Building the workforce to meet the economic and community needs of Western Australia

Featuring
The WA Training Awards 2017 winner profiles
In this edition...
Training Matters announces the winners of the WA Training Awards 2017. Read the winners’ profiles and see pictures from the presentation dinner.
Hear why two secondary school students chose to take the vocational education and training pathway and read about an inspiring lecturer who is giving her students a taste of reality.
Catch up with what’s happening around the State at TAFE colleges and how training is crossing international borders.
Learn about the State Training Board’s industry consultation sessions and how Alcoa is developing their workforce.
All this and more in this edition of Training Matters.

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Cover: WA School-based Apprentice of the Year 2017 Benjamin Row at work in Geraldton where he is training for a Certificate II in Automotive and Servicing Technology.
Madelyn Stubberfield, who is studying a Certificate III in Tourism, said training at the popular tourist attraction, run by the Department of Biodiversity, Conservation and Attractions, was a dream come true.

“The workplace is amazing. There is lots to learn and the staff have been fantastic in sharing their skills and knowledge,” she said.

“Working with the Department of Biodiversity, Conservation and Attractions may offer many opportunities to me in the future and I am keen to expose myself to all aspects of tourism and work-related issues.”

Only four months into her 12 month traineeship, Madelyn is already gaining new skills in various areas of the business.

“I’ve started taking my own tour groups around the stunning Ancient Empire Forest and I’m gaining experience in the retail area,” she said.

“I have also been learning how technology plays such a large role in the tourism industry and why the growing rate of technology is so important to not only tourists, but also businesses.”

Valley of the Giants Business Manager Julie Ross said this was the first time they had offered a traineeship and they are thrilled at Madelyn’s enthusiasm.

“I think a traineeship is a great opportunity to invest in our youth and provide ongoing employment opportunities,” Ms Ross said.

“It’s a win-win situation as we benefit from bringing in someone young, enthusiastic and passionate and we get to help Madelyn build a solid foundation for her career.

“I know Madelyn has aspirations to travel around Australia and having multi-faceted training at one of the State’s top tourism destinations will stand her in good stead with other tourism businesses across the country.”

Traineeship takes student to new heights

A South Regional TAFE student has jumped at the opportunity to build her skills and industry knowledge through an inaugural traineeship at the Valley of the Giants Tree Top Walk near Walpole.

Madelyn’s fun tour guide facts:

Most of our visitors don’t know that we actually have Quokkas! Rottnest Island isn’t the only place that is home for the furry little guys. Our Quokkas are spread all through the South West’s forests, but unlike Rottnest ours are still nocturnal, so the only evidence our visitors can see of them in our forests are the runnels they create on the forest floor or if they come later in the day towards twilight then they are lucky to see one of our Quokkas.

The south west of Western Australia is the only place in the world where the Red Tingle Tree (Eucalyptus Jacksonii) can be found.
Design student shines in national competition

Advanced Diploma of Industrial Design student Roberto Vessella has impressed elite interior designers at Australia’s longest running décor and design competition, Vibrant Visions in Design.

Roberto was one of six North Metropolitan TAFE students and 43 emerging designers invited to exhibit in this year’s competition.

“This was my first exhibition and I was really excited to go to Melbourne for it,” he said.

“I spent most of my time at the exhibition, next to my product, networking, sharing my opinions and discussing design practices.

“I met a lot of interior designers who were very interested in my product and I received really good feedback about the quality of the design. I even got a few job offers!”

Roberto’s design Duello is a hallway table with a tilted mirror, so users can check themselves before leaving the house.

“The idea came to me a year ago when, through an artistic process of finding inspiration, I created a hallway table with an umbrella holder.

“Since then I have been investigating the world of hallway furniture and I saw an opportunity there, so I started to develop the idea into a more sophisticated product.”

After completing his qualification at the end of this year, Roberto hopes to continue his studies with a Bachelor Degree at Curtin University.

Protecting the Abrolhos Islands

Over the past four years, 600 community volunteers, students and stakeholders have contributed 17 000 hours work to protecting and restoring native flora and habitat at the Houtman Abrolhos Islands.

The project, run by Central Regional TAFE’s Batavia Coast Maritime Institute, has been awarded a WA Coastal Awards for Excellence, for On-ground Coastal Management, presented by Minister for Lands, Rita Saffioti.

Works undertaken included installing erosion control matting, mangrove mapping and seedling germination, revegetation, weed removal, marine debris removal, mouse eradication program, and seabird and habitat monitoring.

Central Regional TAFE Abrolhos Project Manager Maryke Gray said the award came as a complete surprise and it was fantastic for Central Regional TAFE to be recognised for their important contributions to coastal management.

“I’m thrilled Central Regional TAFE has won this award as it is a testament to the hard work that has gone in not only for this project but also across the various projects conducted at the BCMI,” Maryke said.

“This project was a great opportunity for students to receive theory in the classroom and then step out and receive practical experience.”

