“This program is complementary to the Integrated Diploma Program livestock stream delivered at Muresk Institute. The partnership also further enhances Muresk Institute’s strategic goal to bring education, training and skills development to the Wheatbelt with our multi tenanted, multi-use facility.”

Veterinary Surgeon and Durack Animal Care Lecturer Dr Nina Edwards will coordinate the course.

“We want to train all-rounders with experience in a wide range of large and small animals, who are confident and capable of slotting in to a mixed practice,” she said.

“We strongly believe in supporting our vets in the best way possible.”

Durack’s Certificate IV in Veterinary Nursing is delivered full time face to face, with students spending eight weeks gaining work experience with industry. Students on work placement are exposed to a variety of cases, equipment, techniques and methods, while clinics which host them can ‘trial’ future employees.

Durack Course Coordinator Dr Suellen Kelly said external students were also catered for, with the qualification available part time over two years for those already working in a vet clinic.

“The course is highly competitive, with class sizes limited to no more than 10 students,” she said. “Our priority is to produce rural veterinary nurses of high quality rather than quantity. We look forward to this partnership producing some outstanding veterinary nurses.”

^ Equine patient ‘Fig’ has a dental examination with veterinary nursing student Patricia Ryan and Durack Institute Animal Care Lecturer Dr Suellen Kelly

^ Certificate IV in Veterinary Nursing student Natalie Stade at a goat vaccination and marking day.
Industry comment – Daniel Gibbins

Daniel Gibbins has seen farming technology leap forward since he graduated from Muresk with a degree in Agribusiness in 2007.

Daniel believes the agricultural technology boom has well and truly hit and people are farming smarter and better than ever.

“I see a bright and innovative future for agriculture, focussed on a sustainable approach that seeks to maximise outputs and minimise inputs,” he said.

Now back at Muresk Institute as a Training Manager for South West Institute of Technology, Daniel hopes to inspire the next generation of graduates to take agriculture further.

Daniel’s passion for agriculture began when he had the opportunity to experience life on a friend’s dairy farm at the same time he started high school. He then attended Year 11 and 12 at the WA College of Agriculture Denmark.

“From then on I knew I had been bitten by the bug and agriculture was something I wanted to be a part of,” Daniel said.

Between studies, Daniel worked extensively in the farming industry throughout the South West and Great Southern regions in sheep, beef, dairy and cropping enterprises.

He also has a Graduate Diploma in Secondary Education, majoring in agriculture, and returned to the WA College of Agriculture Denmark, where he taught for five years.

Daniel’s latest role is to identify, develop and manage agricultural training opportunities, which also support the training priorities of Muresk Institute and contribute to the State’s agricultural workforce.

“There are many opportunities for jobs within the agriculture sector,” Daniel said.

“The biggest areas for growth are in technology, research and development, and agribusiness. Farmers today seek better technology, and breeding and production practices, as well as better business systems to compete against changing climates, increased costs and a greater demand for food and fibre products.

“A decade ago farmers were only just starting to use GPS guidance on tractors, we didn’t recognise there was a genetic alternative to the practice of mulesing, and what we now consider routine farming methods and practices were still being researched and developed.

“Jump forward to 2016 and there are tractors that can virtually drive themselves using auto-steer and GPS guidance. By using this technology farmers can dramatically reduce chemical and fertiliser inputs, match production and fertiliser to their soil types, and record production figures on the run.

“New infrared technology enables us to selectively spray for weeds and can even be used to determine the nutrient and water requirement of horticultural plants. Farmers now use drones to monitor their crops and livestock from the comfort of their homes or even sell farm produce from their mobile phones.

“The benefits of these new technologies are almost incalculable. It has allowed farmers to increase efficiency, improve quality, open up new market opportunities, grow better crops and livestock and ultimately reduce the total cost of production.

“Agriculture training needs to support this and whatever we teach needs to be at the cutting edge of industry. We will need more training around technology – its application, how to use it and maintain it; sustainable farming methods and more training in the management of agricultural enterprises.

“The training we are doing at Muresk Institute, particularly the short courses, is going a long way towards fulfilling this.”
Scholarship places offered

Success resident Sushma Domal wants to be an inspiration to her children and family by following her dream of working in the engineering sector.

