Featuring

New record for WorldSkills
Report on Skills West Expo
WA Training Awards 2016
In this edition...

November has shaped up to be a winner's edition. We report on medallists at the WorldSkills Australia National Competition and top achievers at the WA Training Awards 2016.

Training Matters spoke to the Training Accreditation Council about its work to improve the quality of training for High Risk Work licences in Western Australia, and to the Department of Training and Workforce Development’s Performance Evaluation and Statistics team on the take up of the Unique Student Identifier across the State.

We visited the annual Skills West Expo, which raises awareness of the range of career pathways and employment options in WA, and took a closer look at the Australian Marine Complex, where construction work has started on stage two of the Australian Centre for Energy Process Training.

We highlight two cadet programs that will help train our workforce for the future, and read about North Metropolitan TAFE students who received national accolades for their work on augmented reality apps.

There are also regular features such as the trainer profile, professional development calendar and the Director General’s column.

All this and more in this edition of Training Matters.

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Cover: Western Australian Amy Brown won a silver medal in the floristry category at the recent WorldSkills Australia National Competition.
Top performers for Team WA

Team WA put in a top performance at the 2016 WorldSkills Australia National Competition in Melbourne in October, with 27 members bringing home a medal, far surpassing the previous record of 16 medals.

WorldSkills competitions are held at a regional, national and international level, with the national event held every two years in a different State.

Western Australians won eight gold, 10 silver and nine bronze medals at the three-day competition held at the Melbourne Show Grounds. Ben Halsall of Albany was among the medal winners, gaining silver in turning. Ben works at Albany Engineering, a company which has a proud tradition of producing State and international medallists, including the 2015 WorldSkills international silver medallist for Industrial Mechanic Millwright, Joseph Pauley.

Deputy Premier and Workforce Development Minister Liza Harvey said every member of Team WA was a credit to the State.

“Every member worked hard to perform on the national stage and they are a credit to their employers, trainers and themselves,” she said.

“Competitions such as this encourage young people to build on their skills and gain experience which they can use in the workplace.”

Our VETiS results were exceptional. Our youngest competitors won medals in almost every category they competed in.

Ms Johnson said this year’s results spoke for themselves and Team WA could not have asked for more.

“Our VETiS results were exceptional. Our youngest competitors won medals in almost every category they competed in,” she said.

Eligible medallists will now be considered as a 2017 Skillaroo, to represent Australia and their industry at the 44th WorldSkills International Competition in Abu Dhabi in October 2017.

WorldSkills State Manager Fiona Johnson said more than 500 young people from around Australia had come together to see who was the best in one of 50 different trade and skills categories.

“This was WA’s biggest team yet with almost 80 young apprentices, trainees and students, including a record number of VET in Schools competitors,” she said. “For the first time we had competitors from all five WorldSkills regions of WA.

“The conditions at Melbourne were very different to previous national venues. The buildings were not conventional so competitors had an extra element to deal with — fluctuating temperature conditions. This can affect categories such as cooking and hairdressing quite significantly.”

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[^] Team WA pose for a photo before boarding the bus for the medal presentation ceremony at the WorldSkills Australia National Competition in Melbourne.
Muresk Institute a finalist in Premier’s Awards

Muresk Institute has received accolades for the work it has done to support the training and workforce development needs of Western Australia’s agricultural industry.

Muresk was named as one of three finalists in the Revitalising the regions category of the 2016 Premier’s Awards, along with the Department of Commerce and the Department of the Attorney General. The category was won by the Department of Commerce for their regional communications project.

Now in their 20th year, the Premier’s Awards recognise and reward outstanding initiatives and achievements in the State’s public sector.

Muresk’s entry, titled New futures: transforming agricultural education and training for the 21st century was presented to the awards’ judging panel earlier this year by Development Director General Ruth Shean, Executive Director Russell Brown, Muresk Institute General Manager Prue Jenkins and Tierra Australia Director Peter Burgess.

Dr Shean said she was proud of the work that had been done to transform and revitalise Muresk.

“To be shortlisted and then named as a finalist is a wonderful achievement,” she said.

“We gave a strong presentation which showcased Muresk Institute as a multi-tenanted, multi-functional facility.”

Over the past few years, Muresk has done a lot of work to bring together various training providers to create a hub for agriculture and agribusiness training in WA.

“Muresk brokers both training and higher education in agriculture and agribusiness, and has become integral to building an agricultural skills base for the State,” Dr Shean said.

“More than 1 000 students benefited from contemporary, tailored training at Muresk last year and we are on track to have even better numbers this year.”

Revitalising the regions is one of seven categories in the Premier’s Awards program. Winners were announced on 2 November.

^ An open day held earlier this year showcased the contemporary training available at Muresk Institute.

^ Tru-test Australia and New Zealand Regional Manager Peter Beard demonstrates the functions of the XR5000 at Muresk Institute. The XR5000 is used to record livestock data such as sex, weight and pregnancy status. Mr Beard has supported the use of the equipment at the Institute by providing training sessions for students.
Best in the West!

Western Australia’s training elite were celebrated at the WA Training Awards 2016 presentation dinner in September.

Held at the Perth Convention and Exhibition Centre, the awards are an annual highlight for WA’s training sector. Almost 500 guests attended to acknowledge and recognise 12 individual and organisation award winners on their achievements.

Organisation categories help to recognise innovative programs and partnerships, together with best practice in training. Individual categories highlight those who stand out from their peers and inspire others to consider vocational training.

Deputy Premier and Training and Workforce Development Minister Liza Harvey congratulated all finalists and thanked them for their contribution to the State’s training system.

“These awards are a chance to recognise exceptional organisations and individuals for their dedication to training and excellence in their various fields,” she said.

“Being named as a finalist is a great achievement I’m sure and they will be outstanding ambassadors for training in Western Australia. Each finalist should be proud of their efforts and I wish them well in their future endeavours.

“I would also like to thank sponsors and judges for their support. Their valued contribution is integral to the success of the program.”

State winners have each won $5,000 in cash or prizes, provided by generous sponsors. Some winners will now represent WA as finalists in the Australian Training Awards to be held in Darwin later this month.