Abrolhos Project Manager Maryke Gray proudly receives the WA Coastal Award for Excellence
Students’ cooking fit for a MasterChef

North Regional TAFE commercial cookery students were put to the test recently when they plated up for a ‘master chef’.

The students’ torta pasqualina, a spinach and egg tart, received a big thumbs up from reality cooking show finalist Tamara Graffen, who visited the students at Pearler’s Shed Training Restaurant in Broome, to share some words of wisdom from her MasterChef journey.

“You have to be well-rounded and work experience really pays off here. I needed to improve my skills in working with protein and filleting fish and I did this through work experience,” she said.

“If you don’t like a part of the job, you just need to put in the hard work and you will come to like it. You get better, and it is an amazing sense of achievement when you get it right.”

Tamara also shared tips on selecting and working with the right produce, cookbook resources and cooking techniques.

North Regional TAFE Broome Training Manager Jeff Cooper said Tamara’s stories of passion, hard work and technique were well received and invaluable to the students.

Making waves in fashion

Corn starch packing peanuts, a cotton dress and a book on the Kiribati Islands – the everyday items that one budding designer turned into a winning masterpiece.

South Metropolitan TAFE student Kirsten Springvloed took out the top prize in the Tertiary Student category of the 2017 Mandurah Wearable Art competition for her design Waving Goodbye.

The Applied Fashion Design and Technology student said she was inspired by the Kiribati Islands as scientists predict it could be the first country to disappear due to rising sea levels associated with climate change.

“Waving Goodbye is a swell that swirls, builds and gently splashes at the last of the islanders and their history,” she said.

“The packing peanuts lent themselves visually to mimic sea foam, and structurally, to form large frames that became the waves.”

We are delighted and proud of the success of Kirsten and six other finalists in such a celebrated field.

“South Metropolitan TAFE students demonstrated creativity, innovation, fashion insight and construction skill in this international competition which involved experienced and renowned textile artists and creative practitioners,” she said.

“We are delighted and proud of the success of Kirsten and six other finalists in such a celebrated field.”

Discipline Leader for Fashion Business at South Metropolitan TAFE Lisa Piller said she was exceptionally proud of Kirsten who was judged against more than 200 entries from around the world.
Training crosses international borders

According to the National Bureau of Statistics, approximately 14 per cent of people living in China are over the age of 65. That’s a huge number that might soon be reliant upon aged care professionals and associated facilities.

Working to tackle the issue is a Perth registered training organisation, the Australia Professional Skills Institute. Demonstrating the quality of training provided in Western Australia, APSI was recently awarded a Business Development Award for their work developing aged care training programs for the Chinese government.

Presented by the Hong Kong Australian Business Association, the award acknowledges APSI has developed an innovative process that helps to improve social, economical and environmental conditions for China.

APSI Founder and Managing Director Liza Gomes said the project, which was a collaboration with a Hong Kong based education consultancy group, came about after a trip to China earlier this year.

“In April, I went on an Austrade mission to China, along with 16 leading aged care training providers from Australia,” she said.

“There is a huge potential market for Australian aged care training providers to offer training products in China. “APSI is in a good position to offer such expertise since we already have course materials and assessments translated in the Chinese language.”

According to Ms Gomes, the Western Australian aged care industry has been benefiting from these translated materials for the past seven years.

“In 2010, we were approached by Chung Wah Home and Community Care because they had issues finding qualified aged care workers for their mainly Chinese clients,” Ms Gomes said.

“While many Chinese carers had the passion to become qualified carers, they struggled to meet the English language requirements needed for an aged care qualification.

“With funding from the Department of Training and Workforce Development, we used our expertise in the Chinese language area and rewrote the whole curriculum for the Certificate III in Aged Care into Chinese.”

APSI also employs interpreters to help with translation in classes and all workplace training is carried out in aged care facilities with Chinese residents.

^ APSI Founder and Managing Director Liza Gomes (centre) receives the award from Hopgood Ganim Lawyers Partner Robyn Ferguson and WA Chapter of the Hong Kong Australia Business Association President Mathew Clarke
Western Australia’s training elite have been recognised for their outstanding achievements at this year’s WA Training Awards presentation dinner.

Now in its 23rd year, the prestigious WA Training Awards celebrate the successes of exceptional students, apprentices, trainees, training providers and businesses across 12 categories.

More than 400 people attended the event which was held at the Perth Convention and Exhibition Centre on Friday 15 September.

Not only did the evening recognise the achievements of this year’s finalists but it showcased the work of current and past vocational education and training students.

2011 Apprentice of the Year and qualified pastry chef Ailin Gay provided delicious favours for each of the guests while 2011 Vocational Student of the Year and Perth fashion designer Jonté Pike dressed this year’s master of ceremonies, Lisa Fernandez, in a stunning gown.

South Metropolitan TAFE floristry students brought the venue to life with remarkable floral centrepieces and North Metropolitan TAFE students were also involved, providing live musical entertainment, live broadcast coverage by Boom Radio and a beauty bar for make-up touch ups.

