

2025/2026 Chairperson's Report

From the Chair

This is my first report as Chair of ETI, and I want to start by thanking Greg Warren. Over eleven years across ETI's boards, Greg oversaw significant growth, and the organisation I've inherited is in strong shape because of it. I'm pleased he continues to support the Board as Immediate Past Chair.

I came into this industry as an apprentice and started my own electrical contracting business at 19. That shapes how I see ETI. We exist for contractors and the people they employ, and every decision the Board makes should be tested against one question: does it put more skilled, safe, job-ready electricians into Western Australian businesses?

By that measure, it was a year of real progress alongside some genuine challenges. CET delivered a strong result and continued to grow enrolments. EGT employed 503 apprentices across 306 host employers and passed on more than \$4 million in incentives to host employers, but recorded a deficit driven by additional training hours, apprentice numbers below budget and higher downtime. Returning EGT to a sustainable result is a Board priority. Our safety performance was recognised at the WHS Foundation Awards, with no lost time injuries across the year.

What the Board focused on

The Board concentrated on three priorities this year.

The first was the Eastern campus. With CTF's second Private RTO Infrastructure Grant secured, the Board committed to establishing a purpose-built campus to serve Perth's eastern corridor. It will give apprentices and contractors in that region training closer to where they live and work and add the capacity industry needs as demand continues to grow.

The second was increasing the number of mature-age apprentices. Many people come to the trade later in life, often bringing valuable work experience and maturity, but the higher cost of employing them remains a barrier for small businesses. This year EGT employed around 54 mature-age apprentices with support from CTF and DTWD. The Board wants that number to grow, and ETI will continue to advocate for funding that makes mature-age apprentices affordable for employers.

The third was new technology in training. The way people learn is changing, and so is the technology they will install and maintain on the job. The Board has committed to investigating and adopting new technologies that improve how we train, including online learning platforms and simulation-based training. Our aim is training that is more accessible, more engaging and better matched to the industry our apprentices are entering.

Where we're heading

WA's electrical workforce is forecast to double in the next five to six years. Demand for training places at CET already exceeds what we can offer, and our campuses are running above normal capacity. Meeting that demand is the Board's central priority.

The CTF-supported expansion at Jandakot and Joondalup, and the new Eastern campus, are the most significant investments in training capacity in ETI's history. The Board's job is to make sure they are delivered on time and on budget, and that they translate into more completions, not just more enrolments.

We also want to lead on who enters the trade. Women now make up 14.5% of EGT's apprentices, and in 2026/27 EGT will run its first majority-female intake. We intend to keep pushing.

The risks we're watching

A strong year shouldn't breed complacency. ETI relies heavily on government and CTF funding. The gap in funding between TAFE and private RTOs remains unresolved. Growth at this pace puts real pressure on our people and facilities. The Board is focused on ensuring that growth is sustainable, supported by disciplined financial management, investment in our people, facilities and systems, and a broader revenue base. We will continue to advocate for equitable funding while protecting the quality of our training and services. Our responsibility is to turn this year's success into lasting capacity to support our members, apprentices and the electrical industry in Western Australia.

About the Electrotechnology Training Institute

The Electrotechnology Training Institute (ETI) is a not-for-profit charity dedicated to enhancing the electrical industry. It provides a variety of educational and employment services, which are tailored to the unique needs of anyone currently working, or seeking to work, in the electrotechnology industry. Its members also have access to Western Australian-based professional advice, training, advocacy and representation, and industry-relevant support across a range of technical, legal, safety and business issues.

This year, ETI's business units continued to play an important role in strengthening industry and preparing it to meet future demand;

- ECA WA provided a range of business support services to a membership-base of 1100 fee-paying full members and 757 associate members.
- Its registered Group Training Organisation (GTO), trading as Electrical Group Training (EGT), employed 503 apprentices, and throughout the year hired its apprentices out to approximately 306 host contracting businesses operating across WA.
- ETI's Registered Training Organisation (RTO) has two businesses operating over three campuses.

- The College of Electrical Training (CET) provided vocational training to 2,017 apprentices, 517 pre-apprentices and post-trade training for almost 2,300 licensed electricians and contractors.
 - EquipSafe (EQS) offers nationally accredited safety training and high-risk licences, issuing more than 2500 units of competency each year.
- ECA Legal, a separate company owned by ETI, which provides members with advice on a range of contract, industrial relations and employment issues.

Vision and Purpose

ETI's **purpose** is to train and skill the electrotechnology workforce of tomorrow to meet the community's and industry's future sustainable needs.

Its **vision** is to lead in training and skilling the electrotechnology workforce of tomorrow to meet the community's and industry's future sustainable needs.

As Western Australia's major private trade training provider, it fulfils its vision by delivering high-quality, client-focused learning environments that address the state's current and future electrical needs. Through its work, ETI supports the following community groups:

- Aboriginal and Torres Strait Islander people;
- adults - aged 25 to under 65;
- adults - aged 65 and over;
- families;
- general community in Australia;
- people in rural/regional/remote communities;
- people who are unemployed;
- veterans and/or their families; and
- youth - 15 to under 25.

Key Programs

During the 2025/26 financial year, ETI delivered programs across the following areas:

1. *Education:*

- Apprentice employment and training.
- Mature age female and indigenous programs.
- Vocational Education and Training in Schools (VETiS) programs.
- Pre-apprenticeship in Schools (PAiS) programs.
- Post trade training.
- General Training.
- Assessment services.

2. *Member support:*

- Advocacy and representation.
- Technical Knowledge Base Library.

- Technical hotline.
- Safety education.
- Business and industry educational evenings.
- Legal advice and debt collection
- Information and educational events

3. Home safety advice for the community.

ETI is required to report to the Australian Charities and Not-for-profits Commission (ACNC) on one charitable objective per year; however, each year it is proud to report on ten objectives. This is a significant achievement and testament to its valuable contribution to industry and the WA community.