WA Apprentice of the Year sponsored by CCI Energy Apprenticeships Group
Brendan Carlson

WA Trainer of the Year sponsored by Training Accreditation Council
Tegan Mossop

WA Trainer of the Year sponsored by Australian Medical Association (WA)
Blake Sayer

WA Vocational Student of the Year sponsored by Career Centre
Louise Brookes

WA Aboriginal and Torres Strait Islander Student of the Year sponsored by The Graham (Polly) Farmer Foundation
Naomi Beath

WA Cultural Diversity Training Award sponsored by Crown Perth
Jasmin Porter

WA International Student of the Year sponsored by Department of Training and Workforce Development
Natalie Robinson

WA School-based Apprentice of the Year sponsored by NECA WA
Liam Brien

WA Employer of the Year sponsored by CCI Apprenticeship Support Australia
Civmec Construction and Engineering Pty Ltd

WA Industry Collaboration Award sponsored by Department of Training and Workforce Development
Kwinana Industries Council

WA Small Training Provider of the Year sponsored by The West Australian
Scope Training

WA Large Training Provider of the Year sponsored by South Metropolitan TAFE


^ Winners of the individual and organisation categories at the WA Training Awards 2016 with Deputy Premier and Training and Workforce Development Minister Liza Harvey.
Celebrating high achievers

The WA Training Awards is now in its 22nd year of celebrating outstanding individuals and organisations. Find out more about four of our winners.

WA Apprentice of the Year

Brendan Carlson

Trained at Industrial Training Institute

Employed by Apprenticeships Australia/Chevron

By the time he entered the final stages of his apprenticeship, Brendan Carlson knew he had made the right decision to leave the job he knew and pursue a new career.

Five years earlier, Brendan had ended a six-year career with the Australian Defence Force, intent on becoming an electrician.

At the age of 26, and with no previous electrical experience, he found it difficult to go straight into the trade. He started working as a fly-in fly-out trades assistant for an electrical company.

After gaining valuable experience, he was offered an electrical/instrumentation apprenticeship with Chevron the following year.

“Being accepted into a mature age apprenticeship was an incredible opportunity,” Mr Carlson said.

“The apprenticeship gave me various unique and valuable experiences, including working at the largest liquefied natural gas facility in Australia.

“It has also shown me that vocational education and training is essential, particularly in workplaces with complex hazards. The high quality training I received equipped me to complete my work safely, efficiently and without incident.”

Mr Carlson has completed several additional qualifications, enhancing his understanding of operations and further developing his skills as a technician.

He now aspires to be an ambassador for training and believes strongly in leading by example.

“I want to be a positive role model,” he said. “Strong guidance from experienced tradesmen and quality training are key factors in ensuring the success of apprentices.

“I welcome the opportunity to give back to the industry and provide other apprentices with the same support and guidance I received.”

WA International Student of the Year

Natalie Robinson

Trained at Central Regional TAFE, Geraldton Campus

A new category in 2016, the WA International Student of the Year is an award unique to Western Australia and recognises the exceptional achievements of international students across our State.

Inaugural winner Natalie Robinson is from Canada. She chose to study nursing to complement her previous Bachelor of Arts Degree in International Development.

“I am particularly interested in health and wanted to grow my skills in this area, to bring them to the field of development and humanitarian work,” she said.

“Nursing is both an art and a science. It is a practical extension of my previous studies and combines both practical and theoretical knowledge.”

Ms Robinson studied at the Geraldton campus of Central Regional TAFE, which she found had a strong person-centred approach to nursing.

“It was an optimal place to complete my nursing studies,” she said. “Classes were small and lecturers spent time with each student one on one. The lecturers also held themselves and their students to a high standard, which ensured we had confidence in our abilities when we attended clinical placements in hospital, aged care and community settings.”

Health is critical to human and community development and Ms Robinson sees nurses as playing a vital role in providing this service.

She plans to work as an Enrolled Nurse and after gaining experience, will further her studies by enrolling in a Bachelor of Nursing (Registered Nursing) program.
**WA Small Training Provider of the Year**

**Scope Training**

This is the second year in a row that Scope Training has won this award. Scope is a private registered training organisation which prides itself on being creative and innovative, with an engaging and practical style.

Scope delivers industry relevant training in project management, health and safety, training and assessment, business operations and leadership and management. It delivers 14 qualifications and has an enviable completion rate of more than 92 per cent.

Working in close collaboration with clients in the mining, construction and public sectors, Scope delivers high quality training with subject matter experts who have a demonstrated ability to pass on their skills, knowledge and experience.

Flexible delivery methods include workshops, face to face classes and online learning, which can be easily integrated into work schedules.

CEO Jessica Pitt said Scope had a philosophy of continuous improvement, with a focus on introducing new methods to enhance the learners’ experience.

“Our focus has always been on providing an amazing learner experience,” she said.

“We work with each student individually to identify what they need based on their background, existing skills and career pathway.

“This enables us to provide guidance in determining the right program for each learner.

“We are committed to quality. In our view quality is the degree to which we meet our client’s expectations.”

Scope’s philosophy is ‘training to suit your needs’ and this idea underpins everything the company does.

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**WA Industry Collaboration Award**

**Kwinana Industries Council Education Development Program**

The WA Industry Collaboration Award replaces the WA Training Initiative Award, and recognises skills development collaborations between two or more organisations. It now has a national pathway to the Australian Training Awards.

This year’s winner, Kwinana Industries Council, is an industry association made up of 11 large industry and 26 associate members, located in Perth’s major industrial hub of Kwinana. Activities are funded through membership levies.

KIC coordinates the Education Development Program, a unique collaboration which involves local industry employers, high schools, businesses and South Metropolitan TAFE.

The program was developed to help address youth unemployment and supply future workers by improving links between industry and education providers. It aims to inspire students and expand their career aspirations, build confidence and develop work ready capabilities and is delivered through two streams, iProjects and Career Pathways.

iProjects offers interactive workshops, presentations and industry site visits in four types of projects, iWomen, iDiversity, iMen and iScience. Places are offered annually to two Year 10 students from each of the 19 schools in the area.

Career Pathways is a vocational education and training program which enables Year 11 and 12 students to gain a Certificate II qualification through a school-based traineeship or work placement.

Certificate II in Metals and Engineering students involved in the program have achieved excellent results, with 98 per cent securing an apprenticeship with local Chemicals upon graduation.

KIC’s education development collaborations have shown strong growth, starting with two programs and 48 participants in 2012, to now offer seven programs to 155 participants in 2016.
^ L-R: Michael Mico, Cultural Diversity Training Award finalist Cristina Mico, Rowena Raymundo, Edgar Mamangon, Jennifer Mamangon and Roderick David.