She was a recipient of the inaugural round of the Expanding Career Options for Women scholarship program, which will allow her to continue her training journey to study a Diploma of Engineering (Technical).

The program supports women to pursue careers in non-traditional trade and skills areas, targeting occupations in which women make up less than 25 per cent of the total workforce.

“I strongly believe this opportunity will help me improve my skills and give me a new qualification to get into an industry,” Sushma said. “It will follow on from the Certificate III in Process Plant Operations that I completed last year.”

The State Government has committed $1.2 million over four years for the program to provide 400 scholarships to the value of $3 000 each.

To be eligible, applicants must be over 18, have left school and be undertaking training at Certificate III level or above in more than 170 specified qualifications. Employers who offer an apprenticeship or traineeship to eligible women can also take advantage of the program.

In January, more than 100 scholarship places were offered to women who applied for the second round of the program, with the Construction Training Fund providing funds for up to 15 of these places this year.

More than 80 scholarships were offered for individual institutional-based training and 17 for individual apprenticeships/traineeships. An additional 18 employer scholarships were also offered.

The professional services and creative and leisure industries were the most sought-after industries in which women applied to study in, followed by food fibre and timber, engineering and automotive, electrical utilities, construction and public administration.

Applications for the 2017 round are expected to open in late 2016.
New service supports Peel workforce growth

The State Government will offer free career and training services in the Peel region from a new workforce development centre officially opened in February by Training and Workforce Development Minister Liza Harvey.

The $1.077 million centre was jointly funded by the Department of Training and Workforce Development and the Government’s Royalties for Regions program.

Mrs Harvey said the centre would provide high-quality career advice and services, ensuring local residents and surrounding areas had access to meaningful training and career development opportunities.

"The new centre will provide local services to support people of any age to make education, training and occupational choices and to manage their careers," she said.

"It aims to increase participation in the workforce, particularly among underemployed, disengaged and under-represented groups in the community.

"The Peel centre will complement and work with the existing employment and training support services being provided in the region."

"The new centre will provide local services to support people of any age to make education, training and occupational choices and to manage their careers."

The centre will provide a range of services such as guidance and assistance to develop a career action plan, school-based career development activities and employability workshops.

Services will be delivered by local organisation Bridging the Gap, through a hub in Mandurah and outreach services across the region.

Changes to VETinfoNet website

Information available from the VETinfoNet website will be moved to the Department of Training and Workforce Development’s website at dtwd.wa.gov.au on 1 July.

This will coincide with the decommissioning of the VETinfoNet site.

Content about professional development information for VET practitioners, nominal hours guide and training product search will be found in the Training Providers section of the Department’s website and VET in Schools information will be transferred to the Employees and Students section.

The move will ensure information about the core functions and policies of the Department are all available on the Department’s website.

A redirect will be in place to allow users to update their bookmarks.
OuResource online

A new online portal will allow Workforce Development Centres (WDCs) across the State to share information and resources.

The OuResource web portal was an initiative of the Career and Workforce Development Network Association. It will boost the services provided by WDCs in regional areas, and provide staff with the ability to share information and help each other through an online blog.

WDCs have delivered high quality career services since 2010, with funding provided by the State Government. With the start of a new service in the Peel region this year, there are now 11 WDCs operating throughout the State.

The centres provide free and comprehensive career development services, including one to one career guidance, information on training, occupation and labour markets, and workshops to improve job search techniques.

Training and Workforce Development Minister Liza Harvey said WDC services ensured that all Western Australians had access to up to date training and career development opportunities.

“In the last two years, WDC practitioners have provided an initial assessment to more than 25 400 clients and assisted more than 22 300 people develop career knowledge, gain job search skills and increase their participation in the labour market through career guidance sessions,” Mrs Harvey said.

“Career development is an important means by which Western Australians can develop knowledge, skills, learn and work in an ever changing labour market.”

Through the OuResource portal, WDCs will have the opportunity to share information and resources and provide support to the general community.

Find the portal at OuResource.com.au.

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New facilities around the State

The State Government’s Royalties for Regions program invests in training opportunities which strengthen the economy and build a better quality of life for people living in regional WA.

Many new training infrastructure projects funded through Royalties for Regions’ $110.5 million Skills Training Initiative are now underway or completed. Read on to find out more about three of these projects.

