

**Senate Standing Committee on Education and Employment - Education**

**QUESTIONS ON NOTICE  
Supplementary Budget Estimates 2014-2015**

**Cross Portfolio**

**Department of Education Question No. ED0519\_15**

**Senator Ludwig provided in writing.**

**Question**

**Dept & All Agencies: Executive coaching and leadership training**

Since Budget Estimates in June, 2014: 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****Department of Education****Question 1-5**

Responses to these questions are provided in the table below for corporately managed programmes only.

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

<b>Executive Coaching and Leadership Training from 1 June to 30 September 2014</b>									
<b>Department/ Agency</b>	<b>Total spending (GST incl)</b>	<b>No of employees offered these services and their classification</b>	<b>Number of participants and their classification</b>	<b>Service provider</b>	<b>Name of programme</b>	<b>1:1 or group</b>	<b>Total hours by classification</b>	<b>Fees charged (package, hour, participant)</b>	<b>Location and cost</b>
Education	\$1,825	All staff	12 x EL 1 x APS	Prime Time Training	How to Develop Your Leadership Style	Group	18 x EL 1.5 x APS	Package	Canberra
Education	\$6,160	EL and high performing APS 6	12 x EL 2 x APS	Institute of Executive Coaching and Leadership	Coaching Skills for Leadership	Group	90 x EL 15 x APS	Package	Canberra

**Executive Coaching and Leadership Training from 1 June to 30 September 2014**

<b>Department/ Agency</b>	<b>Total spending (GST incl)</b>	<b>No of employees offered these services and their classification</b>	<b>Number of participants and their classification</b>	<b>Service provider</b>	<b>Name of programme</b>	<b>1:1 or group</b>	<b>Total hours by classification</b>	<b>Fees charged (package, hour, participant)</b>	<b>Location and cost</b>
Education	\$13,000 (GST free)	All SES Band 1	1 x SES Band 1	APSC	SES Band 1 Talent Development Programme	Group	8 months  (incorporate a range of development experiences including 360° assessment feedback, 12 days of facilitated workshops (including 4 day residential, 3 x small group learning sessions, 3 x one-to-one executive coaching, an individual development plan and self- directed learning in the workplace).	Participant	Various (Canberra + residential)

**Executive Coaching and Leadership Training from 1 June to 30 September 2014**

<b>Department/ Agency</b>	<b>Total spending (GST incl)</b>	<b>No of employees offered these services and their classification</b>	<b>Number of participants and their classification</b>	<b>Service provider</b>	<b>Name of programme</b>	<b>1:1 or group</b>	<b>Total hours by classification</b>	<b>Fees charged (package, hour, participant)</b>	<b>Location and cost</b>
<b>Education Total:</b>	<b>\$20,985</b>		<b>28</b>						

**Question 6:**

No agreements are made with employees in regards to continuing employment after training has been completed.

**Question 7:**

Study leave is approved by line managers. Data specific to study leave for graduate or post graduate study is not collected centrally and cannot be reported on.

**Tertiary Education Quality and Standards Agency (TEQSA) has provided the following response.**

Nil

**Australian Research Council (ARC) has provided the following response.**

Nil

**Australian Curriculum, Assessment and Reporting Authority (ACARA) has provided the following response.**

The Australian Curriculum, Assessment and Reporting Authority (ACARA) spent **\$37,400.00** on management skills training services from 20 June 2014 to 12 November 2014.

Table 1 details the number of employees to whom management skills training services were offered to within ACARA. However, note: employees were not offered study leave as the service was delivered at ACARA during standard working hours.

Table 2 outlines management skills training services that were conducted from 20 June 2014 to 12 November 2014 by provider and classification.

Table 3 provides information regarding study leave granted between 20 June 2014 and 12 November 2014.

In relation to question 6, employees are not required to enter into agreements with ACARA about their continuing employment after training has been completed.

**Table 1 Number of employees offered this service and employment classification**

<b>Department / portfolio agency</b>	<b>Total number of employees Offered</b>	<b>ACARA Classification &amp; approx. APS equivalent</b>
ACARA	8	1 x EXEC (SES) 2 x M2 (SES) 3 x M1 (EL2) 1 x P3 (EL1) 1 x P2 (APS 6)

**Table 2 Management skills training expenditure for ACARA, 20 June 2014 to 12 November 2014**

Management Skills training									
Department /portfolio agency	Provider	1:1 or group	Name of service	Nature of service	Total no. of employees	ACARA classification and approx. APS equivalent	Total hours	Total spent (includes GST)	Fees charged
ACARA	TOC3	group	Theory of Constraints Logical Thinking Tools - Management Skills Workshops	Professional Development Coaching	8	1 x EXEC (SES) 2 x M2 (SES) 3 x M1 (EL2) 1 x P3 (EL1) 1 x P2 (APS 6)	49	\$37,400.00	Complete package
<b>ACARA Totals</b>					<b>8</b>		<b>49</b>	<b>\$37,400.00</b>	