^ Trainee of the Year Blake Sayer and partner Michelle Rogers.

^ Master Plumber Association’s Amanda Dawes, Alan Walters and Jacqui Walters.

^ Some of last year’s winners gave inspirational talks on stage at the presentation night. L-R Sandra Van Der Gaag, Kahli King Elliott, Jared Stone, Danni Grundy and Thalia Wilkinson.

^ Chris and Suzanne Rayner, daughter Lauren and friend Liam Bell. Lauren was a finalist for the Vocational Student of the Year.

^ Bianca and Steve Hall from the College of Electrical Training.

^ Michelle Gardner with WA Vocational Student of the Year finalist Brad Mason.
A pilot program offered by the Public Sector Commission has provided a unique opportunity to a number of Western Australian public sector employees.

Earlier this year a number of people completed the cadetship and were awarded a Diploma of Government (Financial Services). Cadets were from agencies including Health, Equal Employment Opportunity, Crime and Corruption, Child Protection, Fisheries, Perth Zoo, WA Police, Environment and Regulation and the Commission.

The aim of the program was to provide targeted training to finance officers and non-financial managers who had a strong finance, procurement and budget management emphasis within their positions.

The cadetship started in early 2015 and consisted of on the job training, seminars and formal assessments. Guest speakers and experts from chosen fields such as human resources also shared their expertise.

Participant feedback was positive, and cadets emphasised that the program enhanced their finance, leadership and management skills.

The program, funded by the Department of Training and Workforce Development, was the second of three pilot cadetship programs offered by the Commission.

For more information about the Commission’s programs, visit publicsector.wa.gov.au

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Investing in talent

For energy company Chevron Australia, a competent and diverse workforce is critical when it comes to delivering two of Australia’s largest resource projects.

Organisational Capability Manager Katy Duncan said Chevron Australia recognised the benefits of a talented workforce, and offered a number of training and development pathways and programs to achieve this.

“We continuously invest in our future talent pipeline,” she said. “Our approach to training and development is multi-pronged and long-term, with a range of programs for all skill levels.

“Chevron’s education to employment pathways start in high school and focus on increasing the number of students studying science, technology, engineering and mathematics.

“Our Powering Careers in Energy program provides students with a unique insight into a career in the energy industry and directly contributes to their selection of STEM subjects in upper school.

“Through this program we aim to increase the number of female and Aboriginal trainees, apprentices, cadets and graduates who may join Chevron in the future.”

Ms Duncan said Chevron’s full time Aboriginal Traineeship Program included a combination of on the job and formal training and provided pathways to further education and employment opportunities within the company.

“Participants gain valuable work experience and the chance to build their professional network, and receive a nationally recognised certificate when completed,” she said.

“We also have an apprentice and trainee program which supports the organisation’s need to have a competent and qualified workforce to operate a liquefied natural gas facility.

“Chevron acts as a host employee for trades apprentices in areas such as mechanical engineering, instrument/electrical engineering and process operators.

“This program was designed to provide apprentices the opportunity to move into a role with Chevron by developing the skills they need, customised to meet our requirements. Our aim is to retain apprentices and trainees when they complete their programs and recruit them into an operational role.”

Programs to develop and build leaders within its operations are also part of Chevron’s approach to workforce development.

“ ’We have individual mentoring, coaching, team development and leadership programs, all of which focus on supporting and continuously growing the capability of our people and leaders,” Ms Duncan said.

For Chevron, an indicator of the success of its training and development is its consistently high retention rate.

“We attribute this to the value we place on developing our people,” Ms Duncan said.

“Development is a continuous activity and employees are actively encouraged to take part. These opportunities all lead to better job satisfaction.”
Tegan Mossop lives and works in the Kimberley town where she teaches language, literacy and numeracy as well as a range of employability and leadership skills to students in remote Aboriginal communities.

Ms Mossop said she was shocked and surprised with her win and thanked the community and families for their acceptance, together with her peers and staff at North Regional TAFE for their support.

“I love teaching in communities on country,” she said.

For Ms Mossop, a passion for equality in education is the driving force behind everything she does.

“When I was studying for a combined Bachelor of Teaching/Arts degree, I became very aware of the privilege it is to be able to access opportunities and succeed in training,” she said.

“I decided to join the ‘close the gap’ movement towards education in Australia, which provides opportunities and support for all, despite their background, economic status, gender, race or location.

“Winning this award will give me the chance to meet, work and brainstorm with other lecturers from around the State.

“Our strength is in collaboration. The more we can share and learn from each other, the better.”

Ms Mossop works closely with the local community to deliver programs appropriate to their needs and structures her delivery around several challenges.

“Many of my students need a high level of literacy and numeracy support, and highly engaging activities to tackle behavioural issues,” she said. “I include scavenger hunts, building and design, movie making and cook-offs in my programs.

“I also use a two-way learning environment, working together with local leaders to deliver knowledge.

“The outcomes of this are high attendance and engagement, with positive feedback from the students and the community.”

With limited resources and vast distances to cover, Ms Mossop also needs to be innovative in her delivery.

“Sometimes we learn under a tree or in a field, often using the Toyota Troopy as a whiteboard,” she said.

“I have also implemented e-learning, which is new to many of my students. The introduction of computer technology has revolutionised their learning and has allowed me to teach through movie making, photo stories, presentations and emails.”

People in the community often approach Ms Mossop to talk about their training options, no matter the time or day.

“I am known as the town’s career advisor and as the local face of TAFE, I do what I can to lead each person on the right educational path,” she said.
Work on stage two of specialist training centre begins

The first sod has been turned and work has started on stage two of an internationally recognised specialist engineering training centre.

South Metropolitan TAFE’s Australian Centre for Energy Process Training is located within the Technology Precinct of the Australian Marine Complex in Munster, in Perth’s southern corridor. ACEPT trains job ready workers for the Australian oil, gas, mineral and chemical processing industries and is considered a global leader in its field.

Deputy Premier and Training and Workforce Development Minister Liza Harvey said the facility would help meet skills demand in the resources industries.

“The State Government is committed to providing the latest facilities and technologies which will benefit both students and industry,” she said.

“ACEPT has already forged an international reputation as a leader in training for the oil and gas industries. Stage two will build on that, and strengthen ACEPT’s ability to increase the skill level of workers employed in and entering WA’s resources and engineering sectors.”