Core Values

ETI is dedicated to core values that act as guiding principles underpinning all its activities:

 Safety We are uncompromising in our commitment to the health, safety, and welfare of our people and the wider community	 Service We meet or exceed service expectations
 Accountability We take responsibility for our behaviours, actions, and performance outcomes	 Collaboration We value collaboration and inclusion
 Integrity We act with integrity through honesty, trust, and open relationships	 Innovation We embrace innovative ways of achieving better outcomes

Well-placed for the Future

Western Australia continues to have a strong demand for electrical services, with predictions that the electrical industry's workforce will double over the next five to six years¹ to cope with the requirements for electrical services and infrastructure. Powering Skills Organisation's (PSO)² 2025 Workforce Plan has noted that:

- Australia requires an additional 42,000 energy trades workers by 2030, which means boosting apprentices in training by 40%, or approximately 22,000 additional apprentices.
- This projected growth reflects the additional workforce needed to support renewable and non-renewable sectors, and factors in the potential for Australia to become a major clean energy exporter.
- The energy trades have some of the lowest immigration rates, resulting in workforce gaps needing to be largely addressed through Australia's onshore apprenticeship system.
- Demand for apprenticeships is higher than the number of positions employers are offering and the training sector's capacity to train them.
- Electricians rank among the top career choices for students, especially for young men. Currently a record number of apprentices are in training, including unprecedented numbers of women and Aboriginal apprentices.

¹ Langdon, R., Rutovitz, J., Barreto Lara, H., Briggs, C., Gerrard, E & Toakley, J. (2024) The Western Australian electricity workforce: projections to 2050.

² Powering Skills Organisation Limited (2025) High Load, Short Supply. Bridging the gap to 2030. 2025 Workforce Plan

Some of the factors shaping this growth include:

- the strong focus on renewable energy in the residential, commercial, industrial and mining sectors as Australia moves towards Net Zero;
- the Federal Government's National Skills Agreement, which aims strengthen the Vocational Education and Training (VET) sector with a particular focus on the Net Zero transition;
- WA's heavy mining and industrial focus;
- continued population growth;
- high uptake of emerging and advancing technologies including increased need for data centres, telecommunications and smart technology;
- increasing use of electric vehicles and the charging networks needed to support them;
- WA Government programs such as the Residential Battery Scheme;
- continued growth in the construction industry; and
- high numbers of regional projects with significant investment in rail, road and power infrastructure development across the state.

ETI is well positioned to help industry meets its workforce demands. In achieving its charitable objectives, ETI supports members to be proactive and invest in continuous education so they can stay at the forefront of the industry, ready to meet both current and future needs. Providing skilled, qualified, technology-ready tradespeople and helping contractors maintain resilient, adaptable businesses is at the core of everything ETI does.

Apprentice Employment

EGT is WA's largest employer of electrical apprentices. Providing employment and training opportunities to hundreds of apprentices, it promotes industry careers, develops highly skilled and motivated tradespeople and ensures a continuous flow of qualified electricians into industry.

Promoting Industry Careers

With WA's long-term demand for licensed electricians on the rise, completing an apprenticeship remains one of the most reliable and well-paid trade pathways. This year, promoting the electrical industry as a positive career option was a key focus, with staff from all business units contributing to a wide range of events and major careers expos including the Skills West Employment Expo, Tradie Expo, Careers Expo, Jobs and Skills Centre Women in Trade Expo, the Waroona Show and the Recruit WA Job Ready event. EGT also promoted apprentice employment pathways while attending more than 60 individual careers events held at public and private high schools across Perth's greater metropolitan area.

In addition to school careers nights and expos, EGT has actively promoted electrical apprenticeships through a range of partnerships:

- EGT furthered its partnership with RugbyWA this year, continuing as Supporting Partner of the Female U16 and U18 Representative Teams and Female Academy Program, and expanding its support to the Junior Girls Series.
- EGT has been a partner and sponsor of Perth Motorplex, the WA Sporting Car Club, D1WA Drift Club and the West Australian Football Commission since 2022 and it continued to support these organisations this year.

- EGT started its partnership with HQ Holden Racing last year and continues to support its events.
- The Perth Football League (PFL) is the amateur AFL competitions below the WAFL with EGT being the naming rights sponsor for the six Colts Leagues for the 2024, 2025 and 2026 seasons.
- The West Australian Football League (WAFL) is an Australian football league based in Perth. EGT began its relationship with the WAFL in 2022 and is the naming rights sponsor for the Colts League for the 2024, 2025 and 2026 seasons.

EGT's promotion through these organisations and their events has included a mix of event naming rights, signage, trade stands, branding and event advertising.

In addition, staff have been actively involved in initiatives that aim build the necessary pathways into, and foundations for, electrical apprenticeships³:

- contributing to the Perth North and South local jobs taskforce, creating better visibility of the electrotechnology industry with a focus on the renewable energies;
- attending Community Connections event hosted by Eighty9 Limited;
- ongoing project work with Workskil, Wise Employment, Status Employment and Impact Services to build a pipeline into EGT and EQS;
- employment services site visits to assist and understand the needs of participants regarding language, literacy, numeracy and other barriers to entry;
- meetings with Zonta to identify pathways into industry and to identify potential Family and Domestic Violence (FDV) awareness-raising workshops for all ETI staff;
- meetings with the Defence Department to consider pathways for army personnel including potential instructors' positions CET;
- working with the schools and VET Coordinators to upskill year 9 students in preparation for future pathways to industry, and year 10 and 11 students in the skills needed to gain an apprenticeship with EGT via the readiness assessment;
- working with the City of Swan, Swan Chamber of Commerce, City of Joondalup, and City of Stirling to create awareness of pathways into apprenticeships particularly for CALD groups;
- hosting the WA Electrical Industry Open Day, which provides practical talks on starting a career in industry, becoming a host employer, licensing categories, and safety essentials.
- ongoing work to support women entering the electrical industry with 52 female apprentices employed through a mix of Construction Training Fund (CTF) funding and Department of Training and Workforce Development (DTWD) scholarships targeted at school leavers;
- the Women in Non-Traditional Trades (WINTT) scholarship, which provides funding for an additional 15 female apprentices to be employed EGT and trained at CET;
- ongoing work to build relationships with indigenous organisations and promote opportunities, which saw a total of 19 apprentices (3.7% of EGT's workforce) employed;
- employing approximately 54 male and female mature-age apprentices, supported by funding from CTF and the DTWD;
- contributing to the Foundation for Energy's Project Steering Committee and Literacy and Numeracy for Energy Jobs Project Steering Committee which both focus on building essential workplace foundation skills; and
- contributing to the Education Department Participation Team, which provides pathway information to students not attending school.