Training Matters congratulates each of this year’s winners who have received $5 000 from generous sponsors to further their training and career.
WA Training Awards

Congratulations to the 2017 winners

Kim Dick – WA Aboriginal and Torres Strait Islander Student of the Year 2017
Kim’s proficiency in mine operations saw, Roy Hill, his employer approach him to move into a training and assessment role so he could impart his knowledge and skills on others. Kim now believes the value of education and training is more than the practicalities, it has taught him to trust in his capacity and realise that opportunities can be boundless if you allow it.

Jamie Stewart – WA Apprentice of the Year 2017
Jamie is proof it’s never too late to follow your dreams. In his mid-20s, Jamie decided to embark on a new career and applied for a mature age apprenticeship in carpentry. A former restaurant owner, he now owns his own construction company. Jamie is passionate about well-rounded education and hopes to share his experiences and knowledge with others.

Esfandiar Shahmir – WA Cultural Diversity Training Award 2017
A famous musician in his home country of Iran, Esfandiar found a way to incorporate his love of music with his passion for working with children. He trained as an education assistant and now uses music as a way to interact with his special needs students. Esfandiar hopes to complete further qualifications to eventually teach music to children.

Rui Scheidt Feix – WA International Student of the Year 2017
Previously an Oceanographer in Brazil, Rui came to Perth to pursue a new career related to nature and sustainability. Now a qualified landscape designer, he hopes to help the environment through sustainable landscaping and to create a better world for future generations. Rui is passionate about positively impacting community attitudes and behaviours and wants to help nurture nature in children.

Benjamin Rowe – WA School-based Apprentice of the Year 2017
The ability to complete Year 12 and get hands-on experience made a school-based traineeship an attractive option for Benjamin. Agricultural mechanics was a natural fit because of his farming background and curiosity for how things work. Benjamin’s confidence, enthusiasm and passion were praised by judges and have been evident throughout his traineeship. Mature beyond his years, he even negotiated more opportunities and responsibilities at his workplace.

Claire McLeary – WA Trainee of the Year 2017
For Claire, studying a Certificate IV in Meat Processing (Meat Safety) was a way to support an industry she was passionate about. Claire’s workplace can now operate more efficiently, without needing to rely on a travelling meat inspector. Working in a male-dominated field, Claire hopes to inspire other women to enter the industry and to make the most of the great employment opportunities it offers.
Jane Goodfellow – WA Trainer of the Year 2017

Jane’s passion for training inspired her to overcome complete and sudden hearing loss six years ago so she could continue to do what she loved. Despite this personal setback, Jane continues to lecture in education support and early childhood. Her extensive contributions to the industry include developing an Associate Degree in Education and initiating Auslan professional development courses to meet student and community needs.

Kyle Morgan – WA Vocational Student of the Year 2017

A keen environmentalist, Kyle studied a dual Diploma of Environmental Monitoring and Laboratory Technology at Central Regional TAFE. He practises what he preaches and lives as sustainably as possible, using rainwater and renewable energies. Kyle even started his own form of recycling around his home, as formal recycling is a recent introduction in Geraldton, and he hopes to be an advocate for sustainability in his community.

Auswest Specialist Education and Training Services – WA Small Training Provider of the Year 2017

Auswest Specialist Education and Training Services provide registered vocational, developmental and tertiary training, and appropriate supporting education, in Western Australia’s prisons to a uniquely disadvantaged group of adult learners. Their engaging training programs range from stop motion animation to rehabilitation for black cockatoos and have seen decreased reoffending rates and increased employment retention for prisoners post custody.

North Regional TAFE – WA Large Training Provider of the Year 2017

Servicing a region of almost one million square kilometres, North Regional TAFE has 12 campuses from Karratha to Kununurra. Training is customised to local industry and community requirement, aligning training delivery to skill shortage areas and local employment demand. A major contributor to social capital in the region, they employ more than 300 people. With a significant Aboriginal and Torres Strait Islander student population, they pride themselves on providing culturally appropriate training initiatives.

McDonald’s Australia 2017 – WA Employer of the Year 2017

As one of Australia’s largest employers and trainers, McDonald’s employs more than 100 000 Australians and invests around $5 million in employee training and development in Western Australia. Proud of the opportunities they give their people to grow, they see training as an investment, not a cost. For McDonald’s today’s crew member is tomorrow’s business leader and examples of this are prevalent throughout the organisation.