One group set to benefit from the new facilities will be 16 students taking part in the National Energy Technician Training Scheme. NETTS is an apprenticeship program developed by Energy Apprenticeships Group collaboratively with ACEPT. The four year program is targeted at Year 12 school leavers, with an even mix of men and women training to become process plant technicians.

Apprentices study for the first two years at ACEPT then finish their training on the job with a host employer such as Woodside, Shell, Quadrant or Vermillion.

Beth Clarke is part of the first intake of the NETTS program and said the ACEPT facilities and lecturers were fantastic.

“We are looking forward to the opening of stage two,” she said.

“There will be a bigger instrumentation facility and a lot more students will be able to study at ACEPT.”

Funded by the State Government, ACEPT was opened in 2008 and consists of an industry approved simulation and process operations plant.

The $12 million stage two will integrate with the existing infrastructure and add state of the art facilities for mechanical, electrical/electronic, structural and civil engineering training.

Once completed there will be new laboratories for computer aided design, mechatronics and metallurgy, and new workshops, machine and simulator rooms.

The new buildings are scheduled to be ready by second semester 2017.
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Apps receive accolades

A virtual reality app created by North Metropolitan TAFE students is now available from the Oculus Store, an online resource for virtual reality experiences.

The app, titled Diggers, is a World War One trench experience developed by staff and students from NM TAFE’s Joondalup campus together with industry partner and publisher Frame VR.

NM TAFE IT and media lecturer Travis Badge said the Oculus store was selective about the content it accepted on the site so this was seen as a coup for the project.

“Students spent 18 months working on this project,” he said. “It was developed as a learning experience to explore the concept of virtual reality.”

Diggers was recently nominated as a 2016 Animation Effects Awards Festival finalist and a 2016 West Australian Screen Awards finalist. It is available free from the entertainment category of the Oculus store.

Mr Badge said Diggers was the second app created by the partnership to receive industry attention.

“This team also created ANZAC Tom, an augmented reality app which features a 3D character telling the stories of Western Australian soldiers at a location in Kings Park,” he said.

“The app won the Most Creative Media/Entertainment Technology Award at the INCITE Awards in Perth earlier this year and was the State’s entry in the Australian Information Industry Association National iAwards in Melbourne.

“Both apps are a great example of how TAFE students can gain experience working on real projects through industry partnerships.”

North Metropolitan TAFE students Macklin Brosens, Grant Beevers and Ryan Elliot with the INCITE Award for Most Creative Media/Entertainment Technology.
The Strategic Industry Audit of some registered training organisations was initiated by the Training Accreditation Council in consultation with industry, Resources Industry Training Council, WorkSafe WA and the Department of Mines and Petroleum.

TAC is WA’s registration and course accreditation body. It oversees the regulation and quality assurance of registered training organisations operating solely within WA.

TAC Chair Ian Hill said the scope of the audit included HRW license training in dogging, rigging, scaffolding, elevated work platforms and crane operations.

“The audit was conducted because industry needs to have confidence in training and assessment outcomes in these high risk areas,” he said.

“In industries where training has safety implications, just one incidence of non-compliance is unacceptable.”

The final report of the audit was published by TAC earlier this year.

Results confirmed industry concerns with 70 per cent of the 20 audited RTOs identified as non-compliant with one or more standards and 35 per cent of these significantly or critically non-compliant.

The report also outlined key findings and observations and made recommendations to address those issues.

Mr Hill said since the report’s publication, TAC had been working with the Resources Industry Training Council, WorkSafe and other industry training councils to implement the eight recommendations made in the report.

“These include follow up audits for those RTOs found to be critically non-compliant, and quarterly meetings between TAC and industry regulators,” he said. “An agreement has also been made to conduct joint information sessions with WorkSafe early in the new year.

“As well as this, there will be a series of meetings with relevant training councils in WA to progress communication strategies which will explain to employers the expected competency outcomes.

“Work has also been done at a national and State level to reduce timeframes to remove non-compliant providers from the sector.”

The release of the SIA report was welcomed by RITC Manager Jamie Mackaway, who believed it to be an important mechanism to improve training in WA.

“It is critical the training provided to obtain these licenses is of an appropriate standard to ensure employers can meet their duty of care obligations,” he said.

“The audit and its recommendations will help ensure that employees who carry out the high risk work have completed the required training, obtained the relevant licence and are competent to undertake those tasks.

“Strong oversight of this training is essential so that issues can be proactively identified and addressed.”

An audit of High Risk Work licences in Western Australia will help ensure the safety of workers in the resources sector.

Training Accreditation Council Chair Ian Hill.

High Risk Work training audited

An industry audit has been conducted after concerns were raised by the resources sector on the quality of training for High Risk Work licences in Western Australia.
90th celebrated

Muresk Institute celebrated its 90th anniversary on 30 October, with an event that acknowledged nine decades of service to agricultural education in Western Australia.

Muresk opened in 1926 as a training facility for farm managers and was the first of its kind in Australia. It has gone through many changes since then and is now a multi-tenanted, multi-functional facility.

The anniversary was marked with an open day for student and staff alumni, both past and present from across the State.

Volunteer organiser Tricia Slee, who is a Muresk graduate, said it was an opportunity to get together and reminisce.

“Muresk has always been held dear by former graduates,” she said.

“There has always been a strong feel of community and camaraderie among those who have studied and lived at Muresk.”

As well as viewing displays of photographs and memorabilia, visitors toured the campus and farm and watched a working dog display. The precision agriculture demonstration of drone technology was popular and included examples of photographic art taken with the drone. Visitors also learned more about the current range of vocational and tertiary courses on offer.

Muresk graduates are held in high esteem by employers because of their practical education and Ms Slee said the facility had many educational firsts to its credit.

“It was the first tertiary education institution in Australia to accept female agriculture students, and the first to offer a three year degree,” she said.

“It was also the first to include a rural journalism course. Many journalists working today owe their beginnings to their education at Muresk, including many past and present journalists and editors of the Farm Weekly and Countryman.

“I look forward to many more Muresk Institute graduates making their mark in the agriculture sector both locally and globally.”

Muresk Institute, then and now. Shown are the dormitories, Dempster Homestead and classrooms in the 1930s and in 2016.

Caring for country

Muresk Institute is the venue of a unique training program which will help Aboriginal youth gain valuable new skills, with the first group arriving recently.