Great Southern

A new $1.25 million learning resource centre and a training campus officially opened this month will provide Great Southern students with contemporary study and research facilities.

Regional Development Minister Terry Redman said the Learning Resource Centre was built with savings achieved from the purpose-built $5.76 million Health Sciences and Community Services teaching block.

“The Learning Resource Centre will provide online learning and library services for students and support the delivery of health science courses at the institute,” Mr Redman said.

The Mount Barker campus has been relocated to the first floor of the town’s Community Resource Centre, providing students with access to a broad range of services operating out of the centre.

Pundulmurra

Training opportunities have increased in the Pilbara after construction of a new $15.7 million training facility at Pilbara Institute’s Pundulmurra campus started last November.

The new Health and Allied Services Training Centre will replace the outdated facilities currently being used at the South Hedland campus and will result in training of nursing, aged care, child care, community services and allied health being expanded and amalgamated.

The project was made possible with a $13.7 million investment from the Royalties for Regions program and a $2 million investment from the Department of Training and Workforce Development.

Mrs Harvey said the facility would provide quality training to address the shortage of trained health care and community service workers in the Pilbara and Western Australia.

"This new industry standard training facility will allow Pilbara Institute to double its capacity to train students, catering for the training needs of the local community and the diverse workforce development needs of the region," Mrs Harvey said.

The new centre is expected to be completed by semester one, 2017.

Pilbara

The State Government has increased local employment opportunities with
the opening of a new skills centre at Pilbara Institute, which will improve access to specialised industry training.

Mrs Harvey said the purpose-built centre was designed to meet the need for general industry training, including high risk licence training for site-specific permits and safety awareness.

"The centre provides training with high quality equipment and courses that can be customised to suit industry and student needs," she said.

"It is used to deliver both entry level and industry specific training, preparing local workers for employment on construction projects. Previously, there was no other option for entry level training in the Pilbara for high risk work licences."

The facility was made possible with an investment of $4.7 million from the Royalties for Regions program.

New equipment and facilities have been provided to deliver courses in areas such as security and safety, working at heights, dogging, rigging and confined space, as well as white card and other high risk training.

**Mid-West**

The State Government has opened the doors to a new purpose-built facility in Geraldton which will strengthen its ability to meet local training demands, particularly for the resources sector.

The centre was built with a $9 million investment from the Royalties for Regions program.

Mrs Harvey said the Centre for Resource Sector and Technology, located at the new Geraldton Airport Technology Park, would allow training to be delivered in a range of industry areas that serviced the resources industry.

"The centre at Durack Institute’s Technology Park campus will enable companies to train staff locally, with a focus on heavy duty mechanical training," she said.

"The new spaces and state of the art equipment would also support training in other industries such as work health and safety, and civil construction. It also includes equipment that provides students with access to specialised training in areas such as advanced diagnostics, emissions testing and advanced electronics."

More than 45 students began their studies at Durack’s Technology Park this year. This includes heavy duty automotive servicing pre apprentices and apprentices in heavy commercial road transport, mobile plant and agricultural machinery.

Commercial training has also started in areas such as skid steer, forklift and chain saw training, while monthly courses for worksafe accredited safety and health representatives are also available.

An advanced diagnostic clinic held in the new Centre for Resource Sector and Technology at Durack Institute.
New partnership benefits Aboriginal Teacher Assistants

Polytechnic West has joined forces with the Catholic Education Office to provide education support training for Aboriginal Teaching Assistants (ATAs) in Catholic schools in the Perth metropolitan area.

The training will help recognise the skills and experience of current ATAs in the workplace while also building ATA competency and confidence. Polytechnic West’s Executive Director of Foundation Skills and Community Services Lyn Southam said the collaboration benefitted schools and the community by providing culturally appropriate training.

“The role of the ATA in many schools is to guide, mentor and support students, while also working with their families,” Lyn said.

“This training provides an opportunity for ATAs to focus on the challenges that face Aboriginal students each day, and how to overcome them.

“For many, this is formal recognition of the skills and knowledge they already have. It is confirmation that they can do their job and do it well.”

The first group of six ATAs have completed a Certificate III in Education Support, with more to follow this year.