MPA Skills – WA Industry Collaboration Award 2017

MPA Skills’ collaboration with the Master Plumbers and Gasfitters Association of WA and Master Painters and Decorators Australia saw pre-apprenticeship groups artistically decorate a community library with colourful murals. Through additional industry collaborations, one of their members became a contributing author to a World Health Organization and World Plumbing Council publication providing advice on sustainable and health conscious plumbing practices.
WA Training Awards

Samantha and Jon Gibling from the Industrial Training Institute

WA Trainer of the Year 2017 finalist Ekta Tandon and WA Apprentice of the Year 2017 finalist Lauren Bruce-Smith with their guests

Aboriginal and Torres Strait Islander Student of the Year 2017 Kim Dick with Cate Sim and Danny Ford from The Graham (Polly) Farmer Foundation

Guests from NECA WA, College of Electrical Training and Electrical Group Training

WA Training Awards 2017 finalists Shayna Daniels and Charlotte Strike
Scholarship opens doors for people on the autism spectrum

Information technology is a booming industry and one that many people on the autism spectrum have a natural talent for.

The Department of Training and Workforce Development has funded a new $5 000 scholarship that encourages individuals on the autism spectrum to develop their skills through training, creating a pathway to future employment.

The scholarship is part of a pilot program by the Autism Academy for Software Quality Assurance, South Metropolitan TAFE, North Metropolitan TAFE, the Autism Association of Western Australia and the Department of Training and Workforce Development.

It covers the cost of student fees for a Certificate IV or Diploma level course in information technology, programming or software development.

Professor Tele Tan, Founder and Director of the Autism Academy for Software Quality Assurance at Curtin University, said many people on the autism spectrum have innate strengths that are highly suited to the IT industry.

“Their ability to concentrate on task and to spot outliers in patterns of code makes them very effective software testers,” he said.

“Likewise, the fact that they look at the world differently makes them great designers of computer interfaces and work flow, as well as analysing and visualising large quantities of data.”

South Metropolitan TAFE student Meagan Allen-Kingdon is one of six recipients of the scholarship.

“I have always been interested in computers and programming. I think they are wonderful tools that offer so many options for creation: whether you want to code a program, make a website, or make a video game.”

Meagan, who is studying a Certificate IV in Information Technology, said the scholarship had opened up a lot of doors for her but she hadn’t yet decided which avenue of IT she’d pursue.

“I can definitely see myself designing creative, interactive websites for local businesses and community groups.

“I also think computer repair might offer some interesting challenges.”

Meagan encourages other people on the autism spectrum to pursue training options of interest to them and to be honest with lecturers about needing assistance.

“Sit down with the lecturer at the start of the year and let them know that you are excited to be there and study, but you might need a bit of help to complete your qualification,” she said.

“Don’t be afraid to ask for help if you need it and most importantly of all, don’t be afraid to try.”

Applications are now open for a further five scholarships. Visit dtwd.wa.gov.au/training to find out more and to apply. Applications close 22 November 2017.
Designing success

Western Australia can lay claim to one of the world’s best graphic design students with aspiring artist and North Metropolitan TAFE student, Elliot Tawns placing second in the 2017 Adobe Certified Associate World Championships.

Elliot was invited to participate in the global competition, held in Anaheim, California, after winning the Australian national competition earlier this year.

Fifty international competitors were given eight hours to design a poster for a not-for-profit company that showcased their Adobe Photoshop, Illustrator and InDesign skills. Adobe is the graphic design industry’s premier software for content creation.

With a Certificate III, IV and Diploma of Visual Arts under his belt, Elliot said he was confident in his skills but nervous about the competition.

“Any competition is stressful. However, it was made a little bit more challenging due to the jet lag!” he said.

“I did some research about the not-for-profit company before I went to America so I had a rough design idea ready and was lucky to be able to use some of the things I had practised.

“It was a great experience and one that I’m very grateful for as it put me in touch with so many people in the graphic design industry.”

Despite his amazing achievement, Elliot hasn’t finished studying just yet. He’ll be back at North Metropolitan TAFE next year to study a Diploma of Graphic Design.

“I want to be an artist, an illustrator; to paint murals, to create. Getting a qualification in graphic arts allows me to do that with more job opportunities,” he said.

“It is also a career that you can pick up and go anywhere with, as everyone uses the same software.”

North Metropolitan TAFE Printing and Graphic Arts lecturer John Fitzsimmons encouraged Elliot to enter the competition and is thrilled by what he’s accomplished.

“We are over the moon with Elliot’s global success,” he said.

“Elliot has demonstrated great creativity and has a terrific work ethic.

“His success reflects the quality of our course content. It is at a world-class standard and delivered by lecturers who are actively engaged in the industry.”

Behind the design

“Never underestimate how important planning is. I always take one to two hours sketching down ideas, thumbnails and keywords before I do any creative works,” Elliot said.
New apprenticeship has powerful outcome

Four men from some of the most remote Aboriginal communities in Western Australia have become the first to complete a new apprenticeship that directly benefits their communities.

Keith Hunter, Clinton Sahanna, Robert Hassett and Brendan Walters have obtained a Certificate III Electricity Supply Industry, Remote Community Utilities Worker qualification that enables them to maintain the electrical networks and power stations in their communities.

Before the apprenticeship program began, it could take a day or more for power crews from Kununurra to reach the remote areas, but now support is available locally.

“Importantly, they have also served as role models for the young people in their community and are on hand to assist their community with issues relating to their power.”