Muresk is hosting the Kadadjin Boodja Bidi (Caring for Country Pathway) program, which focuses on learning through connecting with the land.

Muresk Institute General Manager Prue Jenkins said Kadadjin Boodja Bidi was a partnership with As One Nyitting, an organisation which supports personal growth and cultural pride in ‘First Nation’ Aboriginal youth.

“Muresk will host 45 students each year throughout the program,” Ms Jenkins said.

“The groups will carry out training at Muresk in residential blocks. The first group will finish by the end of this year, with three groups to come through in 2017 and each year afterwards.

“The course will focus on skills and techniques so each participant can learn how to care for country. All learning is practical, using an outdoor classroom, with training by industry experts.

Ms Jenkins said Muresk Institute was proud to be able to contribute to the success of the aspirational First Nation program.
The program, Working Together – Connecting business and young Aboriginal people in the workplace helps to expand work experience and job opportunities for Aboriginal youth in the regions by providing information, support and advice to business owners and operators.

Beau Highlands has been employed at The Blindman in Broome, helping to manufacture window treatments while learning and training with owner operator Alan Clayton.

Both Mr Highlands and Mr Clayton will receive ongoing support and mentoring through the program, to ensure a successful working relationship.

Working Together is funded by a grant agreement between VET (WA) Ministerial Corporation and the Regional Chambers of Commerce and Industry Western Australia.

Department of Training and Workforce Development Service Delivery Executive Director Karen Ho said Working Together would complement the Aboriginal Youth Transition strategy which started in Perth early in 2015 and is now being rolled out in regional WA.

"Working Together and AYT are two sides of the same coin," Ms Ho said. “They are both outcomes of the Training together – working together Aboriginal workforce strategy which noted that youth and employer engagement strategies were needed to help young Aboriginal people enter the workforce.

“There is no point in having job-ready young people without having employers willing and ready to take them on.

“The aim is to widen the net of regional employers who are willing and able to provide young Aboriginal people with the chance they need to gain workforce experience and hopefully long term employment.

Local CCIs are uniquely placed to bring employers on board and will work in close partnership with AWDCs. This is an excellent example of private and public organisations working in collaboration for the benefit of the entire community.”

RCCIWA Chief Executive Officer Kitty Prodonoivich said the five regional CCIs involved were all looking forward to working with the AWDCs.

“The project will raise local awareness of the benefits of employing Aboriginal people,” she said. “Employer engagement will be promoted by the use of incentives and by encouraging employers to list work opportunities on the AWDC jobs board.

“In turn, AWDCs will recommend suitable candidates for positions and help bridge any gaps between young jobseekers and potential employers.

“AYT helps fulfil the ‘supply’ side of the equation, and Working Together will tackle the ‘demand’ side.”

The RCCIWA will use the grants to develop and implement a range of employer engagement activities with the support of Aboriginal Workforce Development Centres in the Goldfields, Mid West, South West, West Kimberley and Great Southern.

"First employee for new program"

The first person to be employed as the result of a program which helps business owners and operators attract, recruit and retain young Aboriginal employees has started work in Broome.

Kalgoorlie-Boulder CCI President Jessica Biddle and Aboriginal Youth Transition Coordinator Tina Carmody at the launch of the Working Together program in Kalgoorlie. Photograph by Tim Neeson.

Broome Chamber of Commerce and Industries Chief Executive Officer Joel Napper at the Broome launch of the Working Together program.
The Class A apprenticeship was recently approved by Deputy Premier and Training and Workforce Development Minister Liza Harvey and has been listed in the Government Gazette for the first time in 30 years.

RAPS Executive Director Norma Roberts said the three year apprenticeship would go a long way towards reinvigorating the hairdressing industry.

“Having two apprenticeships in hairdressing services will give employers the flexibility to employ and train in the skills required by their individual business,” she said.

“I would like to thank industry for their tremendous support for the proposal. “There has been a national push for barbering to have a qualification of its own. Western Australia and New South Wales are the first states to declare barbering as a full apprenticeship.”

Ms Roberts said there had been separate qualifications 30 years ago, one for ladies’ and one for men’s hairdressing.

“Over a period of time specific skills for men’s barbering fell away and the units were incorporated into one,” she said.

“Times have changed and now more than ever men are conscious of their personal grooming.

“A lot of finesse is needed for the type of men’s haircuts and grooming in demand today and the techniques can be very different to cutting ladies’ hair.”

Apprentices will be able to start the qualification in 2017.

“We look forward to seeing the results once the TAFE colleges and private registered training organisations have the qualification on scope,” Ms Roberts said.

RAPS has also been busy helping with the delivery of a new qualification for a small but vital industry.

“South Regional TAFE has responded to the needs of the funeral industry in WA and has been working with funeral directors to get a formal qualification on scope,” Ms Roberts said.

“The TAFE college is now the first training provider in WA to offer a Certificate III in Funeral Director.

“It is a highly regulated industry and formal recognition of skills is long overdue. Thirteen funeral directors have already completed a Certificate III qualification and are waiting to enrol in the Certificate IV in Funeral Services.

“Times have changed and now more than ever men are conscious of their personal grooming.”

“The course is predominantly workplace based and will also have access to online learning linked directly to the TAFE. This is ideal as funeral directors from around the State can access the training without having to travel.

“South Regional TAFE is now working to bring the Certificate IV on scope.”
Ms Allwright was awarded $3,000 to study for a Diploma of Technical Engineering at South Metropolitan TAFE.

“The scholarship has helped to push my training along and start me on my career journey towards becoming a quality or business manager,” Ms Allwright said.

“I would like to grow in my role. With more training I will be able to have a more holistic approach to quality and contribute to the important area of quality control.”

Applications for the third round of the scholarship program closed recently, and for the first time since the program’s inception, Year 12 students were eligible to apply.

Department of Training and Workforce Development Program Management Associate Director Cathryn Curtin said the program encouraged women to take up roles in industries, trades and occupations where women made up less than 25 per cent of the total workforce.

“The scholarships help women to expand their career options in a range of trade and skill areas they may not have considered before, such as construction, horticulture or IT,” she said.

“Funds can be used towards the cost of training, learning resources, mentoring and fees, as well as transport and childcare.

“We have awarded 215 scholarships from the first two rounds and look forward to helping other women take the first step on a new career path.”