**Table 3 Summary of study leave granted between 20 June 2014 and 12 November 2014.**

<b>Department / portfolio agency</b>	<b>ACARA classification and approx. APS equivalent</b>	<b>Study leave granted per employee (hours)</b>	<b>Degree title</b>	<b>Total number of hours of study leave granted</b>
ACARA	A3 (APS4 / APS5 equivalent)	28	Masters Human Resources and Industrial Relations	
	P2 (APS6)	28	Bachelor Social Science (Psychology)	
	P2 (APS6)	14	Master of Economic and Regional Development (MECRD)	
	P3 (EL1 equivalent)	12	Graduate Diploma in Strategic Public Relations	
	P3 (EL1 equivalent)	38	Master of Policy and Applied Social Research	
	M1 (EL2 equivalent)	28	Graduate Diploma of Psychology	
<b>ACARA Totals</b>				<b>148</b>

**Australian Institute for Teaching and School Leadership (AITSL) has provided the following response.**

1. \$2,904 (GST inclusive)
2. Seven, AITSL Classification Level 5
3. Six AITSL Classification Level 5 employees attended a 2.5 hour session.
4.
  - a. WhyteCo Coaching Change and OD Consulting Pty Limited
  - b. Group based
  - c. Six, AITSL Level 5
  - d. 2.5 hours
  - e. \$2,904 (GST inclusive)
  - f. Complete package
5. Not applicable
6. No agreements are made with employees in regard to continuing employment after training has been completed.
- 7.

<b>AITSL Classification Level</b>	<b>Course Title</b>	<b>Approved Study Leave</b>
<b>3</b>	Graduate Diploma of Teaching (Primary)	10 days per calendar year
<b>4</b>	Masters of Education	10 days per calendar year
<b>4</b>	Executive Master of Public Administration	15 days per calendar year
<b>Executive</b>	Graduate Diploma of Applied Corporate Governance	4 days per calendar year

**Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) has provided the following response.**

Since Budget Estimates in June, 2014:

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  
 \$36,763.62  
 \$2,500 to Magical learning to update and deliver AIATSIS Council e-learning governance resource.  
 \$12,900 to Australian Indigenous Leadership Centre for Leadership workshop and career development for Step Up participants;  
 \$21,363.62 to APSC for K Cole and M Ferris to participate in Career Dev. Assessment Centre)  
 Executive coaching and other leadership training cannot easily be distinguished from other staff training and development in AIATSIS' human resources or financial systems.
2. The number of employees offered these services and their employment classification  
 14 x APS3-6 - Australian Indigenous Leadership Centre  
  
 2 x EL2 - Career Development Assessment Centre  
 An e-learning resource on governance is available to AIATSIS Council members (9 members) at all times.



Executive coaching and other leadership training cannot easily be distinguished from other staff training and development in AIATSIS' human resources or financial systems.

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)

14 x APS3-6 , 8 hours each - Australian Indigenous Leadership Centre

2 x EL2, 4 days each - Career Development Assessment Centre

Executive coaching and other leadership training cannot easily be distinguished from other staff training and development in AIATSIS' human resources or financial systems.

4. The names of all service providers engaged For each service purchased form a provider listed under (4), please provide:

Magical Learning

Australian Indigenous Leadership Centre

Australian Public Service Commission

Executive coaching and other leadership training cannot easily be distinguished from other staff training and development in AIATSIS' human resources or financial systems.

a. The name and nature of the service purchased

Indigenous leadership workshop

Career development coaching

Career Development Assessment Centre

b. Whether the service is one-on-one or group based

Australian Indigenous Leadership Centre – Indigenous leadership workshop – group based

Australian Indigenous Leadership Centre – Career development coaching – individual basis

Career Development Assessment Centre - group based

c. The number of employees who received the service and their employment classification

14 x APS3-6 - Australian Indigenous Leadership Centre

2 x EL2 - Australian Public Service Commission

d. The total number of hours involved for all employees (provide a breakdown for each employment classification)

14 x APS3-6 , 8 hours each - Australian Indigenous Leadership Centre

2 x EL2, 30 hours each - Australian Public Service Commission

e. The total amount spent on the service

\$2,500 to Magical learning

\$12,900 to Australian Indigenous Leadership Centre

\$21,363.62 to APSC

f. A description of the fees charged (i.e. per hour, complete package)

Australian Indigenous Leadership Centre - Complete package

Career Development Assessment Centre - 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

Australian Indigenous Leadership Centre - In-house

Career Development Assessment Centre - Tuggeranong Homestead

b. The number of employees who took part on each occasion (provide a breakdown for each employment classification)

14 x APS3-6 - Australian Indigenous Leadership Centre

2 x EL2 - Career Development Assessment Centre

c. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)

14 x APS3-6 - 8 hours each - Australian Indigenous Leadership Centre

2 x EL2 – 30 hours each - Career Development Assessment Centre

d. Any costs the department or agencyâ€™s incurred to use the location

N/A

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?

N/A

7. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Executive coaching and other leadership training cannot easily be distinguished from other staff training and development in AIATSIS' human resources or financial systems.