Graduating apprentice Clinton Sahanna was thrilled to receive his certificate during a presentation ceremony held in Broome.

“It’s great that the team and I are recognised for the time and effort we all put in,” he said.

“It benefits Indigenous people who live in their community to have a sense of pride and achievement.”

Utilities, Engineering, Electrical and Automotive Training Council Industry Consultant Shane Eeles has been with the four men every step of the way, helping to establish the initial training program in 2007.

“I am so proud of the boys for their patience, perseverance, dedication and enthusiasm to participate and complete the apprenticeship,” said Shane.

“I feel quite proud that I have been with them from the start when I was asked to establish a remote communities training program way back in 2007 (Aboriginal Communities Training) and to also be there at the end delivering the final stages of their Certificate III training.”

In 2009, the Aboriginal Communities Training program, from which this qualification evolved, was awarded two Premier’s Awards; Improving Government and a special award for Innovation.

Horizon Power is working closely with the State Government in the hope they can improve the maintenance and quality of electrical infrastructure in more Aboriginal communities in regional WA and work with communities to provide further training and employment opportunities.

Horizon Power Managing Director Frank Tudor said the qualification was designed to improve the reliability of power supplies in remote Aboriginal communities, and reduce the duration of outages but importantly to also create jobs and boost the economic development and sustainability of these regional communities.

“These four were the pioneers of this work and were actually involved in the development of the training to ensure it met the unique needs of remote communities and, critically, safety requirements given the need to work alone,” he said.
VET prepares students for a future flying high

Gone are the days where classrooms are just desks and blackboards. Now secondary school students have the opportunity to learn hands on in an area of interest to them. For two Baldivis Secondary College students, this means training on a Boeing 737 aircraft.

Aspiring pilot Hayden Simmons and up and coming flight attendant Sarah Smith are in their final year of secondary school and both chose to take the vocational education and training pathway.

Two days a week the duo is based at South Metropolitan TAFE’s Aerospace Training Centre at Jandakot Airport where Hayden is studying a Certificate II in Aeroskills and Sarah a Certificate III in Aviation (Cabin Crew).

Equipped with various aircraft engines, workshop stations, a flight simulator and the Boeing 737, the training centre is a facility where the students can get practical experience in aviation maintenance, industry documentation, flight evacuations, and simulated cabin fires.

While both students are training in the aviation field, Hayden and Sarah chose the VET pathway for different reasons.

“In Year 10 our course advisors sat us down and went through our previous results and chatted about our desires for the future,” Hayden said.

“At that age and maturity level I didn’t really know what I wanted to do so my advisor recommended VET, because it opens up more opportunities and you can find out about different industries and different career options.”

At school Hayden is completing a Certificate II in Engineering and last year he completed work experience and training at a manufacturing company but said he’s preferred his time at the aerospace centre.

“I love working on the Boeing 737,” he said. “We get to take bits apart, have a look around and work on areas like the landing gear lubrication.”

“I was planning on going into the Air Force to do aircraft maintenance, but being around all the planes at Jandakot Airport I now want to pursue a career as a pilot.”

For Sarah, the VET pathway allowed her to gain skills and experience that would help her get a step closer to her dream job.

“I knew I didn’t want to go to university so my choice was between doing General Studies which is five days a week at school or VET which is three days at school plus two days in a workplace, TAFE or combination of both,” she said.
“To be a flight attendant the best course option was to get a work placement in the hospitality industry so during Year 11 I completed a placement at a hotel.”

“I gained customer service experience that I wouldn’t have been able to gain by studying ATAR and I was also offered a job at the end of it too!”

Once Sarah turns 18 she plans to apply for a flight attendant position with a domestic or international airline carrier.

“Every airline has their own specific training so I will still have more training to do once I get to the airlines but it will help having learned the basics through TAFE,” she said.

“Our lecturers used to be flight attendants so they have a lot of knowledge and they really help us out with little tips of the trade that you wouldn’t get taught normally.”

Baldivis Secondary College VET and WPL Manager Melinda Simich said she believes the VET pathway is great for students like Hayden and Sarah who would like the opportunity to gain training and experience in areas not available through other school pathways.

“Everything we offer at Baldivis Secondary College for our senior students is designed to meet the same end; that students have an opportunity to not only gain their Western Australian Certificate of Education, but to also gain the skills, knowledge and expertise necessary to move successfully into their chosen career pathway,” she said.

“We offer three pathways and each is just as important as the other, it all comes down to the pathway best suited to a student’s interests, passions and goals.”

Muresk’s studded performance

Success of Muresk Institute’s innovative sire evaluation program culminated in a public shearing demonstration at the Dowerin Field Days.

Success of Muresk Institute’s innovative sire evaluation program culminated in a public shearing demonstration at the Dowerin Field Days.

Muresk’s sire evaluation program attracted crowds of people to the Ram Shed during the August event.