Up to 400 scholarships to the value of $3,000 each over four years will be available to women who undertake training at Certificate II level or above in eligible qualifications.

There are more than 180 qualifications to choose from and employers who are willing to take on a female apprentice or trainee are also encouraged to apply, with $2,000 provided to help with training costs and $1,000 provided to the new trainee or apprentice.

The State Government has committed $1.2 million to the program, which is also supported by the Construction Training Fund.

Expressions of interest are being taken now for the fourth round. Visit dtwd.wa.gov.au for more information.

Expanding career options

For Thornlie resident Poonam Allwright, applying for a scholarship in the second round of the Expanding career options for women scholarship program was a chance to put her hand up and say “that’s the course I want to do”.

Apprenticeship Office information sessions

The Department of Training and Workforce Development’s Apprenticeship Office has planned a series of information sessions and workshops and details are now available online.

The Apprenticeship Office registers and administers training contracts and regulates the apprenticeship system in Western Australia.

The information sessions and workshops ensure stakeholders, including training providers, apprentices, trainees and employers in WA, have access to relevant, up to date information on how to comply with the legislative provisions administered by the Apprenticeship Office, as well as any updates on processes or procedures.

Information about these sessions is available on the Apprenticeship Office section of the Department’s website at dtwd.wa.gov.au.

Recent and upcoming sessions provide information about:

- training contract completion requirements, as per Regulation 52 of the VET Regulations; and
- training plan requirements as per Regulation 43 of the VET Regulations.

Visit the website for more information.
Cadet program for Aboriginal police launched

Expressions of interest are being taken now for an Aboriginal cadet program with the WA Police.

The program was launched by the State Government to help recruit young Aboriginal people to the WA Police and 28 places are available.

WA Police Recruitment and North Metropolitan TAFE have spent more than a year developing the customised program which focuses on Aboriginal youth aged 16 to 24 years.

The two-year cadetship is a paid position and will include classes at the Police Academy and NM TAFE’s Joondalup campus as well as on the job training.

Physical training will also be part of the program to help prepare students for the Police Physical Evaluation, and first aid and driver training can also be provided.

NM TAFE interim Managing Director Michelle Hoad said the program would deliver a range of employment related skills and knowledge.

“The customised course will prepare students for the WA Police selection process and also provide them with a realistic understanding of the role of the police and the type of tasks they may encounter,” she said.

“Students will train using real WA Police procedures and techniques and will get plenty of opportunity to practice on the job.”

The cadet program also includes integrated support in areas such as literacy, computing and career planning.

Ms Hoad said NM TAFE’s Koolark Centre for Aboriginal students would also play a key role in providing academic and cultural mentors and advice.

“The students will be fully supported throughout their learning journey with access to comprehensive mentoring support customised to their individual needs,” she said.

WA Training Awards Aboriginal and Torres Strait Islander Student of the Year 2015 Kahli King Elliott is one of the mentors.

Ms King Elliott, who recently graduated from the Police Academy, said she believed the program would open up new opportunities for Aboriginal people.

“I would encourage Aboriginal teens who are interested in the WA Police to join this program,” she said. “Cadets will gain many experiences, including what it is like to have a full time job.”

On successful completion, students will receive a Certificate II and Certificate III in General Education for Adults. The program starts in February 2017.

For expressions of interest, contact Alisha Nelson at Alisha.nelson@nmtafe.wa.edu.au or call 1300 300 822.
Branch facts – Migration Services

Migration Services is a branch of the Department of Training and Workforce Development located at Level 7, 3 Forrest Place Perth.

The branch is responsible for overseas qualification assessments, the State nomination and Regional Sponsored Migration Scheme programs, and more recently, Settlement Services.

Migration Services ensures that skilled migrants who enter WA to work are in occupations where workers with appropriate skills are in short supply locally. The branch also provides useful information to help migrants settle in the State.

The service operates through three units:
- Skilled Migration Western Australia;
- Overseas Qualifications Unit; and
- Settlement Services.

Settlement Services is the latest addition to the branch. It aims to provide a central hub of information and referrals for skilled migrants and their families to help establish their lives in WA.

The Settlement Services team can help with information about employment, work experience, community integration, social cohesion and English as a second language courses. The team can also provide education and general settlement information such as how to apply for a driver’s licence.

Visit migration.wa.gov.au to find out more.

New look website coming soon

The Department of Training and Workforce Development will launch its new look website next month.

Website content will be streamlined into a fresh new design which aligns closely with the Department’s three key areas of training, career development and workforce development. Online services will also be more easily accessible.

The section on career development is a new addition. This will help users find support and services available through specialised areas of the Department such as the Career Centre.

Information for VET practitioners, training providers, teachers and schools will be available directly from the home page with a one-click option to allow quick and easy access to resources relevant to their needs.

The responsive design will also be optimised for use on mobile devices and fully compliant with Western Australian Government website governance, policy and accessibility standards.

The Department’s website address at dtwd.wa.gov.au will not change. Websites for specialist services such as TAFE International, Workplace essentials, Career Centre, Migration Services and the Aboriginal Workforce Development Centre are not part of the update and will also remain unchanged.

The Department of Training and Workforce Development’s new website will feature a fresh new design.
New resources for *Workplace essentials*

*Workplace essentials* is a free online resource with practical information, templates and tools to help small to medium businesses plan and develop their workforce.

The website includes a suite of brochures which support successful business practice. It is regularly updated with information on innovative workforce planning and development strategies and initiatives.

Brochures recently added to the website focus on:

- creating a flexible workplace;
- employing people with disability and
- improving your bottom line with workforce planning.

Workplace flexibility is about helping employers and employees to balance work with family and personal needs to improve effectiveness and productivity at work. The brochure provides information on its benefits and outlines steps that can be taken to introduce flexible work practices.

People with disability can bring a range of skills to the workplace. This brochure outlines the benefits of employing a worker with disability and ways to create an inclusive and accessible workplace.

Workforce planning is the ongoing process of identifying the knowledge, skills and ability that exist in a workforce and what is needed to achieve business goals into the future. The key message in this brochure is that workforce planning can improve the bottom line of a business when it is integrated with business planning.

*Workplace essentials* was developed by the Department of Training and Workforce Development in partnership with the Chamber of Commerce and Industry, Small Business Development Corporation, Department of Commerce and the State’s industry training councils.

Visit workplace-essentials.dtwd.wa.gov.au to find out more.

