



Jobs and Skills Councils Integrity Framework

The Jobs and Skills Councils Integrity Framework (the Integrity Framework) comprises a suite of levers to establish clear expectations, guidance and good practice for the conduct and oversight of industry engagement. Based on five key principles, integrity is built into the design of the responsibilities of Jobs and Skills Councils, as well as a range of other policies and program documentation to ensure the delivery of high quality outcomes for learners, industry, training providers and the economy.

The levers that comprise the Integrity Framework include policies and guidelines set by Skills Ministers (such as the Training Package Organising Framework and the Performance and Monitoring Framework) as well as Commonwealth program management documentation (e.g. the Code of Conduct). This suite of tools ensures integrity is central to all aspects of the Jobs and Skills Councils, from their governance arrangements, through to requiring a focus on excellence, transparency and continuous quality improvement. Minimum standards of behaviour includes openness and transparency in decision-making, obligations to act ethically and manage conflicts of interest appropriately, as well as good practice requirements such as balancing the interests and needs of learners with other industry stakeholders. The Framework is intended to be dynamic, and can be added to as required over time.

Setting clear expectations and clearly defined roles and responsibilities for Jobs and Skills Councils will enhance their accountability. Taken together, these tools and levers govern how Jobs and Skills Councils operate, how high-quality training products are developed, and how public interest will drive outcomes. These arrangements complement broader frameworks that shape and guide VET, including the VET Quality Framework.

The five key principles are:



openness and transparency – transparency is the default position for all actions, including around decisions, appointments, reporting and communication.



engagement and facilitation – engagement across the system is comprehensive, honest and balanced in its reflection of stakeholders' views, adjusts for different jurisdictional perspectives, and provides transparency in how feedback is addressed.



focus on learner outcomes – training products and the learning environment ensure learners realise their potential, promote lifelong learning, support labour market mobility and transferrable skills, and decision-making accounts for the interests of both learners and industry.



ethical behaviour – an integrity culture is embedded and integrated system-wide. Fraud, corruption and improper conduct is prevented or addressed, and decisions or actions across the system are not influenced by personal or private interests.



responsibility and accountability – clearly defined roles, responsibilities and controls will be embedded across the standards, policies and performance management tools.

Commonwealth-State Skills Ministers' oversight

Multiple levers are available to ensure integrity issues are identified and addressed, ensuring Jobs and Skills Councils and their stakeholders fully understand the standards and practices they must adhere to. Integrity will be measured, regulated and enforced through the following supporting components.

Commonwealth-State Joint Responsibilities

Skills Ministers collectively have a critical role as stewards of the VET system to ensure integrity or performance issues are identified early and addressed promptly.

Performance and Monitoring Framework (under development). Provides Skills Ministers the tools to identify and address emerging integrity issues, including annual performance dashboards.

Skills Ministers Meeting. Meetings between JSC Chairs and Skills Ministers to strengthen accountability and transparency.

Training Package Organising Framework (TPOF). Sets out best practice in training product development. Embeds consultation processes that involve transparent interactions, clear responses to feedback, and explanations of decisions made. Skills Ministers own the TPOF.

Post-Implementation Review. To assess whether arrangements are working as intended, and make improvements where needed.

JSC Program Management Documents

The Jobs and Skills Councils program is administered by the Commonwealth Department of Employment and Workplace Relations through grant agreements and management. The Commonwealth manages the program in accordance with the following program documentation that is developed in consultation with states and territories.

Jobs and Skills Councils Code of Conduct. Clear expectations for the behaviour and decisions of JSCs and their directors, committee members, employees, subcontractors and agents

Program Guidelines. Public document outlining expectations for JSCs' governance, including Board members' responsibilities.

Jobs and Skills Councils Performance Framework. Outcomes, outputs and measures for monitoring program effectiveness in line with system level performance.