³ As at 30 June 2026

Drawing on its promotional and pathway facilitation work, EGT has proactively recruited apprentices across the year with structured intakes that enable it to grow numbers while maintaining a focus on quality training. All recruitment is driven by the ultimate goal of supporting all apprentices to successfully complete their four-year apprenticeship and achieve their electrical licence. EGT is committed to providing apprentices with the best possible employment experience and this is reflected in high average retention rates that consistently remain well above industry averages.

Award-winning Apprentices

ETI is proud of the quality of employment and training opportunities it provides, and every year it encourages apprentices to nominate for industry awards. This year several EGT apprentices were acknowledged as finalists or winners across several sought-after award opportunities.

Tessa Walley completed a remarkable achievement of winning five major awards and one finalist recognition at the 2026 Master Builders WA Apprentice Awards:

- Most Outstanding Female Apprentice of the Year;
- Most Outstanding Second-Year Apprentice;
- Most Outstanding Aboriginal or Torres Strait Islander Apprentice of the Year;
- Most Outstanding Electrical Apprentice;
- Overall Best Apprentice of the Year 2026; and
- Andy Peppercorn Apprentice Safety Award (Finalist).

Fellow EGT apprentice Mia Joubert also achieved an outstanding result at the 2026 Master Builders WA Apprentice Awards, being selected as a finalist in three highly competitive categories:

- Most Outstanding Second-Year Apprentice of the Year;
- Most Outstanding Female Apprentice; and
- Most Outstanding Electrical Apprentice.

At the 2025 AEN Awards:

- Amelia Howard and Meeya Hodges were both finalists for the Aboriginal and Torres Strait Islander Apprentice or Trainee of the Year and
- Ava Timmermans and Nicole Lamont-Rogers were finalists for the Apprentice of the Year.

In addition to showcasing their skills and achievements, the process of submitting for these awards provides an important opportunity for apprentices to reflect on their training, the personal and technical skills they've gained and their future career plans. EGT is pleased to support them to gain this well-deserved recognition.

Partnering with Host Employers

For electrical contractors, employing and training apprentices remains one of the most effective ways to build sustainable, long-term workforce capacity. This was clearly demonstrated this year by EGT's host employer base growing from 240 to 306 hosts. Host employers play an integral role in providing apprentices with diverse learning environments across sectors including construction, maintenance, mining, industrial automation, and renewables, and EGT has greatly appreciated their support in building the next generation of electricians.

Apprentice Training

ETI's off-the-job training provider, CET has been delivering an outstanding level of service for almost thirty years. It is Western Australia's leading electrical training provider and is known for a progressive approach that ensures the electrical industry has a constantly growing pool of trained and qualified tradespeople.

With purpose-built campuses in Joondalup and Jandakot, CET offers state-of-the-art facilities, expert trainers with strong industry links, and a curriculum focused heavily on hands-on, job-ready skills. It is backed by strong industry support, which was evidenced by it consistently holding a 40% market share of the total WA apprentice market this year.

CET has continued to experience high annual apprentice intakes, with both campuses operating at above normal capacity. To address this, CET has been actively putting new initiatives in place to expand its capacity and meet industry's demand.

- CET pioneered the rolling intake, and with this effective process in place, it was able to accommodate all new apprentices as quickly as possible.
- Favourable recruitment has seen both campuses having a full complement of instructors this year.
- To improve access to industry training, CET has continued investigating online training platforms aimed at enhancing service delivery and communication with students.
- To support apprentice completion, CET runs Capstone Preparation Classes at both campuses every month.
- With a focus on making Capstone Assessments more accessible, this year CET trialed a new 20-person Capstone Assessment process, enabling an increased number of completions each month. It also introduced a new verification process to ensure that apprentices are 'Capstone Ready' with all of their units of competency completed and their profiling up to date. Since January 2026, CET has processed more than 270 capstone assessments.

CET's quality teaching streamlined systems and high levels of pastoral care are effectively supporting apprentices through their off-the-job training, so they complete their studies with high level skills.

Improved Accessibility

To continue providing the level of training services needed by industry, CET is actively expanding its campus footprint. Over the past two years the Construction Training Fund's Private RTO Infrastructure Grant program has provided valuable support, which will enable CET to improve access to training across the metropolitan area. The program's first round of grant funding has enabled CET to start key upgrades at the Jandakot campus, with Joondalup campus upgrades and building of an additional training facility opposite the existing Joondalup campus due to start later in 2026. This year CTF awarded ETI a second grant, which will be used to establish a new purpose-built campus that will service Perth's eastern corridor. This additional training capacity and improved accessibility will be greatly valued by industry, and CET would like to take this opportunity to thank CTF for its ongoing support.

Quality Capstone Delivery and Assessment

As part of its industry-wide services, CET independently moderates and validates the apprentice Capstone assessment process through a Memorandum of Understanding with the Electrical Licensing Board. CET maintains a database that delivers a visual, real-time presentation of current Capstone data to ensure consistency in delivery and assessment across all training providers. Through this valuable service CET supports a fair, reliable and compliant Capstone process for all students.

Pre-apprenticeship Programs

Pathways from school into industry provide critical foundations for industry training and employment. This year, CET was pleased to be awarded 480 funded pre-apprenticeship places, which were funded by DTWD. Half of these places commenced as part of CET's Pre-Apprenticeships in Schools (PAIS) program, collaborating with more than thirty schools across the metropolitan area and fifteen schools in the Bunbury region. The pre-apprenticeships delivered through the school system offer students a unique opportunity to gain practical skills, industry experience and qualifications while completing their school certificates. The remainder of CET's funded pre-apprenticeship places are offered full-time through its two campuses. The demand for campus-based courses has been extremely high, with all places for the first quarter of the 26/27 year filled as part of the July 2026 intake.

Post-Trade, General Training and Assessments

Through its two RTOs, CET and EQS, ETI offers a broad range of post trade, general training and assessment services to support tradespeople to build on their skills. The variety of post-trade courses on its scope includes:

- Contractors' Registration;
- ACMA Open Cabling;
- PLC;
- Checking and Testing;
- High Voltage Switching Training;
- Structured Cabling;
- WP Meter Exchanges;
- Restricted Electrical Licences;
- PV Grid Course;
- Standalone Power Systems;
- Electrical Trade Licensing;
- Electrical Trade Licensing Gap;
- Safe Electrical Isolation;
- Western Power Meter Exchange and Western Power Replacement and Disconnect refresher courses;
- Fibre Optics;
- First Aid;
- Low Voltage Switchboard Rescue; and
- Safety Awareness Training.