The concerted effort between Stud Merino Breeders’ Association of WA, Australian Wool Innovation, Ag Innovate and Muresk Institute compared the breeding performance of 11 sires by evaluating their offspring through genetic benchmarking systems.

The program carried out at Muresk Institute under Australian Merino Sire Evaluation Association protocols compared the offspring of individual Merino rams raised under the same environmental conditions.

At the Dowerin Field Days the offspring were publicly shorn and a range of measurements and fleece characteristics were compared to determine the genetics industry is looking for to improve their flocks.

Muresk Institute’s General Manager Prue Jenkins said this program has provided students who study at Muresk exposure and experience in the latest innovations in breeding genetics, modern agriculture technology and practises.

“In 2016, 600 of our Billandri blood ewes were artificially inseminated by 12 leading Merino sires. The traits of the offspring have been measured using electronic identification systems since birth,” she said.

“As a specialist agriculture facility, we have the latest sheep handling technology, infrastructure and industry networks to be well equipped to engage in this kind of research.

“This program identifies the best performing rams with the genetic traits breeders are looking for – benefitting their livestock production systems greatly.

“Industry were invited to Muresk to review the results of the program at various milestone points.”

The sire evaluation program will continue in 2018.
A taste of reality

The life of a chef is often glamourised through shows such as MasterChef and My Kitchen Rules but the reality is, it can be a stressful and mentally demanding occupation.

All too aware of this misrepresentation, South Regional TAFE Commercial Cookery Lecturer Amanda Smith created a new program that would prepare her students for the mental as well as practical elements of a career in a kitchen.

“"It’s about giving back to our future chefs in a candid but positive manner,” she said.

“The Gather & Inspire concept came about after I researched work stress and mental well-being in the hospitality industry,” said Amanda.

“I wanted to start a dialogue around the realities of life in the kitchen and working in a team environment.”

The program invites chefs, farmers, fitness experts, journalists, and employers to present to students in an informal way.

“It’s about giving back to our future chefs in a candid but positive manner,” she said.

“The presentations are enjoyable, eye opening, realistic, humorous; so the students take away some ideas, knowledge and enthusiasm about the journey they are on.

“Some of the topics covered include work-life balance, food inspirations, career progression, apprenticeships, the importance of customer dietary requirements, mental well-being, the joy of seasonal produce, and even food demonstrations around the philosophy of creating a dish.”

A previous recipient of the Australian Trainer of the Year award, Amanda is also passionate about providing cookery students with grass roots experiences and together with her colleagues created a second new program this year called Gather & Feast.

“Gather & Feast is tailored around produce from the Margaret River Farmers Market which is held every Saturday on the TAFE campus,” she said.

“We work with producers to bring the seasonal paddock to plate concept to reality, in the form of a fortnightly long table lunch for 40 guests on market day.

“This concept allows the students to showcase the amazing produce that our region has to offer and at the same time it offers students realistic food education and customer expectations.”
Community sessions help skilled migrants

In the past 12 months more than 600 skilled migrants and their families have benefited from settlement support services offered by the Department of Training and Workforce Development’s Migration Services branch.

Based in central Perth, Migration Services has expanded their services into the community by offering orientation and overseas qualification sessions at community libraries.

The orientation sessions are a ‘one stop shop’ for information and connections to relevant services, that can support skilled migrants to successfully integrate and settle in Western Australia.

Kristi Carlile, Team Leader Settlement Services, has been instrumental in driving the community engagement, and said the sessions have been a great success so far.

“More than 35 community members attended the first orientation session held at the City of Gosnells library,” she said.

“By offering these sessions in different communities we hope to better reach migrants that are unfamiliar with our services and to help them settle and work in WA.”

Migration Services Manager Andrea Vose said outreach sessions, co-delivered with the Department’s Career Centre, are being trialled in the City of Stirling as the City is one of the most culturally diverse local governments in Western Australia with 36 per cent of residents born overseas.

Over the past year Migration Services has completed 2,200 overseas qualification assessments, which can help migrants apply for jobs by comparing their international qualifications with Australian standards.

For more information about the orientation sessions and overseas qualifications services visit migration.wa.gov.au/services/settlement-services.
Alcoa – a training ground for top tradespeople

For as long as Alcoa has been operating in Western Australia, the diversified aluminium company has invested significant time and resources into developing its future workforce – providing on-the-job training, mentorship and much sought after career pathways for thousands of tradespeople.

Alcoa of Australia is the ninth largest private sector employer in Western Australia, it operates two bauxite mines, three alumina refineries and employs nearly 4,000 people.

Key to the company’s success over the past five decades has been its ability to actively create a strong pipeline of skilled people to support its mining and refining operations.

More than 1,700 men and women across Australia have completed Alcoa’s three and four-year apprenticeship programs, which lead to nationally recognised trade certificates in a variety of vocations. And since 2008, a further 58 people have graduated from the company’s 18-month nationally-accredited traineeship program, which includes TAFE studies and earns participants a Certificate 2 and 3 in Process Plant Operations.