Catholic Education Office Acting Team Leader for Aboriginal Education Norman Brahim said the partnership enabled Aboriginal students to secure a formal qualification with an excellent support network.

“Polytechnic West has proven to be a most responsive partner in this project,” Norman said.

“The lecturers we are working with have a positive, ‘can-do’ attitude. They are always willing to provide support and guidance to the students and that, in turn, makes their learning easier.”

Norman said that for some of the ATAs, receiving a formal qualification could really transform their personal beliefs.

“The qualification itself can boost the belief the ATAs have in themselves as educators,” he said. “It provides them with a great sense of achievement and competency.”

Good Shepherd Primary School ATA Marika Councillor enrolled in the Certificate III and said she hadn’t looked back.

“It is the qualification I have always dreamed of,” she said. “Years ago I enrolled at university but took leave from my studies to have my first child.

“It is the qualification I have always dreamed of.”

“The course suited my lifestyle perfectly. I was able to study and complete assessments wherever and whenever I had the time. It was all about what suited me and what fitted in with my job and being a mum.

“Having now finished my Certificate III, I can’t wait to enrol in my Certificate IV – I want to keep learning so that I can really support my students and encourage them to be the best they can be.”

Aboriginal Student Support Officer Marika Councillor.
Training Providers Forum 2016
PERTH CONVENTION AND EXHIBITION CENTRE - 30 AND 31 MAY 2016

The annual Training Providers Forum has been Western Australia’s leading event on training and workforce development since 2001.

Hosted by the Department of Training and Workforce Development, it is aimed at individuals and organisations involved in the planning, delivery and assessment of training and workforce development.

The Department’s Sector Capability Manager Janice Calcei said it was a great professional development and networking opportunity for all training professionals.

“The Forum themes for 2016 will focus on national training package reforms; good teaching and assessment practice in vocational education and training (VET); compliance and regulation; and innovation and technology,” she said.

“We expect about 450 delegates will attend this year’s event, including those from private and State Training Providers, Industry Training Councils and Skills Service Organisations, schools, universities and other Government agencies.”

The Forum adds value to the VET sector and provides professional development opportunities for beginner lecturers to senior management. This year’s program will feature a range of plenary and concurrent workshops designed to give the latest information on training and workforce development as well as an exhibition area.

How can you attend?
Delegates can attend the Forum either in person or online. All the plenary sessions and many of the concurrent sessions will be available as live webinars via Blackboard Collaborate.

Webinar delegates can choose between an individual webinar registration or a group webinar registration. A group webinar registration will allow organisations to set up and project the online classroom in their workplace and invite colleagues to attend.

How much does it cost?
In person:
Two day registration - early bird (by COB 6 May 2016) $565.00 inc. GST
Two day registration (after 6 May 2016) $615.00 inc. GST
One day registration $310.00 inc. GST
Webinar:
Individual $205.00 inc. GST
Group $820.00 inc. GST

Exhibitors and sponsors
There are 40 exhibition booths available. The exhibition is a major component of the Forum and features the latest information on services and products available to the VET sector.

Exhibitors and sponsors will receive exposure to the VET sector in Western Australia during the event, on the website and through the VETinfoNews newsletter.

To become an exhibitor or sponsor, email tpforum@dtwd.wa.gov.au for an application form.

For more information:
E: tpforum@dtwd.wa.gov.au
To register: https://event360.dtwd.wa.gov.au/event-calendar

^ Delegates at the opening session of Training Providers Forum 2015.
Professional Development Calendar 2016

The Department of Training and Workforce Development offers vocational education and training practitioners a range of professional development opportunities, including various teaching, learning and assessment workshops, e-learning and general information sessions.

Workshops are offered either face-to-face or online with additional overview webinars available for many topics. There are several new workshops and webinars for 2016 which include:

- Instructional design;
- Standards for RTOs (2015) explained;
- Validation in line with Standards for RTOs (2015);
- Vocational competency and currency and industry engagement;
- Digital preservation;
- E-assessment;
- Implement e-learning systems; and
- Social media – industry.

For full program details and to register for a workshop or webinar, please visit https://event360.dtwd.wa.gov.au/event-calendar or email pd.sectorcapability@dtwd.wa.gov.au.

