

Senate Committee: Education and Employment

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

Outcome: Agency: ASQA

Department of Education and Training Question No. SQ16-000336

Senator Ludwig, Joe provided in writing

ASQA: 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

The Australian Skills Quality Authority (ASQA) has provided the following response.

1. ASQA has spent \$156,256.95 on a Leadership Development Program during the reporting period.

2. The following is a breakdown of number of employees offered the opportunity to participate in this program by their employment classification:

SES	2
EL 2	26
EL 1	53
APS 6	2

3. The following is a breakdown of the number of employees who have utilised the opportunity to participate in the Leadership Development Program by their employment classification. Please note that no employees were provided with study leave to participate in this program. All workshops were conducted during normal working hours. There were no additional study requirements.

SES	2
EL 2	26
EL 1	53
APS 6	2

4. The service provider utilised to provide the ASQA Leadership Development program was People and Strategy:

- (a) ASQA purchased a Leadership Development program.
 (b) The workshops were undertaken as a group based activity.
 (c) The following is a breakdown of the employees that participated in the ASQA Leadership Development program by their classification:

SES	2
EL 2	26
EL 1	53
APS 6	2

- (d) The following is a breakdown of the hours utilised by staff in attending the ASQA Leadership Development program broken down by employment classification:

SES	172 hrs
EL 2	2237.8 hrs
EL 1	4809.6 hrs
APS 6	167.0 hrs

- (e) ASQA has spent \$156,256.95 on a Leadership Development Program during the reporting period.
 (f) The contract for this program was costed at an hourly rate but charged on the basis that the entire package would be delivered.

5. All training was undertaken at ASQA's own premises except for workshops in Brisbane. In Brisbane the Department of Education's training rooms were utilised.

(a) No private venues were utilised.

(b)

Workshop	APS 6	EL 1	EL 2	SES
Workshop 1	0	22	13	0
Workshop 2	2	38	18	2
Workshop 3	2	44	20	2
Workshop 4	1	40	16	1

(c) The following is a breakdown of the hours utilised to participate in the ASQA training program broken down by employment classification:

SES	172 hrs
EL 2	2237.8 hrs
EL 1	4809.6 hrs
APS 6	167 hrs

(d) ASQA has not incurred any additional costs to utilise external venues.

6. ASQA has made no commitment to continuing employment associated with the undertaking of training and development.

7. The following is a breakdown of approved study leave associated with graduate or post graduate study by classification and degree or program title.

APS 4	Bachelor of Commerce (Accounting)	3.6 hrs
EL 1	Master of Communications	14.7 hrs
APS 4	CPA Program	25.55
APS 6	Master of Commerce (HR)	12 hrs