On average, between 600 and 1,000 applications are received for each intake of about 25 apprentices and six trainees, resulting in a highly competitive talent pool for the limited positions.

Highlighting the company’s efforts to improve its workforce gender balance, Alcoa’s latest recruitment drive has resulted in the selection of an equal number of male and female trainees.

New recruit Eloise Lucas was thrilled to be chosen and has since begun her process operator traineeship at Kwinana refinery.

“The complexity and scale of operations are what appeal to me and I know being trained here is going to see me succeed throughout my career,” Eloise said.

Increasing female participation is a key focus for the company and vital to its ongoing success according to Alcoa of Australia Chairman and Managing Director Michael Parker.

“It is proven that companies with a diverse workforce deliver improved results and we know as a business we stand the best chance of attracting and retaining the best people by providing a workplace committed to development, diversity and inclusion,” Mr Parker said.

“We are a nationally recognised Employer of Choice for Gender Equality and I am extremely pleased we are receiving more training applications from women, as their participation is essential to our talent management and recruitment strategies.”

Alcoa also offers tertiary graduate and vacation student programs and through its community investment program, partners with Scitech to engage young people in mathematics, a vital prerequisite for science, technology and engineering jobs.

^ Acting Kwinana Refinery Manager Simon Pascoe with two of Alcoa’s newest process operator trainees, Eloise Lucas and Terrance Little
State Training Board-industry consultation

The State Training Board is consulting with employers, industry representatives, unions and the training sector about growing apprenticeship and traineeship opportunities in Western Australia.

The consultation process started in August with industry forums in Perth and continues throughout November with forums across regional Western Australia. Written submissions are also being accepted.

Dr Shaun Ridley facilitated the Perth sessions on behalf of the State Training Board, asking about the challenges of administering apprenticeships, how could quality candidates be attracted, what initiatives would encourage employers to take on apprentices and why school based traineeships are declining.

Responses included the need for a central point of information, increased promotion of the VET pathway to teachers, parents and students, and clearer information for small and medium sized business owners about taking on apprentices.

State Training Board Chair Jim Walker said WA’s VET sector had a vital role in the economic, social and industrial development of the State.

“Our VET sector provides training and skills needed by trade, non-trade and para-professional workers for all Western Australian industries.

“Through careful planning and investment the VET sector can contribute to the State’s economy and avoid the implications of long-term skill shortages on the labour market.”

Mr Walker will submit the official consultation findings to the Minister of Education and Training Sue Ellery later this year.

For more information about the industry consultations and regional forum dates visit stb.wa.gov.au.

New student hub ‘better than imagined’

This time last year Training Matters announced construction had started on the Durack Interactive Student Hub at Central Regional TAFE’s Geraldton campus.

Now the project is complete and more than 500 students are making use of the upgraded facilities every day.

The hub includes a modernised café and library and a new social space that encourages flexible learning with high speed WiFi and space for study group meetings.

Campus Manager Craig Jerrard said both staff and students are amazed at the transformation of the area.

“We knew that there was a great opportunity to link the existing library and café, and with expert assistance and some smart architectural solutions, the finished facility is more than we could have ever imagined,” he said.

“The new café and student hub provides a one stop place for students to buy a coffee, sit down with their friends, charge up their smart phone, use the free, high speed WiFi and socialise both online and face to face.”

Craig said the student hub, which was funded by Central Regional TAFE and Royalties for Regions, has become the new social heart of the campus.

^ The light and bright new Durack Interactive Student Hub

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Careers on show at the Skills West Expo

From the queues of people, you could have been forgiven for thinking that a major Hollywood celebrity was attending this year’s Skills West Expo.

The queues were in fact for Sam, a Border Collie - Kelpie cross, who is a member of the State Emergency Services volunteer squad in the canine rescue unit.

It was an unexpected turn of events for Sam because her job is usually to find people but at the expo people were looking to meet her.

Sam, with her owner SES volunteer Leonie Briggs, attends around 50 search and rescue missions a year.

“The call comes in, we have a trailer that is hooked up to the four wheel drive and we can end up anywhere in the State,” explained Leonie.

“We will often end up in temporary accommodation so a love of camping does not hurt, but the work is immensely rewarding and the dogs love it,” she said.

“The dogs attend training once a week with their owners to keep their skills up. It is an amazing way to keep your dog active and interested.”

The SES were one of a number of new organisations at this year’s Skills West Expo.

New event planners Kym Jones Exhibitions and Events wanted to broaden the show’s appeal and offered space to volunteer organisations who work in Western Australian communities.

“Volunteering is an excellent way to get some extra credit on your resume,” said company Director Kym Jones.

“We hear from employers that they look for people who have a wide variety of skills when recruiting so we see it as very much in keeping with the theme of the show.”

New stands at the show included employers Bis Industries and Four Points by Sheraton who were actively...
recruiting alongside traditional exhibitors such as TAFE WA.