Construction Skill Sets

This year EQS is pleased to provide 1051 fee-free training places to deliver key construction skills. Its Construction Skill Set training is funded by the WA Government's WA Jobs and Skills program and is an entry level program designed to get workers job-ready with core safety tickets. EQS experienced strong registration numbers with 45 fee-free places available per month.

Additionally, EQS obtained CTF funding that enabled it to put all CET pre-apprentices through an Orange Card Combo program, giving students their tickets in elevated work platforms, working at heights and boom lift up to 11 metres. CTF also agreed to fund 30 places for apprentices to undertake the Orange Card Combo program, so that apprentices who are not eligible for funded Construction Skill Set training can obtain a similar qualification.

This valuable funding ensures workers are industry-ready and bring strong safety skills when they start work on site.

Recognising Skills and Work

With Australia's high electrical standards, people who have qualifications obtained from overseas are unable to work in Australia. CET supports people with overseas qualifications who are seeking to have them recognised in Australia. Through its trade recognition services, CET provided onshore skills recognition services for electricians currently living in Australia. This year, CET participated in Trade Recognition Australia's RTO Advisory Group and provided more than 50 fast-tracked Skills Recognition Assessments.

CET also provided free assessment services for five military veterans wanting to transition into civilian life with qualifications that provide meaningful work. The public training system charges for this service; however, CET delivers it at no cost as a thank you to service personnel. CET believes that delivering equivalency of trade certification is an important service and helps veterans with their transition and ability to find civilian work.

Advocacy and Representation

As the largest employer and trainer of electrical apprentices, ETI has consistently held a strong advocacy role. ETI is considered a 'go to' organisation for government departments seeking industry feedback across a range of issues, enabling it to effectively represent industry's education and training interests to government, Building and Energy, Western Power, the Electrical Licensing Board and other industry bodies. ETI also continues to build relationships with state and federal politicians and shadow ministers.

ETI has defined three key policy positions. To:

1. maintain the current apprenticeship system and make it easier for employers to employ apprentices either directly or via Group Training Organisations like EGT;
2. protect electrical worker and contractor licences by maintaining WA's current electrical licensing system and the associated training requirements; and

3. educate the electrical industry to ensure they are kept up to date regarding environmental, social, and governance practices, technology, apprentice supervision, regulations, standards, licensing, work health and safety, legal issues and training.

These policies have featured in many of ETI's discussions with industry stakeholders this year.

Representing Industry's Needs

ETI provides important representation through forums such as:

- Liaising with state and federal governments regarding apprenticeship funding, gender equality within industry, workplace health and safety legislation, and industrial relations legislation.
- Meetings to discuss the significant underfunding across the RTO industry and the continued disparity between TAFE and private RTO funding.
- Participating in the 2026 Clean Energy Industry Workforce Roundtable.
- Participating in the BEV Electrical Skills Working Group.
- Working closely with Powering Skills Organisation (PSO), including participating in PSO's Technical Committee (Creating an Energy Sector Gateway), Foundations for Energy Project Steering Committee, UEE - General Technical Advisory Group and the High Load, Short Supply Roadshow.

ETI Board Members continue to contribute to external boards:

- Immediate Past Chair Greg Warren was appointed to the Clean Energy Skills National Centre of Excellence Advisory Board.
- Board Member Saf Flatters was this year appointed to the Electrical Licensing Board.
- Board Member Sue Ellery has been appointed to the Board of Synergy.

ETI's Chief Executive Officer (CEO) participates in the:

- Electrical, Manufacturing, or Utilities Industry Training Council (EMUITC) (formerly the Utilities, Engineering, Electrical, and Automotive (UEEA) Training Council);
- Industry Advisory Group – EMUITC (as the Chair);
- Mining and Automotive training council (MATC) Advisory Board;
- Australian New Zealand Electrical Training Alliance (ANZETA);
- Ministerial Future Battery and Critical Minerals Industries Developing our local capability Working Group;
- Premier's LNG Skills Taskforce Working Group;
- Ministerial LNG Jobs Taskforce - Education and Operations Working Group;
- Ministerial Future Battery and Critical Minerals Industries – Supporting Energy Storage Applications Working Group;
- Chamber of Minerals and Energy Battery Electric Vehicle advisory group;
- Big Sister project Advisory Board of Management;
- Standards Australia EL001 Committee;
- CTF Construction Industry Strategic Group;
- PSO Strategic Industry Advisory Board;
- ANZETA Management Board;
- Electric Vehicle Advisory Group; and
- Hydrogen Industry Advisory Group.

Through EGT, industry had representation that aimed to progress apprentice employment initiatives including:

- Participation on the National Apprentice Employment Network (NAEN) and the Apprentice Employment Network WA (AEN WA) Committee. EGT's General Manager has been on WA Committee since 2007 and has served as chair since 2011. He has also served as the state-appointed Director on the National Board since 2011. In recognition of his valuable contribution across almost twenty years of service at the WA and National levels, EGT's General Manager is a life member of NAEN.
- Regular meetings (via AEN WA) with the WA Department of Training and Workforce Development to discuss group training issues, wage subsidies and funding.
- Meetings with the Federal Department of Employment and Workplace Relations (DEWR) and NAEN to review the Australian Apprenticeship Incentive System and discuss the Australian Apprenticeships Priority List.
- Collaboration with Women in Adult & Vocational Education (WAVE) and NAEN to improve gender equity, inclusion, and diversity in trade apprenticeships.
- Collaboration with NAEN's RISE Program which focuses on recruitment and retention of women in non-traditional trades.
- Participation in the DTWD review of the Jobs and Skills WA Employer Incentive Scheme.
- Participation in CTF's Construction Industry Strategic Group.
- Collaboration with Jobs and Skills Australia.
- Participation in the Perth North Local Jobs and Skills. EGT's General Manager has been on this taskforce since May 2023 and is highly valued for bringing his industry perspective.
- Participation in group training stakeholder forums, risk management meetings and round table discussions with the Department of Training and Workforce Development.

CET's advocacy focused on progressing industry training initiatives. It continued to explore opportunities to collaborate with a range of forums and government departments including the:

- Department of Jobs, Tourism, Science and Innovation;
- City of Joondalup Business Forum;
- Joondalup Economic Development Initiative;
- Joondalup Education Network; and
- New City of Cockburn Economic Development Lead.