Branch facts – AWDC

Aboriginal Workforce Development Centres (AWDC) were established by the Department of Training and Workforce Development in 2010.

The centres connect Aboriginal job seekers across Western Australia with employers and service providers, and help Aboriginal people into employment and/ or education and training. There are five AWDCs, located in Perth, Broome, Bunbury, Geraldton and Kalgoorlie, dedicated to achieving positive employment outcomes for Aboriginal people.

As well as helping individual job seekers and employers to meet their employment goals, AWDCs organise a range of free public events throughout the year. These include professional learning workshops, job seeker presentations and employer information forums. The Perth centre also holds the annual Deadly Jobs Expo as part of NAIDOC week. This popular event brings together industry, employers and job seekers to highlight employment opportunities for Aboriginal people in WA.

AWDC has a new website which includes a jobs board and helpful videos with information for both job seekers and employers. Go online to dtwd.wa.gov.au/awdc to find out more.
Changes to the TAFE sector support regional training

Last month, the Minister for Training and Workforce Development announced significant changes to the structure and function of our public vocational education and training sector.

These changes are in line with recommendations of the Training Sector Reform Project.

From 11 April, the 70 campuses currently administered statewide by 11 colleges will be managed by a network of five TAFE colleges, with three in regional Western Australia and two in the metropolitan area.

The Training Sector Reform Project steering committee considered what number of regional colleges should operate around the State to provide the best student outcomes.

The committee opted for three regional colleges to ensure local community and industry links while adopting a more streamlined decision-making process that supports all students.

The reforms will lead to greater collaboration between regional and metropolitan colleges and more coordinated delivery of training across the TAFE system. This will provide significant benefits for students, particularly those in regional areas.

Improving the links between regional and metropolitan colleges will allow resources and expertise to be shared across the State, giving students wider options in the number and type of training programs available to them.

Regional colleges will be able to access the capability of the metropolitan sites and some of the more remote or smaller regional campuses will now be part of a bigger, more effective college structure.

These changes reinforce the work already being done to boost training opportunities for regional students.

Through significant State Government investment, a host of new facilities has been opened recently that provide more specialised, industry relevant training.

I have been fortunate to have seen many of these develop over the years while working across Western Australia.

One excellent example is the Centre for Resource Sector and Technology, located at the new Geraldton Airport Technology Park, and built with Royalties for Regions funding.

The Centre delivers training in areas that service the resources industry, with a focus on heavy duty mechanical training. The centre also supports training in other industries such as agriculture and civil construction. The site itself is in an interesting position, and the building is well placed for future expansion should that be required in the years ahead.

This development has been a fascinating one for me to watch over the years. I can recall driving around potential sites in Geraldton many years ago, talking through the pros and cons of different places to build. Price of land is always important, as is easy access by students.

Once we decide where best to build, we then have the challenge of going to tender for the building process. So often, what we want to build has to change along the way with price adjustments, planning requirements and timeframes. It is rare that any building project finishes up exactly the way that it was first envisaged. Fortunately, the changes are always for the better, and the finished product one which best meets student needs.

This particular project was built on land bought at a very favourable price from the City of Geraldton. As is so often the case, local government authorities are excellent partners in such ventures.

If you are in Geraldton, or visit there from time to time, you might want to take the time to visit this splendid new facility which is close to Geraldton airport. It is impressive in its architecture, and a civic icon as well as being a functional training centre.

Over the last few years, the State has made a significant investment in TAFE facilities such as this. Now is the time for us to ensure that all Western Australian TAFE students have access to these investments.

Dr Ruth Shean
Director General

^ Department of Training and Workforce Development Director General Ruth Shean.
Put yourself in the spotlight and you could win $5,000 and the chance to represent Western Australia at the Australian Training Awards.

“Winning the award was a really proud moment for me. It was great to be recognised for the hard work I put into learning something new and shaping my future the way I want it to be.”

Sandra Van Der Gaag,
WA and Australian Trainee of the Year 2015

Applications close Friday 13 May 2016.
Download an application guide today at dtwd.wa.gov.au/trainingawards

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sponsored by Australian Medical Association (WA)

WA Vocational Student of the Year 2016  
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WA Aboriginal and Torres Strait Islander Student of the Year 2016  
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WA Trainer of the Year 2016  
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