

Senate Committee: Education and Employment

**QUESTION ON NOTICE
Additional Estimates 2015 - 2016**

Outcome: Cross Portfolio - Corporate

Department of Education and Training Question No. SQ16-000210

Senator Ludwig, Joe provided in writing

Executive coaching and leadership training

Question

Since the change of Prime Minister on 14 September, 2015:

Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

1. Total spending on these services
2. The number of employees offered these services and their employment classification
3. The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted (provide a breakdown for each employment classification)
4. The names of all service providers engaged For each service purchased form a provider listed under (4), please provide:
 - (a) The name and nature of the service purchased
 - (b) Whether the service is one-on-one or group based
 - (c) The number of employees who received the service and their employment classification
 - (d) The total number of hours involved for all employees (provide a breakdown for each employment classification)
 - (e) The total amount spent on the service
 - (f) A description of the fees charged (i.e. per hour, complete package)
5. Where a service was provided at any location other than the department or agency's own premises, please provide:
 - (a) The location used
 - (b) The number of employees who took part on each occasion (provide a breakdown for each employment classification)
 - (c) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - (d) Any costs the department or agency's incurred to use the location
6. In relation to education/executive coaching and/or other leadership training services paid for by the department what agreements are made with employees in regards to continuing employment after training has been completed?
7. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer

Between 14 September 2015 and 31 January 2016, the Department of Education and Training has spent \$44,937 on corporately funded and managed executive coaching and/or leadership training services. The coaching/training was provided to 113 staff at the Executive Level 2 classification and to one SES Band 1 officer. Study leave was not required for the staff who have been provided with coaching/leadership training services.

Individuals may have purchased leadership or executive coaching training services as part of their individual development but this information is not collected centrally.

The department's responses to questions 1 to 5 are contained in the table below.

Executive Coaching and Leadership Training from 14 September 2015 to 31 January 2016									
Department/ Agency	Total spending (GST excl)	No of employees offered these services and their classification	Number of participants and their classification	Service provider	Name of programme	1:1 or group	Total hours by classification	Fees charged (package, hour, participant)	Location and cost
Education and Training	\$42,712	All EL2 Staff (254 staff)	113	Institute of Executive Coaching and Leadership	EL2 Leadership Programme	Group	739 or an average of 6.5 hours per participant	Package	Canberra – Crowne Plaza
Education	\$2,225.00	SES Band 1	1	Jeff Whalan Learning Group	Teak Executive Learning Group	Group	15	Package	Wollongong
Education Total:	\$44,937		114				754		

6. No agreements are made with employees in regards to continuing employment after coaching/leadership training has been completed.
7. Study leave was not required for the employees who have been provided with corporately funded coaching/leadership training.