ECA WA has also represented industry and advocated on a range of other issues relevant to all industry contractors including:

- security of payments legislation;
- workplace health and safety legislation;
- training for electric vehicles and related infrastructure;
- mandated apprentice numbers on key government-funded projects;
- restricted electrical licensing and gas-fitting training;
- apprentice supervision requirements;
- changes to Electricians Training Licence requirements;
- funding to make mature age apprentice employment more affordable for small business;
- funding to continue to increase female and indigenous participation in industry;
- continuing professional development for the electrical industry; and
- reforms to the clean energy sector.

Increasing Female Representation

For decades representation of women in electrotechnology has remained disproportionately low, which is often due to systemic challenges, visibility gaps and limited support networks. This year ETI created clear steps forward with a range of initiatives that addressed barriers to women entering and staying in the trade. These included:

- Leading by example, with ETI's CEO being a WA CEO for Gender Equity. This initiative brings CEOs and heads of state together, providing an environment where leaders can share insights, strengthen accountability and translate commitment into organisational change.
- A partnership with the WA Electrical Women's Advisory Group (WEAG) to run the "Connect & Empower" initiatives. These events are specifically designed to reduce isolation and build community support structures that unites women at every career stage.
- The Women's Industry Luncheon. Held in honour of International Women's Day, this event brought together apprentices, tradies, field workers, office professionals and leaders to connect, share stories, and honour the electrotechnology industry's diverse talent. This year Nadine Champion, an inspiring speaker, author and martial artist, shared how she had applied "10 Seconds of Courage" to overcome obstacles and reach her potential.
- EGT's partnership with RugbyWA, which is extending its support for the growth of women's and girls' rugby in WA and helping emerging players access representative opportunities and continue their development both on and off the field. It's involvement in women's rugby aligns with its focus on increasing female participation in traditionally male-dominated industries.

Another key program is the Big Sister Program, which is a federally funded, women-focused training and mentoring initiative designed to support women entering and completing apprenticeships in the electrical, construction, and clean energy industries. The program officially commenced in April 2026 and provides an excellent example of the coordinated, collaborative approach ETI brings to industry.

- EGT has employed Big Sister participants and placed them with host employers that provide diverse experiences, leading to female apprentices being 14.5% of EGT's workforce. This is significantly higher than industry's average, which shows that just 2%⁴ of Australia's electricians are female.
- CET has run try-a-trade events and provided dedicated Big Sister Electrical Apprenticeship training and structured mentoring on campus.
- EQS has offered essential high-risk certifications such as the Orange Card Combo.
- ECA WA has promoted the program through its marketing and events, raised awareness across the broader industry.

By creating a clear entry point into electrical trade and pairing it with structured mentorship through the Big Sister Program, ETI is building a more cohesive pipeline that supports women from initial training through to apprenticeship and beyond. Moving into the 2026/27 year, EGT will run its first majority female recruitment intake, which will be supported by training and mentoring through CET and EQS.

Celebrating Cultural Diversity

This year ETI was proud to sponsor the WA Cultural Diversity Award as part of the 2026 Western Australian Training Awards. This award recognised the contribution culturally and linguistically diverse students make to WA's vocational education and training sector, celebrating those students who have migrated to Australia and used training to build skills, confidence, career pathways and stronger

⁴ Based on June 2025 data from ANZSCO: <https://www.jobsandskills.gov.au/data/labour-market-insights/occupations/3411-electricians>.

connections with their community. ETI would like to congratulate all the finalists and the winner of this important training industry award.

Community Support and Engagement

As a member services organisation, ECA WA actively works for to create a sense of community within the industry as well as helping industry work for the betterment of the broader WA community.

Bringing members together

In addition to providing relevant industry and business information, ECA WA hosts member functions, providing a key way to build local contractors' collective strength and a sense of industry connection. This is particularly important given that almost 90% of members are small businesses up to and including five employees. For small businesses with limited in-house resources, having access to quality, external business support and the opportunity to network with other like businesses is highly regarded.

ECA WA's team acts as an extension of member businesses, providing timely relevant support when needed. Members are actively engaged, with feedback showing that ECA WA's high level of services has contributed to this year's continued growth. Support is provided on a state-wide basis, with 20% of fee-paying members being regionally based.

This year, in collaboration with Master Electricians Australia (MEA), ECA WA ran Industry Nights, which were held in 14 locations across WA. These evenings enable contractors to hear directly from key industry bodies such as Building and Energy, Before You Dig Australia and suppliers, get clear answers to their technical and regulatory questions, discover new products, and connect with fellow industry professionals. Members are able to bring their teams along and leave feeling informed and confident in their business operations.

Honouring Life Members

In November, ECA WA was proud to acknowledge the Life Members and 'industry legends' who have made industry what it is today. They have dedicated countless hours to participate on boards, committees, support advocacy, attend events and build an industry community. The Life Members' Luncheon brought together life members and their families, sponsors, the ETI Board, and staff to both celebrate and reflect on those whose leadership, dedication, and craftsmanship have shaped the Western Australian electrical industry for nearly a century.

ECA WA would like to welcome Garry Itzstein who became a life member this year. It would also like to thank the following existing Life Members: Bruce Cook, Mike Nichol, Brian Cooper OAM, Brian Tilbury, Bob Hatherley, John Sweeting, Wayne Carter, Stephen Cole, Frank Tomasi AM, Peter Kim, Ian Swain and Alan Charlton. It also acknowledges the memories of Terry Smith and Mike Green, whose contributions continue to be remembered and valued.

Supporting Local Communities

ETI has a strong focus on supporting community organisations, clubs and initiatives. This year its business units were very pleased to sponsor the following organisations/events:

- Tradie HQ is a world-first co-working space specifically for tradespeople. This 'business incubator' initiative acts as a stepping stone for small businesses transitioning from a home-based set up to their own workshop/office.
- The Swan Athletic Sporting Club has a progressive approach that has enabled them to successfully integrate their women's team into a club that has been fielding men's teams since 1930. This is the sixth year in a row EGT has supported the women's football team.
- ETI is a strong supporter of several charities including Mates in Construction, Mesothelioma and Dust Diseases Australia (MADDA), Purple Bra Day and Steel Toes and Stilettoes. In addition to contributing to these causes, ETI attends events and promotes the charities' work to both staff and apprentices.
- CET repurposes its audio-visual equipment and projectors, donating them to not-for-profit organisations, charities and indigenous organisations.