The Department of Training and Workforce Development were also on hand to provide information about their Career Centre and Aboriginal Workforce Development Centre services, while one whole pavilion was entirely dedicated to WorldSkills competitions and Try’aSkill activities.

WorldSkills State Manager Fiona Johnson said WorldSkills partners with TAFE each year to provide an interactive experience for visitors.

“It is always a busy environment and this year we had loads of competitions with the focus on construction and automotive trades,” she said.

“We also had a couple of VET in Schools competitions running with Year 11 students competing alongside their older counterparts in bricklaying and wall and floor tiling.

“The popular Try’aSkill activities allowed school leavers and job seekers to have a go at more than 25 trades including massage, spray painting, welding, bricklaying and beauty therapy.”

Member for Southern River and former school teacher Terry Healy also attended the event.

“I have greatly enjoyed visiting Skills West for many years as a careers teacher bringing groups of my own students from Southern River to the event,” Mr Healey said.

“It was an honour to attend this year as a Member of Parliament and see so many active young people continuing to take part in exploring their potential education and training pathways.”

∧ Member for Southern River Terry Healy has a go at Try’aSkill activity brick laying

∧ An Animation and Games Development student from North Metropolitan TAFE demonstrates his skills

∧ Secondary school student Brandon Rector tests out the tools of plumbing
Western Australia has mass appeal for international students

With pristine beaches, clean open spaces and rich cultural diversity, it’s no surprise there are more than 1,800 international students choosing to study at TAFE in Western Australia.

Not only do international students make a significant contribution to the State economically, socially and culturally but they are a testament to the value and quality of a TAFE education.

One international student who is excelling through TAFE, is Hong Kong national and North Regional TAFE’s 2017 Broome Student of the Year, Ceci Chan.

North Regional TAFE was recommended to Ceci through a friend and with a passion for working with children, she decided to study a Certificate III in Early Childhood Education and Care.

Now undertaking the Diploma, Ceci couldn’t speak more highly of her TAFE experience.

“The lecturers are supportive and knowledgeable and they also have a good sense of humour!” she said.

“I’ve been learning about intentional teaching which is very interesting as it’s a very different teaching approach to Hong Kong.

“I’ve learnt that children learn through play experiences and as an educator I want to build on their interests and extend their learning and development in a natural way. Hong Kong has a more formal approach to early education.”

Loving Broome’s beautiful beaches and relaxed lifestyle, Ceci is keen to continue her work in the early learning services in Broome and further her professional knowledge in the field.

TAFE International Western Australia is the unit within the Department of Training and Workforce Development that manages the recruitment and admission of international students into TAFE colleges.

TIWA Director of International Student Recruitment Christina Brockman said students such as Ceci demonstrate the value of a TAFE qualification internationally.

“TIWA aims to increase the number of international students studying at TAFE so that more local and international students can benefit from the cross cultural connections created by international education,” she said.™

^ International student Ceci Chan is studying a Diploma of Early Childhood Education and Care at North Regional TAFE
Summer Shorts 2017 is a full day of professional development for the vocational education and training sector, hosted by the Department of Training and Workforce Development.

The event will be delivered entirely online via webinar with delegates and presenters attending using Blackboard Ultra virtual rooms.

More than 100 delegates and presenters attended Summer Shorts 2016 from across Australia.

This year Summer Shorts will present two keynote speakers and 12 workshops over the day.

The opening keynote, ‘The future of VET’ will be delivered by Director, Evidence and Data, Construction Skills Queensland Robert Sobyra.

Robert will discuss how the business playbook is being rewritten around automation and the gig economy and how, soon enough, business will start demanding that the training playbook be rewritten along the same lines.

The VET system is a product of industrial capitalism—designed to transfer standardised and generic skills to workers who expect to stay in one occupation for an entire career.

This keynote will canvass some of the ways VET will need to change to meet the needs of business into the future.

Victorian Teacher, Presenter and Education Consultant Andrew Douch will present a lunchtime keynote titled, ‘On the cusp of an education revolution’.

Andrew will explore changes occurring in society that are impacting education.

Change is uncomfortable, but it also provides exciting opportunities for those who are willing to re-invent themselves.

Social networking, the democratisation of news and media, instant access to information, instant communication with people, de-specification of work hours and an increasing expectation for work to be meaningful and enjoyable, have changed society more profoundly than many of us realise.

But how will these societal changes impact on training organisations, which sometimes still operate in a 20th century, industrial-age model, with a ‘clock in-clock out’ timetable and production-line assessment processes?

There is no doubt that we are on the cusp of some of the biggest changes to take place in education since the industrial revolution.

But what will those changes look like? And how can we position our teachers and training organisations to thrive?

The cost is $55 for individuals and $265 for group webinars.

Group registrations are available by request and are designed to be used as a single login for a group of delegates in a remote classroom setup, limited to ten delegates.

Please contact Kassandra Blackley on 6212 9711 or by email at pd.sector.capability@dtwd.wa.gov.au to arrange.

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