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New resources available from the *Workplace essentials for better business* website will help small to medium businesses plan and develop their workforce.

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November 2016
Western Australian students lead the way

Western Australian students are leading the way in providing their Unique Student Identifier to their training provider.

The USI is a reference number which was introduced on 1 January 2015 to create a secure online record of recognised training and qualifications gained in Australia.

Registered training organisations are required to collect and verify USIs before issuing certification for students undertaking nationally recognised training.

Department of Training and Workforce Development Performance and Evaluation Statistics Director Mark Bloomfield said preliminary analysis of data by the National Centre for Vocational Education Research showed that students from WA had an extremely high rate of population for the USIs.

“These results could be attributed to a number of factors,” Mr Bloomfield said. “We have a funding policy in WA which requires a USI to be collected at the beginning of a student’s studies, which captures those students who may not complete their qualification.

“We also have active and ongoing engagement with a broad range of stakeholders, with everyone working towards a common goal. Schools, VET coordinators and RTOs have worked extremely hard to encourage students to register for a USI.”

Mr Bloomfield said the USI transcript service, which would give secure access to an online record of training, was expected to go live soon.

“Once the service has been fully implemented, transcripts will show all nationally recognised training undertaken by a student since 1 January 2015, including enrolments commenced but not yet completed,” he said.

“Students can use the service to produce a comprehensive transcript of their training to help apply for jobs or demonstrate pre-requisites for further training.”

To ensure transcripts are as accurate and as complete as possible, the Department is working closely with NCVER and other agencies to develop a correction process.

“The excellent take up of the USI in WA should mean that training providers will have less corrections and updates to manage in the future,” Mr Bloomfield said.

“TAFE colleges, RTOs and the VET in Schools sector should be congratulated on their efforts on collecting and reporting USIs in WA.”

usi.gov.au
Regional infrastructure update

The State Government has announced the construction of facilities which will improve support services for students and the community in two regional areas, the Mid West and Great Southern.

Work on a new interactive student hub at Central Regional TAFE’s Geraldton campus started in October. Royalties for Regions has invested $2 million from the 2016-17 State budget to complete the funding commitment for the $2.7 million project.

The hub will feature student advisory and support services, course and careers information, as well as a library and learning resource services. It will be part of a wider campus strategy to encourage greater student participation and shared learning experiences.

In Albany, $12.2 million in Royalties for Regions funding will support stages 1 and 2 of the $19 million Affordable Student Accommodation project managed by the Great Southern Community Housing Association. The project is funded through Royalties for Regions Growing Our South initiative, which will invest $600 million to revitalise the Peel, Great Southern, Wheatbelt and South West regions.

Stage 1 will provide $1.2 million in Royalties for Regions funding for a 20-bed student housing facility near the UWA Albany campus.

Funding of $11 million for Stage 2, a 40-bed facility at the old Albany Primary School site, was announced in July. The site was provided by the Department of Education and the complex is scheduled to open mid-2018.

The project aligns with the Great Southern Development Commission’s Great Southern Regional Investment Blueprint.

The project aligns with the Great Southern Development Commission’s Great Southern Regional Investment Blueprint.

Accommodation will be available to students who intend to enrol in higher education institutions in the Albany area and will help attract and retain students in the region, including those who attend South Regional TAFE.
Skills West Expo 2016
The Women in STEM and Trades Pledge stand was very well received at Skills West Expo held at the Perth Convention and Exhibition Centre earlier this year.

The display was designed to encourage the Western Australian business sector to support increased career choices for girls and women in science, technology, engineering and maths training.

More than 7,500 people visited the annual three-day expo to find out more about STEM and other career, education and training options in a host of industries.

Visitors had a chance to look through more than 70 exhibitors stands, while also exploring an additional 2,000 square metres of floor space dedicated to the various skill and trade areas of WorldSkills and Try’aSkill.

Deputy Premier and Training and Workforce Development Minister Liza Harvey said the expo played an important role in helping to build the State’s future workforce.

“Skills West Expo raises awareness of a range of career pathways, and promotes employment opportunities across the State,” Ms Harvey said.

“It is a great opportunity for visitors to gain career advice and meet representatives from leading training, education, industry, government and corporate organisations.

“No more than ever, Western Australians realise the value of training and skilled qualifications.”

WorldSkills WA State and Regional Manager Fiona Johnson said Try’aSkill were always a popular part of the expo.

“The Try’aSkill program allows visitors to try what they might like to consider as a career,” she said. “Visitors could learn how to butter a trowel and lay a course of bricks, use a virtual spray painting booth and do some 3D welding.

“The expo was also a chance for WorldSkills Team WA competitors to practise their projects in front of a live audience before they set off for the national competition in October.

“Competitors honed their skills in areas such as bricklaying, plastering, wall and floor tiling, beauty, hairdressing, cookery, floristry and restaurant service.”

Ms Johnson said another drawcard in the WorldSkills area was a live demonstration of vinyl car wrapping by 2016 Team WA member Blake Watson, under the expert guidance of 2014 Team WA signwriting gold medallist Harley Clements.

“We also had an onsite radio station with students from BOOM radio interviewing guests,” she said. “This is a student run radio station from North Metropolitan TAFE and they were delighted to be able to interview Minister Harvey.”

The Women in STEM and Trades Pledge stand was very well received at Skills West Expo held at the Perth Convention and Exhibition Centre earlier this year.

Deputy Premier and Training and Workforce Minister Liza Harvey (centre) with Skills West Expo ambassadors Anna and Jordan Bruno from the television series My Kitchen Rules.
New training council emerges

In a move which will lead to savings and efficiencies in both administration and infrastructure, two of Western Australia’s 10 industry training councils have merged.

The Engineering and Automotive Training Council and the Electrical, Utilities and Public Administration Training Council became the Utilities, Engineering, Electrical and Automotive Training Council in July.

The nine training councils work with industry to provide strategic information to the Department of Training and Workforce Development and the State Training Board on the workforce development and training needs of the State. Each council works with a wide network of employer, employee, training provider and industry organisations to make recommendations to support the skills development needs in their industries.

The Department’s Workforce Development and VET Planning Manager Gordon Duffy said the merger was a logical move as both former councils had strong synergies between their industries.

“The merger means we have economies of scale. There is now one office instead of two and the boards have come together into the new organisation,” he said.

UEEA will operate out of the former EUPA offices in Balcatta and most staff have stayed on within the new organisation.