ETI was also pleased to supporting initiatives driven by employees and members:

- For the sixth year in a row, ETI has supported a project to help Street Doctor, a mobile GP clinic that helps the transient and disadvantaged in Perth's community. ETI and a number of staff, donated goods and financial support to help prepare backpacks with sleeping bags, beanies, socks and other personal items that could be provided to Street Doctor's clients. ETI would like to thank Natalie Smith for managing this year's project.
- ECA WA member ICS Group, and former EGT apprentice Chelsy Quintana brought the inspiring Tunnel of Light art installation to life in support of St Bart's, raising awareness and funds for homelessness across our community
- ECA WA was proud to support The Big Dig 2025, an industry-led fundraiser for youth mental health through zero2hero. With record numbers of diggers, teams, and sponsors, it highlighted the electrical industry's commitment to supporting young people in WA.
- EGT was pleased to support third-year apprentice Samson Swift who took on 100km around the Swan River in support of the Black Dog Institute.

ETI would also like to take the opportunity to congratulate Wilco Electrical director Frank Mitchell, a proud Whadjuk Yued Noongar man, who was recognised as the WA Australian of the Year Local Hero in January 2026. Drawing on his own experiences, he has helped create meaningful opportunities for Aboriginal people through employment, apprenticeships and community partnerships.

Member Support – Safety

Award-winning Safety

ETI is extremely proud of its outstanding success in the WHS Foundation 2025 Awards, winning the Leadership and Achievement Award, and gaining the top finalist placement for the Training and Information Award and major finalist for the WHS Management Award (Large Category).

These results have reflected the WHS team's considerable investment over the past four years, delivering measurable progress across key performance indicators.

- Audit scores rose from 96.4 % to 97.18 %, demonstrating continued refinement of ETI's compliance framework and the effectiveness of its safety systems.
- Employer and apprentice engagement in safety initiatives has grown, highlighting a stronger organisation-wide commitment to health and safety and industry-wide impact.
- The Lost Time Injury (LTI) index dropped from 1.00 to 0.00, with no time lost due to injury during the reporting period.
- The Total Recordable Injury Frequency Rate (TRIFR) decreased dramatically from 34.86 to 11.20, representing a substantial decline in incidents. This is particularly notable given the number of apprentices employed and the challenges associated with managing safety when apprentices are not under EGT's direct supervision.



Accessible Services

In addition to keeping its staff and apprentices safe, ECA WA has been focused on equipping members with the safety tools they need to effectively run their businesses.

This year ECA WA was pleased to provide members with a free, comprehensive 'ECA WA Business Member Safety Pack' as part of their membership. This resource is designed to help members comply with WA safety legislation and maintain a safe workplace. It includes more than 50 WHS templates, including a safety management plan, plus policies, procedures, and templates designed specifically for WA electrical businesses to help meet their compliance obligations. Additionally, every quarter ECA WA adds five new Toolbox Talks to its library, covering a wide range of safety topics.

ECA WA also provides access to a paid HSEQ service accessed by 131 members⁵. The number of HSEQ service users reduced this year following ECA WA's decision to cancel the Level 1 and Level 2 paid packages in preparation for the launch of the new Business Member Safety Pack offered at no charge. The HSEQ subscriptions now available provide additional resources over and above those offered in the Safety Pack.

Additionally, the ECA Safe Digital App provides a powerful tool to support workplace and EWP inspections, complete pre-start, operational and post-operational checks, confirm the status of equipment, assess sites, workshops and offices and add photos for enhanced detail and reporting. Custom designed for the electrical industry, the safety system tools are accessible and easy to use, allowing users to complete pre-starts/toolboxes, vehicle inspections, risk assessments (RAC and SWMS), electrical installation tests and incident and hazard reports digitally via phone or tablet.

As another benefit for members, all ECA WA members received access to ChemAlert at no additional cost. This has given members a competitive edge for hazardous substance management for all contracts and internal compliance required for the construction, residential and mining industries.

⁵ As at 30 June 2026

Members have also benefited from a Business Member Safety Calendar, which is designed to make compliance, safety and business planning easier. Created specifically for the WA electrical industry, this calendar brings together key workplace safety reminders, finance and ATO due dates, industry events, and important review points.

These initiatives demonstrate the benefit of collaboration between the WHS Team and each business unit, ensuring safety isn't just a compliance measure, but a shared value embedded across the whole organisation.

Member Support - Legal

Having a professional legal service is continually rated as important and valuable by members. Through ECA Legal, members have exclusive access to free generalist legal advice by phone, or a 30-minute consultation. The fee-for-service rates are also substantially lower than non-member rates and the fees charged by private practices.

This year ECA Legal provided 997 hours of free legal advice to members. If conservatively valued at the private practice cost of \$500 an hour, that equates to almost \$500,000 worth of advice provided at no charge. Additionally, the legal team supported members with debt recovery, sending out high numbers of Letters of Demand for claims below \$10,000. This support is also provided free of charge and helps members recover thousands of dollars of outstanding debts, in many cases preventing the need for costly legal action.

Industry-specific Advice and Information

The legal team provided members with information and advice on a range of issues throughout the year. These included commercial contracts, terms and conditions, payment disputes under the *Security of Payment Act*, Australian Consumer Law, apprenticeships, enterprise agreements, the National Employment Standards, electricity licensing regulations, business structures, award interpretation/coverage, employment contracts, employee conduct, redundancies, unfair dismissals, adverse action and discrimination claims, leave entitlements, unions, and wage rates and allowances.

The team also worked to keep contractors up to date with developments in workplace relations and other relevant areas of law. ETI's fortnightly member newsletter, *Electrical Insider*, featured articles on a range of topics such as the difference between employing staff and engaging independent contractors, State Electrical Wage Rates, overtime entitlements and reasonable additional hours, end-of-year functions, superannuation requirements, apprentice supervision, deducting amounts from an employee's pay, displaying an electrical contractor's licence number, debt recovery, workers compensation insurance, drugs and alcohol in the workplace and whether positive tests are enough to terminate, the right to disconnect and casual conversions.

Additionally, the legal team regularly presented at seminars, ECA WA Industry Nights, and CET Open Days to keep members informed of key issues and changes that may impact their business.

Simplified Workplace Compliance

Australia's Industrial Relations landscape continues to go through significant change, making it challenging for employers with growing businesses.

ECA Legal now offers a Subscription Package, which is designed to provide complete, up-to-date employment law and industrial relations documents for electrical contractors. Available only to members, the pack enables businesses to implement essential IR policies and update their contracts and other documents using templates that comply with the *Fair Work Act's* strict requirements. Members can manage their own legal compliance in-house for a single annual fee, rather than paying for documents individually. When legislation is updated, ECA Legal's team updates the subscription pack and notifies members, ensuring that they stay covered.

The services provided by ECA Legal continue to simplify business for members and provide them with peace of mind.

Member Support – Technical Hotline

Surveys and member feedback continued to rate the Technical Hotline as ECA WA's most in-demand member service, with feedback being consistently positive.

This service is offered free of charge for all members and is delivered by staff who are based in WA and experienced in the state's electrical standards. It draws on the technical team's diverse experience and knowledge, supporting contractors with compliance, technical knowledge, installation requirements and understanding Western Power, Horizon Power and Building and Energy's rules.

The service provides members with direct technical assistance from 7.30am – 5.00pm Monday to Friday (excluding public holidays). In 2025/26, the technical team received 9,798 enquiries from members, including phone calls, email enquiries and face-to-face appointments. During 2026 there was a steady increase in the number of monthly enquiries with June 2026 seeing a record number of 942 enquiries for the month.

The hotline's value to industry has been consistently demonstrated by the number of non-members who either join or reactivate a previous membership so they can access the service. This has created a major source of new member leads each month.

Member Support – Technical Knowledge Base

ECA WA's Technical Knowledge Base (TKB) has continued to be a significant strength, receiving the second highest number of compliments from members (after the technical hotline service). ECA WA receives regular member feedback about the speed and helpfulness of the responses provided.

Drawing on ECA WA's licence arrangements with Standards Australia, TKB is an online service that allows members to view and search Australian Standards, industry alerts, Energy Bulletins, FAQs and

more. It also provides the ability to ask the technical team specific complex questions. This initiative has meant members can access an extensive range of technical information at any time of the day or night.

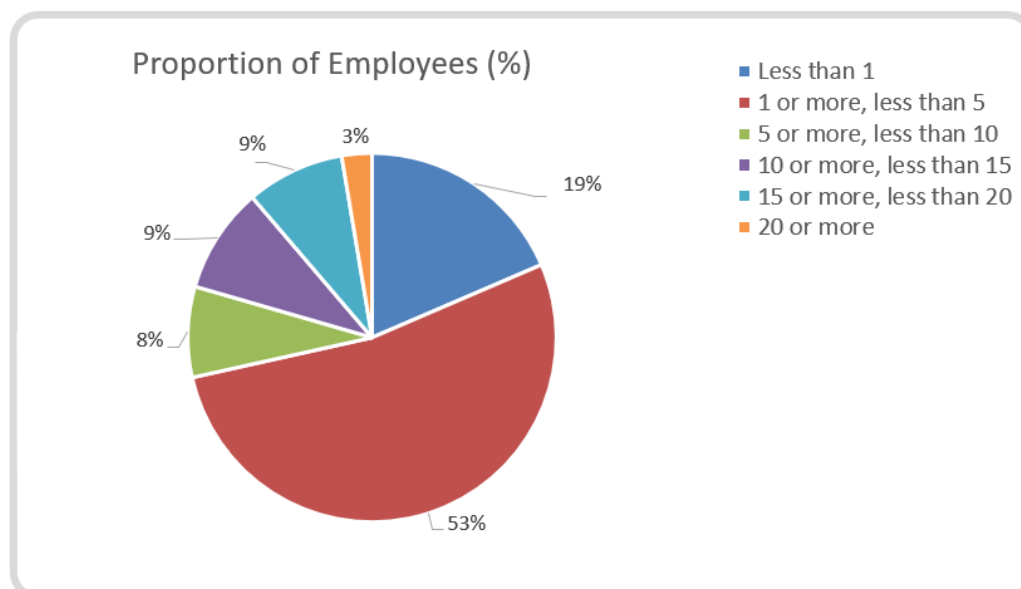
TKB is regularly updated with new information, making this an extremely valuable resource. This is reflected in TKB's high usage rates, with more than 90% of members using the system. In 2025/26, members conducted 6,265 searches and viewed 30,600 articles. ECA WA invests a considerable amount of its own funding into maintaining and delivering the service, which is provided free of charge for members and EGT apprentices.

Additionally, the in-built 'submit a question' service is very popular as it enables members to attach photos to their questions whilst on the job and allows the technical team to provide written responses for those members who prefer that format. The combination of TKB and ECA WA's locally provided technical support hotline, provides members with the most comprehensive technical service in Australia.

Maintaining a Dedicated Team

ETI is a people-based charity, which relies on building and maintaining relationships with electricians, contractors, the broader industry, and local communities. Delivering its services relies on having a team of passionate and experienced people who work together to achieve its charitable objectives, and this focus underpins the ETI management teams emphasises on creating a positive, engaging staff culture.

ETI enjoys high loyalty and staff retention. The 2025/26 year saw a strong reduction in turnover. Staff turnover almost halved in 2025/26, falling from 11.9% to a 12-month rolling average of 6.2%. This is well below ETI's target turnover of 10% and significantly lower than average employee turnover rates of 16% for the public and private sectors⁶. ETI's average tenure was five years and five months at 30 June 2026, as outlined in the chart below, which shows the proportion of staff and their length of service.



⁶ Statistics released by the Australian Human Resource Institute (AHRI) March 2026 report, show the average employee turnover for the 12 months to the end of December 2025 was reported at 16% consistent with the previous 12 months.

With almost half its staff having been with ETI for 5 or more years, this year a number of staff celebrated milestones including:

Years of Service	Number of Staff
25	1
20	2
15	3
10	2
5	1



In addition to ETI's loyalty program, staff with five to fifteen years of service are acknowledged with a certificate which is presented at staff meetings. Those with ten to twenty-five years' service also have their names included on an honour board in ETI's Boardroom. For staff who achieve a twenty five year milestone, ETI hosts an acknowledgement lunch for the staff member and their team.

Diversity and Equality

The 2026 Gender Equality Report provided a snapshot of ETI's gender composition and showed that ETI is tracking positively with female representation amongst staff and apprentices. ETI has locked in several targets which it continued to work towards including increased female representation within the non-management and apprentice groups, increased representation within ETI's governing bodies and equal remuneration between men and women.