“Both EATC and EUPA had built strong relationships with industry advisory groups over the years since they were formed,” Mr Duffy said. “The number of these groups has not changed, so all workforce planning services to those industries will remain at the same high standard.”

^ Visitors at the TAFE Choices stand.

^ The Australian Defence display was popular.

^ Skill Hire’s Beau Mettraux helps Deputy Premier and Training and Workforce Development Minister Liza Harvey try her hand at Try’aSkill bricklaying.
Professional development calendar

The Department of Training and Workforce Development offers a wide range of professional development workshops, webinars and conferences for vocational education and training practitioners and registered training organisations.

The workshops are usually delivered at Department premises in West Perth and webinars are offered online via web conferencing.

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

Summer Shorts 2016

Registrations are still open for Summer Shorts 2016, a full day of professional development for those who work in the vocational education and training sector.

Summer Shorts 2016 will be held on Friday 2 December and will be delivered entirely online for the first time using the virtual classroom, Blackboard Collaborate. Registration costs are $55 for individuals and $260 for groups of 10.

The program includes keynote presentations and webinars which focus on the use of technology in teaching and learning, assessment and compliance.

Guest presenters include e-learning consultant Brad Beach, education technologist and learning designer Joyce Seitzinger and WA Trainer of the Year 2016 Tegan Mossop.

Brad Beach has more than 20 years’ experience in the VET sector. He is regarded as an expert in the field of e-learning and has provided international e-learning consultancy to TVET Australia (TAFE delivered vocational education and training) in Papua New Guinea, Fiji, New Zealand and Tonga.

Joyce Seitzinger is the director of the collective Academic Tribe and a frequent speaker at education and learning events. She has been a learning designer since 1999, working in Europe, New Zealand and Australia. For the last two years her focus has been to explore and adapt user experience and service design tools and strategies to improve learning experiences.

Tegan Mossop is an Access Lecturer at North Regional TAFE, based in Fitzroy Crossing in the Kimberley. She delivers programs to adults and youth in remote communities across the Fitzroy Valley. Tegan strives to incorporate digital technology as much as possible to ensure her students are not disadvantaged because of their remote location.

For more information or to register, email pd.sector.capability@dtwd.wa.gov.au or phone 6212 9774. Registrations close on 1 December.
Blazing a trail

In an edition of Training Matters last year, I wrote a column about encouraging women into trades, and in particular, Minister Harvey’s scholarship program – Expanding Career Options for Women.

It seems that we are making strides in metals, manufacturing and services, with annual female apprenticeship commencements having doubled over the last 10 years. And annual female commencements in electrical and building and construction apprenticeships and traineeships have tripled in the last 10 years.

Women are also now better represented in what have been male-dominated institutional courses in previous years. For example, there has been a ten-fold increase in female enrolments in civil construction qualifications over the last 10 years – far outstripping increases in male enrolments. Similarly, there was a five-fold increase in the number of female enrolments in general construction qualifications over the last 10 years, again outstripping male enrolments.

While statistics regarding women in automotive apprenticeships haven’t seen much change, there has been a 40 per cent increase in the number of female enrolments in institutionally based automotive qualifications.

Sadly, these trends aren’t common across all trades. The 2011 Australian census listed motor mechanics, electricians, bricklayers, painters, plumbers and civil engineering as areas where females were significantly underrepresented. We’ve got a lot more work to do before we can post some gains in these areas.

So it was with great enthusiasm that I met with Beth Clarke and Delanie Bertrend recently at the Munster campus of South Metropolitan TAFE. Both women are enrolled in a Certificate III in Process Plant Operations through the National Energy Technical Training Scheme. This four-year apprenticeship program was developed by ACEPT and the Energy Apprenticeships Group, and is aimed at Year 12 school leavers.

Delanie is following in the footsteps of both her father and her grandfather, both of whom worked in the oil and gas sector. Beth sees her career prospects as rich and varied. These two women who are embarking on a very positive future will join a long list of remarkable female achievers in trades. They include:

- Naomi Beath, WA Aboriginal and Torres Strait Islander Student of the Year 2016, who is completing qualifications in Process Plant Operations;
- Thalia Wilkinson, WA School-based Apprentice of the Year 2015, who is working towards an electrical qualification;
- Sandra Van Der Gaag, WA Trainee of the Year 2015, who is completing qualifications in Process Plant Operations;
- Painter and decorator Sharlene Kidd, who represented Australia as a Skillaroo in the 2015 WorldSkills International competition in Brazil, after winning a gold medal in the national competition;
- Emma Stevenson, WA Apprentice of the Year 2013, who is a qualified electrician;
- Marjan Ghadirian, WA Culturally and Linguistically Diverse Training Award Winner from 2013, who has completed qualifications in mechanical engineering;
- Dusti-Lee Franchi, who won a gold medal in the recent WorldSkills Australia national championships for vehicle painting; and
- Chalani De Silva, who completed her Certificate IV in Information Technology Networking (funded through her Expanding Career Options for Women scholarship). Chalani competed in the Cisco Network Academy’s NetRiders competition and was the only representative from WA and the only Australian woman to go through to the second round of the Asia Pacific finals this year.

In time, I hope that the enrolment of women in all trades is such that a scholarship scheme is no longer necessary. Until that time, congratulations to all the trail blazing women who are proving that women can have highly successful careers in trades which previously were the province of men alone. And thanks to the advocates of women in non-traditional trades – TradeUp Australia, The Chamber of Minerals and Energy WA and their Women in Resources awards and CME Inspiring Girls Initiative, the National Association of Women in Construction, and Supporting And Linking Tradeswomen – an Australia wide not-for-profit organisation which supports women in trades.

If you know a woman with an interest in a new career, and a desire to break out of the traditional mould, please tear out this column and refer her to one of these groups. Better still, I’d be grateful if you could direct her to our website “Expanding Career Options for Women.”

Dr Ruth Shean
Director General
Jobs board

The jobs board is the easiest way for employers and business owners to connect with Aboriginal jobseekers – and it’s free.
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• Create and post your advert free of charge.
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Use your account to:
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• advertise free of charge on the AWDC jobs board;
• view previous advertisements; and
• update your agency’s details.

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Use your existing RAMS account:
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• Aboriginal jobseekers can apply online via the AWDC jobs board.

Visit dtwd.wa.gov.au/awdc/jobsboard today

Need help?
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