ETI's Diversity and Inclusion Working Group meets every six weeks, and this year implemented a range of initiatives. ETI's initiatives include:

- reviewing existing and drafting new diversity policies;
- establishing and embedding an ALLY⁷ network;
- an online presence on the staff intranet including videos, meeting minutes, stories and information on future events; and
- a calendar of events has been rolled out including acknowledgement of Harmony Day, NAIDOC Week, 16 Days in WA and Wear Purple Day.

Professional Development

This year ETI completed a six-month leadership training program for its mid-level managers. This program aimed at building leadership capability, providing a toolbox to support people management, and giving team building elements to strengthen relationships between the management team. The program included training sessions and individual mentoring and has received positive feedback from attendees.

Additional professional development for staff have included:

- The Australian Institute of Management's Psychological Safety and Psychosocial Risk for Leaders and Managers;
- psychosocial training through Experience Lab for all employees; and

⁷ A person who supports the rights of a minority or marginalised group without being a member of it

- a range of lunch and learn sessions covering topics such as neurodivergence, cultural awareness, health and health insurance services.

Supporting Staff Wellbeing

ETI has implemented a number of HR projects this year, which have been designed to continue to maintain staff wellbeing. These projects have included:

- conducting an employee culture survey;
- reviewing CET instructor salary structures to provide more transparency for each pay level and how instructors can move from one level to another;
- an Employee Benefits Booklet including new discount offers including health insurance, gym memberships and retail discounts;
- ETI's Staff Connect Day where all business units gather as one for team building and connection;
- access to purchased leave and unpaid parental leave;
- flexible working arrangements including working from home, right to disconnect and 4-day work week policies;
- a \$500 contribution towards gym memberships;
- daily fruit, biscuits and snacks; and
- sports team support.

In addition, ETI has continued to offer its employee assistance program, which is actively promoted and made available to both staff and apprentices.

Prudent Financial Management

ETI has established an effective business model, placing it in the top 4.5% of charities in Australia. As at 30 June 2026, ETI achieved a consolidated total revenue and other income of \$64,341,748 achieving a surplus of \$5,803,667 across ETI, ECA WA, CET, EGT, EQS and ECA Legal Pty Ltd. ETI's total assets were \$60,786,383.

Our Surplus

The \$5.8 million surplus, including \$3.8 million in property revaluations, is not an end in itself. While the property revaluations strengthen our balance sheet rather than provide cash to spend, our operating result allows us to keep investing in what matters most: our people, the facilities and equipment our apprentices learn with, and the services our members rely on. As a Board, we want this year's success to make a lasting difference for those who train with us, work with us and trust us to represent their interests. By balancing this investment with sound financial reserves, we are helping ensure ETI remains strong and ready to support Western Australia's electrical industry for generations to come. This section of the Chairpersons report should be read in conjunction with the Treasurers report and with the Audited Financial Report.

Several key themes have underpinned this year's positive results including the following:

- ETI's reputation within industry, and the broader WA community, has resulted in a high demand for its expertise and service offering.

- All of ETI's business units work interdependently to provide holistic, coordinated programs to achieve the best results for industry.
- Funding from DTWD and CTF for courses such as pre-apprenticeships and the Orange Card Combo, has improved entry pathways into electrotechnology and made upskilling more accessible.
- Grant funding has enabled ETI to grow its equity and build training capacity.
- Sponsorship arrangements have supported ETI's ability to provide a range of member services at little or no cost.
- Strong support from host employers enables EGT to employ and place apprentices and provide them with solid work experience.
- There has been a general increase in apprenticeship employment across industry, resulting in high demand for apprentice and pre-apprenticeship training at CET.
- Allocating part of its surplus towards furthering its charitable objectives enables ETI to give back by providing new apprenticeship opportunities and enhancing outcomes in areas where specific needs are identified.

ETI is in a strong position to continue providing services and supporting electrical apprentices, contractors and the community in WA. It has developed a positive budget for 2026/2027 so that it can continue to provide a steady supply of quality apprenticeships to support industry's growth, and support contractors to meet the communities increasing demand for electrical services. It will continue to use its surplus to self-fund existing and new industry programs, and further its charitable objectives.

Thank You

ETI's continued success is made possible through the collective efforts of many people.

Firstly, thank you to ETI's host employers, customers and members for their ongoing support. Their loyalty stretches across many years and enables ETI to continue to develop and maintain a high level of service and contribute to a stronger industry.

ETI's Board Members volunteer on the Board and its subcommittees, taking considerable time out of their businesses to ensure effective governance and keep ETI's relevant and up to date with industry's needs. This year saw a number of changes within the Board structure. Greg Warren retired from the role of Chairperson after eleven years serving on ETI's various boards, including EGT, CET and ECA WA. His stewardship throughout this time has seen considerable growth and evolution in ETI's operations, and he is continuing to support the Board as Immediate Past Chair. ETI was pleased to welcome ECA member Kayne Gordon and former Minister Sue Ellery to the Board. ECA WA member Andrew Bekker from Programmed has joined the ECA Legal Board. Thank you to all current and former Board Members for their contribution and commitment.

ETI's achievements would not be possible without the efforts and expertise of its staff. Thank you to CEO Carl Copeland, CFO Heloise Steyn, General Manager EGT Stuart Diepeveen and General Manager CET Aidan O'Grady, HR Manager Leone Gatt, WHS Manager Dan Pizzino and Legal Practice Director Justin Lilleyman for their outstanding leadership. This year ETI welcomed Steve Scott to the Leadership Team as the Operations Manager Member Services. Thank you also to all the staff whose dedication and hard work continue to make ETI a success. I would also like to acknowledge all the apprentices who've chosen to work with EGT and add value to their host employers' businesses.

Next year ECA WA turns 100. In 1927, a small group of contractors came together to support one another and lift the standards of their trade. That is still our job. I look forward to working with the

Board, management and our members to make sure ETI enters its second century stronger than it has ever been.

Having evolved and expanded into training and employment over the years, ETI is now one of Australia's most respected and comprehensive industry bodies, supporting every part of the electrical profession in Western Australia. We look forward to continuing and celebrating our achievements, and the collective success of our industry, as we move into a new year and support industry through its ongoing growth and advancement.

Darryl Bower
Chairperson
Electrotechnology Training Institute Limited